



## RESOLUTION NO. 38879

1 A RESOLUTION relating to the City's compensation philosophy; approving  
2 revisions to the Compensation Philosophy section on competitiveness.

3 WHEREAS the City Council adopted Resolution No. 37639 on  
4 November 18, 2008, approving a Compensation Philosophy which defined the  
5 City Council's values, goals, and commitment to be an employer of choice in the  
6 Puget Sound region, and included in the competitiveness section a  
7 compensation target between the 65th and 75th percentile of the market, and  
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9 WHEREAS Resolution No. 38625, adopted February 12, 2013, approved  
10 revisions to the competitiveness section of the Compensation Philosophy, to  
11 change the compensation target to the 60th percentile of the market, and  
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13 WHEREAS the City's Compensation Philosophy is to offer a competitive  
14 compensation package, consisting of pay/salary and benefits, sufficient to attract  
15 and retain qualified and skilled employees while maintaining fiscal responsibility,  
16 and

17 WHEREAS management considerations for pay and benefits include  
18 recruiting the desired level of talent for certain positions; retention, including  
19 succession and turnover; significant changes in the economy, marketplace, or  
20 budget; and internal anomalies in alignment, disparities, or inconsistencies, and  
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22 WHEREAS the City regularly assesses the market to ensure that its salary  
23 ranges remain competitive, and  
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WHEREAS the proposed amendment to the competitiveness section of the Compensation Philosophy would remove the reference to a specific percentile of the market; Now, Therefore,

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

That the revised Compensation Philosophy, 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:

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