

## **COMPENSATION AND BENEFITS**

**Wages and salaries** –wages and salary will be targeted at the level needed to achieve our recruitment, retention **and productivity** objectives. We recognize that the competitive markets for jobs may be different for different jobs.

**Performance-based pay** – the City encourages linking compensation to individual or group performance when we are confident that such linkages are appropriate and defensible.

**Benefits** – we will provide competitive benefits that are flexible, when possible, to be responsive to the needs of our workforce.