



TOTAL REWARDS PROGRAM INVENTORY

Total Rewards is everything the Port offers to you and your family as a result of your contribution to the Port's mission. This document lists many of the plans and programs that make up the Port's Rewards Package.

Pay

The compensation you receive in exchange for work performed.

- Base Pay, including pay increases
- Premium Pay, including overtime, temporary assignment pay, shift differential

Benefits

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

- Healthcare coverage – medical, dental, vision, pharmacy
- Pension plans
- Paid time off and vacation plans
- Paid sick leave
- Paid holidays and other time off plans (jury duty, military, awarded time, bereavement)
- Deferred compensation – 457/401(a) plans
- Employee Deals & Discounts
- Free coffee and tea
- Onsite food and beverage options
- Commuter benefits including heavily subsidized ORCA cards, van pool subsidies, bike storage, Port vehicles for traveling while on Port business, heavily subsidized parking at the airport and Pier 69, vacation parking at the airport and Pier 69, teleworking, compressed work weeks
- Employee Assistance Program
- Flexible spending accounts (health care and dependent care)

- Spirit & Wellness Program
- College tuition reimbursement
- Life and disability insurance
- Social Security and Medicare
- Worker's Compensation

Learning and Development

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

- Leadership development programs
- "Mentoring Everyone, Everyone Mentors" mentorship Program
- Performance feedback – PerformanceLink Workshops
- Employee resource groups
- Career development guidance
- Six-month Learning calendar
- Internal internships
- Apprenticeships
- Associate level jobs
- Subscriptions to professional publications
- Memberships to professional associations
- College tuition reimbursement
- Internal only job openings
- Development & Diversity Council Membership
- Stretch assignments
- Attendance at Port funded training, seminars and conferences
- Brown bag events on a wide range of topics

...plus →

Recognition

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

- Service Award program
- Recognition of individual and team accomplishments
- Various departmental recognition programs
- Charles Blood Champion of Diversity and Inclusion Award
- Safety recognition
- Innovation recognition
- Manager of the Year recognition (Blacks in Government, National Management Association)
- Pat Davis Legacy of Leadership Award
- Women's Outstanding Achievement Award
- Retirement recognition

Port Experience

A unique experience 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.

- Opportunities for public and community service
- Casual dress code
- Interesting work
- Unique work locations
- Spirit & Wellness program
- Alternative work arrangements, teleworking and compressed work weeks
- Commitment to equity, diversity and inclusion
- Commitment to the environment
- Commitment to social responsibility
- Many affinity groups for employees to join
- Brown bag events
- Compass classified ads
- Public art at work locations

...and more!

