Come Aboard. Spread Your Wings.

Port of Seattle

Understanding

SETTING PAY FOR NEW HIRES

At the Port of Seattle, we apply objective criteria to make decisions about employees' pay that are transparent, fair, and consistent. The Port's compensation program is designed to ensure that employees are paid similarly when they perform comparable work and have comparable years of experience performing their job. Our pay placement methodology ensures that pay for all current and future non-represented employees can be explained by bona fide job-related factors that are consistent with business necessity. This method removes negotiation from the process.

What factors are used to determine pay at the Port?

Salary offers will be made within the posted pay range and placement within the range will be determined based on your years of similar work experience. We call this your *experience credit*. The Port considers work experience to be similar if the scope and level of responsibility of your prior positions match the job being offered. The Port uses your *experience credit* to set your offer, this is your starting position in the pay range and is explained in the formula below.

PAY PLACEMENT FORMULA: EXPERIENCE CREDIT

The experience credit is based on the number of years you have performed prior work similar in scope and level of responsibility to the job being offered. Each year of similar experience will move your position in range by 7.5%. The Port provides credit in month increments, so this may provide a partial year credit if applicable, with awarded credit for up to a maximum of twelve years of experience.

Years of Experience x 7.5% = Experience Credit = Position in Range (PIR) up to 90%

An offer is set between the job's pay range minimum and maximum. In our examples below, the candidate is offered a job with a pay range of **$75,000 - $120,000**.

Example A: A candidate is offered a job at the Port. They have six years of experience from prior job(s) determined to be similar in scope and level of responsibility to their new Port job.

6 x 7.5% = 45% experience credit, which sets the candidate's **position in range** at $95,250. This is 45% between the pay range minimum and maximum.

Example B: A candidate is offered a job at the Port. They have fourteen years of experience from prior job(s) determined to be similar in scope and level of responsibility to their new Port job. The Port's maximum amount of experience credit is twelve years.

12 x 7.5% = 90% experience credit which sets the candidate's **position in range** at $115,500. This is 90% between the pay range minimum and maximum.