

2017 Salary and Benefits Resolution

First Reading
November 8, 2016

Background

- RCW 53.08.170 authorizes Commission to establish salaries and benefits via resolution.
- The Salary and Benefits Resolution covers non-represented employees.
- Resolution also includes delegation of authority not included elsewhere.
- The Incentive Pay Plan will be addressed in a separate resolution on November 22, 2016.

Resolution authorizes salaries and benefits

2017 Updates

- Definition updates
- Updated Pay Grades and Pay Ranges
- Holiday description modified
- Additions, Clarifications and Section Rearrangements

5 types of updates to the 2017 Resolution

Definition Updates

- Added
 - Regular Employee and Temporary Employee
- Deleting
 - Eligible Employee and Ineligible Employee
- Updating
 - Emergency Hire Employee and Part-Time Employee

Definitions used in the Resolution and related documents

Pay Ranges and Pay Grades

- Pay Range Adjustment
 - 2016 ranges at market
 - Local employers projecting a 3% increase in 2017
 - 2.5% range increase necessary to maintain competitive ranges
- Pay Grade Changes
 - Grades 1 and 2 eliminated
 - Grades 43 – 45 published

Slight changes to the Pay Grades and Pay Ranges for 2017

Holiday Definition Updated

- Port Designated Floating Holiday
 - Clarifying definition to be in lieu of Veterans Day

Recognizes Veterans Day

Additions, Clarifications and Rearrangements

- Additions
 - The new section specifying dual reporting relationships, II.A is added
- Clarifications
 - Reference to 2016 one-time lump sum payment deleted
 - Benefits eligibility updated to comply with Affordable Care Act

Edits aid understanding