

## **2.62.010 STATEMENT OF POLICY:**

The following principles and policies are established:

- A. In matters of compensation or in terms, privileges, or conditions of City employment, the City shall not demote, discharge, terminate, harass, refuse to promote or hire, or retaliate or discriminate against any person otherwise qualified, because of a person's race; color; gender; pregnancy; childbirth or pregnancy related conditions; religion; national origin; age (if 40 years of age or older); disability; sexual orientation or gender identity, unless based upon a bona fide occupational qualification.
- B. Just and equitable incentives and conditions of employment shall be established and maintained to promote efficiency and economy in the operation of the City.
- C. The City shall provide the means to recruit, select, develop and maintain an effective and responsive work force, and shall provide plans for employee hiring and advancement, training and career development, job classification, salary administration, vacations, sick leave, leaves of absence, retirement, fringe benefits, discipline, discharge and other related matters.
- D. It is the compensation policy of the City that its salaries and wage ranges be competitive to the average salaries and wages of comparable governmental entities along the Wasatch Front. Other government and private sector entities may be surveyed as deemed necessary.
- E. All salary adjustments and cost of living adjustments are subject to availability of funds.