

**DETERMINATES OF COMPENSATION
FOR
CITY OF NEW HOPE EMPLOYEES**

A. PURPOSE

The City of New Hope establishes by this policy the determinates of employee compensation in order for the City to:

1. Meet the requirements of the State and Federal legislation.
2. Establish a system of payment which allows the City to recruit and retain qualified employees.
3. Meet the expectations of the citizens of the City for the provision of quality services in an efficient manner.
4. Develop and communicate compensation systems that meet the requirements and expectations of the City and our employees.

B. ELEMENTS AND IMPLEMENTATION

1. Adopt and maintain an acceptable job evaluation system.
2. Maintain access to market information.
3. Establish City pay equity guidelines which meet:
 - a. the generally accepted standards for pay equity; and
 - b. compliance with State and Federal legislation.
4. Determine individual and/or group employee performance standards.
5. Relate individual employee compensation to individual employee performance.
6. Establish a forum for regular employer/employee communications with regard to this policy and the elements of its implementation.