



## RESOLUTION NO. 40465

1 A RESOLUTION relating to pay and compensation; approving an updated  
2 compensation philosophy for the City of Tacoma.

3 WHEREAS the City strives to offer a total compensation program  
4 designed to help create and support a high-performing, responsive, and  
5 competitive organization, and

6 WHEREAS, on November 18, 2008, the City Council adopted Resolution  
7 No. 37639, approving a compensation philosophy which defined the City  
8 Council's values, goals, and commitment to be an employer of choice in the  
9 Puget Sound region, and

10 WHEREAS it is necessary to update the City's compensation philosophy  
11 to create and strengthen a culture of transparency and trust through a  
12 competitive classification and compensation program that is equitable, accessible  
13 and flexible; motivates high performance; and reflects the strong value the City  
14 places on its employee population, and

15 WHEREAS the proposed compensation philosophy includes a vision  
16 statement, and has a broader approach to compensation which captures the total  
17 value of an individual's employment relationship with the City, introduced as Total  
18 Rewards, and

19 WHEREAS Total Rewards is not in lieu of competitive pay and benefits;  
20 rather, the philosophy includes how work is classified, including meaningful and  
21 measurable differences in the level of work defined within each occupational  
22 group, while allowing for management flexibility, and  
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WHEREAS the proposed compensation philosophy also provides a sustainability measure to ensure the system is regularly assessed to remain competitive in the market, and

WHEREAS, in response to City Council feedback provided during the October 22, 2019, Study Session, minor revisions to the compensation philosophy have been applied to the section titled "Commitment to Equity"; Now, Therefore,

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:

That the Compensation Philosophy of the City of Tacoma, as set forth in the proposed document on file in the office of the City Clerk, is hereby approved.

Adopted \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:

\_\_\_\_\_  
City Clerk

Approved as to form:

\_\_\_\_\_  
City Attorney