

Finding and Keeping Great Employees During the Pandemic and Beyond

December 7, 2022



The Three Key Elements:
Compensation
Working Environment
Recruitment Strategy



Compensation – POV Approach

2022:

- Merit-based salary increases of up to 4.0%, based solely on job performance
- Cost of living adjustment, retroactive to January 1, 2022
 - 1.0% - Executive job series
 - 1.5% - Manager/Professional job series
 - 2.0% - Support job series



Compensation

2023:

- Merit-based salary increases of up to **7.0%**, based solely on job performance (has historically been 4.0%)

On-Going:

- Conduct regular market studies of public and private sector salary ranges and stay as competitive as possible



Working Environment

- Flexible work arrangement policy for eligible employees
- Re-design of staff meetings – quarterly, in-person, mandatory
- Use of technology to allow for virtual and in-person meetings
- Continued emphasis on work/life balance



Recruitment Strategy

- Keep up with the market and stay competitive with salaries and benefits
- Emphasize your strengths – e.g. total compensation, schedule, team environment, goals of the port and employees' role
- Invest in the time to get the person with the right qualities
- Be aggressive and move quickly



Questions/Discussion



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