

# Port of Port Angeles

*Port Angeles, Washington*

## Commissioners' Resolution No. 20-1209

A RESOLUTION ESTABLISHING RANGES OF COMPENSATION FOR THE PORT OF PORT ANGELES FOR THE YEAR 2020 AND BEYOND.

WHEREAS, the Commission passed Resolution 13-1065 on October 14, 2013 adopting a new compensation policy for the non-represented employees of the Port; and

WHEREAS, the Commission passed Resolution 15-1112 on December 15, 2015 adopting the pay scales for non-represented and represented staff for 2016; and

WHEREAS, the Commission passed Resolution 17-1143 on January 9, 2017 adopting the pay scales for non-represented and represented staff for 2017; and

WHEREAS, the Port's compensation policy affords the Commission the ability to adjust the salary ranges based on market and economic criteria; and

WHEREAS, the Port's Employee Handbook, Section V(B)(5) Employee Compensation Program states "During budget deliberations each year the Board of Port Commissioners will evaluate and approve cost of living adjustments to the salary structure and the merit budget based on market and economic criteria;" and

WHEREAS, the Board now wishes to apply a market increase of 2.5% to the non-represented salary scale as identified in the 2020 Budget; and

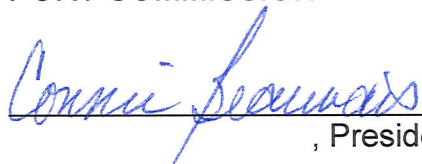
WHEREAS, the Board wishes to apply a CPI increase of 2.5% to the represented pay matrices as identified in the 2020 Budget and consistent with collective bargaining agreements; and

WHEREAS, the Board wishes to set future salary ranges as part of the budget process with publication in the annual budget book negating the need for future resolutions to adjust wages.

NOW THEREFORE, the attached Port of Port Angeles 2020 Non-Represented Salary Scale and 2020 Represented Pay Scale are hereby adopted as the range of compensation for the Port effective January 1, 2020 with future adjustments to be made as part of the annual budget process.

PASSED and ADOPTED this 14<sup>th</sup> day of January, 2020.

PORT OF PORT ANGELES  
PORT COMMISSION

  
\_\_\_\_\_  
, President

Steve D R L

, Vice President

S. Colleen M. Kelly

, Secretary