

## RESOLUTION NO. 2283

A RESOLUTION of the Port Commission of the Port of Seattle establishing positions as of January 1, 1969, providing for the salaries thereof; granting sick leave, vacation with pay, overtime compensation, jury duty pay, bereavement leave, and health, medical, surgical, hospital, disability, and life insurance benefits to regular Port employees; specifying the holidays to be observed; and repealing all prior resolutions dealing with the same subject matter, including Resolution No. 2266.

BE IT RESOLVED by the Port Commission of the Port of Seattle, effective the first day of January, 1969, as follows:

1. (a) The classifications and the salary rate ranges of positions for executive, professional and administrative employees are hereby established as set forth in Schedule A attached hereto and by this reference made a part hereof.  
(b) The classifications, salary rate ranges and rates of positions, and the number of positions authorized in each classification for regular employees, herein called "non-executive employees", who are not classified as executive professional or administrative employees are hereby established as set forth in Schedule B attached to this resolution and by this reference made a part hereof.  
(c) Any changes in the salary rate ranges, salary rates, positions or number of positions set forth in either Schedule A or Schedule B shall be made by motion of the Port Commission duly carried and authenticated.
2. The General Manager may, if he deems such action desirable, make automatically the following types of increases in salaries for employees covered by this resolution, provided, however, that if such types of increases apply to an employee in a position the salary rate for which exceeds \$15,000 per annum, they will be subject to the prior approval of the Port Commission.

(a) Increases required by the establishment of a new minimum range rate;

(b) Increases resulting from a promotion from one position to another;

(c) Increases resulting from reclassification of an employee to a new position which has been created by the Port Commission;

(d) Length of service increases which are specifically authorized in schedules attached to this resolution.

3. The provisions hereinafter set forth in this Section 3 shall apply to all Schedule A positions except the position of General Manager, which will be filled and reviewed from time to time by the Port Commission.

(a) Vacancies in any position falling within the classifications specified in Schedule A may be filled by the General Manager up to the total number of positions authorized, provided that any hiring of an employee at a salary rate exceeding \$15,000 per year will be subject to prior approval of the Port Commission.

(b) When vacancies in positions for executive, professional and administrative employees occur, the General Manager may, if he deems such action desirable, promote or transfer an employee into the vacant position and fix the salary rate for the promoted or transferred employee within the salary rate range established in Schedule A for the position, provided that such promotion or transfer of an employee to a position the salary rate of which exceeds \$15,000 per annum, will be subject to the prior approval of the Port Commission.

(c) The Port Commission will determine annually, and may revise at such times during a calendar year as it deems desirable, the total amount to be provided in a calendar year for individual salary increases (other than those types of increases which may be made automatically as specified in

sections 2 and 3 (b) in all positions set forth in Schedule A combined, except those positions for which the salary rate exceeds \$15,000 per annum. Individual salary increases to employees within the salary rate ranges shall be made by the General Manager from time to time, on the basis of merit, length of service and other relevant factors in amounts which for the calendar year will not in total exceed the amount authorized by the Port Commission. Such salary increases will be made on the basis of the department head's recommendation, where appropriate.

(d) The Port Commission will determine annually and may revise at such times during a calendar year as it deems desirable the individual salary increases in those positions for which the salary rate exceeds \$15,000 per annum. Such salary increases will be on the basis of the General Manager's recommendation where appropriate.

4. The provisions hereinafter set forth in this Section 4 shall apply to the classifications and jobs set in Schedule B.

(a) Vacancies in any positions falling within the classifications specified in Schedule B may be filled by the General Manager up to the total number of positions authorized. The limitation on the total number of positions authorized within each such classification refers to permanent positions only and such additional temporary and/or part-time employees as are required in such classifications may be employed without further authorization of the Port Commission, provided that such temporary and/or part-time employees are not employed for periods in excess of six months. New employees hired into positions authorized in Schedule B shall receive the minimum rate therein specified, unless otherwise determined by the General Manager. In determining whether a new non-executive employee shall receive more

than the minimum salary rate specified in Schedule B, the General Manager shall consider the individual's background and past experience, the general availability of others to fill the position, the requirements of the position, and the recommendations of the department head concerned.

(b) Individuals within a particular job classification specified in Schedule B may be transferred from a position in one department or location to a position in another department or location as the performance of job duties in that particular classification requires, and subject to the approval of the General Manager.

