



Legislation Text

---

File #: RES-38625, Version: 1

---

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 1 2 2 013

19 Mayor

Attest:  
20

21 City Clerk  
22

23 Approved as to form:

24 silly

25 Deputy tity Attorney

26

37

Res13472.doc-CAC/bn

C1W CLERK US&ONLY

REQUEST FOR RECEINFIR  
EI ORDINANCE N RESOLUTION O@ 2J13 Ord./Res.

1. DATE: February 1, 2013 )-

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-perfor-nance 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 Proposed Compensation Philosophy	City Clerk's Office City Clerk's Office

38



Mayor Strickland

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