



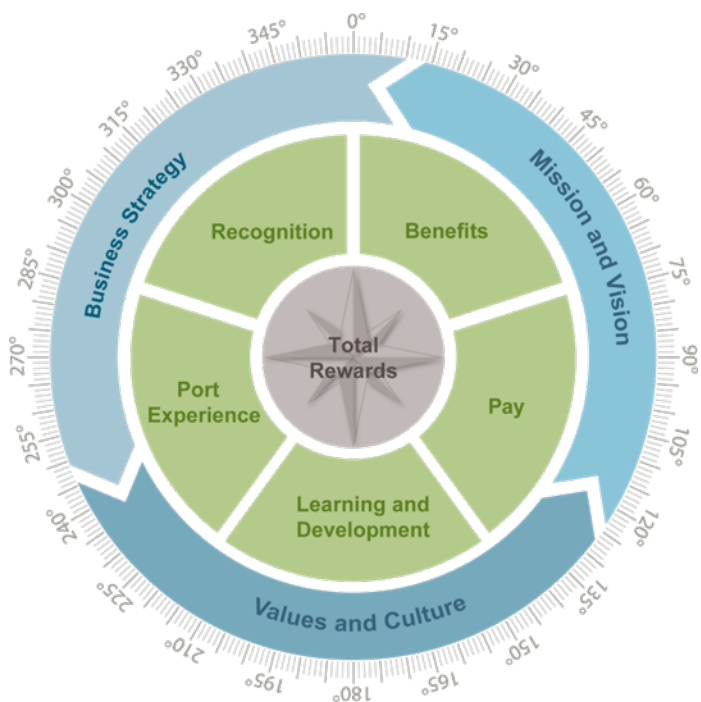
# TOTAL REWARDS PHILOSOPHY

## Total Rewards

*Total Rewards is everything the Port offers to you and your family as a result of your contribution to the Port's mission.*

*The Total Rewards Philosophy provides a framework that guides decisions the Port makes about the total rewards programs you receive*

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## Overarching Principles

- Total Rewards must **align** with the Port's mission, values and long-term business strategy, nurture our unique culture, and grow our business.
- Total Rewards must **support** employees performing their best, as well as their development and well-being.
- Total Rewards must be managed in a fiscally **responsible** way that is sustainable over time, and decisions must recognize the financial impact on our organization, customers and community.
- Total Rewards must be applied **consistently** throughout the Port to support one organization working to accomplish overall Port goals.
- Total Rewards will **reflect** the Port's commitment to Equity, Diversity, and Inclusion.
- Total Rewards should support the **retention and attraction** of employees who have the skills and talents necessary to achieve the Port's mission.



# CORE PRINCIPLES GUIDING TOTAL REWARDS

## Pay

The compensation you receive in exchange for the work you perform.

- Pay structures will reflect market pay rates
- Pay increases will be market competitive and consider cost of living changes
- Comparable work will be paid similarly

## Benefits

Plans and programs that enhance the health, well-being and financial security of you and your family.

- The total benefits package will be slightly better than market
- Benefit programs will provide choices to meet the diverse needs of employees and their families at different life stages
- The Port will make information available to enable employees to take an active role in their benefit decisions
- The benefit package will provide at least a minimum level of financial security to employees and their families in the event of unexpected life events
- Employees will share in the cost of their health care and other benefits
- The Port is committed to administering the benefits package in an inclusive way
- The Port will provide tools and resources to support healthy living for employees and their families

## Learning and Development

Opportunities to grow yourself personally and professionally to contribute and achieve the Port's mission and vision.

- The Port will provide a range of learning and development activities for all employees that support personal and professional aspirations
- Employees will receive regular feedback on their performance
- Employees play an important role in their own development
- Leaders will demonstrate support for learning and development for themselves and their staff

## Recognition

Acknowledgment and celebration of employees' unique contributions that align with Port values. Recognition may be individual or team-based, formal or informal, tangible or intangible.

- Employee and team recognition fosters a culture of appreciation
- Recognition will be meaningful to those being recognized and presented in a timely manner
- Recognition happens throughout the Port from peers and managers alike
- Retiree contributions to the Port will be acknowledged

## Port Experience

A unique and engaging environment that reflects the Port's commitment to the success of our region and community. The opportunity to bring your passion, innovation and desire to affect change through public service. A culture with an appreciation for individuality and diversity where all voices are heard.

- We value the diverse perspectives and rich ideas that our workforce brings
- We foster a culture that promotes health, safety, and work-life balance
- We encourage innovation and creative problem solving
- We provide opportunities to have a positive impact with our customers and in our communities
- As a unique public enterprise we take pride in being a major economic driver within the community and region