(c) When vacancies in positions for non-executive employees occur, the General Manager may, if he deems such action desirable after considering the recommendations of the head of the department in which the vacant position occurs, promote or transfer an employee into the vacant position and fix the salary rate for the promoted or transferred employee within the salary rate range established in Schedule B for the applicable classification.

(d) The salaries of all individual employees now employed in classifications listed in Schedule B have been fixed by prior action of the Commission or the General Manager at rates within the salary rate ranges specified in Schedule B for each classification. Employees (except Firemen) employed in Classification listed in Schedule B will be paid compensation weekly by converting the applicable monthly salary rate listed in Schedule B to a straight time hourly rate of pay extended to the next highest cent determined on the basis of the employee's regularly scheduled work week. Employees employed in Firemen classifications (except Driver-Mechanic) listed in Schedule B will be paid compensation weekly by converting the applicable monthly

salary rate listed in Schedule B to a straight time weekly rate of pay extended to the next highest cent determined on the basis of the employee's average regularly scheduled work week which is hereby established as 56 hours. The Commission will determine annually, and may revise at such times during a calendar year as it deems desirable, the total amount to be provided in a calendar year for individual salary increases (other than those salary increases which may be made automatically as specified in sections 2 and 4 (c) in all positions in Schedule B combined. Thereafter the General Manager shall, periodically, examine the salary rates for individual non-executive employees and may grant, without further referral to or action by the Port Commission, merit, length of service, and/or general cost-of-living salary increases to any such individual employee not exceeding for any one such increase an amount equal to 10% of that individual's then salary rate. Such merit and/or length of service increases, if any, shall be granted by the General Manager in accordance with the following procedure: Recommendations for such increases shall be directed in writing to the General Manager or his designates by department heads; the General Manager shall consider such recommendations and determine whether such increases shall be given and the amount thereof, if given, in light of the individual employee's performance of job duties, the requirements of the job, the relationship of the salary involved to other salary rates in the particular department and in other departments, and the employee's length of service. General cost-of-living increases, if any, may be granted by the General Manager after considering average general increases in comparable salary levels in the area. No merit, length of service, and/or general cost-of-living increase may be granted by the General Manager to any non-executive employee which will result in

increasing the employee's salary above the maximum of the rate range for his classification as established in Schedule B. Such increases shall not exceed in total the amount authorized by the Commission for the particular calendar year.

5. Upon completion of three (3) full months of uninterrupted service in regular employment by the Port of Seattle, all regular monthly employees in positions in Schedules A and B shall receive an annual non-cumulative sick leave of not to exceed fifteen (15) working days for each employee in any calendar year. Additional sick leave up to but not exceeding fifteen (15) additional working days in any calendar year may be granted by a Department Head. Additional sick leave up to but not exceeding forty-five (45) additional working days may be granted by the General Manager in any year to a regular monthly employee where serious illness, accident or other justifiable cause exists which the Department Head and General Manager verifies and determines will warrant the granting of additional sick leave for the employee affected.

6. The following holidays, specified in Section 1.16.050, Revised Code of Washington, will be observed by the Port of Seattle for employees in positions in Schedules A and B, except as to the employees collectively referred to as "Fireman" is sub-section (a) of Section 7 of this resolution:

New Year's Day	Labor Day
Lincoln's Birthday	Columbus Day
Washington's Birthday	Veterans Day
Memorial Day	Thanksgiving Day
Fourth of July	Christmas

Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. No employees shall receive extra compensation by reason of a holiday falling on a day which is not within his regularly scheduled work week.

7. (a) The provisions of this Section 7 shall apply to employees working in classifications set forth in Schedules A

and B.

(b) Any regular monthly employee who on May 1 of any year has one full year of continuous employment but less than 4-1/2 years of continuous employment shall receive two (2) weeks vacation with pay based upon the employee's regularly scheduled work week at May 1. Any regular monthly employee who on May 1 of any year has 4-1/2 full years of continuous employment but less than twenty (20) years of continuous employment shall receive three (3) weeks' vacation with pay based upon the employee's regularly scheduled work week at May 1. Any regular employee who on May 1 of any year has twenty (20) years or more of continuous employment shall receive four (4) weeks' vacation with pay based upon the employee's regularly scheduled work week at May 1. Any regular monthly employee who on May 1 of any year has twenty (20) years or more of continuous employment shall receive four (4) weeks' vacation with pay based upon the employee's regularly scheduled work week at May 1. Any regular monthly employee who on May 1 of any year has less than one full year of continuous employment but has at least three (3) full months of continuous employment shall receive one day of vacation with pay for the first three (3) full months of continuous employment and one additional day of vacation with pay for each additional month of continuous employment; provided, however, that vacations with pay for any employee working less than a regularly scheduled 37-1/2 hour work week shall be prorated on the basis of the scheduled work week of the employee at the time the vacation is taken. In order to facilitate organization and control for accounting purposes and to promote the health and efficiency of employees, it is mandatory that the vacation referred to herein be taken by each employee covered hereby within twenty (20) months after

