

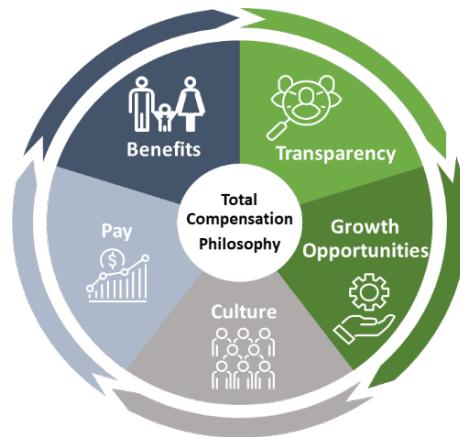


CITY OF ASPEN

Total Compensation Philosophy

Total Compensation Philosophy OVERVIEW

The City of Aspen's *Total Compensation Philosophy* provides a framework to guide decision-making on compensation and benefits programs for employees. As an employer of choice, the City encourages an engaged and innovative workforce through a Total Compensation Philosophy that supports highly competitive and equitable pay. Employees that embody the City's values and mission enjoy a unique and rewarding mountain culture experience.



City of Aspen EXPERIENCE

The City is committed to providing a Total Compensation Philosophy that attracts, retains, and rewards a talented and motivated workforce that embraces the City's Mission statement and Organizational Values.

MISSION STATEMENT

To engage with positive civil dialogue, provide the highest quality innovative and efficient municipal services, steward the natural environment, and support a healthy and sustainable community for the benefit of future generations with respect for the work of our predecessors.

ORGANIZATIONAL VALUES

SERVICE: We serve with a spirit of excellence, humility, integrity, respect

PARTNERSHIP: Our impact is greater together

STEWARDSHIP: Investing in a thriving future for all by balancing social, environmental, and financial responsibilities

INNOVATION: Pursuing creative outcomes, grounded in Aspen's distinctive challenges and opportunities

The City invites employees to bring their passion and experience to affect positive change through public service. Diverse perspectives, rich ideas, and a culture with an appreciation for individuality and a sense of belonging are reinforced and appreciated in the City. To pursue creative outcomes, demonstrate excellence, and address the distinctive opportunities found in Aspen, the City recruits qualified and talented employees who are prepared to manage complex and highly technical challenges.





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HOW WE COMPARE OURSELVES

To respond to the unique Aspen environment and labor market conditions, the City will:

- Ensure we are a market leader locally, regionally, and as appropriate, nationally.
- Utilize a comparable labor market that includes both private and public sectors, as appropriate.
- Regularly evaluate the City's competitive labor market and compare similar positions to other organizations whom the City competes with for its workforce.

WHAT WE OFFER

To achieve a sustainable, fiscally responsible, and highly competitive compensation program, the City will provide the following core Total Compensation programs to City of Aspen employees:

PAY

- Market-leading pay structures that consider the high cost of living in Aspen and the surrounding area.
- Pay for similar work that is equitable both internally and externally and applied consistently across the organization.
- Meaningful merit/performance increases that recognize employee's contributions and reflect the varying levels of employee achievements.

HEALTHY LIFESTYLE BENEFITS

- Comprehensive and competitive benefits programs designed to support the health of City employees and their families.
- Robust employee benefits that encourage awareness of individual health and offer resources to pursue healthy lifestyles.
- Benefits that are inclusive and meaningful at a variety of life stages.
- Work-life balance enhancements through offerings such as alternative work schedules, employee wellness programs, and ancillary benefit programs.

PAY COMMUNICATION

- Clarity and transparency in managing the total compensation system.
- Communication of the value of the total compensation package offered to City employees.
- Guidance and oversight in pay decisions to ensure fairness and consistency.



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WHAT WE OFFER - CONTINUED

PROFESSIONAL DEVELOPMENT & CONTINUOUS LEARNING

The City seeks to retain and develop employees by providing opportunities for learning and professional development. The City and employees both play critical roles in maintaining the success of a professional development culture.

- Foster a positive work environment that is meaningful, stimulating, and encourages employee innovation and creativity.
- Provide a range of learning and professional development opportunities for all employees that support personal and professional growth.
- Offer ongoing and timely communication to employees on their performance, goals, and professional development throughout the year.

REWARDS & RECOGNITION

- Acknowledge and celebrate employees' contributions that align with the City's mission statement and organizational values.
- Provide financial and non-financial incentives for extraordinary and exemplary performance.
- Reward employees by offering learning opportunities to promote professional growth and development.

HOUSING SUPPORT

- Respond to the high cost of living and lack of affordable housing through an array of housing program options.
- Review creative and innovative opportunities on an ongoing basis to further enhance employee support with housing challenges.

