Port of Seattle Special Commission Meeting

November 23, 2026

COMMISSION SPECIAL MEETING AGENDA (AMENDED to add item 10c)

November 23, 2026

To be held virtually via MS Teams and in person at the Port of Seattle Headquarters Building, Commission Chambers, located at 2711 Alaskan Way, Seattle Washington. You may view the full meeting live at meetings.portseattle.org. To listen live, call in at +1 (206) 800-4046 or (833) 209-2690 and Conference ID 292 138 611#

ORDER OF BUSINESS

10:30 a.m.

1. CALL TO ORDER

2. EXECUTIVE SESSION – *if necessary, pursuant to RCW 42.30.110 (executive sessions are not open to the public)*

12:00 p.m. – PUBLIC SESSION

Reconvene or Call to Order and Pledge of Allegiance

3. APPROVAL OF THE AGENDA *(at this time, commissioners may reorder, add, or remove items from the agenda)*

4. SPECIAL ORDERS OF THE DAY

5. EXECUTIVE DIRECTOR'S REPORT

6. COMMITTEE REPORTS

7. PUBLIC COMMENT – *procedures available online at https://www.portseattle.org/page/public-comment-port-commission-meetings*

During the regular order of business, those wishing to provide public comment (in accordance with the Commission's bylaws) on Commission agenda items or on topics related to the conduct of Port business will have the opportunity to:

1) Deliver public comment via email: All written comments received by email to commission-public-records@portseattle.org will be distributed to commissioners and attached to the approved minutes. Written comments are accepted three business days prior to the meeting and before 9.a.m. on the day of the meeting. Late written comments received after the meeting, but no later than the day following the meeting, will be included as part of the meeting record. All written comments must identify the purpose of the writing is for public comment at a Commission meeting.

2) Deliver public comment via phone or Microsoft Teams conference: To take advantage of this option, please email commission-public-records@portseattle.org with your name and agenda item or topic related to the conduct of Port business you wish to speak to by 9:00 a.m. PT on Monday, November 23, 2026. ***(Please be advised that public comment is limited to agenda items and topics related to the conduct of Port business only.)*** You will then be provided with instructions and a link to join the Teams meeting.

3) Deliver public comment in person by signing up to speak on your arrival to the physical meeting location: To take advantage of this option, please arrive at least 15 minutes prior to the start of any regular meeting to sign up on the public comment sheet available at the entrance to the meeting room to speak on agenda items and topics related to the conduct of Port business.

For additional information, please contact *commission-public-records@portseattle.org.*

8. CONSENT AGENDA *(consent agenda items are adopted by one motion without discussion)*

9. UNFINISHED BUSINESS

10. NEW BUSINESS

10a. Adoption of Resolution No. 3853: A Resolution Adopting the Final Budget of the Port of Seattle for the Year 2027; Making, Determining, and Deciding the Amount of Taxes to be Levied Upon the Current Assessment Roll; Providing Payment of Bond Redemptions and Interest, Cost of Future Capital Improvements and Acquisitions, and for Such General Purposes Allowed by Law which the Port Deems Necessary; and Directing the King County Council as to the Specific Sums to be Levied on All of the Assessed Properties of the Port of Seattle District in the Year 2027. **(memo, resolution, and presentation enclosed)**

10a.1 Adoption of Resolution No. 3854: A Resolution Specifying the Dollar and Percentage Change in the Regular Property Levy From the Previous Year Per RCW 84.55.120; Providing for an 8.2 Percent Increase of the Levy from $90,182,069 to $97,587,934. **(memo and resolution enclosed).**

10b. Adoption of Resolution No. 3858: A Resolution Amending the Policy Directive for Salaries and Benefits for Employees Not Covered by a Collective Bargaining Agreement Established by Resolution No. 3841 and Providing an Effective Date for All Amendments as of January 1, 2027. **(memo, resolution, attachment 1, attachment 2, attachment 3, attachment 4, and presentation enclosed)**

10c. Order No. 2026-09: An Order Acknowledging the Port of Seattle Commission's Board of Ethics' Findings and Conclusions Re: Board of Ethics Case No. 2026-01.

11. PRESENTATIONS AND STAFF REPORTS

12. QUESTIONS on REFERRAL to COMMITTEE and CLOSING COMMENTS

13. ADJOURNMENT

COMMISSION
AGENDA MEMORANDUM **Item No.** 10a

ACTION ITEM **Date of Meeting** November 23, 2026

DATE: November 3, 2026

TO: Stephen P. Metruck, Executive Director

FROM: Chris Wimsatt, Chief Financial Officer
Michael Tong, Director, Corporate Budget

SUBJECT: **Resolution No. 3853, Adopting the Final Budget of the Port of Seattle for the Year 2027**

ACTION REQUESTED

Request Adoption of Resolution No. 3853: A resolution of the Port Commission of the Port of Seattle adopting the final budget of the Port of Seattle for the year 2027; making, determining, and deciding the amount of taxes to be levied upon the current assessment roll; providing payment of bond redemptions and interest, cost of future capital improvements and acquisitions, and for such general purposes allowed by law which the Port deems necessary; and directing the King County Council as to the specific sums to be levied on all of the assessed properties of the Port of Seattle District in the Year 2027.

EXECUTIVE SUMMARY

The 2027 business and budget planning process began in May. In the past few months, staff conducted budget work sessions, provided briefings to the Commission on budget process, key budget assumptions, budget development overview, preliminary operating budget, and preliminary capital budget. The preliminary 2027 Budget document was provided to the Commission and made available to the public on October 20, 2026.

Staff recommend the following final budget process:

- November 23, 2026 – Adoption of Resolution No. 3853 and Resolution No. 3854
- November 30, 2026 – Submittal of the 2027 Final Statutory Budget to the King County Council and Assessor's Office.
- December 4, 2026 – Release of the final 2027 Budget and Draft Plan of Finance document to the public.

ADDITIONAL BACKGROUND

The budget process includes planning, setting up and testing new budget modules in the budget system, budget user training, department strategic and business planning, publishing budget guidelines, establishing budget targets, entering budget data into the system, running budget allocations and budget reports, conducting department and division reviews, executive reviews

and Commission reviews, preparing and publishing the preliminary budget document, a public hearing, adoption of the final budget, filing the statutory budget with the King County Council and Assessor's Office, and the preparation and release of the final budget document.

Prior to the Introduction and public hearing of the preliminary 2027 Budget on November 17, 2026, staff has provided 8 briefings to the Commission. The preliminary 2027 Budget was provided to the Port Commission and made available to the general public on October 20, 2026. An announcement of the preliminary budget and public hearing was made in the Daily Journal of Commerce newspaper on October 30, 2026 and November 6, 2026.

After the public hearing and Commission adoption of a final plan, the statutory budget will be filed with the King County Council and King County Assessor, as required by law. The final 2027 Budget and Draft Plan of Finance will be released to the public by December 4, 2026.

ATTACHMENTS TO THIS REQUEST

(1) Draft Resolution No. 3853
(2) Presentation slides

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS

November 17, 2026 – Introduction of 2027 Budget and Public Hearing
October 27, 2026 – 2027 Tax Levy and Draft Plan of Finance for 2027-2031 Briefing
October 13, 2026 – 2027 Aviation Division Operating and CIP Budgets Briefing
October 13, 2026 – 2027 Maritime and Economic Development Divisions Operating and CIP Budgets Briefing
September 22, 2026 – Central Services 2027 Preliminary Budget and Port-wide Rollup Briefing
July 14, 2026 – 2027 Budget Development Briefing
June 23, 2026 – Commission Budget Study Session on Commission Priorities
March 12, 2026 – Commission Retreat on Resource Conscious & Levy Scenario

PORT OF SEATTLE
RESOLUTION NO. 3853

A RESOLUTION of the Port Commission of the Port of Seattle adopting the final budget of the Port of Seattle for the year 2027; making, determining, and deciding the amount of taxes to be levied upon the current assessment roll; providing payment of bond redemptions and interest, cost of future capital improvements and acquisitions, and for such general purposes allowed by law which the Port deems necessary; and directing the King County Council as to the specific sums to be levied on all of the assessed properties of the Port of Seattle District in the Year 2027.

WHEREAS, the Port of Seattle in the Century Agenda commits to create economic opportunity for all, steward our environment responsibly, partner with surrounding communities, promote social responsibility, conduct ourselves transparently, and hold ourselves accountable; and

WHEREAS, the Port of Seattle's Century Agenda outlined goals of meeting current demand as a business gateway and tourism hub for the region, and further expressed the need to anticipate future growth of the region and to prepare for the ensuing demand for cruise, maritime, and aviation all for the economic benefit of the region; and

WHEREAS, the Port of Seattle Commission is committed to the responsible stewardship of public tax revenue, financial transparency, and an open budget process; and

WHEREAS, the Port of Seattle and its Commission are committed to making strategic investments necessary to promote a thriving maritime and industrial economy and recognize that increasing pressure on industrial lands and freight corridors in the region threatens the viability of this sector; and

WHEREAS, the long-term viability of the maritime and industrial sector is dependent on a robust and well-trained workforce, and the sector is facing both an aging workforce and a limited influx of trained younger workers to replace those approaching retirement and the need to strengthen training and pathways into the sector; and

WHEREAS, the Port of Seattle Commission is committed to reducing our carbon footprint by investing in solutions to become the "greenest" and most efficient port in the nation and we are further committed to assisting and incentivizing those we do business in order to reach these goals; and

WHEREAS, the Port of Seattle Commission has determined that the mission of the Port is to create good jobs in the region by advancing trade and commerce, promoting manufacturing and maritime growth, and stimulating economic development; and

WHEREAS, the Port of Seattle Commission, on the 20th day of October, 2026, published the preliminary 2027 Budget of the Port of Seattle on the Port of Seattle website and, on the 22nd day of October, 2026, made hard copies available to the public; and on the 30th of October and 6th of November, 2026, published the Notices of the public hearing of the preliminary 2027 Budget to consider adoption of a final budget, with public hearing to be heard on the 17th day of November, 2026, when taxpayers might appear and present objections to the preliminary 2027 Budget; and

WHEREAS, a public hearing on the preliminary 2027 Budget was held in-person in at the Seattle-Tacoma International Airport Conference Center, 17801 International Blvd, Seattle Washington, Mezzanine Level pursuant to notice duly given, County of King, State of Washington, on the 17th of November 2026, at 12 p.m.; and

WHEREAS, all parties present at said hearing were afforded a full opportunity to present objections to the preliminary 2027 Budget, and the Port Commission being duly advised in the premises; and

WHEREAS, the King County Assessor notified the Commissioners of the Port of Seattle on the 1st day of October 2026, that the preliminary regular levy assessed value of the property lying within the boundaries of the Port of Seattle district ("Port District") for the year 2026 is $877,853,709,907 (after omitted assessments); and

WHEREAS, the King County Assessor notified the Commissioners of the Port of Seattle on the 1st day of October 2026 that the preliminary maximum allowable levy is $121,984,917 and the Port intends to retain this levy capacity; and

WHEREAS, the Port has outstanding General Obligation bonds due in 2027 and may now have or hereafter incur General Obligation line of credit obligations, and the full levy amount is needed to meet the principal and interest requirements on such indebtedness in 2027.

NOW, THEREFORE, BE IT RESOLVED by the Port Commission of the Port of Seattle that the preliminary 2027 Budget at the November 17, 2026, Commission meeting and public hearing, is hereby adopted as the final budget of the Port of Seattle for the Year 2027. Said final budget includes the statutory budget required under RCW 53.35.040. The final budget shall be made available to the public on the Port of Seattle website.