the May 1 on which it is earned and at such time or times as shall be fixed by the General Manager. Vacations hereunder will not be cumulative. On termination of employment, an employee who was employed on the preceding May 1 and who has at least one full year of continuous employment will receive one-twelfth of his total vacation benefit for each month of employment since the preceding May 1. If a holiday falls on a day during an employee's vacation period on which the employee would normally be scheduled to work, if working, the employee will receive one additional day of vacation.

8. (a) Employees employed by the Port of Seattle in classifications set forth in Schedule B (including the following classifications of employees in the Fire Department: Assistant Fire Chief, Captain, Crew Chief, Fireman-A, Fireman-B, Fireman-C, and Fireman-D, herein collectively referred to as "Fireman") shall receive overtime compensation at the rate of an additional time and one-half of the employee's regular straight time rate of pay for work performed over and above the employee's regularly scheduled work shift (7-1/2 hours or 8 hours, or in the case of Firemen, 24 hours, as the case may be) and work week (37-1/2 hours or 40 hours, or in the case of Firemen, normally 48, 64 or 72 hours or otherwise as shift arrangements may require, as the case may be), and (where required to work) for all work performed on Saturdays and Sundays, and (except for employees in the classifications collectively referred to as "Fireman") for all work performed on holidays; provided, however, that hours worked by an employee in any week on which overtime premium compensation has been paid shall not be used again in any other overtime computations and, in no case will overtime or premium compensation be duplicated or pyramided. If lieu of additional overtime compensation for employees in the classifications collectively referred to as "Fireman",



there has been included additional compensation for "Fireman" in the monthly salary rates appearing in Schedule B at the rate of four (4) per cent of each of the monthly salary rates.

Employees employed by the Port of Seattle in classifications set forth in Schedule A shall not receive overtime compensation.

(b) No additional overtime for work performed on Saturdays and Sundays (unless also an observed holiday) by employees in classifications set forth in Schedule B shall be paid where the normal work shift arrangements provide for the inclusion of Saturday and/or Sunday, or portions thereof, in the employee's regular work schedule (for example, Airport Security Officers, Firemen, Watchmen, Attendants, etc.).

9. At the discretion of the General Manager and Department Head, depending upon individual circumstances, five (5) working days per calendar year may be granted to regular Schedule A and B employees who have suffered the loss by death of a member of their immediate family.
10. Upon completion of six (6) full calendar months of uninterrupted service in regular employment by the Port of Seattle, all regular monthly employees in positions in Schedules A and B shall receive health, medical, surgical, hospital, disability, and life insurance benefits in such amounts and in such manner as are provided in contracts with insurance companies and/or agencies providing such benefits which the Port Commission shall from time to time approve.
11. All regular Schedule A and B employees are eligible to participate in the Employees Suggestion System as detailed in Port of Seattle General Procedures Bulletin No. G-8, with the exception of department heads and Schedule A employees of the Executive Department. Schedule A supervisory personnel shall be limited to suggestions outside the scope of their regularly established responsibilities.

12. If an employee employed by the Port of Seattle in a classification set forth in Schedule A or Schedule B is called for and serves on Jury duty, such employees shall during the jury service period be paid by the Port of Seattle full regular compensation less the compensation (excluding travel, meals, or other expenses) such employee actually receives for jury service.

13. The benefits specified in Sections 5, 6, 7, 8, 9, 10, 11 and 12 of this Resolution shall not be provided for temporary employees except that temporary employees employed by the Port of Seattle shall receive overtime compensation at the rate of an additional time and one-half of the employee's regular straight time rate of pay for work performed over and above a work shift of 7-1/2 hours or 8 hours, as the case may be, or a work week of 37-1/2 hours or 40 hours, as the case may be. Benefits shall be provided for only those regular monthly employees whose employment normally consists of not less than 20 hours of work per week.

BE IT FURTHER RESOLVED that all prior resolutions dealing with these subject matters, including but not limited to Resolution No. 2266, be and the same are hereby repealed.

ADOPTED by the Port Commission of the Port of Seattle this 10th day of December, 1968 and duly authenticated in open session by the signatures of the Commissioners voting in favor thereof and the seal of the Commission.

