

**PORT OF SEATTLE**  
**MEMORANDUM**

**COMMISSION AGENDA**  
**ACTION ITEM**

<b>Item No.</b>	<u>6b</u>
<b>Date of Meeting</b>	<u>April 14, 2015</u>

**DATE:** March 25, 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:** Second Reading and Final Passage of Resolution No. 3705, as Amended

**ACTION REQUESTED**

Request Second Reading and Final Passage of Resolution No. 3705, as Amended - 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, as amended 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 plan terms 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**

- March 24, 2015 – First Reading of Resolution 3705