BE IT FURTHER RESOLVED that the amount of taxes to be levied by the Port of Seattle on the current assessment rolls to provide for payment of bond redemption and

interest on the Port of Seattle General Obligation Bonds and line of credit, if any, and, as available, for future expenditures for acquisitions and capital improvements and for such general purposes allowed by law which the Port deems necessary be set and deposited is still pending commission approval.

BE IT FURTHER RESOLVED that the King County Council, State of Washington, be notified that the specific sum herein mentioned being a total of $97,587,934 is necessary to be raised by taxation to meet the payment of bond redemption and interest on Port of Seattle General Obligation Bonds and line of credit, if any, of future expenditures for acquisitions and capital improvements, and of costs for such general purposes allowed by law which the Port deems necessary (including an estimated $335,344 for prior year refunds and $11,512 for Local Tax Increment Financing (LTIF), as set forth for the period January 1, 2027, and thereafter; that said King County Council be respectfully requested to make a levy in said amount for the aforesaid purposes.

BE IT FURTHER RESOLVED that the above is a true and complete listing of levies for the Port District for collection in the year 2027 and they are within the maximums established by law.

ADOPTED by the Port Commission of the Port of Seattle at a duly noticed meeting held this 23rd day of November 2026 and duly authenticated in open session by the signatures of the Commissioners voting in favor thereof and the seal of the Commission.

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Port Commission

COMMISSION
AGENDA MEMORANDUM **Item No.** 10a.1

ACTION ITEM **Date of Meeting** November 23, 2026

DATE: November 3, 2026

TO: Stephen P. Metruck, Executive Director

FROM: Chris Wimsatt, Chief Financial Officer
Michael Tong, Director, Corporate Budget

SUBJECT: **Adoption of Resolution No. 3854, Specifying the Dollar and Percentage Change in the Regular Property Levy from the Previous Year per RCW 84.55.120; Providing for an Increase of the Levy from a budgeted $90,182,069 to $97,587,934**

ACTION REQUESTED

Request Adoption of Resolution No. 3854: A resolution of the Port Commission of the Port of Seattle specifying the dollar and percentage change in the regular property levy from the previous year per RCW 84.55.120; providing for an 8.2 percent increase of the levy from $90,182,069 to $97,587,934.

EXECUTIVE SUMMARY

RCW 84.55.120 requires Washington State taxing districts to adopt a separate ordinance or resolution specifically authorizing any increase in property tax levies. The resolution must also specifically state the dollar increase and percentage change in the levy from the previous year. In connection with the Port's proposed 2027 budget, Resolution No. 3854 authorizes an increase of $7,405,865 (an estimated 8.2 percent increase from 2026). Excluding the new construction, any Tax Increment Finance Area, State Utilities Value, and refund amount, the increase is $6,516,884 (an estimated 7.2 percent from 2026) for tax filing purposes. The Port's estimated levy rate is $0.1112 per thousand of assessed value for 2027.

ADDITIONAL BACKGROUND

The budget process includes planning, setting up and testing new budget modules in the budget system, budget user training, department strategic and business planning, publishing budget guidelines, establishing budget targets, entering budget data into the system, running budget allocations and budget reports, conducting department and division reviews, executive reviews and Commission reviews, preparing and publishing the preliminary budget document, a public hearing, adoption of the final budget, filing the statutory budget with the King County Council and Assessor's Office, and the preparation and release of the final budget document.

Prior to the Introduction and public hearing of the preliminary 2027 Budget on November 17, 2026, staff has provided 8 briefings to the Commission. The preliminary 2027 Budget was

provided to the Port Commission and made available to the general public on October 20, 2026. An announcement of the preliminary budget and public hearing was made in the Daily Journal of Commerce newspaper on October 30, 2026 and November 6, 2026.

After the public hearing and Commission adoption of a final plan, the statutory budget will be filed with the King County Council and King County Assessor, as required by law. The final 2027 Budget and Draft Plan of Finance will be released to the public by December 4, 2026.

ATTACHMENTS TO THIS REQUEST

(1) Draft Resolution No. 3854

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS

November 17, 2026 – Introduction of 2027 Budget and Public Hearing
October 27, 2026 – 2027 Tax Levy and Draft Plan of Finance for 2027-2031 Briefing
October 13, 2026 – 2027 Aviation Division Operating and CIP Budgets Briefing
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September 22, 2026 – Central Services 2027 Preliminary Budget and Port-wide Rollup Briefing
July 14, 2026 – 2027 Budget Development Briefing
June 23, 2026 – Commission Budget Study Session on Commission Priorities
March 12, 2026 – Commission Retreat on Resource Conscious & Levy Scenario

Item Number: 10a.1 reso
Meeting Date: November 23, 2026

PORT OF SEATTLE
RESOLUTION NO. 3854

A RESOLUTION of the Port Commission of the Port of Seattle specifying the dollar and percentage change in the regular property levy from the previous year per RCW 84.55.120; providing for an increase of the levy from $90,182,069 to $97,587,934

WHEREAS, the Port of Seattle in the Commission has met and considered its budget for the calendar year 2027; and

WHEREAS, the Port of Seattle's Commission, after hearing and duly considering all relevant evidence and testimony presented in a public hearing held pursuant to RCW 84.55.120, has determined the Port of Seattle requires a regular levy in the amount of $97,587,934, which represents the levy rate of approximately $0.1112 per thousand of assessed value; and

WHEREAS, the levy amount includes an increase in property tax revenue from the previous year to discharge the expenses and obligations of the district in its best interest.

NOW, THEREFORE, BE IT RESOLVED by the Port Commission of the Port of Seattle that a property tax levy is hereby authorized in the amount of $97,587,934, an increase of $7,405,865 (an estimated 8.2 percent increase from 2026). Excluding the new construction, any Tax Increment Finance Area, State Utilities Value, and refund amount, the increase is $6,516,884 (an estimated 7.2 percent from 2026) for tax filing purposes.

ADOPTED by the Port Commission of the Port of Seattle at a duly noticed meeting held this 23rd day of November 2026 and duly authenticated in open session by the signatures of the Commissioners voting in favor thereof and the seal of the Commission.

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Port Commission





Item No. 10a_supp

Date of Meeting: November 23, 2026

Adoption of 2027 Budget

11/23/2026



Outline

- 2027 Operating Budget Highlights
- Commission Budget Priorities
- Community Programs
- 2027-2031 Capital Plan
- 2027 Sources and Uses of Funds
- 2027 Proposed Tax Levy
- Remaining 2027 Budget Schedule

2027 Operating Budget Highlights

($ in thousands)

	2024 Actual	2025 Actual	2026 Budget	2026 Revised Budget	2027 Proposed Budget	Inc/(Dec) from 2026 Revised Budget($)	Inc/(Dec) from 2026 Revised Budget(%)
Operating Revenues	**1,021,838**	**1,122,446**	**1,158,895**	**1,135,885**	**1,225,404**	**89,520**	**7.9%**
GASB 87_96_103 Revenues	28,945	11,611	1,002	24,791	27,343	2,552	10.3%
Total Operating Revenues GASB Comparable Basis	**1,050,783**	**1,134,057**	**1,159,897**	**1,160,676**	**1,252,747**	**92,072**	**7.9%**
O&M Expenses w/o Pension Credit	**675,431**	**698,282**	**731,141**	**758,484**	**786,717**	**28,234**	**3.7%**
DRS Pension Credit	(22,790)	(25,970)	-	-	-	-	0.0%
O&M Expenses with Pension Credit	**652,642**	**672,311**	**731,141**	**758,484**	**786,717**	**28,234**	**3.7%**
GASB 87_96_103 Expenses	6,731	4,698	35,864	8,521	8,795	274	3.2%
Total Operating Expenses GASB Comparable Basis	**659,373**	**677,009**	**767,005**	**767,004**	**795,512**	**28,507**	**3.7%**
Net Operating Income (with Pension Credit)	**369,196**	**450,135**	**427,754**	**377,401**	**438,687**	**61,286**	**16.2%**

- Operating revenues up 7.9% to $1,225 million from 2026 revised budget
- Operating expenses up 3.7% to $787 million from 2026 revised budget
- Net Operating Income up 16.2% to $439 million from 2026 revised budget

Commission 2027 Budget Priorities (Aviation)

- **$200K Childcare Bridge Strategy** to support SEA childcare policy implementation efforts in partnership with External Relations and Office of Equity, Diversity, and Inclusion.
- **$500K Airport Dining & Retail Cost of Doing Business Study** to assess tenant competitiveness, passenger behavior, and the full cost of doing business at SEA, with the first report to the Aviation Committee by end of Q2 2027.
- Continue to make progress on preconditioned air equipment maintenance, replacement, and usage.



Commission 2027 Budget Priorities (Maritime)

$100K Maritime Industrial Base– To analyze workforce, industry capacity, regulatory needs, and competitiveness to position Washington as a shipbuilding-ready center. *In EDD Budget.*

$50K Sea Lion Mitigation – Seeking new & innovative ways to address this difficult challenge. (Could be closer to $80K)

$50K Cruise Alternative Fuel Tariff Assessment– Exploring an alternative fuel tariff could help accelerate low-carbon fuel adoption by offsetting cost barriers for cruise operators, and the Port will conduct legal and economic analysis to understand its feasibility and potential impacts. *In Legal Budget*.





Commission 2027 Budget Priorities (EDD)

- **Maritime Industrial Base Shipbuilding Readiness**
  - $90k total
  - $40k for maritime workforce supply/demand analysis (included in baseline WFD budget)
  - $50k for State Maritime Action Plan (included in baseline EDD operations budget)
- **Advancing Sustainable Fuels**
  - $50k (included in baseline EDD operations budget)
- **Green Economy**
  - $100k (included in baseline EDD operations budget)
- **Phase II: Small Business Contract Readiness**
  - $50K (included in D&C baseline budget)
- **Core Plus Maritime Funding**
  - $50k (included in WFD baseline budget)
- **Strengthening ESOL Pathways to Workforce Development**
  - $200k (included in baseline budget with OEDI/WFD)







Commission 2027 Budget Priorities (Central Services)

$627K Duwamish Valley Community Equity Program – To support green jobs, and programs that promote community-port collaboration.

$134K for Language Access Program – To increase language access for speakers with limited English proficiency.

