

ITEM NO:	6a_attach_2
MEETING DATE:	December 08, 2015

**2016 vs. 2015 Salary & Benefit Resolution
Section by Section Comparison**

2015 Salary and Benefits Resolution	Included in 2016 S&B	Relocated to New Section in 2016 Salary and Benefits Resolution	Change from 2015 Salary and Benefits Resolution
Table of Contents	Y	No, same section	<ul style="list-style-type: none"> Sections renumbered to align with 2016 version
Preamble	Y	No, same section	<ul style="list-style-type: none"> Streamlined to remove detailed list of each benefit provided to non-represented employees. Statement added to link Commission authorization to the RCW.
I. Definitions	Y	No, same section	<ul style="list-style-type: none"> Edited definitions to remove detail found in Port policies and program documents and revised to align with current Port practices.
II. Retirement System Eligibility	N	N/A	<ul style="list-style-type: none"> Section removed as eligibility is specified by the RCW governing the State Department of Retirement Systems (DRS) plans.
III. Establishing Jobs, Pay Grades, and Salary Rates and Ranges	Y	Section II. Establishing, Jobs, Pay Grades, Pay Ranges and Pay Rates	<ul style="list-style-type: none"> Slight wording changes to section title.
III.A. Salary Ranges	Y	Section II.B. Pay Ranges	<ul style="list-style-type: none"> Increased pay ranges by 2%. Adjusted hourly rates to reflect change to 40 hour workweek.
III.B. Amending Authorized Jobs, Pay Grades. And Salary Ranges	Y	II.F. Amending Authorized Jobs, Pay Grades. And Pay Ranges	<ul style="list-style-type: none"> No change
III.C. Salary Ranges and Allowances for Non-evaluated Jobs	Y	II.E. Pay Rates and Pay Ranges for Non-evaluated jobs	<ul style="list-style-type: none"> Slight wording changes to align with current practice.
IV. Establishment and Administration of Job Evaluation System	Y	II.C. Job Evaluation System	<ul style="list-style-type: none"> Streamlined to remove detail regarding the administration of the job evaluation system that is or will be provided in Port policy or program documents.

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V.A. Authorized Positions V.B. Selection Criteria V.C. Internal Internships	Y (in part)	II.A. Filling Vacant Position and Transferring Positions and/or Employees	<ul style="list-style-type: none"> Condensed from three subsections to one. Streamlined to remove detail regarding selection criteria and internal internships that is or will be provided in Port policy or program documents.
VI. Establishment of Administration of Salaries, Allowances and Adjustments	Y	II.D. Pay Practices	<ul style="list-style-type: none"> Wording change to section title.
VI.A. New Hires	Y	II.D.3. Initial Pay Rates	<ul style="list-style-type: none"> Wording change to section title.
VI.B. Pay and Benefits for the Chief Executive Officer	Y	II.D.9. Pay for the Chief Executive Officer III.D. Amending Authorized Jobs, Pay Grades, and Pay Ranges	<ul style="list-style-type: none"> Slight wording to changes. Pay and Benefits separated and relocated to new sections for more appropriate alignment.
VI.C. Pay for Performance and Special Adjustment Administration	Y	II.D.4. Pay for Performance	<ul style="list-style-type: none"> Subsection streamlined to remove detail that is or will be provided in Port policy or program documents.
VI.D. Promotional Increases VI.E. Six-month Increases VI.F. Completion of Probation Increases VI.H. Temporary Assignments	Y (in part)	II.D.7. Other Pay Adjustments	<ul style="list-style-type: none"> Condensed from four subsections to one. Streamlined to remove detail that is or will be provided in Port policy or program documents.
VI.G. Administering Salary Increases or Allowances for Positions Which Fall Outside the Ranges.	N	N/A	<ul style="list-style-type: none"> Subsection removed; information is or will be provided in Port policy or program documents.
VII. Administration of Pay Practices	Y (in part)	II.D. Pay Practices	
VII.A. Conversion of Salary Rates	N	N/A	<ul style="list-style-type: none"> Subsection removed; information is or will be provided in Port policy or programs.
VII.B. Authorized Flex Time and Alternative Work Arrangements for Full-time Employees	Y	III.B.5. Flex Time and Alternative Work Arrangements	<ul style="list-style-type: none"> Flex Time and Alternative Work Arrangement defined. Removed detail regarding administration; Information is or will be provided in Port policy or program documents.

