

City of Minneapolis

COMPENSATION PHILOSOPHY

Attracting, Retaining and Motivating Employees



Approved by the Minneapolis City Council July 20, 2007.

INTRODUCTION

In 2007 the City of Minneapolis developed and the City Council approved a compensation philosophy to help guide the city in attracting, retaining and motivating employees. Minneapolis is committed to providing fair and competitive total compensation including wages, salary and benefits, opportunities for growth and advancement, recognition, and a productive and satisfying work environment that makes career employment a rewarding choice.

The City of Minneapolis recognizes that the personal satisfaction that comes from providing quality public services is a significant reason people choose to work for the City and a prime motivator of performance. We value highly productive, customer-oriented employees who share our vision for quality services.

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.

PERSONAL GROWTH

Training opportunities – the City values lifelong learning and personal growth and strives to provide education, training, mentoring and other opportunities for employee development.

Management support – managers and supervisors are expected to actively participate in mentoring and developing others.

PERFORMANCE RECOGNITION

Recognition – the City is committed to identifying and rewarding high-quality work, whether it's for reliably performing basic services or applying creativity and innovation to improve service delivery.

Promotion based on performance – we are committed to promoting our strongest performers.

PERFORMANCE MANAGEMENT

Measuring performance – managers and supervisors are expected to fairly and accurately measure employee performance and to provide meaningful feedback to all employees in areas of both their strengths and areas of performance that need to improve.

Encouragement and discipline – we will take appropriate action when necessary to ensure that we have satisfactorily-performing employees. Such action may include performance counseling, offering training when indicated or making staffing changes when appropriate.

WORK ENVIRONMENT

Diversity – the City values the skills, ideas and enrichment that comes from a having a diverse workforce. We actively recruit from the communities that we serve, and provide a welcoming, inclusive and respectful work environment for all.

Partnerships – we will solicit employee input and partner with our employees to identify and implement ways to improve service delivery and efficiency.

Flexibility – we are open to flexible working schedules when public service is not compromised.

PROTECTING PUBLIC FUNDS

Sustainability – the City, as a steward of public funds, will consider its responsibility to residents and taxpayers when establishing total compensation levels, which must be sustainable over time.

Value – there must be a strong connection between the value of compensation and the value of work performed.

EQUITY, BARGAINING AND EQUAL OPPORTUNITY

We strive for internal equity in total compensation, respect employee rights to bargain collectively, and seek to provide equal opportunities in employment and advancement.