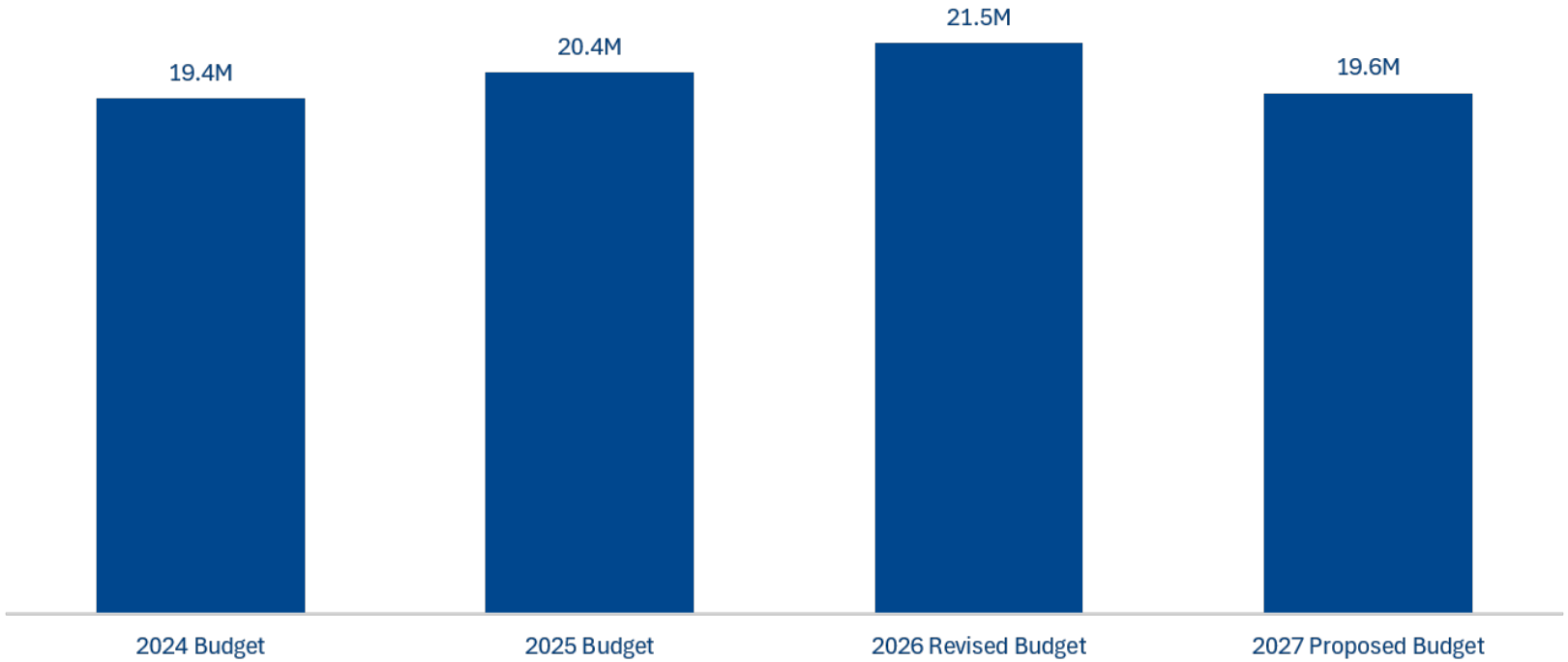
$88K for Anti-Human Trafficking – support the Port's anti-human trafficking campaign efforts.

$37K Port U: Port 101 Adult Education Series – To increase awareness of Port programs, initiatives, and facilities.





Port Community Programs



* Detailed list included in the Appendix.

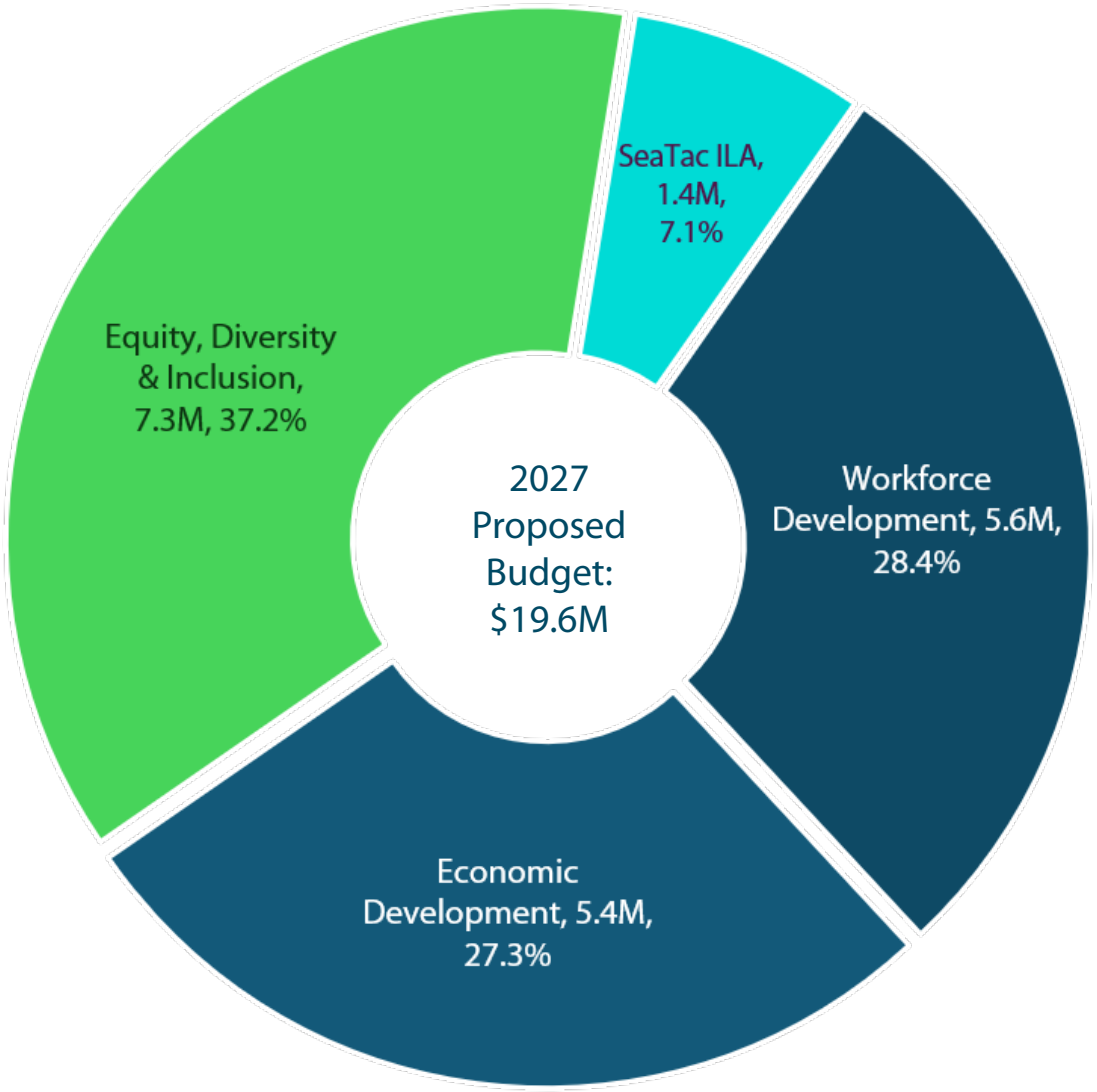
Duwamish Valley job fair



SKPC EIP Meeting



2027 Port Community Program Funding by Activity



Economic Development

- **Diversity in Contracting -**$2.2M (excludes the $250K for SKPC)
- **Tourism Marketing Support -** $2.1M
- **EDD Partnership Grants -** $950K
- **Maritime Blue -** $100K

Workforce Development

- **Workforce Development Department -** $5.0M
- **High School Interns -** $550K

Equity, Diversity & Inclusion

- **OEDI Department -** $4.4M (includes $1.9M for SKPC)
- **South King and Port Communities Fund –** $750K without the $1.9M from EDI (shown above). Total for the whole program $2.6M
- **Friends of the Waterfront–** $750K
- **Staff Costs supporting DVCEP & SKCCIF –** $776K
- **Duwamish Community Equity program (DVCEP) –** $627K

SeaTac ILA

- $1.4M

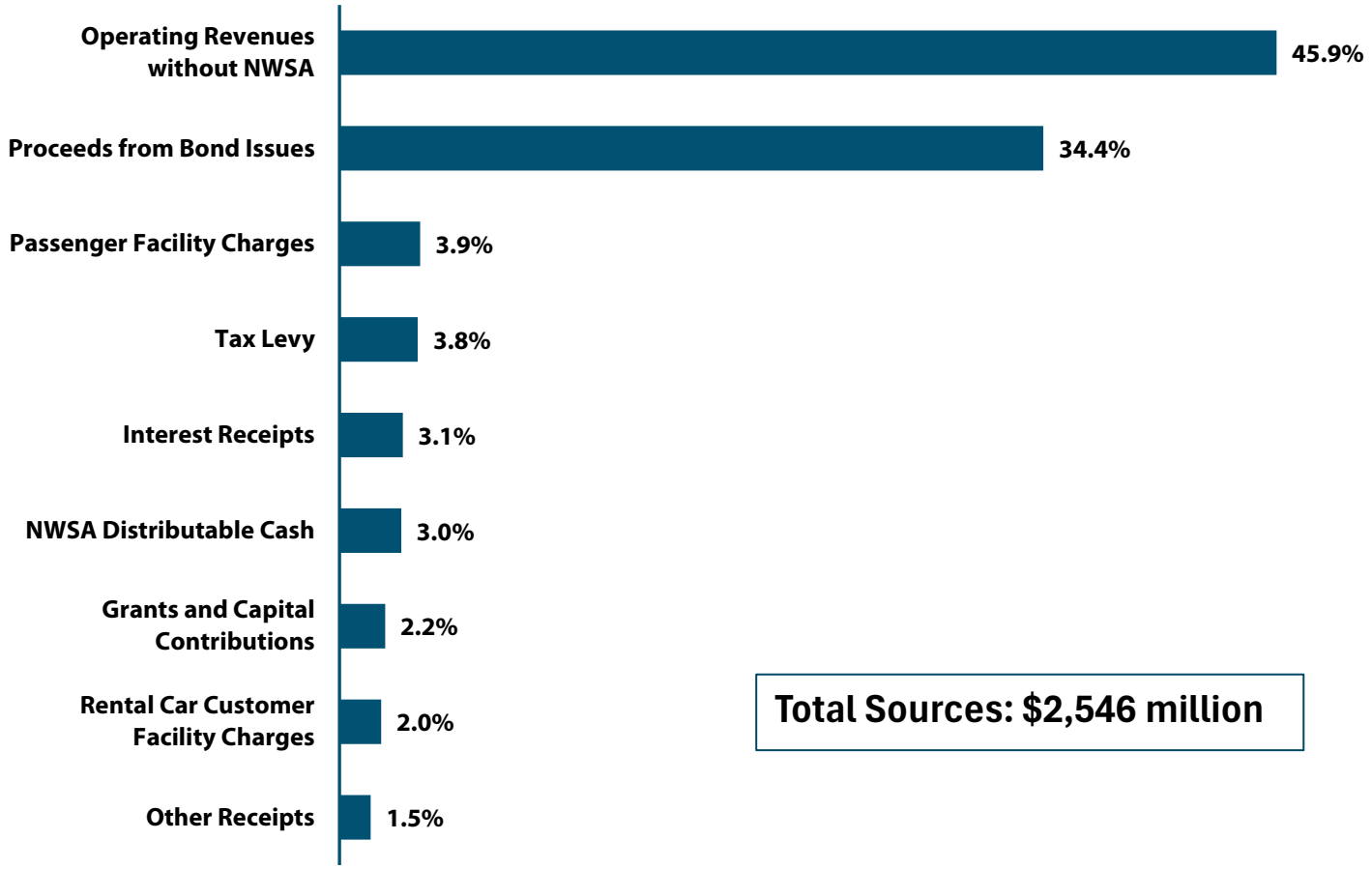
* Detailed list included in the Appendix.

