Item Number: 10b
Meeting Date: November 23, 2026

Introduction – Resolution
2027 Salary and Benefits Resolution

November 17, 2026

Port of Seattle®

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 3.17%.

Recommended Changes for 2027

2027 Non-Represented Graded Salary Structure

Grade	Hourly			Annual		
	Minimum	Market Reference Point	Maximum	Minimum	Market Reference Point	Maximum
50	$22.65	$24.65	$30.64	$47,120	$51,278	$63,751
51	$24.91	$27.11	$33.71	$51,833	$56,406	$70,126
52	$27.41	$29.83	$37.08	$57,015	$62,047	$77,138
53	$30.15	$32.81	$40.79	$62,717	$68,251	$84,853
54	$33.16	$36.09	$44.87	$68,989	$75,076	$93,337
55	$36.48	$39.70	$49.36	$75,888	$82,583	$102,671
56	$40.13	$43.67	$54.29	$83,476	$90,841	$112,938
57	$44.32	$48.04	$59.72	$92,196	$99,925	$124,232
58	$48.56	$52.84	$65.69	$101,005	$109,918	$136,654
59	$53.41	$58.12	$72.26	$111,107	$120,910	$150,321
60	$58.75	$63.94	$79.49	$122,217	$133,001	$165,353
61	$64.63	$70.33	$87.44	$134,438	$146,301	$181,888
62	$71.09	$77.37	$96.19	$147,882	$160,931	$200,078
63	$78.20	$85.10	$105.80	$162,672	$177,024	$220,084
64	$86.02	$93.61	$116.39	$178,939	$194,726	$242,093
65	$94.63	$102.98	$128.02	$196,832	$214,199	$266,301
66	$104.09	$113.27	$140.83	$216,516	$235,620	$292,933
67	$114.50	$124.60	$154.91	$238,166	$259,181	$322,225
68	$125.95	$137.06	$170.40	$261,983	$285,099	$354,448
69	$138.54	$150.77	$187.44	$288,182	$313,610	$389,893
70	$152.40	$165.85	$206.19	$317,000	$344,971	$428,882

Recommended Changes for 2027

2027 Executive Leadership Graded Salary Structure

Grade	Hourly			Annual		
	Minimum	Market Reference Point	Maximum	Minimum	Market Reference Point	Maximum
101	$99.80	$108.53	$134.73	$207,588	$225,751	$280,243
102	$109.78	$119.38	$148.20	$228,345	$248,327	$308,268
103	$120.76	$131.32	$163.02	$251,181	$273,160	$339,094
104	$132.83	$144.45	$179.32	$276,300	$300,474	$373,004
105	$146.11	$158.90	$197.26	$303,929	$330,523	$410,304
106	$160.73	$174.79	$216.98	$334,321	$363,574	$451,335
107	$176.80	$192.27	$238.68	$367,754	$399,932	$496,467

Recommended Changes for 2026

Definitions

- “Intern” definition adjusted to be inclusive of both academic and non-academic career pathways in alignment with the Talent Connections programs.



Recommended Changes for 2026

Policy Establishing Pay Practices and Pay Types

- Include Shift Differential as an established pay type.
- Adjust Multilingual Premium to Multilingual Pay.
- Update Pay Rates and Pay Ranges for Non-Assessed Jobs to include Port Pathways.

Policy Regarding Benefits Offered to Retirees

- Update Voluntary Employee Beneficiary Association (VEBA) as established program for eligible retirees.

Estimated Cost

Introduction of new Graded Salary Range Structure

- The current estimate impacts 9 employees, approximately costing $14,194.52, whose current salary falls below the new grade salary minimum.

Questions?