

COMPENSATION**1.4.1****A. COMPENSATION PLAN****1. Compensation Principles**

The City of Redlands is committed to maintaining fiscal integrity and high standards of accountability to the public in the expenditure of funds provided by taxpayers. Accordingly, the City establishes its compensation system in accordance with the principles of public accountability.

2. Compensation Plan

The HR/Risk Management Director shall prepare a compensation plan that includes the following:

- a. Salary ranges for all classifications in the competitive service, showing the minimum and maximum rates of pay;
- b. A designation of the position as full-time, hourly, or temporary;
- c. A designation of the position as paid on an hourly or salary basis.

3. REVIEW OF COMPENSATION PLAN

The compensation plan will be reviewed periodically, but not less than every two years. The HR/Risk Management Director shall determine whether any modifications are necessary due to changes to positions or classifications, including changes to exempt or non-exempt status. The City Manager shall submit any modified compensation plan in proposed form to the City Council for adoption.