

Employee Benefit Policy Update



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Employer of Choice - Why This Matters

- Tumwater benefits currently below City comparator market
- Competition for municipal talent is increasing
- Benefits are a primary recruitment driver
- Turnover and vacancies impact service delivery and budget
- Alignment improves stability, culture, and performance
- Supports Council value - PEOPLE



- Supports the Council priority – Tumwater Excellence

Employer of Choice - Strategy

- Competitive positioning: align Tumwater to market
- Modern benefits: leave structure focus – work/life balance matters
- Workforce investment: growth and retention
- Culture: PEOPLE-centered environment
- Outcome: attract, retain, and develop talent



Closing the Gap: Tumwater vs. City Market Comparators

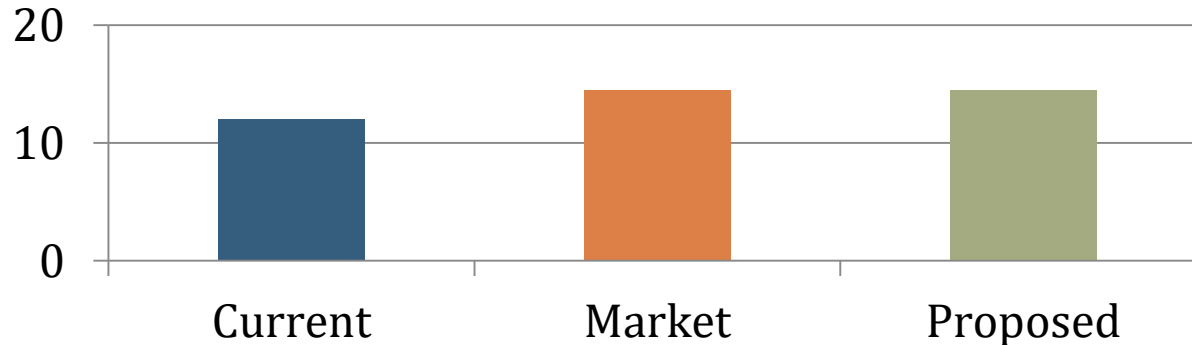
CURRENT

- 11 Fixed Holidays
- 1 Floating
- 8 hrs/month Annual Leave
- Below Market

PROPOSED

- 12 Fixed Holidays
- 2 Floating
- +1 Community Day
- 12 hrs/month Annual Leave
- Market Aligned

Leave Days



What Changes

- From below market → competitive alignment
- From below market benefits → market benefits – work/life balance
- From recruitment challenge → competitive advantage
- From reactive hiring → proactive workforce strategy



Organizational Impact

- No new monetary appropriation required
- Managed within existing resources
- Improves recruitment competitiveness
- Reduces turnover risk
- Strengthens long-term service delivery
- Aligns Tumwater with comparator market
- Strengthens workforce stability and Employer of Choice culture
- Supports long-term organizational excellence



Requested Council Action

- Approve Employee Benefit Policy Updates
- Align Tumwater with comparator market
- Strengthen workforce stability
- Support long-term organizational excellence

