

ITEM NO: \_\_\_\_\_ 6b\_supp \_\_\_\_\_

DATE OF MEETING: November 5, 2013



# 2014 Salary and Benefits Resolution First Reading

# Agenda

- Background
- Considerations for 2014 changes
- Proposed changes for 2014
- Conclusion

# Background

## The Salary and Benefits Resolution

- Delegates authority from Commission to CEO
- Covers 54% of Port employees
- Similar to a collective bargaining agreement
- Covers key aspects of the Total Rewards package
- Does not set actual pay rates
- Established Pay for Performance

# Considerations for 2014

## Changes informed by

- New or changing laws
- Updates to Port policies
- Current market pay levels
- Anticipated 2014 COLA and merit increase at other local employers
- Other changes to the Total Rewards package

# Proposed Changes for 2014

- 2% increase to non-union salary ranges
  - › Current salary ranges are very slightly below market
  - › Anticipating a 2.9% average pay increase in 2014
  - › Local public employers are planning for
    - COLA - 0% to 2.6%
    - Total increases - 0% to 10.5%
  - › 2% is a realistic adjustment
  - › Approximate cost is \$5000

# Proposed Changes for 2014

- Eliminate the Foreign Language Premium
- PTO maximum balance reduced from 600 to 480 hours
- Realignment of the Insurance Benefits for Employees and Commissioners section
  - › No changes to this section, restructuring the section only
- Updated Port Holiday schedule
- Other minor wording changes

# Conclusion

- Changes will be minor, aligned with the Total Rewards Philosophy, and consistent with prior year's changes
- Salary range increase is realistic yet conservative