



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
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Req.#13472

RESOLUTION NO- 3 8 6 2 5

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,

[1013]
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
11 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:
14

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.

17

18 Adopted FEB 12 2 013

19 Mayor

Attest:

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21 City Clerk

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23 Approved as to form:

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25 Deputy tity Attorney

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C1W CLERK US&ONLY

REQUEST FOR RECEINFIR
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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 DEPARTMENT/DIVISION/PROGRAM Human Resources Department
4a. CONTACT (for questions): Karen Short, Senior Human Resources Analyst
PHONE: 591-5424

3b. "Do PASS" FROM [Committee Name] F@ Yes F-1 No
4b. Person Presenting: Joy St. Germain, Human Resources Director
PHONE: 591-2060
To Committee as information only
Did not go before a Committee

3c. DID THIS ITEM GO BEFORE THE PUBLIC UTILITY BOARD? Yes, on [Date] Not required
4c. ATTORNEY: Cheryl Comer, Deputy City Attorney
PHONE: 591-5074

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 INFORNATION/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:

Source Documents/Backup Material	Location of Document
Resolution 37639, adopted 11/18/2008	City Clerk's Office
Proposed Compensation Philosophy	City Clerk's Office

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 cotclerk\fonns\RequiestResolittiotiOrdittatice.doc Office of the City Clerk (1/31/2013)

REQUEST (CONT) CITY CLERK USE ONLY
 Request
 Ord/Res

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: 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 \$ city s Other Total Amount

If an expenditure, is it budgeted? Yes C No Where? Cost Center:
 Aect

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 Resolution No. 38 625

Adopted: 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.				

Roll Call Vote:

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

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