

Item Number: 10c supp
Meeting Date: November 11, 2025

Introduction – Resolution 2026 Salary and Benefits Resolution

November 11, 2025



Topics

- Background of the Salary and Benefits Process
- Recommend Updates and Changes

Salary & Benefits Resolution Background

What is the resolution, what does it do

- The Salary and Benefits Resolution is the Port Commission's authorization to revise the pay and benefits programs that are part of the Port's overall Total Rewards package for non-represented employees.
- RCW 53.08.170 requires Port Commission to authorize pay and benefits for non-represented employees by resolution.

Recommended Changes for 2026

Policy Establishing Jobs, Pay Grades, Graded Pay Range Structure, and Pay Rates

- The Non-Represented and Executive Graded Salary Range Structures will have an overall increase of 3.48%.

Recommended Changes for 2026

Proposed 2026 Non-Represented Graded Salary Range Structure

Grade	Hourly			Annual		
	Minimum	Market Reference Point	Maximum	Minimum	Market Reference Point	Maximum
50	\$21.95	\$23.89	\$29.70	\$45,672	\$49,702	\$61,792
51	\$24.15	\$26.28	\$32.67	\$50,240	\$54,673	\$67,971
52	\$26.56	\$28.91	\$35.94	\$55,263	\$60,141	\$74,768
53	\$29.22	\$31.80	\$39.54	\$60,790	\$66,154	\$82,246
54	\$32.14	\$34.98	\$43.49	\$66,869	\$72,769	\$90,469
55	\$35.36	\$38.48	\$47.84	\$73,556	\$80,046	\$99,516
56	\$38.89	\$42.33	\$52.62	\$80,911	\$88,050	\$109,468
57	\$42.78	\$46.56	\$57.89	\$89,002	\$96,855	\$120,415
58	\$47.06	\$51.22	\$63.68	\$97,902	\$106,541	\$132,455
59	\$51.77	\$56.34	\$70.04	\$107,693	\$117,195	\$145,702
60	\$56.95	\$61.97	\$77.05	\$118,462	\$128,914	\$160,272
61	\$62.64	\$68.17	\$84.75	\$130,307	\$141,806	\$176,299
62	\$68.91	\$74.99	\$93.23	\$143,338	\$155,986	\$193,930
63	\$75.80	\$82.49	\$102.55	\$157,674	\$171,585	\$213,322
64	\$83.38	\$90.74	\$112.81	\$173,441	\$188,743	\$234,654
65	\$91.72	\$99.81	\$124.09	\$190,784	\$207,618	\$258,119
66	\$100.89	\$109.79	\$136.50	\$209,863	\$228,380	\$283,932
67	\$110.98	\$120.77	\$150.15	\$230,848	\$251,217	\$312,324
68	\$122.08	\$132.85	\$165.17	\$253,933	\$276,339	\$343,557
69	\$134.29	\$146.14	\$181.68	\$279,327	\$303,974	\$377,913
70	\$147.72	\$160.75	\$199.85	\$307,260	\$334,371	\$415,704

Recommended Changes for 2026

Executive Leadership

Proposed 2026 Non-Represented Graded Salary Range Structure

Grade	Hourly			Annual		
	Minimum	Market Reference Point	Maximum	Minimum	Market Reference Point	Maximum
101	\$96.73	\$105.19	\$130.59	\$201,210	\$218,815	\$271,632
102	\$106.40	\$115.71	\$143.65	\$221,329	\$240,697	\$298,796
103	\$117.04	\$127.29	\$158.01	\$243,463	\$264,767	\$328,675
104	\$128.75	\$140.02	\$173.81	\$267,810	\$291,242	\$361,543
105	\$141.62	\$154.02	\$191.20	\$294,590	\$320,367	\$397,697
106	\$155.79	\$169.42	\$210.32	\$324,049	\$352,403	\$437,467
107	\$171.37	\$186.36	\$231.35	\$356,454	\$387,644	\$481,213

Recommended Changes for 2026

Policy Establishing Jobs, Pay Grades, Graded Pay Range Structure, and Pay Rates

- Introduce two new, separate pay grades and ranges as Non-Assessed Jobs for Public Safety leadership roles.
 - Deputy Chief of Police/Assistant Fire Chief
 - Chief of Police/Fire Chief
- Ranges set at 110% of base pay rate for direct report roles.

Proposed 2026 Graded Salary Range Structure Assistant/Deputy Chief, Chief

Grade	Hourly			Annual		
	Minimum	Market Reference Point	Maximum	Minimum	Market Reference Point	Maximum
Deputy/ Assistant	\$107.95	\$120.86	\$133.76	\$224,543	\$251,390	\$278,237
Chief	\$118.74	\$132.94	\$147.14	\$246,997	\$276,529	\$306,061

Recommended Changes for 2026

Definitions

- “Temporary assignment” definition adjusted to remove the six-month limit to temporary assignment extensions. Extensions will continue to require Human Resources approval.

Policy Regarding Benefits Programs

- Include Benefit Savings Accounts as established benefit programs.
- Authorization to establish a Voluntary Employee Benefit Associate (VEBA) trust.

Estimated Cost

Introduction of new Graded Salary Range Structure

- The current estimate impacts 15 employees, approximately costing \$32,911.43, whose current salary falls below the new grade salary minimum.

Introduction of new grades and salary ranges for Police and Fire

- Currently there are 3 Deputy Chief of Police and 2 Assistant Fire Chief. Each will receive a pay adjustment based on the new pay policy to set pay within the new pay range and will cost \$127,111.

Questions?