Passed: 6-1 (PC)

**RESOLUTION 98-17**

**EXPRESSING SUPPORT FOR A NEW COMPENSATION SYSTEM FOR CITY OF BLOOMINGTON EMPLOYEES**

WHEREAS, the City of Bloomington's current non-union compensation system consists of 53 narrow pay grades; and,

WHEREAS, a fair and effective compensation system requires flexibility, and should enhance an organization's ability to attract and retain employees; and,

WHEREAS, the City's current compensation system increases salaries based only on longevity and organization-wide cost-of-living adjustments; and,

WHEREAS, a compensation system that includes a formalized job appraisal process provides a link between compensation and performance, and serves as an effective tool for communicating individual, group and organizational goals and expectations, and provides systematic feedback regarding their achievement;

NOW, THEREFORE, BE IT HEREBY RESOLVED BY THE COMMON COUNCIL OF THE CITY OF BLOOMINGTON, MONROE COUNTY, INDIANA, THAT:

1. The Bloomington Common Council supports revision of the current compensation system for non-union City of Bloomington employees. The Council supports the administration's goal of implementing a new compensation system which:
   1) shall have as its goal adjusting City employee compensation levels towards levels at least comparable to what similar positions are paid in similar organizations, and
   2) beginning with the year 2000 budget, will reward employees through salary adjustments related in part to their job performance relative to clearly defined and articulated goals and expectations.

2. The Council recognizes that salary levels for City employees have lagged behind the salaries paid by comparable organizations, both private and public. In the early years of the new compensation system, moving City of Bloomington employees towards compensation levels comparable to other organizations will require salary adjustments for many employees that may significantly exceed the rate of inflation. The Council anticipates that salary increases reflecting such movement will be included in the 1999 budget.

3. The Council supports administration plans for ongoing and comprehensive supervisor training. Such training will seek to improve and ensure each supervisor's ability to deliver effective feedback in a supportive manner. The training will focus on building and developing supervisor skills in coaching employees to improve performance.

PASSED and ADOPTED by the Common Council of the City of Bloomington, Monroe County, Indiana, upon this 15th day of July, 1998.

S. Patricia Cole

TIMOTHY MAYER, President
Bloomington Common Council

ATTEST:

Patricia Williams

PATRICIA WILLIAMS, Clerk
City of Bloomington

SIGNED and APPROVED by me upon this 7 day of July, 1998.

JOHN FERNANDEZ, Mayor
City of Bloomington

SYNOPSIS

This resolution expresses Council support for a new compensation system for non-union City of Bloomington employees.

Signed copies to:
Controller
Employee Services