

## **4 - COMPENSATION/CLASSIFICATION**

### **4.3 - Pay for Temporary Employees and Regular Employees Working Less than Full-time**

Revised: July 1, 2007, February 2024

Reviewed: April 2018

The pay for temporary employees and regular employees working less than full-time in positions that are not covered by GovHR, will be established by a joint decision of the Human Resources Director and the specific Department Director.

Factors affecting that rate shall include the duties and responsibilities of the job, the departmental budget, the employee's length of service in the position, the job-related skills and experience of the employee, and the market conditions that require the City to hire at that rate.