

CITY OF DENTON

POLICY/ADMINISTRATIVE PROCEDURE/ADMINISTRATIVE DIRECTIVE

SECTION: HUMAN RESOURCES	REFERENCE NUMBER: 106.02
SUBJECT: WAGE AND SALARY PLAN	INITIAL EFFECTIVE DATE: 05/06/86
TITLE: CLASSIFICATION AND COMPENSATION PROGRAM	LAST REVISION DATE: 01/01/92

POLICY STATEMENT:

It is the policy of the City of Denton to provide a systematic and organized approach for the administration of salaries for classified employees on a uniform, city-wide basis and to provide equitable and competitive compensation based on position classification, performance, and market analysis.

It is the philosophy of the City to compensate employees in direct relation to the value of the position and their contributions to the success of the City and their department goals and objectives. The City will strive to be competitive at the fiftieth percentile of the composite market based on actual salaries paid within the market.

I. OBJECTIVES OF THE PAY SYSTEM

- A. To implement and administer compensation without regard to any individual's race, color, nationality, religion, age, or sex, disability or other federally protected classification.
- B. To maintain competitive rates of compensation that will enable the City to attract, retain, and motivate competent personnel.
- C. To more actively involve management and supervisory personnel in the responsibility of administration of compensation in their departments.
- D. To compensate individuals based upon performance and relative ranking within the salary range of their positions.
- E. To provide a time sequence for Performance Rating Incentive (PRI) reviews.
(See Policy 104.03)