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Item Number: 10c_supp____
Meeting Date: November 8, 2022
Introduction – Resolution 3807
2023 Salary and Benefits Resolution
November 8, 2022

Background

- What is the resolution, what does it do
 - The Salary and Benefits Resolution is the Port Commission's authorization to revise the pay and benefits programs that are part of the Port's overall Total Rewards package for non-represented employees.
- The Compensation Project
 - A multi-year project to review and update the pay program for non-represented employees
 - Project Focus: Ensure the pay program for non-represented employees supports attraction and retention of employees

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Recommended Changes for 2023
2023 recommended changes fall into 2 main categories

- Regular, ongoing changes
- Compensation Project related changes

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Recommended Changes for 2023
Reporting requirements for certain positions

- Workplace Responsibility will be removed from the General Counsel reference, this group will move to Human Resources in January 2023.

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Recommended Changes for 2023

- Mandated Benefits
 - Adding Washington Paid Sick Leave
- Paid Leave
 - COVID-19 Vaccination Verification Incentive Day will be removed.

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Recommended Changes for 2023
Pay Ranges

- Goal: have the pay ranges reflect market pay rates
 - Range adjustment ? similar pay increases for non-represented employees
 - Automatic adjustments only if an employee's pay is less than their new range minimum
- Recommended 2023 Changes
 - Pay Ranges increase by 4%
 - Grade 7 and 8 will be removed

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Recommended Changes for 2023
New Definitions

- COLA

- an increase to an employees pay rate based on changes to the Consumer Price Index
- Pay Equity
 - compensating employees similarly when they perform comparable work, and pay differences between employees performing comparable work can be explained by experience and performance

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Recommended Changes for 2023

Updating and reorganizing the Pay Practices section

- In Pay Practices, Initial Pay Practice will be modified to better align with the Port's increasing focus on Pay Equity.
- Adding a new section, Pay Types.
- Some Pay Practices will move to Pay Types
 - Overtime - Pay for Performance
 - Other Pay Adjustments - Pay for the Executive Director
 - Special Pay Adjustments

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Recommended Changes for 2023

New and Updated Pay Types

- COLA
- COLA Plus
- Multilingual Pay Premium
- Emergency Pay
- Update "ICT Standby Pay" to "Standby Pay"

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Estimated Cost

- The cost of some recommended changes are difficult to estimate including
 - Emergency Pay
 - Multi-lingual Pay Premiums
- Others are easier to estimate
 - COLA estimated at ~ \$8.2M
 - COLA Plus estimated at ~ \$103,000
 - 4% Range Adjustment estimates at

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Salary and Benefits Resolution Briefing
Questions?

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