

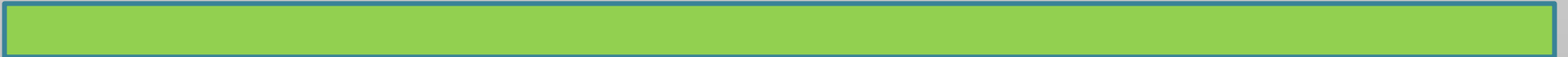
# Salary & Benefits Resolution

First Reading

November 14, 2017

# Overview

- Background
- Recommended Changes
  - Incorporate Resolution 3734
  - Adjustment to pay ranges and grades
  - Benefits changes
  - Other changes
- Estimated cost



# 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

# 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

# Pay Range and Pay Grade Changes

- Pay Range Adjustment
  - Current salary ranges are below market
  - Employers projecting a 3% increase in 2018
  - 3% range increase necessary to maintain competitive ranges
  - Minimal cost impact

# Pay Range Structure Modification

- Pay Grade Changes
  - Grades 3 – 6 eliminated
  - Minimum wage compression
    - City of 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 very 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