

ITEM NO: _____ 6c supp _____

DATE OF MEETING: November 11, 2014



2015 Salary and Benefits Resolution First Reading

Agenda

- Background
- Considerations for 2015 changes
- Proposed changes for 2015
- Conclusion

Background

The Salary and Benefits Resolution

- Delegates authority from Commission to CEO
- Covers 53% of Port employees
- Similar to a collective bargaining agreement
- Covers key aspects of the Total Rewards package
- Does not set actual pay rates
- Establishes Pay for Performance as basis for non-union employee pay increases

Considerations for 2015

Changes informed by

- New or changing laws
- Updates to Port policies
- Current market pay levels
- Anticipated 2015 COLA and merit increase at other local employers
- Other changes to the Total Rewards package

Proposed Changes for 2015

- 2% increase to non-union salary ranges
 - › Current salary ranges are very slightly below market
 - › Anticipating a 2.9% average pay increase in 2015
 - › Local public employers are planning for
 - COLA - 0% to 2.0%
 - Total increases - 0% to 10.88%
 - › Approximate cost is \$5000

Proposed Changes for 2015

- Updated definitions
- Daylight Savings Time Addressed
- Added to List of Benefits
 - › Faith or Conscience Days
- 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