



Req. #13472

RESOLUTION NO. 38625

1 A RESOLUTION relating to the City's compensation philosophy; approving
2 revisions to the compensation philosophy.

3 WHEREAS the City Council adopted Resolution No. 37639 on November 18,
4 2008, approving a compensation philosophy which defined the values and goals for
5 the equitable and consistent implementation of the City's compensation program,
6 and

7 WHEREAS revisions to the competitiveness section of the compensation
8 philosophy are necessary in order to maintain fiscal responsibility and reflect
9 changing economic conditions and budget impacts, including positioning pay at the
10 60th percentile of the market and recognizing the potential for a pay-for-
11 performance program for non-represented classifications; Now, Therefore,
12


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

14 That the revised compensation philosophy, as set forth in the proposed
15 documents on file in the office of the City Clerk, is hereby approved.
16

17
18 Adopted FEB 12 2013


19 Mayor

20 Attest:

21 
22 City Clerk

23 Approved as to form:

24 
25 Deputy City Attorney

26



REQUEST FOR
ORDINANCE RESOLUTION

RECEIVED

Request #:
Ord./Res. #:

13472
38625

FEB 01 2013

1. DATE: February 1, 2013

CITY CLERK'S OFFICE

2. SPONSORED BY: COUNCIL MEMBER(S) N/A (If no sponsor, enter "N/A")

Form with sections 3a-4c and signatures. 3a. REQUESTING: Human Resources Department. 3b. DO PASS? No. 3c. DID THIS ITEM GO BEFORE THE PUBLIC UTILITY BOARD? Not required. 4a. CONTACT: Karen Short. 4b. Person Presenting: Joy St. Germain. 4c. ATTORNEY: Cheryl Comer. Signatures of Joy St. Germain, Budget Officer/Finance Director, and City Manager/Director Utilities.

5. REQUESTED COUNCIL DATE: February 12, 2013

(If a specific council meeting date is required, explain why; i.e., grant application deadline, contract expiration date, required contract execution date, public notice or hearing required, etc.)

6. SUMMARY AGENDA TITLE: (A concise sentence, as it will appear on the Council agenda.)

Resolution to approve revisions to the Compensation Philosophy adopted by Council Resolution 37639, on November 18, 2008.

7. BACKGROUND INFORMATION/GENERAL DISCUSSION: (Why is this request necessary? Are there legal requirements? What are the viable alternatives? Who has been involved in the process?)

The City Council adopted Resolution 37639 on November 18, 2008, to approve a compensation philosophy that defined the values and goals regarding the equitable and consistent implementation of the City's compensation program.

Revisions are being made to the competitiveness section of the 2008 Compensation Philosophy in order to maintain fiscal responsibility and reflect changing economic conditions and budget impacts; positioning pay at the 60th percentile of the market; and recognizing the potential for a pay-for-performance program for non-represented classifications.

8. LIST ALL MATERIAL AVAILABLE AS BACKUP INFORMATION FOR THE REQUEST AND INDICATE WHERE FILED:

Table with 2 columns: Source Documents/Backup Material and Location of Document. Rows include Resolution 37639 and Proposed Compensation Philosophy.

REQUEST (CONT)

CITY CLERK USE ONLY

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9. WHICH OF THE CITY'S STRATEGIC GOALS DOES THIS ITEM SUPPORT? (CHECK THE GOAL THAT BEST APPLIES)

- A. A SAFE, CLEAN AND ATTRACTIVE COMMUNITY
- B. A DIVERSE, PRODUCTIVE AND SUSTAINABLE ECONOMY
- C. A HIGH-PERFORMING, OPEN AND ENGAGED GOVERNMENT

10. IF THIS CONTRACT IS FOR AN AMOUNT OF \$200,000 OR LESS, EXPLAIN WHY IT NEEDS LEGISLATIVE APPROVAL:

11. FINANCIAL IMPACT: EXPENDITURE REVENUE

- A. NO IMPACT (NO FISCAL NOTE)
- B. YES, OVER \$100,000, Fiscal Note Attached
- C. YES, UNDER \$100,000, (NO FISCAL NOTE)
Provide funding source information below:

FUNDING SOURCE: (Enter amount of funding from each source)

Fund Number & Name:	State \$	City \$	Other \$	Total Amount
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If an expenditure, is it budgeted? Yes No Where? Cost Center:
Acct #:

Resolution No. 38625

Adopted: FEB 12 2013

Maker of Motion: Campbell

Seconded: Lonergan

Voice Vote:

MEMBERS	AYES	NAYS	ABSTAIN	ABSENT
Mr. Boe	✓			
Mr. Campbell	✓			
Mr. Ibsen	✓			
Mr. Lonergan	✓			
Mr. Mello	✓			
Mr. Thoms	✓			
Ms. Walker	✓			
Ms. Woodards	✓			
Mayor Strickland	✓			

Roll Call Vote:

MEMBERS	AYES	NAYS	ABSTAIN	ABSENT
Mr. Boe				
Mr. Campbell				
Mr. Ibsen				
Mr. Lonergan				
Mr. Mello				
Mr. Thoms				
Ms. Walker				
Ms. Woodards				
Mayor Strickland				