

**CITY OF REDDING, CALIFORNIA
COUNCIL POLICY**

SUBJECT	RESOLUTION NUMBER	POLICY NUMBER	EFFECTIVE DATE	PAGE
	SALARY POLICY	89-321	206	09/19/89

BACKGROUND

The City of Redding has not had a compensation philosophy to govern the administration of salaries and employee benefits.

PURPOSE

This policy will establish the City Council's posture on this important subject and will provide the framework for the City Council in arriving at a salary and benefit program which is equitable to taxpayers, employees, and the public.

POLICY

The City of Redding will establish and maintain a compensation policy which is intended to recruit and retain the better qualified employees. In order to establish salaries and benefits necessary to attract and retain such employees, the City shall conduct periodic surveys of public and private sector employment in order to ensure that its compensation practices conform to the practices of a cross-section of public and private employers in the labor market from which the City recruits its work force. The Council recognizes that there are different labor markets for different occupational groups, and its survey practices shall reflect those labor market differences, and the compensation judgements made on the salary data collected shall also reflect those geographic differences. For occupational groups that are peculiar to the public sector, such as police and fire, or for professional, technical or managerial occupational groups or jobs with qualifications not found in ready supply in the local Redding market, the City shall conduct surveys of total compensation in California cities with economic and service delivery conditions comparable to Redding's. For those occupational groups which are found in ample supply in the Redding area, total compensation surveys of public and private employers in that market place shall be conducted. These surveys will serve as the basis for insuring that the City's compensation practices are in keeping with the practices of public and private employers in the labor markets in which the City competes for its work force and will serve as the foundation for the collective bargaining processes in which the City participates.