

PORT OF SEATTLE
MEMORANDUM
REVISED

COMMISSION AGENDA
ACTION ITEM

Item No.	<u>6c</u>
Date of Meeting	<u>March 24, 2015</u>

DATE: March 19, 2015
TO: Ted Fick, Chief Executive Officer
FROM: Marjorie Hillson, Interim Director Human Resources and Development
Tammy Woodard, Asst. Director Human Resources and Development
SUBJECT: First Reading of Resolution No. 3705

ACTION REQUESTED

Request First Reading of Resolution No. 3705 - a resolution of the Port Commission of the Port of Seattle amending Resolution 3699, 2015 Salary and Benefit Resolution, to allow the Chief Executive Officer to offer modified terms related to the Paid Time Off plan to direct report at-will employees

SYNOPSIS

Resolution 3705 is attached for the Commission's consideration and approval.

BACKGROUND

The Salary and Benefit Resolution authorizes and establishes conditions in connection with benefits for Port of Seattle employees not represented by a labor union. The resolution currently includes an at-will designation for some jobs and permits the CEO to engage in direct (non-competitive) hiring as well as to approve special salary adjustments in unusual circumstances not otherwise addressed by Port salary administration policies. Resolution 3705 will add language to Resolution 3699, 2015 Salary and Benefit Resolution granting the CEO authority to offer modified paid time off plans for the CEO's direct hire at-will employees that the CEO believes are necessary for effective recruitment. In addition, any terms or conditions of employment offered by the CEO to a direct-hire, at will employee will be reported to the Commission.

ATTACHMENTS TO THIS REQUEST

- Resolution 3705

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS

- None.