



## Compensation Philosophy Statement

The City of Missoula strives to provide exemplary service to the community and commits to enhancing opportunity and the quality of life through effective delivery of City services while recognizing our fiscal responsibility to those we serve. The City of Missoula's compensation philosophy supports a transparent and understandable compensation plan that is thoughtfully aggressive in attracting and retaining engaged, innovative, and diverse staff at all levels.

A quality compensation plan supports our mission to foster a transparent, nimble organization of employees challenged to provide high quality, responsive and innovative services efficiently and effectively. The City strives to administer pay and benefits in a way that is equitable, transparent, and provides equal pay for equal work without regard to race, ethnicity, religion, sex, gender, sexual orientation, gender identity or expression or other factors unrelated to work performance. The compensation plan is a shared responsibility among all parties responsible for establishing, negotiating, and administering compensation and aligns with the City's responsibility as stewards of public funds.

Following are the objectives of the City's total rewards plan which includes wages, benefits, and other rewards such as leave and workplace flexibility that are competitive, sustainable, and responsible:

- Achieve and maintain competitive wages reflecting the relevant labor market as defined by the geographic region, key markets for employees, and required qualifications.
- Ensure classification and pay systems provide equal pay for equal work and systematically establish and perpetuate equity.
- Provide a competitive, comprehensive benefit package that offers flexibility and choices to supplement compensation; supports employees in meeting financial commitments, preparing for retirement, and maintaining health and wellness for themselves and families; and that preserves and enhances a family-friendly workplace for employees at all stages of life.
- Encourage employee growth and improvement by providing opportunities for wage increases based on the acquisition of qualifications and assumption of additional responsibilities of value to the City.
- Consider performance incentives when job expectations are clearly communicated, understood, achieved, and documented.
- Ensure compliance with federal and state regulations.
- Provide pay practice transparency recognizing that citizens fund employee compensation and deserve commensurate value from the City.
- Responsibly manage financial assets and ensure the City's compensation system is sustainable.

The City of Missoula will periodically evaluate and update, as necessary, wage rates, benefit programs, and compensation practices to ensure market competitiveness, effectiveness, and continued compliance.