2027-2031 CIP Summary

	2027 Budget	2027-2031 CIP	% of 2027 Total Committed
Committed Capital Projects			
Aviation Division	896,343	3,177,858	81.8%
Maritime Division	185,633	418,731	16.9%
Central Services	13,598	33,272	1.2%
Other	647	27,535	0.1%
Total Committed	**1,096,221**	**3,657,396**	**100.0%**
Business Plan Prospective Projects	**101,617**	**1,223,241**	
CIP Cashflow Adjustment Reserve	**(180,902)**	**0**	
Total CIP	**1,016,936**	**4,880,638**	

Notes:
1) Definitions and details of the capital budget can be found in Section IX.
2) Includes the Stormwater Utility and NWSA Joint Venture

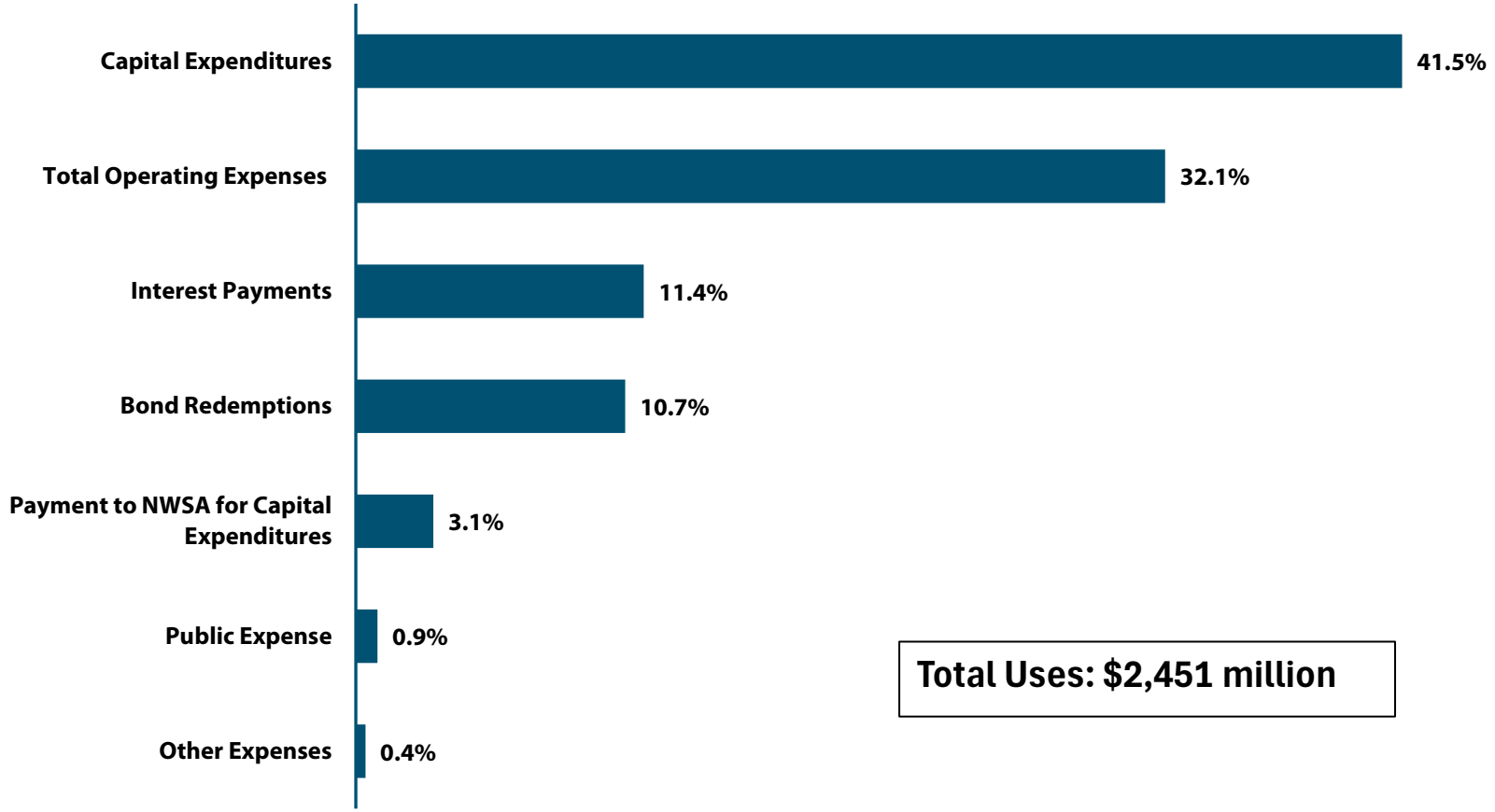
2027 Sources of Funds



Total Sources: $2,546 million

- 45.9% of funding sources comes from operating revenues w/o NWSA
- 34.4% of funding sources comes from bond proceeds
- The tax levy makes up 3.8% of total funding sources in 2027

2027 Uses of Funds



Total Uses: $2,451 million

- Plan to spend about 41.5% of total funds on capital projects in 2027
- 32.1% of total expenditures on operating expenses

2027 Tax Levy





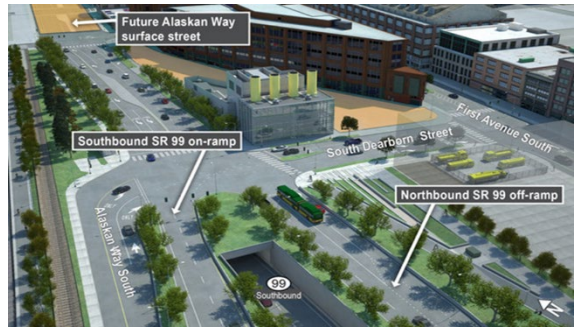




Tax Levy Summary

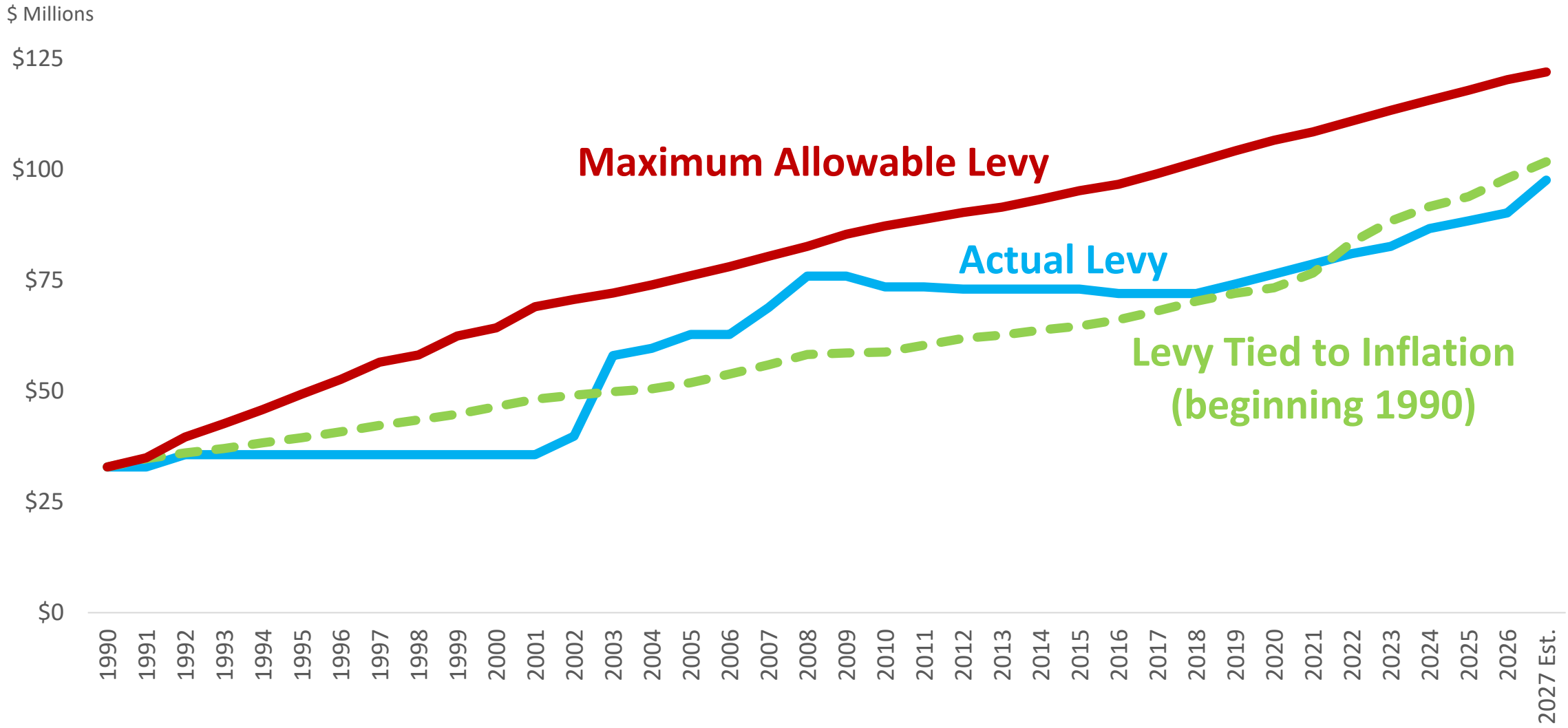
- Levy amount is approved annually by the Commission
- Levy can be leveraged by issuing General Obligation (G.O.) bonds
- Current Levy uses:
  - G.O. bond debt service
  - Environmental remediation and sustainability
  - Regional transportation mobility
  - Community: equity, workforce, economic development
  - Investments in seaport infrastructure
- The Port may approve a levy amount up to the maximum allowable within statutory limits ($122.0 million in 2026)
- 2027 levy proposed to be $97.6 million







Levy History



From 75/75 to 80/70: more cash, not more debt

2027, at the ~$122.0M maximum	Current 75/75	Proposed 80/70	Change
Levy as % of maximum	75%	80%	+5 pts
Levy amount	$91.5M	$97.6M	+$6.1M
Headroom below maximum	$30.5M	$24.4M	–$6.1M
G.O. debt service cap (75% vs. 70%)	$68.6M	$68.3M	–$0.3M
Levy cash after maximum G.O. debt service	$22.9M	$29.3M	+$6.4M

Debt capacity stays flat. The proportion of our capital funded with cash increases, mitigating growth in interest costs. interest costs.

Taxpayer Impact

	2026	2027 preliminary
Tax Levy ($ million)	90.2	97.6
Estimated millage rate ($/1000)	0.0980	0.1112
Median home value ($) (1)(2)	887,000	850,000
Estimated median home Port tax ($)	$87	$95

(1) 2026 per King County; 2027 data is not yet available
(2) 2025 median assessed value was $844,000





- The Port's levy was approximately 1.1% of total property taxes levied in King County in 2026

What it means for a typical homeowner

2026 PORT TAX

$87

median home, levy $90.2M



2027 Proposal (ESTIMATE)

≈$95

median home, levy $97.59M

+$8 a year

About 67¢ a month. The levy rises rises 8.2% in 2027, then returns returns to ~2% annual growth growth with the maximum

Estimate assumes the median home's assessed value moves with the countywide total. Based on the preliminary assessed value the estimated median home price for 2027 is $850,000.