(SEAL)

John W. Hayden  
Minor H. Baker  
Paul R. Mitchell  
Robert W. Morrison ist  
Mark D. Bellum

JOB CLASSIFICATION SCHEDULEEXECUTIVE, PROFESSIONAL, AND ADMINISTRATIVE POSITIONS

<u>Classification</u>	<u>Department</u>	<u>Annual Salary Minimum</u>	<u>Rate Ranges Maximum</u>
General Manager	Executive	\$25,000.00	\$30,000.00
Assistant General Manager	Executive	21,000.00	25,000.00
Controller	Executive	18,000.00	22,000.00
Legal Officer	Executive	18,000.00	22,000.00
Director of Personnel & Industrial Relations	Executive	14,000.00	18,000.00
Personnel Assistant	Executive	8,000.00	9,600.00
Public Relations Director	Executive	14,000.00	18,000.00
Editor	Executive	10,800.00	12,000.00
Public Relations Assistant (4)	Executive	7,500.00	11,000.00
Port Auditor	Accounting	14,000.00	18,000.00
Data Processing Manager	Data Processing	16,000.00	20,000.00
Data Processing Supervisor	Data Processing	11,000.00	14,000.00
Chief Accountant	Accounting	11,000.00	14,000.00
Purchasing Agent	Executive	14,000.00	18,000.00
Assistant Purchasing Agent	Executive	7,500.00	11,000.00
Director of Aviation	Aviation	18,000.00	22,000.00
Assistant Director	Aviation	14,000.00	18,000.00
Superintendent of Operations	Aviation	14,000.00	18,000.00
Assistant to the Director	Aviation	11,000.00	14,000.00
Maintenance Superintendent	Aviation	11,000.00	14,000.00
Fire Chief	Aviation	11,000.00	14,000.00
Assistant Fire Chief	Aviation	10,000.00	13,000.00
Chief Security Officer	Aviation	11,000.00	14,000.00
Assistant Chief Security Officer	Aviation	10,000.00	13,000.00
Chief Engineer	Engineering	18,000.00	22,000.00
Assistant Chief Engineer	Engineering	18,000.00	22,000.00
Supervising Senior Engineer (4)	Engineering	13,200.00	16,000.00

SCHEDULE "A"  
January 1, 1969

Job Classification Schedule - Executive, Professional, and Administrative Positions

<u>Classification</u>	<u>Department</u>	<u>Annual Salary</u>		<u>Rate Ranges</u>	
		<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
Maintenance Superintendent	Engineering	\$12,600.00		\$15,000.00	
Manager	Marine Ter.	14,000.00		18,000.00	
Assistant Manager	Marine Ter.	12,000.00		16,000.00	
Terminal Superintendent (4)	Marine Ter.	10,000.00		14,000.00	
Warehouse Superintendent (3)	Marine Ter.	10,000.00		14,000.00	
Assistant Terminal Superintendent (5)	Marine Ter.	9,000.00		11,000.00	
Assistant Warehouse Superintendent (4)	Marine Ter.	9,000.00		11,000.00	
Director	Plan. & Res.	14,000.00		18,000.00	
Assistant Director	Plan. & Res.	11,000.00		14,000.00	
Associate Planner V	Plan. & Res.	11,500.00		14,500.00	
Associate Planner IV	Plan. & Res.	10,500.00		13,000.00	
Associate Planner III	Plan. & Res.	9,500.00		12,000.00	
Associate Planner II	Plan. & Res.	8,500.00		11,000.00	
Associate Planner I	Plan. & Res.	7,500.00		10,000.00	
Manager	Prop. Mgmt.	14,000.00		18,000.00	
Assistant Manager (3)	Prop. Mgmt.	10,000.00		14,000.00	
Marina Superintendent (3)	Prop. Mgmt.	9,500.00		12,000.00	
Assistant Marina Superintendent (2)	Prop. Mgmt.	9,000.00		10,500.00	
Director	Trade Dev.	14,000.00		18,000.00	
Assistant Director	Trade Dev.	12,000.00		16,000.00	
Traffic Manager	Trade Dev.	11,000.00		16,000.00	
Manager, Ocean Traffic Services	Trade Dev.	11,000.00		14,000.00	
Manager, Inland Traffic Services	Trade Dev.	11,000.00		14,000.00	
Field Representative (6)	Trade Dev.	8,500.00		16,000.00	
Rate Analyst	Trade Dev.	8,500.00		12,000.00	
Tariff Analyst	Trade Dev.	8,500.00		12,000.00	
Traffic Coordinator (4)	Trade Dev.	8,500.00		12,000.00	
Director	World Trade Cen.	14,000.00		18,000.00	
Assistant Director	World Trade Cen.	11,000.00		14,000.00	

