

ITEM NO: 6c Supp

DATE OF

MEETING: November 13, 2012

2013 Salary and Benefits Resolution

First Reading



Agenda

- Background
- Considerations for 2013 changes
- Proposed changes for 2013
- Conclusion

Background

- A delegation of authority from Commission to CEO
- Covers 52% of Port Employees
- Similar to collective bargaining agreements
- Covers key components of the Total Rewards package
- Does not set actual pay rates
- Establishes Pay for Performance

Considerations for 2013

- Changes informed by:
 - New or changing laws
 - Updates to Port policies
 - Current market pay levels
 - Anticipated 2013 COLA and Merit increases for local public employers
 - CPI trending over last 12 months

Proposed Changes for 2013

- 2% Increase Recommended
 - Current salary ranges 1% below market
 - Expected 2.9% average market increase
 - Local public employers
 - COLA – 0% to 3.3%
 - Total Increases – 0% to 11.4%
 - 2% conservative adjustment
 - CPI averaging 2.8% Aug-Aug
 - Approximate cost is \$5000

Proposed Changes for 2013

- Added language to the Emergency Hire employee definition
- Port holiday schedule updated
- PTO maximum balance reduced from 700 to 600 hours
- Added language to Dental Insurance description

Conclusion

- Changes will be minimal and consistent with prior years
- Salary range change reflects a conservative approach