Remaining 2027 Budget Schedule

- Adoption of 2027 Budget on Nov. 23, 2026
- File the Statutory Budget with King County by Nov. 30, 2026
- Release the 2027 Final Budget Document on Dec. 4, 2026

Appendix


FOREST
RESTORATION
AREA
PLEASE DO NOT DISTURB
Port of Seattle
QUESTIONS? CONTACT
THE PORT OF SEATTLE
(206) 787-5525
www.portseattle.org

2027 Budget Process Recap

Jun 23	Commission Budget Study Session (Commission Priorities)
Jul 14	Commission Budget Study Session (Commission Priorities) & 2027 Budget Development Briefing
Sept 22	2027 Central Services Operating and Capital Budgets Briefing and Port Wide Rollup
Oct 13	2027 Aviation Division Operating Budget Briefing
Oct 13	2026 Maritime and EDD Operating and Capital Budgets Briefing
Oct 20	Preliminary 2027 Budget Document provided to the Commission
Oct 22	Preliminary 2027 Budget Document released to the public
Oct 27	Tax Levy & Draft Plan of Finance Commission Briefing
Nov 17	Introduction & Public Hearing of the Preliminary 2026 Budget
Nov 23	Adoption of the 2026 Budget
Nov 30	File the 2026 Statutory Budget with King County
Dec 4	Release the 2026 Final Budget and Draft Plan of Finance

2026-7 Business Activity Forecasts

Aviation Division:

- Passenger volumes for 2027 projected to be 53.8M, 1.3% higher than 2026 forecast
- Funding operating needs and capital program:
  - Manage growth of costs
  - Deliver consistent growth through innovation in non-aeronautical revenues

Maritime Division:

- Cruise forecasts 329 vessel sailings with over 2.0 million
- Grain volume budgeted at 3.5 million metric tons, a 9.0% increase from the 2026 budget
- Commercial Properties target 90% occupancy rate at the end of 2026
- Conference and Event Center expects a 20.6% revenue increase from the 2026 revised budget, driven by waterfront revitalization

Economic Development Division:

- Investing in regional economic growth through key initiatives. Expand the talent pipeline to address labor shortages and workforce needs in the maritime, aviation, and construction sectors

2027 Proposed Community Programs

Program (in $000)	**2024 Budget**	**2025 Budget**	**2026 Revised Budget**	**2027 Proposed Budget**	**2027 Funded by the levy**	**% of the 2027 Budget Funded by the levy**
1) South King and Port Communities Fund [1]	2,214	2,205	2,195	2,648	2,648	100.0%
2) Duwamish Valley Community Equity Program	471	619	617	627	627	100.0%
3) EDD Partnership Grants	950	950	950	950	950	100.0%
4) Tourism Marketing Support Program	1,875	2,154	2,134	2,124	870	41.0%
5) Airport Spotlight Ad Program*	466	518	518	-	-	0.0%
6) City of SeaTac ILA*	1,400	1,400	1,400	1,400	1,400	100.0%
7) Maritime Blue (formerly Maritime Innovation Center)	175	175	180	100	100	100.0%
8) Workforce Development	5,077	4,976	4,972	5,018	3,873	77.2%
9) High School Internship Program	486	520	523	550	299	54.4%
10) Diversity in Contracting [2]	2,304	2,356	2,463	2,438	300	12.3%
11) Equity, Diversity & Inclusion [3]	2,065	2,459	2,540	4,404	2,127	48.3%
12) Friends of the waterfront		750	2,000	750	750	100.0%
Sub Total	**18,803**	**19,591**	**20,642**	**18,861**	**11,796**	**63%**
Payroll charged to the Levy [4]	**589**	**781**	**848**	**776**	**776**	**100.0%**
Grand Total	**19,392**	**20,372**	**21,491**	**19,637**	**12,572**	**64.0%**

Notes:
1) SKPC budgeted under Ext Rel, EDI, and DIC
2) $250K Small Business Accelerator under DIC is part of item 1 SKPC
3) $1.9M for Economic Opportunities for Communities (EOC) under EDI is part of item 1 SKPC
4) 2027 Payroll only for CPO & Ext. Rel. Other payroll from HS Interns, WFD, EDI are included in the individual items above
* Non-Operating Accounts

Community Programs Funded by Tax Levy

Program (in $000)	**2024 Funded by the levy**	**2025 Funded by the levy**	**2026 Funded by the levy**	**2027 Funded by the levy**	**Inc/(Dec) from 2026 Revised Budget $ Change**	**% Change**
1) South King and Port Communities Fund [1]	2,214	2,205	2,195	2,648	453	17.1%
2) Duwamish Valley Community Equity Program	471	619	617	627	10	1.6%
3) EDD Partnership Grants	950	950	950	950	-	0.0%
4) City of SeaTac ILA*	1,400	1,400	1,400	1,400	-	0.0%
5) Maritime Blue (formerly Maritime Innovation Center)	175	175	180	100	(80)	-80.0%
6) Workforce Development	3,863	3,762	3,827	3,873	46	1.2%
7) High School Internship Program	259	280	290	299	9	3.0%
8) Diversity in Contracting [2]	300	310	300	300	-	0.0%
9) Equity, Diversity & Inclusion [3]	203	226	230	2,127	1,897	89.2%
10) Friends of the waterfront		750	2,000	750	(1,250)	-166.7%
11) Other	806	1,608	1,438	870	(568)	-65.3%
Total	**11,772**	**12,404**	**13,577**	**11,796**	**(1,781)**	**-15.1%**
Payroll charged to the Levy [4]	**580**	**781**	**848**	**776**	**(72)**	**-9.3%**
Grand Total	**12,352**	**13,185**	**14,426**	**12,572**	**(1,854)**	**-14.7%**

Notes:
1) SKPC budgeted under Ext Rel, EDI, and DIC
2) $250K Small Business Accelerator under DIC is part of item 1 SKPC
3) $1.9M for Economic Opportunities for Communities (EOC) is part of item 1 SKPC
4) 2027 Payroll only for CPO & Ext. Rel. Other payroll from HS Interns, WFD, EDI are included in the individual items above
* Non-Operating Accounts

2027 Operating Budget for Aviation

($ in thousands)

	2024 Actual	2025 Actual	2026 Budget	2026 Revised Budget	2027 Proposed Budget	Inc/(Dec) from 2026 Revised Budget($)	Inc/(Dec) from 2026 Revised Budget(%)
Aeronautical Revenues	520,942	545,307	617,786	618,565	683,800	65,235	10.5%
Airport Non-Aero Revenues	340,360	363,215	367,381	343,592	355,463	11,871	3.5%
Total Operating Revenue	**861,301**	**908,522**	**985,167**	**962,157**	**1,039,262**	**77,105**	**8.0%**
GASB 87_96_103 Revenues	15,287	(8,407)	(13,917)	9,872	13,195	3,323	33.7%
Total Operating Revenues GASB Comparable Basis	**876,588**	**900,116**	**971,250**	**972,029**	**1,052,457**	**80,429**	**8.3%**
O&M Expenses w/o Pension Credit	**548,405**	**558,138**	**588,135**	**589,858**	**604,041**	**14,183**	**2.4%**
DRS Pension Credit	(18,577)	(21,111)	-	-	-	-	0.0%
O&M Expenses with Pension Credit	**529,828**	**537,028**	**588,135**	**589,858**	**604,041**	**14,183**	**2.4%**
GASB 87_96_103 Expenses	2,033	5,167	9,800	8,101	8,265	165	2.0%
Total Operating Expenses GASB Comparable Basis	**531,861**	**542,195**	**597,935**	**597,958**	**612,306**	**14,348**	**2.4%**
Net Operating Income (with Pension Credit)	**331,473**	**371,495**	**397,032**	**372,299**	**435,221**	**62,922**	**16.9%**

2027 Operating Budget for Seaport

($ in thousands)

	2024 Actual	2025 Actual	2026 Budget	2026 Revised Budget	2027 Proposed Budget	Inc/(Dec) from 2026 Revised Budget($)	Inc/(Dec) from 2026 Revised Budget(%)
Maritime	92,952	101,085	110,425	110,425	122,417	11,992	10.9%
Economic Development	8	1	16	16	-	(16)	-100.0%
Joint Ventures [1]	61,406	105,850	56,972	56,972	55,943	(1,029)	-1.8%
Stormwater Utility/ELIM	5,635	6,525	6,057	6,057	7,416	1,359	22.4%
Central Services	534	463	259	259	366	107	41.4%
Operating Revenues	**160,537**	**213,924**	**173,728**	**173,728**	**186,142**	**12,414**	**7.1%**
GASB 87_96_103 Revenues	13,658	20,018	14,919	14,919	14,148	(771)	-5.2%
Total Operating Revenues GASB Comparable Basis	**174,195**	**233,941**	**188,647**	**188,647**	**200,290**	**11,643**	**6.2%**
Maritime	101,991	111,423	115,962	140,628	142,437	1,809	1.3%
Economic Development	2,974	2,663	3,390	3,390	4,372	981	28.9%
Joint Ventures	2,354	11,516	5,154	5,564	17,711	12,147	218.3%
Stormwater Utility/ELIM	5,953	6,338	5,661	5,688	7,003	1,315	23.1%
Central Services	13,754	8,203	12,839	13,357	11,154	(2,203)	-16.5%
O&M Expenses w/o Pension Credit	**127,026**	**140,143**	**143,007**	**168,626**	**182,676**	**14,051**	**8.3%**
DRS Pension Credit	(4,212)	(4,860)	-	-	-	-	0.0%
O&M Expenses with Pension Credit	**122,814**	**135,284**	**143,007**	**168,626**	**182,676**	**14,051**	**8.3%**
GASB 87_96_103 Expenses	4,698	(469)	26,063	420	529	109	25.9%
Total Operating Expenses GASB Comparable Basis	**127,512**	**134,814**	**169,070**	**169,046**	**183,205**	**14,159**	**8.4%**
Net Operating Income (with Pension Credit)	**37,723**	**78,640**	**30,721**	**5,102**	**3,465**	**(1,636)**	**-32.1%**

Table Notes:

1) Includes NWSA Distributable Revenue

2027 Comprehensive Budget

(Combined Operating & Non-Operating Items)

($ in thousands)

	2024 Actual	2025 Actual	2026 Budget	2026 Revised Budget	2027 Proposed Budget	Inc/(Dec) from 2026 Revised Budget($)	Inc/(Dec) from 2026 Revised Budget(%)	Explanations
Revenues								
1. Operating Revenues	1,021,838	1,122,446	1,158,895	1,135,885	1,225,404	89,520	7.9%	Higher operating revenues from each division
2. Tax Levy	85,885	87,841	90,180	90,180	97,588	7,408	8.2%	A 8.2% increase proposed in 2027
3. Passenger Facilities Charges	99,364	98,144	102,054	102,054	100,350	(1,704)	-1.7%	Lower enplanements than 2027
4. Customer Facilities Charges	24,896	24,821	25,327	49,634	51,947	2,313	4.7%	Higher CFC revenue in 2027
5. Fuel Hydrant	6,389	6,561	6,986	6,986	6,986	()	0.0%	
6. Non-Capital Grants and Donations	3,491	3,052	2,209	2,209	3,417	1,208	54.7%	Higher Non-Capital Federal Grant in 2027
7. Capital Contributions	94,282	40,308	54,699	54,699	53,390	(1,309)	-2.4%	Lower Capital Federal Grant in 2027
8. Interest Income	81,374	117,805	74,857	74,857	78,812	3,955	5.3%	Higher interest rates and fund balance in 2027
9. Other Noncapital Subsidies	25,110	2,952	2,923	2,923	2,974	51	1.7%	In line with the 2026 budget
10. Lease Interest Income	21,711	26,964	24,791	24,791	27,343	2,552	10.3%	Higher GASB 87 lessor lease interest income in 2027
Total	**1,464,341**	**1,530,894**	**1,542,920**	**1,544,217**	**1,648,211**	**103,994**	**6.7%**	
Expenses								
1. Operating Expenses	652,642	672,311	731,141	758,484	786,717	28,234	3.7%	Higher operating expenses from operating divisions
2. Depreciation	277,917	298,355	308,165	308,165	342,538	34,372	11.2%	More new assets coming to service
3. Revenue Bond Interest Expense	150,434	174,153	210,147	210,147	222,468	12,321	5.9%	New bond issuances and higher interest rates in 2027
4. GO Bond Interest Expense	14,365	15,184	17,309	17,309	20,848	3,539	20.4%	Higher Go Bonds Interest Expense in 2027
5. Public Expense	11,150	4,320	6,263	6,263	20,999	14,736	235.3%	Higher Public Expenses in 2027 mainly due to WSDOT Gateway Program
6. Other Non-Op Rev/Expenses	41,608	(46,161)	34,873	8,048	7,744	(304)	-3.8%	Higher SBITA and Lease interest expenses offset by Acct Recv Interest
7. Special Item Income/Expense	91,107	-	-	-	-	-	0.0%	
Total	**1,239,222**	**1,118,162**	**1,307,899**	**1,308,416**	**1,401,314**	**92,898**	**7.1%**	
Revenues over Expenses	**225,118**	**412,732**	**235,021**	**235,800**	**246,897**	**11,096**	**4.7%**	

