

# City of Tacoma

## Legislation Details (With Text)

File #: RES-38625 Version: 1 Name: revising City's compensation philosophy

Type: Resolution Status: Adopted

File created: 2/12/2013 In control: City Council
On agenda: 2/12/2013 Final action: 2/12/2013

Title: Resolution No. 38625

Sponsors:

Indexes:

**Code sections:** 

Attachments: 1. RES-38625.pdf

Date Ver. Action By Action Result

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,

|10**1**13| and

|1013|

- 8 WHEREAS revisions to the competitiveness section of the compensation
- 9 philosophy are necessary in order to maintain fiscal responsibility and reflect
- 10 changing economic conditions and budget impacts, including positioning pay at the
- 1 160th percentile of the market and recognizing the potential for a pay-for-
- 12 performance program for non-represented classifications; Now, Therefore,
- 13
  BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:
- 15 That the revised compensation philosophy, as set forth in the proposed
- 16 documents on file in the office of the City Clerk, is hereby approved.

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18 Adopted FEB 1 2 2 013

19 Mayor

Attest:

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City Clerk

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23 Approved as to form:

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25 Deputy tity Attorney

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Res13472.doc-CAC/bn

C1W CLERK US&ONLY

REQUEST FOR

RECEINFIR

EI ORDINANCE N RESOLUTION Ord./Res.

O@ 2J13

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1. DATE: February 1, 2013

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

3a. REQUESTING 4a. CONTACT (for questions): PHONE:

DEPARTMENT/DIVISION/PROGRAM Karen Short, Senior Human 591-5424

Human Resources Department Resources Analyst

3b. "Do PASS" FROM [Committee Name]

F@ Yes 4b. Person Presenting: PHONE: F-1 No Joy St. Germain, Human 591-2060

To Committee as information only Resources Director

Did not go before a Committee

3c. DID THIS ITEM GO BEFORE THE 4c. ATTORNEY: PHONE: PUBLIC UTILITY BOARD? Cheryl Comer, Deputy City 591-5074

Yes, on [Date] Attorney

Not required

Budget Officer/Finance Director 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 INFORNIATION/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

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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-perfor-nance program for non-represented classifications.

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

Source Documents/Backup Material

Resolution 37639, adopted 11/18/2008 Proposed Compensation Philosophy

City Clerk's Office City Clerk's Office

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Office of the City Clerk (1/31/2013)

CITY CLERK USE ONLY

Request

REQUEST (CONT)

Ord/Res

- 9. WHICHOFTHECITY'SSTRATEGIcGOALsDOEsTHISITEMSUPPORT?(CHECKTHEGOALTHATBESTAPPLIES)
  - A. A SAFE, CLEAN AND ATTRACTIVE COMMUNITY
  - A DIVERSE, PRODUCTIVE AND SUSTAINABLE ECONOMY
  - C. A HIGH-PERFORMING, OPEN AND ENGAGED GOVERNMENT
- 10. IFTHISCONTRACTISFORANAMOUNTOF\$200,000ORLESS,EXPLAINWHYITNEEDSLEGISLATIVEAPPROVAL:
- 11. FINANCIAL IMPACT: EI EXPENDITURE n REVENUE
  - A. @@ No IMPACT (NO FISCAL NOTE)
  - B. F] YES, OVER\$ 1 00,000, Fiscal Note Attached
  - C. F-1 YES, UNDER \$1 00,000, (NO FISCAL NOTE)

Provide funding source information below:

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

Fund Number & Name: State \$ **Total Amount** city s Other

If an expenditure, is it budgeted? Yes C No

Where? Cost Center:

Aect

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Adopted:

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Office of tlw City Clerk (071071201 1)

Resolution No.

FEB 1 2 2013

Maker of Motion:

Seconded: L-tn-vy

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.

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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

P@ccagenda@agenda procedures and forins@resolutionvotingrecord.doc