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VII.C. Other Compensation Considerations	Y	II.D.1. Compensation Considerations	<ul style="list-style-type: none"> Streamlined to remove references to 75-hour workweek. Statement added regarding exempt employees expected to work the hours necessary to complete assigned work.
VII.C.1. Overtime	Y	II.D.5. Overtime	<ul style="list-style-type: none"> Streamlined to remove administration details; information is or will be provided in Port policy or program documents. Removed examples regarding how to report overtime worked on holidays.
VII.C.2. Shift Differential	N	N/A	<ul style="list-style-type: none"> Subsection removed; information is or will be provided in Port policy or program documents.
VII.C.3. ICT Stand-by Pay	Y	II.D.6. ICT Stand-by Pay	<ul style="list-style-type: none"> Revised to remove detail that is or will be provided in Port policy or program documents.
VII.C.4. Daylight Savings Time	N	N/A	<ul style="list-style-type: none"> Subsection removed; information is or will be provided in Port policy or program documents.
VII.D. Payroll	N	N/A	<ul style="list-style-type: none"> Subsection removed; information is or will be provided in Port policy or program documents.
VIII. Administration of Benefit Program	Y	III. Benefits Programs Offered to Employees	<ul style="list-style-type: none"> Slight wording change to section title.
VIII.A. Authorization to Amend Benefit Program	Y	III.C. Authorization to Amend Benefit Program	<ul style="list-style-type: none"> Streamlined to incorporate related statements from other sections of the 2015 S&B Resolution.
VIII.B.1. – 5. Basic Benefits Provided for Non-represented Employees (except as noted) beginning on date of employment	Y	III.A. Mandated Benefits	<ul style="list-style-type: none"> Streamlined to remove details of each benefit that is or will be provided in Port policy or program documents.
VIII.B.1.6. Holidays	Y	III.B.1.c. Holidays	<ul style="list-style-type: none"> Actual holiday dates removed. Streamlined to remove detail regarding employee eligibility that is or will be provided in Port policy or program documents.
VIII.C.1. Benefits Provided Eligible and DRS-retired Employees	Y	III.B.2.a	<ul style="list-style-type: none"> Slight wording changes. Streamlined to remove detail that is or will be provided in Port policy or program documents.
VIII.C.2. Compensated Leave	Y	III.B. Additional Benefits for Employees	<ul style="list-style-type: none"> Slight wording changes

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VIII.C.2.a. Civic Duty Leave	Y	III.B.1.f. Civic Duty Leave	<ul style="list-style-type: none"> Revised to define Civil Duty Leave. Detail removed; information is or will be provided in Port policy or program documents.
VIII.C.2.b. Extended Illness (EI) Leave	Y	III.B.1.b. Extended Illness (EI) Leave	<ul style="list-style-type: none"> Revised to define Extended Illness. Detail removed; information is or will be provided in Port policy or program documents.
VIII.C.2.c. Bereavement Leave	Y	III.B.1.d. Bereavement Leave	<ul style="list-style-type: none"> Revised to define Bereavement Leave. Detail removed; information is or will be provided in Port policy or program documents.
VIII.C.2.d. Paid Time Off	Y	III.B.1.a. Paid Time Off	<ul style="list-style-type: none"> Revised to define Paid Time Off. Detail removed; information is or will be provided in Port policy or program documents.
		NEW SECTION	<ul style="list-style-type: none"> New section adding a new Paid Parental Leave Program.
VIII.C.2.e. Awarded Time	Y	III.B.1.i. Parental Leave III.B.1.g. Awarded Time	<ul style="list-style-type: none"> Revised to define Awarded Time. Detail removed; information is or will be provided in Port policy or program documents.
VIII.C.2.f. Shared Leave	Y	III.B.1.h. Shared Leave	<ul style="list-style-type: none"> Revised to define Shared Leave. Detail removed; information is or will be provided in Port policy or program documents.
VIII.C.3. Family and Medical Leave Act (FMLA) of 1993	Y	III.A. Mandated Benefits	<ul style="list-style-type: none"> Revised to list FMLA with other mandated benefits. Detail removed; information is or will be provided in Port policy or program documents.
VIII.C.4. Insurance Benefits for Employees	Y (in part)	III.B.3. Health Care	<ul style="list-style-type: none"> Streamlined to remove detail that is or will be provided in Port policy or program documents.
VIII.C.4.a. Medical Insurance for Employees	Y	III.B.3.a.	<ul style="list-style-type: none"> Streamlined to remove detail that is or will be provided in Port policy or program documents.
VIII.C.4.b. Medical Insurance for Dependents of Employees	Y	III.B.3.b.	<ul style="list-style-type: none"> Streamlined to remove detail that is or will be provided in Port policy or program documents.
VIII.C.4.c. Life Insurance for Employees and Dependents	Y	III.B.4.a. Life Insurance III.B.4.b. Accidental Death and Dismemberment (AD&D)	<ul style="list-style-type: none"> Streamlined to remove administrative detail that is or will be provided in Port policy or program documents.