2027 FTE Summary

	Aviation	Maritime	Econ Dev.	Central Services	Total
2026 Approved FTE's	**1,387.4**	**324.5**	**18.0**	**985.0**	**2,714.8**
Mid Year Approval	-	-	-	1.5	1.5
Eliminated	-	-	-	(4.6)	(4.6)
Net Transfers	-	-	5.0	(5.0)	-
Adjusted 2026 FTE's [1]	1,387.4	324.5	23.0	976.9	2,711.8
2027 Budget					
Eliminated	(45.3)	(2.0)	-	(39.0)	(86.3)
Transferred	-	-	-		-
New FTE's	-	-	-	2.0	2.0
Repurposed	-	-		(2.0)	(2.0)
Total 2027 Changes	(45.3)	(2.0)	-	(39.0)	(86.3)
Proposed 2027 FTE's	**1,342.1**	**322.5**	**23.0**	**937.9**	**2,625.5**

Notes:

1) Includes FTEs from Stormwater Utility in Maritime Division.

Equity in Budgeting Highlights











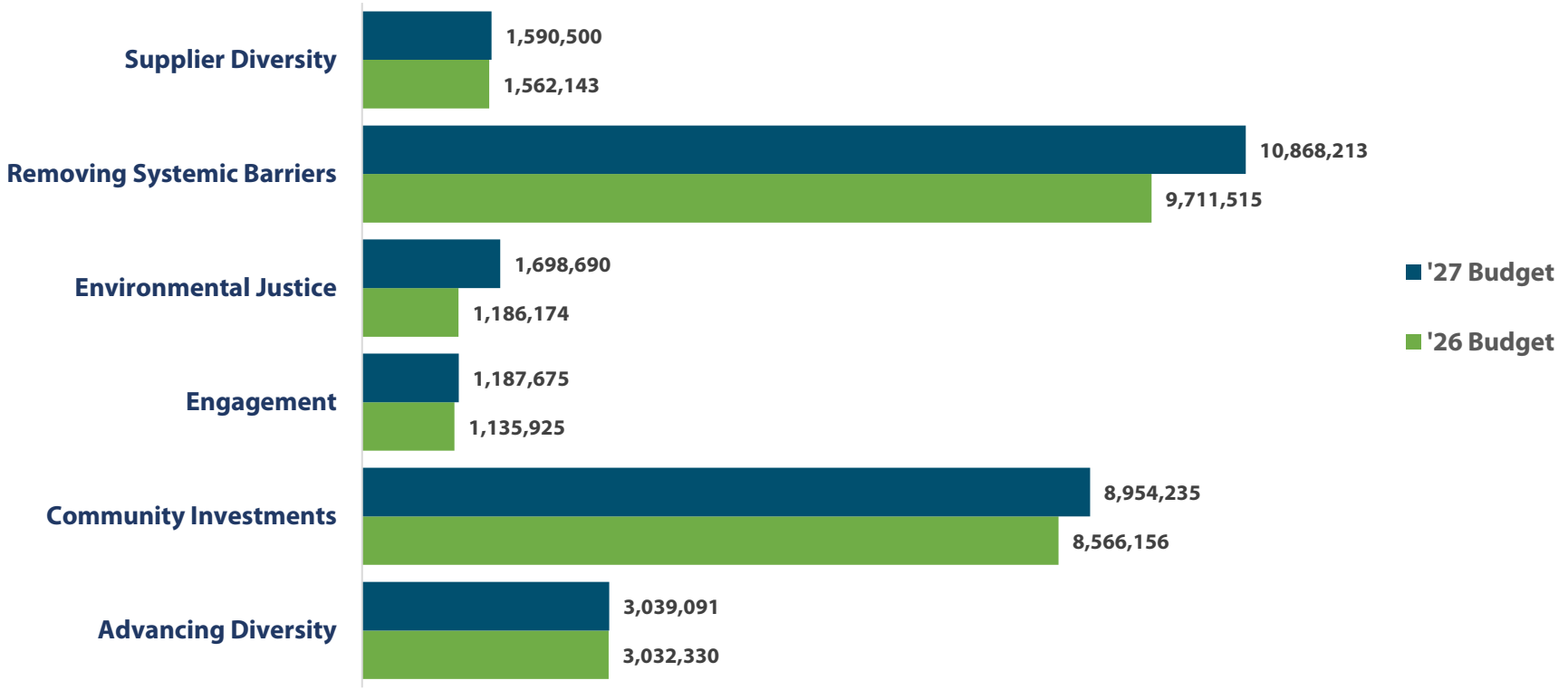


Equity Spending Criteria

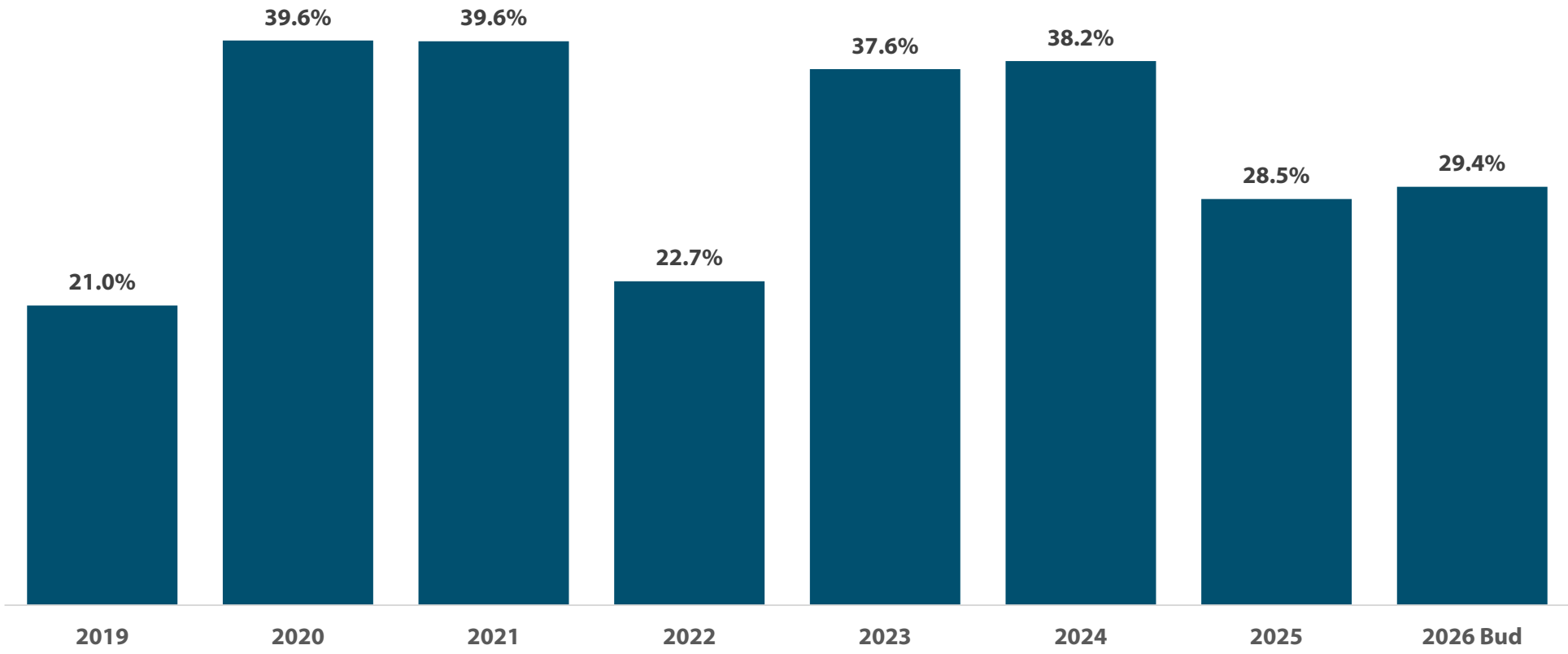
If an investment meets one of the definitions, then it must also meet at least one of the key criteria:

A. Advances diversity for the Port.
B. Removes systemic barriers for BIPOC or structurally excluded communities to participate in the Port.
C. Programs and funding that were developed through direct engagement with communities, and/or communities been consulted in design of the program.
D. Has a demonstrable impact in quality of life for BIPOC or structurally excluded communities.
E. Was intentionally designed to have a positive impact in BIPOC or structurally excluded communities .
F. Achieves our environmental justice goals and removes barriers for BIPOC or structurally excluded communities to live and enjoy a healthy environment.

2027 Port Wide Equity Spending by Category



Port Wide Equity Spending Funded by Tax Levy



2027 Equity Spending Highlights

- Workforce Development Programs ($3,974K)
  - Airport Employment Center ($1,145K)
  - Youth Career Launch Program ($670K)
  - Taxi Driver Employment Navigator ($375K)
  - Construction Pre-Apprenticeship Services ($375K)
- South King and Port Communities Fund ($2,398K)
  - Total SKPCF is $2,648K if including $250K in Diversity in Contracting in EDD
- Noise Part 150 Study ($1,397K)
- Transportation Pilot for SEA workers "SEA Moves" ($1,500K)
- EDD Partnership Grants ($950K)

2027 Equity Spending Highlights - Con't

- Duwamish Valley Community Equity Program ($626K)
- ADR Rental Equity Study ($500K)
- Veteran's Program ($378K)
- High School Internship Program ($299K)
- Childcare Bridge Strategy ($200K)
- Language Access Fund ($134K)
- Clean Fuel Policy Advocacy and Coalition Building ($100K)
- Anti-Human Trafficking ($83K)
- Equity Assessment Implementation ($50K)*
- Equity Index ($50K)
- Employee Resource Groups ($32K)

Context of the Levy Discussion

2026 Levy Discussion

- In the 2026 Tax Levy Discussion, the Commission charged Corporate Finance with examining multiple levy scenarios.

March Retreat

- Those scenarios were previewed at the March retreat, as well as a new approach for increasing capacity without increasing debt.

Proposal

- The new approach previewed in March is today's baseline staff proposal.

Managing the Levy Using a Balanced Approach

GOAL

Manage the levy to provide financial financial resilience and to support support the region, today and for for the long term

RECOMMENDATION

Move from **75/75** to **80/70**

- Levy at 80% of the maximum maximum
- Cap G.O. debt service at 70% of 70% of the annual levy

2027 ACTIONS

Set the 2027 levy at $97.59M

Levy Background: A Tool Managed with Discipline

1911

King County voters create the Port as a public port district

1961

State expands the Port's taxing authority

2010

Transportation & Infrastructure Fund created for regional commitments

2015

Commission sets levy use criteria for for capital (updated (updated 2018)

2023

Environmental Legacy Fund created; $62M deposited to date

2027

Proposed: 80/70 to fund resilience and revenue

Throughout, the levy has funded projects that promote resiliency and community benefit: **environmental cleanup, cleanup, community programs, regional transportation (including the SR-99 tunnel) and public waterfront assets**. The **assets**. The Commission has chosen to keep it well below the legal maximum.

