

**PORT OF SEATTLE
RESOLUTION NO. 3841**

A RESOLUTION of the Port of Seattle Commission amending policy directive for salaries and benefits for employees not covered by a collective bargaining agreement established by Resolution No. 3831 and providing an effective date for all amendments as of January 1, 2026.

WHEREAS, the Port of Seattle Commission has authority pursuant to RCW 53.08.170 to create and fill positions, fix wages, salaries, and establish other benefits of employment including retirement, health insurance and similar benefits; and

WHEREAS, the Port of Seattle Commission is the legally constituted governing body of the Port of Seattle; and

NOW, THEREFORE, BE IT RESOLVED by the Port of Seattle Commission as follows:

SECTION 1. Amendment of Policy Directive. The policy directive established by Resolution No. 3739 adopted November 28, 2017, establishing jobs, pay grades, pay ranges, and pay practices for employees not covered by a collective bargaining agreement and authorizing legally required and other benefits, is hereby amended as follows:

SECTION 2-5. The amendments provided in this resolution shall be effective starting January 1, 2026.

SECTION 2. Adjust the definition “Temporary assignment.” The “Temporary assignment” definition will be modified to remove the time maximum extension limit of six (6) additional months.

SECTION 5.1.C. The Non-Represented Employee Graded Salary Range Structure and the Executive Leadership Graded Salary Range Structure will be replaced to show a 3.48% increase to the range structures to maintain market competitive pay for each range.

SECTION 5.1.G(3). Introduction of two new, separate pay grades for the Public Safety management roles: Chief of Police, Fire Chief, Assistant Fire Chief, and Deputy Chief of Police.

SECTION 5.2.C(4). Technical edits to include established Benefit Savings Account plans.

SECTION 5.3.G. Authorization to establish Voluntary Employee Beneficiary Association (VEBA) trust.

SECTION 2-5. Technical edits to clarify a point, remove redundancy, or otherwise make the information clearer and easier to read.

ADOPTED by the Port of Seattle Commission at a duly noticed public meeting thereof,
held this 18th day of November 2025, and duly authenticated in open session by the signatures of
the commissioners voting in favor thereof and the seal of the commission.

Port of Seattle Commission

