

Item No.	7b_supp
Date of Meeting	October 27, 2015

# 2016 Salary and Benefits Resolution

Commission Briefing

# Topics

- The Salary and Benefits Resolution Defined
- What the Resolution covers
- Aspects that will be different
- Aspects that will be the same
- Program changes

# What is the Salary and Benefits Resolution?

- RCW 53.08.170 specifies the Commission's role authorizing pay and benefits programs
- Programs authorized in the Resolution are key elements of the Port's Total Rewards Package
- The Resolution applies only to Non-represented employees

Commission authorizes pay and benefits programs

# What does the Salary and Benefits Resolution Cover

- Pay grades, ranges, and programs
- Required benefits, affirms they are provided
- Healthcare, retirement, time off and other benefits for employees
- Benefits offered to retired employees
- Benefits offered to commissioners
- Delegates authority for administering these programs to the CEO

Specifies the offered pay and benefits plans

# What Will be Different with the 2016 Resolution?

- Streamline and simplifying
  - Focusing on what Commission authorizes
  - Administrative details moving to Port policies
  - Improving organization and flow

2016 Resolution will be more user friendly

# What Will be the Same with the 2016 Resolution?

- Authorizes pay and benefits programs
- Authorizes the 2016 pay range structure
- Delegates authority to the CEO to administer pay and benefits
- Authorizes benefits for retirees
- Authorizes benefits for Commissioners

Major components of the resolution are not changing

# Programs That Will be Changing

- Pay ranges for non-represented employees
  - 2% increase will be recommended
- New Paid Parental Leave program
  - 4 weeks paid leave for new moms and new dads
- New Performance Pay program
  - Annual, lump sum payments
  - Self-funded, 50% of positive budget variance
  - Employee payouts based on performance rating

Some new programs to be added

# More on Changing Programs

- Updating the Port's standard workweek
  - 40 hours per week will become the standard
- Updating healthcare premium option for Commissioners
  - Removing reimbursement options due to compliance concerns
- New language specifying commission notification in advance of any administrative detail changes

Some new programs to be added

# Conclusion

2016 Salary and Benefits Resolution will

- Be simpler to use and understand
- Continue to authorize pay and benefits programs
- Continue to delegate administrative authority to the CEO
- Include new programs and language

Resolution will be simplified and streamlined