

Resolution No. 3781

A RESOLUTION of the Port of Seattle Commission amending the policy directive for salaries and benefits for employees not covered by a collective bargaining agreement established by Resolution No. 3739 and providing an effective date for all amendments of January 1, 2021.

WHEREAS, the Port of Seattle Commission has authority pursuant to RCW 53.08.170 to create and fill positions, fix wages, salaries, and establish other benefits of employment including retirement, insurance and similar benefits; and

NOW, THEREFORE, BE IT RESOLVED by the Port of Seattle Commission as follows:

SECTION 1. Amendment of Policy Directive. The policy directive established by Resolution No. 3739 adopted November 28, 2017, establishing jobs, pay grades, pay ranges, and pay practices for employees not covered by a collective bargaining agreement and authorizing legally required and other benefits, is hereby amended as follows:

SECTIONS 2-5. The amendments provided in this resolution shall be effective starting January 1, 2021.

SECTION 2. Add a new definition for "Project-related Temporary Assignment" to address utilization of these types of temporary assignments. A Project-related Temporary Assignment is an assignment for a full-time or part-time employee that is generally expected to last no longer than four years. Extensions to these types of assignments are only allowed in special circumstances with approval from Human Resources management.

SECTION 5.1.A(3) Policy Establishing Jobs, Pay Grades, Pay Ranges, and Pay Rates.

(3) Internal Audit Director. The commission, through the Audit Committee, oversees the internal audit function. The Internal Audit Director reports functionally to the **Commission, delegated 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 Director will have direct accountability to both the Commission (through the Audit Committee) and the Executive Director and will independently execute judgment on internal audit affairs based on the scope of the audit function.** The internal audit department staff will report to the Internal Audit Director.

44 SECTION 5.1.C. Pay Ranges – Graded Salary Range Structure will be adjusted by 2%.

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46 SECTION 5.2.C(c). Amendment of Section: Holidays. The Port shall observe the following 11
47 holidays:

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49 Adding a Holiday for Juneteenth on June 19.

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52 **ADOPTED** by the Port Commission of the Port of Seattle at a duly noticed meeting thereof,
53 held this ____ day of _____, 2020, and duly authenticated in open session by the
54 signatures of the Commissioners voting in favor thereof and the seal of the Commission.

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65 Port of Seattle Commissioners

ATTACHMENT A
GRADED SALARY RANGE STRUCTURE
2.0% increase compared to January 1, 2020
(Effective January 1, 2021)

GRADED SALARY RANGE STRUCTURE
2.0% Range Adjustment Effective January 1, 2021

Grade	Minimum	Hourly Midpoint	Maximum	Minimum	Annual 2021 Midpoint	Maximum
45	\$121.26	\$151.57	\$181.89	\$252,218	\$315,273	\$378,328
44	\$114.40	\$142.99	\$171.59	\$237,942	\$297,427	\$356,912
43	\$107.92	\$134.90	\$161.88	\$224,474	\$280,593	\$336,712
42	\$101.81	\$127.26	\$152.72	\$211,767	\$264,709	\$317,651
41	\$96.54	\$120.68	\$144.81	\$200,810	\$251,012	\$301,214
40	\$91.48	\$114.35	\$137.22	\$190,274	\$237,843	\$285,412
39	\$86.68	\$108.35	\$130.02	\$180,288	\$225,360	\$270,432
38	\$82.09	\$102.61	\$123.13	\$170,743	\$213,429	\$256,115
37	\$77.70	\$97.13	\$116.55	\$161,620	\$202,025	\$242,430
36	\$73.59	\$91.99	\$110.39	\$153,067	\$191,334	\$229,601
35	\$69.61	\$87.01	\$104.41	\$144,787	\$180,984	\$217,181
34	\$65.83	\$82.29	\$98.75	\$136,932	\$171,165	\$205,398
33	\$62.26	\$77.82	\$93.39	\$129,498	\$161,873	\$194,248
32	\$58.83	\$73.53	\$88.24	\$122,358	\$152,948	\$183,538
31	\$55.60	\$69.49	\$83.39	\$115,639	\$144,549	\$173,459
30	\$52.47	\$65.59	\$78.71	\$109,142	\$136,428	\$163,714
29	\$49.53	\$61.91	\$74.29	\$103,012	\$128,765	\$154,518
28	\$46.72	\$58.40	\$70.08	\$97,174	\$121,468	\$145,762
27	\$44.04	\$55.04	\$66.05	\$91,594	\$114,492	\$137,390
26	\$41.49	\$51.87	\$62.24	\$86,308	\$107,885	\$129,462
25	\$39.07	\$48.84	\$58.60	\$81,262	\$101,577	\$121,892
24	\$36.75	\$45.93	\$55.12	\$76,433	\$95,541	\$114,649
23	\$34.54	\$43.18	\$51.81	\$71,843	\$89,804	\$107,765
22	\$32.45	\$40.56	\$48.67	\$67,493	\$84,366	\$101,239
21	\$30.42	\$38.02	\$45.63	\$63,271	\$79,089	\$94,907
20	\$29.10	\$36.37	\$43.64	\$60,518	\$75,648	\$90,778
19	\$27.84	\$34.80	\$41.76	\$57,912	\$72,390	\$86,868
18	\$26.65	\$33.31	\$39.98	\$55,434	\$69,293	\$83,152
17	\$25.54	\$31.92	\$38.31	\$53,121	\$66,401	\$79,681
16	\$24.45	\$30.57	\$36.68	\$50,865	\$63,581	\$76,297
15	\$23.38	\$29.22	\$35.07	\$48,624	\$60,780	\$72,936
14	\$22.42	\$28.02	\$33.62	\$46,624	\$58,280	\$69,936
13	\$21.51	\$26.89	\$32.27	\$44,751	\$55,939	\$67,127
12	\$20.61	\$25.76	\$30.91	\$42,861	\$53,576	\$64,291
11	\$19.78	\$24.72	\$29.66	\$41,135	\$51,419	\$61,703

10	\$18.96	\$23.69	\$28.43	\$39,428	\$49,285	\$59,142
9	\$18.20	\$22.75	\$27.29	\$37,848	\$47,310	\$56,772
8	\$17.47	\$21.84	\$26.21	\$36,344	\$45,430	\$54,516
7	\$16.79	\$20.98	\$25.18	\$34,913	\$43,641	\$52,369

Introduction ONLY