

Item: 6A

Date: 1/22/25

Resolution 2025-01-PT: Master Benefits & Salary Resolution

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Port of Tacoma Commission Meeting

Date: January 22, 2025



Adopt Resolution 2025-01-PT Establishing Salaries and Benefits for Employees (Master Benefit and Salary Resolution) which supersedes Amended Resolution 2024-02-PT (Master Benefit and Salary Resolution) and all prior Master Benefit and Salary Resolutions.

- The Port of Tacoma (“Port”) Commission is authorized by RCW 53.08.170 to create and fill positions, establish salary ranges, and establish benefits for its employees by resolution.
- The Commission charges the Executive Director with the administration of the benefit and salary programs for non-represented employees, including the administrative details, by adopting the Master Benefits and Salary Resolution each year.

Most changes made to the 2025 MBSR reflect administrative changes intended to ensure consistency throughout the document or to improve grammar and clarity.

- Some changes made on the advice of Counsel
- Definitions
- Cost of Labor Adjustment to Salary Ranges

Background:

- The salary ranges for non-represented employees are reviewed annually and adjusted based on current market salary data and trends.
- These annual adjustments enable the Port to maintain competitive wages for our workforce.

Based on current market salary data and trends, we are recommending a cost of labor adjustment of 2.5% to non-represented salary ranges effective April 1, 2025.

- There is no immediate financial impact as a result of the adjustment in salary ranges.

Adopt Resolution 2025-01-PT Establishing Salaries and Benefits for Employees (Master Benefit and Salary Resolution) which supersedes Amended Resolution 2024-02-PT (Master Benefit and Salary Resolution) and all prior Master Benefit and Salary Resolutions.



Thank You

Questions & Discussion



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