

PORT OF SEATTLE
MEMORANDUM

COMMISSION AGENDA
STAFF BRIEFING

Item No. 7d
Date of Meeting August 23, 2016

DATE: August 15, 2016
TO: Ted Fick, Chief Executive Officer
FROM: Dave Caplan, Sr. Director, Strategic Initiatives
SUBJECT: Incentive Pay Program Status Update

SYNOPSIS

This briefing will provide a status update on the elements of the Incentive Pay Plan (IPP), adopted by the Port of Seattle Commissioners on May 24, 2016.

BACKGROUND

As part of the 2016 Salary and Benefit Resolution, the Commissioners adopted the IPP as part of the Pay for Performance Program, on May 24, 2016.

The IPP was adopted to:

- provide incentives for Port employees to deliver exceptional performance toward the publicly oriented and Commission established Century Agenda goals of job creation, economic development, and environment and sustainability improvements
- support the Port's efforts to attract and retain the most capable employees;

Key objectives of the IPP include:

- results oriented, strategically important, values driven, and Century Agenda focused goals that must be met before any incentive pay is paid out
- non-financial goals will focus on increasing small business contracting, and certified minority and women's business enterprise participation; improving customer satisfaction; and measuring and reducing our environmental footprint;
- the IPP be self-funding and will not add to fixed salary costs

The briefing will provide a status update on all of the value driven goals as well as a current year-end projection of the financial portion of the IPP.

COMMISSION AGENDA

Ted Fick, Chief Executive Officer

August 15, 2016

Page 2 of 2

ATTACHMENTS TO THIS BRIEFING

- PowerPoint Presentation
- Resolution No. 3720

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS

- May 24, 2016 – Commission adopted Incentive Pay Plan (IPP)