



**Salary Benefits Program
 Summary of Changes Effective 1/1/19**

Section (citations point to Resolution 3739)	Recommendation	Current	Notes
I. Definitions	Probationary Period: An extension of the hiring process, the period of time from the day a newly hired or rehired employee begins work at the Port of Seattle through the end of the sixth month of employment.	Probationary Period: The period of time from the day a newly hired or rehired employee begins work at the Port of Seattle through the end of the sixth month of employment.	Adding that it's an extension of the hiring process,
II.A.3. Reporting Requirements for Certain Positions	Internal Audit Director: The Commission, through the Audit Committee, oversees the internal audit function. The Internal Audit Director, reports to the Audit Committee and administratively to the Executive Director. The Audit Committee is charged with making recommendations to the Commission on the appointment, replacement or dismissal of the Internal Audit Director; provides input to the Executive Director on the Internal Audit Director's performance evaluation; oversees the Internal Audit Director's plans and activities and reviews with the Internal Audit Director the staffing and organizational structure of the internal audit function. The internal Audit Department staff will report to the Internal Audit	Internal Audit Director: The Commission, through the Audit Committee, oversees the internal audit function. The Internal Audit Director, reports to the Audit Committee as provided in the Audit Committee Charter. The Audit Committee is charged with making recommendations to the Commission on the appointment, replacement or dismissal of the Internal Audit Director; provides input to the CFO on performance evaluation; oversees the Internal Audit Director's plans and activities and reviews with the Internal Audit Director the staffing and organizational structure of the internal audit function. The internal Audit Department staff will report to the Internal Audit Director.	Clarifies the reporting relationship of the Internal Audit Director and specifies who is responsible for completing the Internal Audit Director's performance evaluation..

	Director.		
II.C. Pay Ranges	2019 Pay Ranges will be adjusted per market analysis	In 2018, Pay Ranges were adjusted by 3%	Market analysis is still in progress.
III.B.1. Paid Leave	Personal Day: One full day per payroll year with no accrual and no carry forward.	None	This is a new paid leave day for employees based on feedback received from the 2016 Benefit survey and follow up market analysis.
III.B.3. Healthcare	Medical, Vision, Pharmacy, and Dental, coverage offered to eligible employees consistent with Patient Protection and Affordable Care Act (ACA) requirements and as specified in Port Policy HR-31 – Employee Benefits for Non-represented employees.	Medical and Dental coverage offered to eligible employees consistent with Patient Protection and Affordable Care Act (ACA) requirements and as specified in Port Policy HR-31 – Employee Benefits for Non-represented employees.	Specifies that pharmacy and vision benefits are part of the healthcare benefits offered to employees.
IV. Benefits Offered to Port of Seattle Retirees	Eligibility Requirements for Retiree Medical		In 2019, medical coverage for Port retirees will no longer be offered
V.A. Benefits Offered to Port of Seattle Commissioners	A. Healthcare: Port Commissioners shall have the same healthcare, medical, vision, pharmacy, and dental benefit choices offered to Port employees.	A. Healthcare: Port Commissioners shall have the same healthcare, medical and dental benefit choices offered to Port employees.	Aligning description of healthcare benefits available to Commissioners with those offered to employees.
V.2.a and V.2.b.	Vision Benefits for Commissioners AND Vision Benefits for Commissioner's Dependents	None	In 2019, Vision coverage will have stand-alone plans from medical
V.A.1.b	Medical Benefits for Commissioners Eligible for Retiree Medical		In 2019, medical coverage for Port retirees will no longer be offered