

**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

**WHEREAS**, the 2015 Salary and Benefit Resolution authorizes the Chief Executive Officer (“CEO”) to recruit staff and fill authorized positions; and

**WHEREAS**, the Commission would like to delegate to the CEO authority to offer modified Paid Time Off plan terms to direct report at-will employees that the CEO believes are necessary for effective recruitment, subject to Commission reporting requirements; and

**WHEREAS**, the Commission would like to amend Resolution 3699 to add new language to authorize the CEO to offer the modified Paid Time Off plan terms in an executed employment agreement between the Port and the employee; and

**WHEREAS**, in the event of a conflict between the terms and conditions of the executed employment agreement and the Salary and Benefit Resolution, the Commission would like the terms and conditions of the executed employment agreement to prevail.

**NOW, THEREFORE, BE IT RESOLVED** by the Port Commission of the Port of Seattle that:

Section 1. The Commission amends Resolution 3699 to add new language to section V. A. to read as follows:

The CEO may offer modified Paid Time Off plan terms to his direct report at-will employees that the CEO believes are necessary for effective recruitment, subject to Commission reporting

requirements. Such modified Paid Time Off plan terms shall be incorporated into an executed employment agreement between the Port and the employee.

**ADOPTED** by the Port Commission of the Port of Seattle at a regular meeting thereof, held this 14 day of April, 2015, and duly authenticated in open session by the signatures of the Commissioners voting in favor thereof and the seal of the Commission.



Handwritten signature of Tom Alero.

TOM ALERO

Handwritten signature of Bill Bryant.

BILL BRYANT

Handwritten signature of Courtney Gregoire.

COURTNEY GREGOIRE

Handwritten signature of John Creighton.

JOHN CREIGHTON

Handwritten signature of Stephanie Bowman.

STEPHANIE BOWMAN

Port Commission