

41
42 In Section 4(B), Responsibilities, move the second sentence from Section 5.2(D), Authorization to
43 Amend Benefits Programs, to Section 4(B) to further define the responsibilities of the Executive
44 Director.

45
46 In In Section 5.1(C), after “hereby established” insert a new table of pay grades and pay ranges
47 for non-represented jobs at the Port of Seattle as shown in Attachment A.

48
49 In Section 5.1(D), amend the fifth sentence to read as follows: The Senior Director of Human
50 Resources, under the supervision of the Executive Director, shall have the final approval authority
51 for all job evaluation outcomes and title changes except for jobs in the Human Resources
52 department and that of the Executive Director.

53
54 In Section 5.1(E), insert a new sentence six to read as follows: Job evaluation outcomes and title
55 changes for jobs in the Human Resources department will be approved by the Executive Director.

56
57 In Section 5.1(E)(5), remove “as specified in Port Policy HR-21 – Pay Administration”

58
59 In Section 5.1(E)(6), remove “shall be administered consistent with Port Policy HR-21 – Pay
60 Administration”

61
62 In Section 5.1(E)(8), remove “The Pay for Performance program shall be administered in
63 accordance with Port Policy HR-21 – Pay Administration”

64
65 In Section 5.2(C) in the second sentence, insert “Port” between “with” and “eligibility” and delete
66 “and other details included in Port Policy HR-5, Leave – or Port Policy HR-31 – Employee Benefits
67 for Non-Represented Employees – as applicable”

68
69 In Section 5.2(C)(1), delete “consistent with Port Policy HR-5 – Leave – and the Addendum to Port
70 Policy HR – 5 – Leave”

71
72 In Section 5.2(C)(1)(c), delete “as specified in the Total Rewards Program Guide”

73
74 In Section 5.2.C(1)(j), insert “Paid” at the beginning of the first sentence and insert “Fully” at the
75 beginning of the second sentence.

76
77 Add a new Section 5.2(C)(1)(k) to read as follows: Port Paid Medical Leave. Partially paid time
78 away from work for the employee or family member’s serious medical condition. As approved by
79 Washington State in lieu of the Washington State Paid Family & Medical Leave.

80
81 Add a new Section 5.2(C)(1)(l). to read as follows: Port Paid Family Leave. Partially paid time away
82 from work following the birth, adoption, or placement for foster care of a new child. As approved
83 by Washington State in lieu of the Washington State Paid Family & Medical Leave.

84

85 In Section 5.2(C)(2) at the end of the last sentence, remove “and supplemental information
86 contained in Port Policy HR-31 – Employee Benefits for Non-represented Employees”

87
88 In Section 5.2(C)(3), remove “and as specified in Port Policy HR-31 – Employee Benefits for Non-
89 Represented Employees”

90
91 In Section 5.2(C)(6), remove “as specified in port policy HR-24 – Relocation”

92
93 In Section 5.3(F), between “governing” and “contracts” insert “vendor or insurance”

94
95 **SECTION 2.** The amendments provided in this resolution shall be effective starting January 1, 2020.

96
97 **ADOPTED** by the Port of Seattle Commission at a duly noticed meeting thereof, held this
98 ____ day of _____, 2019, and duly authenticated in open session by the signatures of
99 the Commissioners voting in favor thereof and the seal of the Commission.

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Port of Seattle Commissioners

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ATTACHMENT A
GRADED SALARY RANGE STRUCTURE
 3.5% increase compared to January 1, 2019
 (Effective January 1, 2020)

Grade	Hourly			Annual		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
45	\$118.88	\$148.60	\$178.32	\$247,273	\$309,091	\$370,909
44	\$112.15	\$140.19	\$168.23	\$233,276	\$291,595	\$349,914
43	\$105.80	\$132.26	\$158.71	\$220,073	\$275,091	\$330,109
42	\$99.81	\$124.77	\$149.72	\$207,615	\$259,519	\$311,423
41	\$94.65	\$118.31	\$141.98	\$196,872	\$246,090	\$295,308
40	\$89.68	\$112.11	\$134.53	\$186,543	\$233,179	\$279,815
39	\$84.98	\$106.22	\$127.47	\$176,753	\$220,941	\$265,129
38	\$80.48	\$100.60	\$120.72	\$167,395	\$209,244	\$251,093
37	\$76.18	\$95.22	\$114.27	\$158,451	\$198,064	\$237,677
36	\$72.15	\$90.18	\$108.22	\$150,066	\$187,582	\$225,098
35	\$68.24	\$85.31	\$102.37	\$141,948	\$177,435	\$212,922
34	\$64.54	\$80.68	\$96.81	\$134,247	\$167,809	\$201,371
33	\$61.04	\$76.30	\$91.56	\$126,959	\$158,699	\$190,439
32	\$57.67	\$72.09	\$86.51	\$119,959	\$149,949	\$179,939
31	\$54.51	\$68.13	\$81.76	\$113,372	\$141,715	\$170,058
30	\$51.44	\$64.30	\$77.17	\$107,002	\$133,753	\$160,504
29	\$48.55	\$60.69	\$72.83	\$100,992	\$126,240	\$151,488
28	\$45.80	\$57.25	\$68.70	\$95,269	\$119,086	\$142,903
27	\$43.17	\$53.96	\$64.76	\$89,798	\$112,247	\$134,696
26	\$40.68	\$50.85	\$61.02	\$84,616	\$105,770	\$126,924
25	\$38.30	\$47.88	\$57.45	\$79,668	\$99,585	\$119,502
24	\$36.03	\$45.03	\$54.04	\$74,934	\$93,668	\$112,402
23	\$33.86	\$42.33	\$50.79	\$70,434	\$88,043	\$105,652
22	\$31.81	\$39.77	\$47.72	\$66,170	\$82,712	\$99,254
21	\$29.82	\$37.28	\$44.73	\$62,030	\$77,538	\$93,046
20	\$28.53	\$35.66	\$42.79	\$59,332	\$74,165	\$88,998
19	\$27.30	\$34.12	\$40.94	\$56,777	\$70,971	\$85,165
18	\$26.13	\$32.66	\$39.19	\$54,347	\$67,934	\$81,521
17	\$25.04	\$31.30	\$37.56	\$52,079	\$65,099	\$78,119
16	\$23.97	\$29.97	\$35.96	\$49,867	\$62,334	\$74,801
15	\$22.92	\$28.65	\$34.38	\$47,670	\$59,588	\$71,506
14	\$21.98	\$27.47	\$32.96	\$45,710	\$57,137	\$68,564
13	\$21.09	\$26.37	\$31.64	\$43,874	\$54,842	\$65,810
12	\$20.20	\$25.25	\$30.30	\$42,020	\$52,525	\$63,030
11	\$19.39	\$24.24	\$29.08	\$40,329	\$50,411	\$60,493
10	\$18.58	\$23.23	\$27.88	\$38,655	\$48,319	\$57,983
9	\$17.84	\$22.30	\$26.76	\$37,106	\$46,382	\$55,658
8	\$17.13	\$21.41	\$25.70	\$35,631	\$44,539	\$53,447
7	\$16.46	\$20.57	\$24.68	\$34,228	\$42,785	\$51,342

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