Our needs are outpacing the current approach

Infrastructure upgrades & modernization

- T-91 Electrical System Modernization
- Updating Infrastructure for Future fuels
- Waterfront Clean Energy Strategy Implementation
- Enhancing Infrastructure Resiliency

Aging and at-risk assets

- Seismic upgrades
- Pier 69 renewal
- Mooring dolphins
- FT North West Dock
- Salmon Bay Investments
- Bulkhead replacements

Mission opportunities

- Habitat acquisition
- Real Estate Acquisition
- Financial sustainability projects
- Needs beyond 2031, when capital plans assume lower spending

5-year Tax Levy Fund Sources and Uses

($ million)

SOURCES OF TAX LEVY & RELATED FUNDS	2027-2031
Beginning Balance - Tax Levy	$ 38
Beginning Balance - ELF	31
Tax Levy Collections	502
Existing GO Bond Proceeds	78
Future GO Bond Proceeds	250
Environmental Grant Receipts	4
Total Sources	$ 903

USES OF TAX LEVY & RELATED FUNDS	2027-2031
G.O. Bond Debt Service (existing)	$ 180
G.O. Bond Debt Service (new)	73
Environmental Remediation Liability (Non-Airport)	263
Seaport Capital Investments	318
Sound Insulation	7
Community Programs	63
Total Uses	$ 904

Note: Excludes TIF

Two levers set how the levy is used

Lever 1 · How much we levy

A percentage of the statutory maximum. The gap below the maximum is "dry powder" for future needs.

Lever 2 · How much we leverage

The share of the levy committed to G.O. bond debt service. The rest is cash for capital and programs.

THE RULES

- Commission sets the levy each year, up to the legal maximum
- The maximum grows about 2% a year (1% limit plus new construction); 2027 max ≈ $122.0M
- Usable for any Port purpose except revenue bond debt service
- G.O. bond debt service is the first claim on the levy
- Commission can further restrict uses by policy

The Step Today: 80/70

Option	Taxpayer lens	Investor lens	Added capacity
Current 75/75	Modest annual increases; funds key initiatives	Flexibility from managing levy and leverage	Baseline
Proposed 80/70	Moderate increase; value depends on use	Flexibility maintained through levy and leverage limits	$67M, 2027–2035

Because the levy base grows each year, the added capacity compounds, while the cushion below the maximum stays in place.

The Long-Term Commitment

Hold the Levy at this level and shape the capital plan to accommodate.

A small share of the property tax bill

1.1%

of the $8.5B in King County property taxes went to the Port in 2026

$87

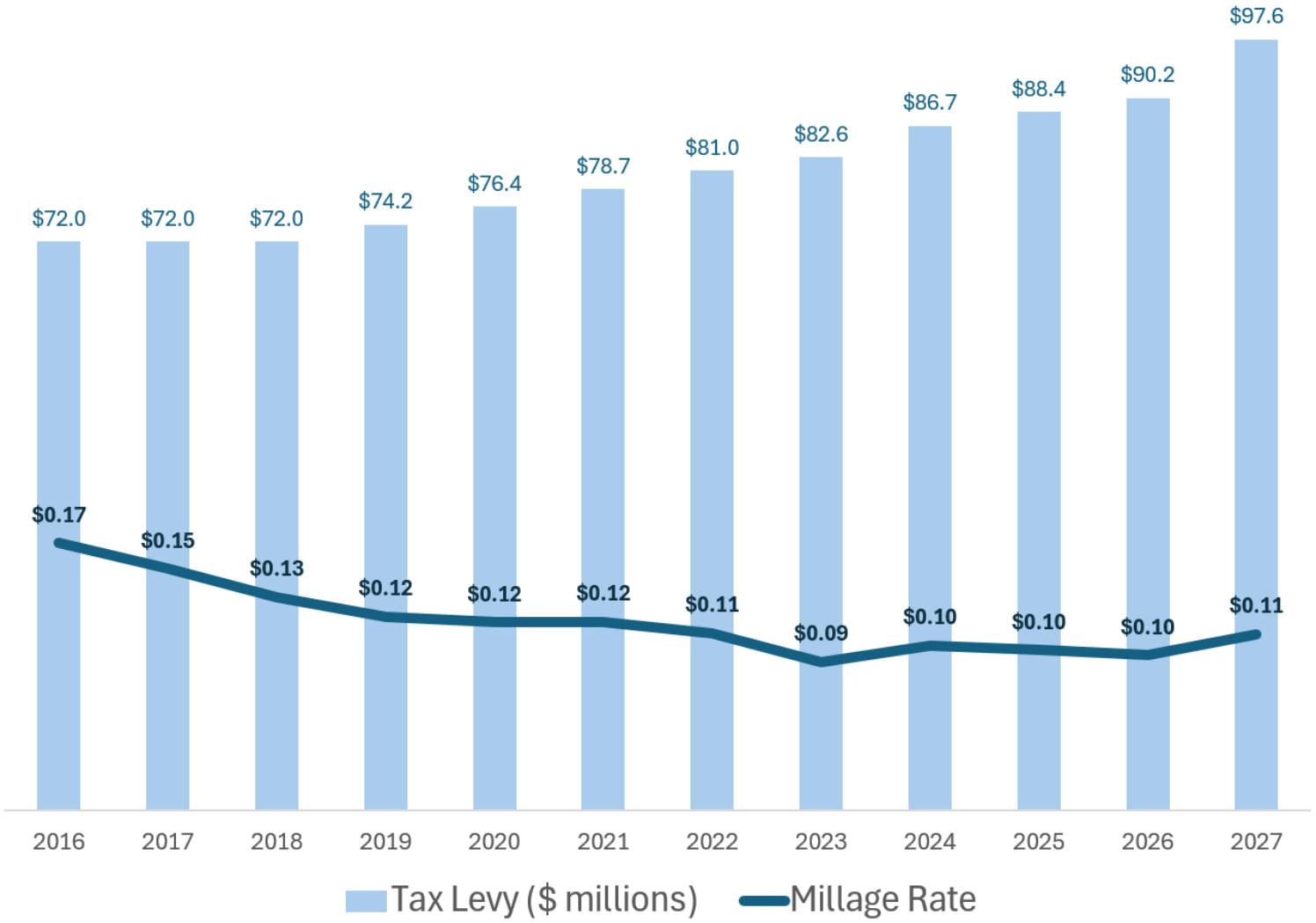
Port share of a median homeowner's $8,204 total property tax bill (2026)

$90.2M

2026 levy: 75% of the $120.2M maximum; up 2.0% from $88.4M

Because assessed value grew faster than the levy in 2026 (~3.5% vs. 2.0%), the millage rate edged down, from $0.1012 to $0.0980 per $1,000.

2016-2027 Tax Levy & Millage Rate (1)