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VIII.C.4.d. Long-Term Disability Insurance for Employees.	Y	III.B.4.c. Long-Term Disability	<ul style="list-style-type: none"> Streamlined to remove administrative detail that is or will be provided in Port policy or program documents.
VIII.C.4.e. Dental Insurance for Employees	Y	III.B.3. Health Care	<ul style="list-style-type: none"> Dental information merged with medical insurance under new Health Care section. Streamlined to remove administrative detail that is or will be provided in Port policy or program documents.
VIII.C.5. Insurance Benefits for Port Commissioners	Y	V. Benefits Offered to Port of Seattle Commissioners	<ul style="list-style-type: none"> Slight wording change to section title. Streamlined to simplify introductory statement
VIII.C.5.a. Medical Insurance for Commissioners		V.A.1. Medical Benefits for Commissioners	<ul style="list-style-type: none"> Slight wording change.
VIII.C.5.b. Medical Insurance for Dependents of Commissioners	Y	V.A.1.a. Medical Benefits for Commissioner's Dependents	<ul style="list-style-type: none"> Slight wording changes.
VIII.C.5.c. Medical Insurance Premium Reimbursement for Port.	N	N/A	<ul style="list-style-type: none"> Subsection removed due to possible adverse implications to the Affordable Care Act as well as potential tax implication.
VIII.C.5.d. Life Insurance for Commissioners	Y	V.B. 1. Life Insurance for Commissioners V.B.1.a. For Commissioners eligible for retiree life insurance.	<ul style="list-style-type: none"> Slight wording changes. Relocated information regarding retiree life insurance for Commissioners from Section X.E.
VIII.C.5.e. Dental Insurance for Commissioners	Y	V.A.2. Dental Benefits for Commissioners V.A.2.a. Coverage for Commissioners	<ul style="list-style-type: none"> No Change
VIII.C.5.f. Dental Insurance for Dependents of Commissioners	Y	V.A.2.b. Coverage for Commissioner's Dependents	<ul style="list-style-type: none"> Slight wording changes.
VIII.C.5.g. Dental Insurance Premium Reimbursement for Port Commissioners	N	N/A	<ul style="list-style-type: none"> Subsection removed due to possible adverse implications to the Affordable Care Act as well as potential tax implication.
IX. Administration of Special Programs	Y	VI. Special Programs and Commission Notification	<ul style="list-style-type: none"> Added language indicating the Commission will be notified in advance of any material changes to administrative details of plans authorized in the Salary and Benefits Resolution.

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X. Administration of Retiree Medical and Retiree Life Benefit	Y	IV. Benefits Offered to Port of Seattle Retirees	<ul style="list-style-type: none"> • Wording change to section title.
X.A. Authorization to Amend Retiree Medical and Retiree Life Benefit Program	Y	IV.E. Authorization to Amend Retiree Medical and Retiree Life Benefit Program	<ul style="list-style-type: none"> • No change.
X.B. Eligibility Requirements for Retiree Medical Benefits	Y	IV.A.1. Eligibility Requirements for Retiree Medical Benefits	<ul style="list-style-type: none"> • No change.
		NEW SECTION IV.D. Retiree Parking	<ul style="list-style-type: none"> • New section adding free airport parking at the north employee lot to the Resolution. This benefit has been in place for some time, but not included in the Resolution.
X.C. Eligibility Requirements for Commissioners for Retiree Medical Benefits	Y	V.A.1. Medical Benefits for Commissioners	<ul style="list-style-type: none"> • Slight wording changes.
X.D. Eligibility Requirements for Dependents for Retiree Medical Benefits	Y	IV.B. Medical Benefits for Dependents of Retirees	<ul style="list-style-type: none"> • Slight wording change to remove reference to Commissioners that are in a separate section (VI.B.).
X.E. Eligibility Requirements for Retiree Life Insurance	Y	IV.C. Retiree Life Insurance	<ul style="list-style-type: none"> • Slight wording change to remove reference to Commissioners that are in a separate section (VI.A.1a).