

Memo

To: Jim Kuntz

From: Trent Moyers

Cc: Monica Lough

Date: October 18, 2023

Re: Longevity Pay Policy - Pangborn Memorial Airport
Non-Exempt Airport Maintenance Technicians

In 2015, Pangborn Memorial Airport agreed to provide non-exempt Airport Maintenance Technicians a \$0.10 per hour raise on the 5th anniversary of their date of hire, and each year thereafter.

Although longevity pay has continued to occur since the inception of the Chelan Douglas Regional Port Authority, a policy has not been adopted/approved that addresses longevity pay.

To formalize this, I propose the following:

Airport Maintenance Technicians who were hired prior to January 1, 2016, will receive a \$0.10 per hour pay increase in the month following the anniversary of their date of hire each year as long as employed by the Regional Port Authority. For example, an employee hired on February 2, 2010, would receive a \$0.10 per hour pay increase effective March 1st of each year. This policy will not apply to employees hired after January 1, 2016, or any future employees.

Approved



Date:

10-24-23