## SCHEDULE "B"

JOB CLASSIFICATION SCHEDULEPOSITIONS OTHER THAN EXECUTIVE, PROFESSIONAL, AND ADMINISTRATIVE

<u>Classification</u>	<u>Positions Authorized</u>	<u>Monthly Salary Rates</u>	
		<u>Minimum</u>	<u>Maximum</u>
<u>I. Accounting, Secretarial, Clerical and Operators</u>			
<u>A. Accounting</u>			
Senior Accountant	4	\$ 665.00	\$ 835.00
Accountant	4	525.00	650.00
<u>B. Secretarial and Stenographic</u>			
Executive Secretary	1	600.00	800.00
Secretary	12	500.00	600.00
Stenographer	20	425.00	525.00
<u>C. Clerical</u>			
Analyst Programmer	6	835.00	1200.00
Programmer	2	650.00	950.00
Assistant Traffic Coordinator	1	575.00	700.00
Chief, Clerk, Terminals	7	700.00	850.00
Chief Clerk, Warehouse	2	700.00	850.00
Terminals Clerk	18	600.00	750.00
Warehouse Clerk	3	600.00	750.00
Statistician	1	550.00	800.00
Assistant Editor	1	500.00	650.00
Security Clerk	1	500.00	650.00
Clerk A	30	450.00	600.00
Clerk B	15	400.00	500.00
Typist	5	300.00	375.00
Mail Clerk	1	300.00	350.00
<u>D. Equipment Operators</u>			
Keypunch Operator - Verifier	6	425.00	525.00
Switchboard Operator	3	350.00	475.00
Multilith Operator	2	525.00	650.00
Computer Operator	4	525.00	675.00
Power Keyboard Operator	3	550.00	650.00
<u>II. Engineering (Office and Field)</u>			
Senior Engineer	18	1000.00	1200.00
Associate Engineer	30	850.00	1050.00
Assistant Engineer	25	700.00	900.00
Senior Engineering Aide	18	640.00	850.00
Junior Engineering Aide	12	450.00	675.00
<u>III. Planning</u>			
Assistant Planner IV	4	600.00	800.00
Assistant Planner III			
Assistant Planner II			
Assistant Planner I			
<u>IV. Departmental Representatives</u>			
Senior Rental Representative	1	700.00	950.00
Rental Representative	3	550.00	700.00

## SCHEDULE "B"

January 1, 1969

Job Classification Schedule

Positions Other Than Executive, Professional, and Administrative

V. Services

Operations Supervisor	1	850.00	1000.00
Supervisor - Field, Grounds & Rdwys.	1	850.00	1000.00
Sergeant (Airport Security)	5		815.00
Security Officer - A			755.00
Security Officer - B (12 months)	12		725.00
Security Officer - C ( 6 months)		700.00	
Security Officer - D ( 6 months)		680.00	
Captain (Fire Department)	3		900.00
Crew Chief (Fire Department)	3		845.00
Driver - Mechanic (Fire Department)	1		845.00
Fireman - A			785.00
Fireman - B (12 months)	22		755.00
Fireman - C ( 6 months)		730.00	
Fireman - D ( 6 months)		705.00	
Fire & Equipment Inspector	1	600.00	700.00
Operations Controllers	3	700.00	850.00
Industrial Waste Treatment			
Plant Operators	2	650.00	725.00
Janitor Supervisor	1	470.00	560.00
Janitor	5	440.00	525.00
Landscape Gardner Foreman	1	600.00	750.00
Landscape Gardner	2	525.00	600.00
Messenger	2	375.00	475.00
Marina Maintenance Foreman	2	570.00	700.00
Marina Maintenance Man	3	550.00	650.00
Marina Attendant	12	525.00	600.00
Traffic Patrolman	1	750.00	850.00
Watchman	8	525.00	575.00

Firemen and Security Officers

- A Eligible after 12 months of employment in Grade B - not automatic
- B Eligible after 12 months of employment in Grade C - not automatic
- C Eligible after 6 months of employment in Grade D - automatic
- D Probationary grade

VI. Employee Development and Training Program

Employee Development Supervisor	1	550.00	700.00
Employee Development Apprentice	15	300.00	550.00

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