

MINUTES
PORT OF SIUSLAW WORK SESSION

Wednesday, March 15, 2023, 6:00pm
Port of Siuslaw Conference Room
100 Harbor St, Florence, OR 97439

Present - Terry Duman, President; Mike Buckwald, Secretary,
Bill Meyer, 1st VP, Robert Ward, Treasurer, via zoom Craig Zolezzi, 2nd VP

Call to Order 6:00pm

Public Comment: *none*

1. **Pay Analysis** – Huntington said that the Port has not done a benefit and compensation analysis to his or Stewarts knowledge. Huntington said we received an analysis from HR Answers and OPPA. Meyer clarified that we will be discussing positions and not particular individuals. Meyer said he attended a meeting for the City in which they discussed the fringe benefit package. Meyer said we need to be competitive in our benefits to retain employees. Meyer would like a study group to look, in detail, of what other districts are doing and offering. Meyer would like Huntington, Zolezzi and himself to be the study group. Meyer said the group would then do the research and bring the Commissioners what they think would be a good proposal. Zolezzi said there are so many options to choose from. Ward asked Huntington where he thought we stood compared to the cost analysis' received. Huntington thinks we are in the bottom 10%. Buckwald said we couldn't be compared to other Ports that have more employees. Ward said Huntington needs to make the recommendations to the Commission. Zolezzi said he would get with Meyer and Huntington tomorrow to set up a time to get together and go over options.

Adjourn 6:50pm