



# Resolution 2017-02-PT Master Benefit and Salary Resolution



# Action Requested of Commission



Adopt Resolution 2017-02-PT, which supersedes Resolution 2016-01-PT, the Master Benefit and Salary Resolution.



# Health Benefit Changes



- Added language to notify Commission of any changes necessitated by statutory requirements
- Updated effective date for Long Term Disability
- Updated shared leave to allow Port employees to donate shared leave to Northwest Seaport Alliance employees
- Added paid parental leave



## Overview

- Paid parental leave provides up to 4 weeks of paid time off for the birth, adoption or foster placement of a child
- Leave is available to mothers and fathers
- Leave must be taken within 12 months of a qualifying event

## **Financial Impact:**

- Costs will be dependent on how the employee's required work will be accomplished during their absence: e.g. temporary help; additional hours worked by co-workers
- Based on historical data at the Port of Tacoma, we estimate two parental leaves per year

- Added “at-will” definition
- Updated definition of Chief Executive Officer, consistent with Northwest Seaport Alliance
- Removed Director, Asia classification
- Recommending adjustment to non-represented salary ranges by 2.8%



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