

Salary and Benefits Resolution

Commission Briefing
October 24, 2017

Topics to Cover

- Purpose of the Salary and Benefits Resolution
- Proposed Changes
 - Incorporate Resolution 3744
 - Pay Ranges
 - Benefits Changes
 - Other changes
- Costs



Recommended Changes

- Incorporate Resolution 3734
 - Replace references to Chief Executive Officer with Executive Director
 - Add General Counsel to the list of jobs with a dual reporting relationship to the Port Commission

Recommended Changes

- Market based pay range adjustment
 - Market data indicating a 2.5 – 3.0% adjustment
 - Local public sector employers currently projecting an average 2.6% structure/COLA increases

Recommended Changes

- Pay Range Structure Modification
 - Recommend eliminating grades 3 through 6
 - Minimum wage compression
 - Seattle 2018 minimum wage \$15.00
 - High School Intern pay compression
 - 2018 Port pay rate \$15.75
 - 2 employees impacted

Recommended Changes

- **Benefits Programs**
 - Extended Illness renamed Sick Leave
 - Administrative aspects updated in Port policy
 - Return authorization for the Police and Fire management staff ‘in lieu of Social Security’ plan
 - Authorize ‘in lieu of LEOFF’ contribution plan for Police management staff in limited situations

Recommended Changes

- Other Changes
 - Slightly modified ‘at-will’ definition
 - Changing source of the Port’s right and obligation to recover payroll overpayments
 - Updating eligibility for Commissioner retiree life insurance to align with the Port’s insurance contract
 - Effective date will be 1.1.18 with no end date

Costs

- Range adjustment
 - Below minimum costs < \$30,000
- Sick leave changes
 - Actual cost is change to PTO and EI liabilities
 - Currently estimating a savings of up to \$200,000