

Port of Port Angeles

Port Angeles, Washington

13-1065

Commissioners' Resolution No. _____

RESOLUTION OF THE PORT OF PORT ANGELES TO REVISE CERTAIN HUMAN RESOURCES POLICIES PERTAINING TO PORT EMPLOYEES; TO AUTHORIZE PORT EXECUTIVE DIRECTOR TO IMPLEMENT POLICIES; AND RESCINDING CERTAIN PREVIOUS RESOLUTIONS

WHEREAS, Resolution No. 756, adopted by the Commission of the Port of Port Angeles on or about September 9, 1996, established an employee compensation program; and

WHEREAS, Resolution No. 768, adopted by the Commission of the Port of Port Angeles on January 27, 1997, established a range of compensation for Port employees; and

WHEREAS, the Port Commission recently endeavored to review the compensation market for all Port jobs and to update the compensation plan for non-represented employees and as a result of this effort, the Port has determined the desirability of establishing a compensation policy with pay administration guidelines for non-represented positions; and

WHEREAS, it is in the best interest of the Port to ensure that compensation plans at the Port of Port Angeles are aligned with the middle of the external market, support internal equity, and are based on overall performance of the Port and of individual employees; and

WHEREAS, it is appropriate to rescind prior Port resolutions which are inconsistent with the goals and objectives of this resolution.

NOW THEREFORE BE IT RESOLVED that:

1. The policy contained in Exhibit "A" attached, is hereby adopted as the Port's compensation policy.
2. The salary scale contained in Exhibit "B" attached, is hereby adopted as the salary scale for non-represented employees.
3. The Executive Director shall determine into which salary grade (on Exhibit "B" attached) non-represented positions shall be placed. Salary adjustments of non-represented employees shall be based primarily upon merit, as determined by the Executive Director
4. Salaries of non-represented employees which are currently below the minimum levels as established in Exhibit "B" attached shall be adjusted to the minimum levels, effective September 1, 2013.
5. The Executive Director shall formulate and implement Port practices consistent with this resolution and its attachment(s).
6. Port Resolution Nos. 756 and 768 are rescinded insofar as they conflict with this resolution and its attachments.

Port of Port Angeles

Port Angeles, Washington

13-1065 (cont.)

Commissioners' Resolution No. _____

ADOPTED by the Port Commission of the Port of Port Angeles at a regular meeting thereof held this 14th day of October, 2013 and duly authorized in open session by the signatures of the Commissioners voting in favor thereof.

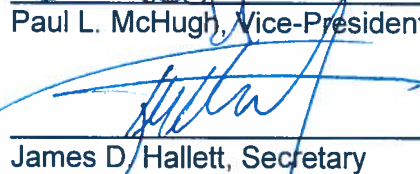
PORT OF PORT ANGELES
BOARD OF COMMISSIONERS



John M. Calhoun, President



Paul L. McHugh, Vice-President



James D. Hallett, Secretary

Port of Port Angeles' Compensation Philosophy:

Compensation plans at the Port of Port Angeles are aligned with the middle of the external market, support internal equity and are based on overall performance of the Port and of individual employees.

Port of Port Angeles Compensation Policy:

It is the policy of the Port of Port Angeles to compensate its employees in relation to their achievement of the Port's mission and goals relative to comparable positions within appropriate markets. The Board will approve a range of compensation for the Port. The Executive Director will classify all positions within the salary structure (with the exception of the Executive Director.) The Executive Director will also establish a compensation program and procedures which:

- Recognizes the differences in individual performance
- Provides recognition based upon performance achievements
- Encourages teamwork to achieve the Port's mission
- Maintains a pay structure that is both internally equitable and externally competitive

The Port of Port Angeles' compensation policy is to pay for performance. The Port compensates employees based upon their performance level and their contribution to the Port's success.

During budget deliberations each year the Board of Port Commissioners will evaluate adjustments to the salary structure and the merit budget based on market and economic criteria.

Port of Port Angeles Non-Represented Salary Scale

	85%	100%	115%
Grade	Proposed Range Minimum	Proposed Range Midpoint	Proposed Range Maximum
19	\$125,843	\$148,050	\$170,258
18	\$112,370	\$132,200	\$152,030
17	\$100,300	\$118,000	\$135,700
16	\$89,590	\$105,400	\$121,210
15	\$79,985	\$94,100	\$108,215
14	\$71,400	\$84,000	\$96,600
13	\$63,750	\$75,000	\$86,250
12	\$57,970	\$68,200	\$78,430
11	\$52,700	\$62,000	\$71,300
10	\$47,898	\$56,350	\$64,803
09	\$43,563	\$51,250	\$58,938
08	\$39,610	\$46,600	\$53,590
07	\$35,998	\$42,350	\$48,703
06	\$32,725	\$38,500	\$44,275
05	\$29,750	\$35,000	\$40,250
04	\$27,073	\$31,850	\$36,628
03	\$24,608	\$28,950	\$33,293
02	\$22,355	\$26,300	\$30,245
01	\$19,115	\$23,900	\$27,485