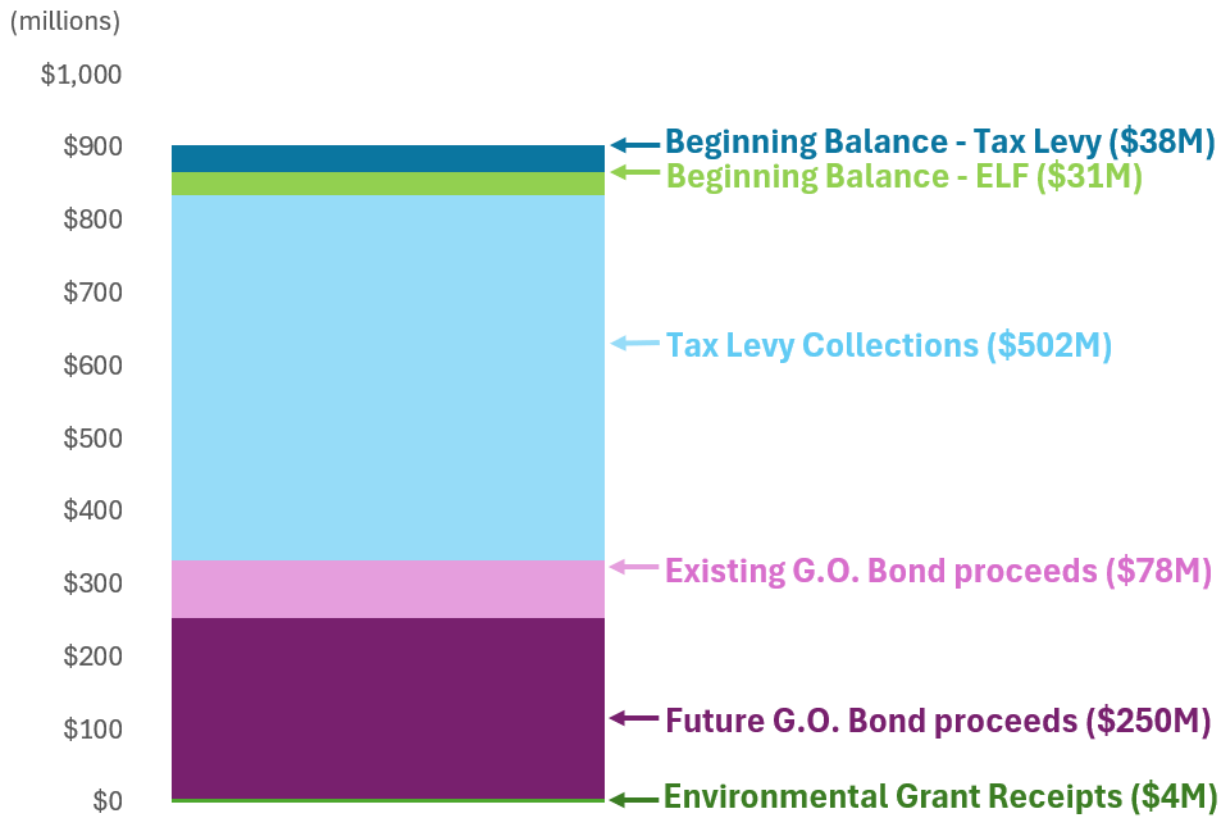


(1) Millage rate represents the amount per every $1,000 of assessed valuation

Sources of Tax Levy & Related Funding: 2027-2031

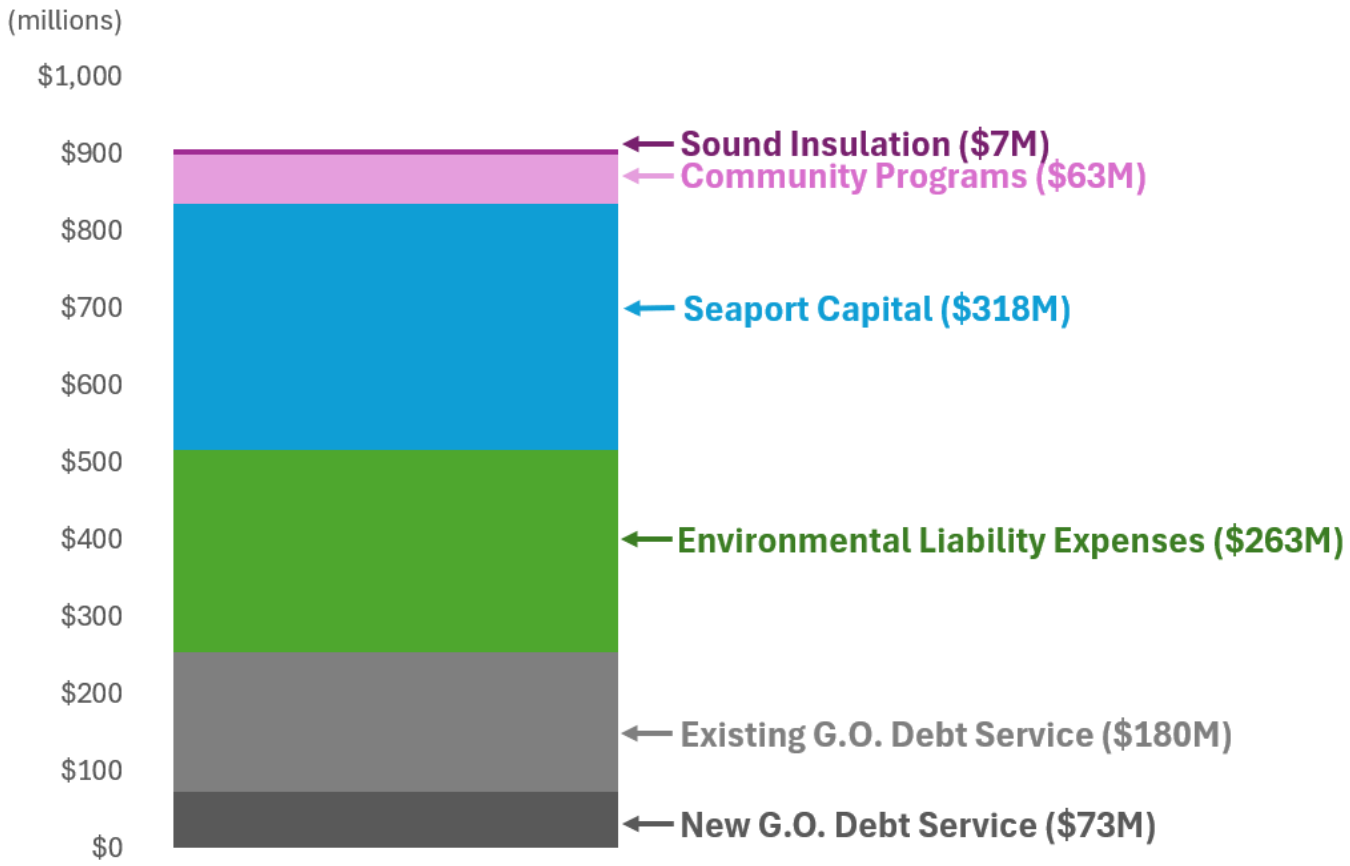
Total Sources - $904M

- 2027 levy set at 80% of maximum allowable
- Future tax levy collections based on ~2% annual levy growth
- $78M of existing GO Bond proceeds from issuances in 2022 and 2024
- Forecasts assume $250M of additional GO Bonds issue over the next 5 years to support capital investments and environmental costs



Note: Excludes TIF funds

Uses of Tax Levy & Related Funding: 2027-2031

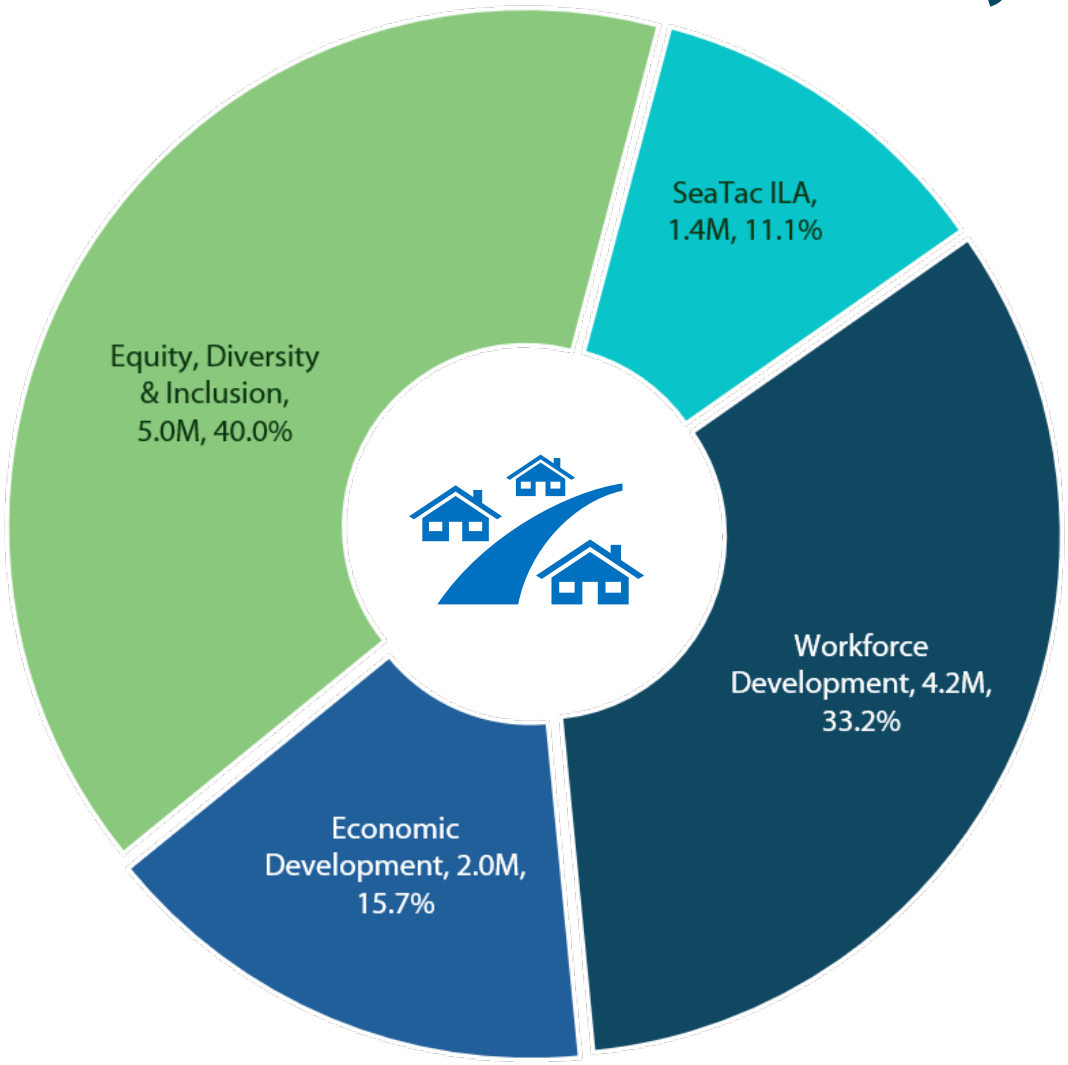


Total Uses - $904M

- Existing GO Bonds DS includes both Seaport capital investments and SR-99 tunnel contribution
- Environmental costs are projected to continue well past 2031, but are fully funded with levy resources including G.O. bonds
- Assumes continuation of levy funded Community Programs at ~$13M annually

Note: Excludes TIF spending

2027 Port Community Program funded by the levy



Economic Development

- **EDD Partnership Grants -** $950K
- **Tourism Marketing Support -** $870K
- **Maritime Blue -** $100K
- **Diversity in Contracting -**$50K

Workforce Development

- **Workforce Development Department -** $3.9M
- **High School Interns -** $299K

Equity, Diversity & Inclusion

- **OEDI Department -** $2.1M (includes $1.9M for SKPC)
- **South King and Port Communities Fund –** $750K without the $1.9M from EDI (shown above). Total for the whole program $2.6M
- **Staff Costs supporting DVCEP & SKCCIF –** $776K
- **Friends of the Waterfront–** $750K
- **Duwamish Community Equity program (DVCEP) –** $627K

SeaTac ILA

- $1.4M

* Detailed list included in the Appendix.

2027 Proposed Budget funded by the levy: $12.6M

Port of Seattle

COMMISSION AGENDA MEMORANDUM | **Item No.** 10b

ACTION ITEM | **Date of Meeting** November 23, 2026

DATE : November 23, 2026

TO: Stephen P. Metruck, Executive Director

FROM: Katie Gerard, Senior Human Resources Director
Kecia Reichstein, Human Resources Director—Total Rewards

SUBJECT: **Upcoming Changes to the Salary and Benefit Policy Directive for 2027**

ACTION REQUESTED

Request adoption of the Salary and Benefits Resolution No. 3858, amending the policy directive for salaries and benefits for employees not covered by a collective bargaining agreement established by Resolution No. 3841 and providing an effective date for all amendments as of January 1, 2027.

This resolution establishes pay ranges for non-represented jobs and authorizes benefits that comprise the overall benefits package offer to non-represented Port employees.

EXECUTIVE SUMMARY

The Salary and Benefits Resolution is the Port Commission's authorization of 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 the Port Commission to authorize pay and benefits for non-represented employees by resolution. The Executive Director has the authorization to take necessary action to make effective all terms, provisions, and conditions within the Salary and Benefits Policy Directive. The Salary and Benefits Resolution establishes the pay ranges for non-represented jobs, authorizes new and updates existing elements of the compensation program and authorizes updates to benefits plans that comprise the overall benefits package offered to non-represented Port employees. This introduction will highlight the recommended Non-Represented Graded Salary Range Structure and the Executive Leadership Graded Salary Range Structure, as well as recommended additions, deletions, and changes to the Salary and Benefits Policy Directive that are contained in Resolution No. 3841, provided in the package for the 2026 Salary and Benefits Resolution.

JUSTIFICATION

The Salary and Benefits Policy Directive specifies the pay and benefits programs authorized by the Port Commission, while the specifics of these programs are authorized by the Executive Director and Senior Human Resource Director, and the administrative details are maintained in

Port policies and program guides. The Policy Directive also includes benefits offered to Port of Seattle retirees and to Port Commissioners, as well as the specifics and administrative details of these benefits. Updates to the program are designed to keep the authorized pay and benefits plans current and ensure the Total Rewards package continues to support the attraction and retention of employees with the talents and abilities necessary for the Port to achieve its mission, vision, and goals.

This year's recommendations include an adjustment to the Non-Represented Graded Salary Range Structure and Executive Leadership Graded Salary Range Structure, in addition to some other suggested recommendations.

DETAILS

The 2027 Salary and Benefits Resolution includes the following recommended updates.

Definitions

In Section 2, Definitions, Adjust the definition "Intern" to be inclusive of both academic and non-academic career pathways in alignment with the Talent Connections programs.

Policy Establishing Jobs, Pay Grades, Graded Pay Range Structure, and Pay Practices and Pay Types

In Section 5.1.C, Non-represented and Executive Graded Salary Range Structures will be updated. The Port's goal is to have pay ranges for non-represented jobs reflect as closely as possible the market pay rates for the Port's non-represented jobs. This year our assessment indicates that a 3.17% increase to the range structures will be necessary to maintain market competitive pay ranges in 2027.

It is important to note that when the Port adjusts pay ranges, employees do not receive corresponding increases to their pay rates. This is different from how many public employers administer pay for their non-represented employees. Only employees whose pay is below the new minimum of the pay range for their job will receive an automatic pay increase, and the amount of increase will be just the amount necessary to bring employees' pay to the minimum of the range. With our recommended 3.17% increase to the range structures, we estimate that 9 employees will require an adjustment to bring them to the range minimum, with a cost of $14,194.52.

Section 5.1.F(2) Shift Differential. This pay type is an established pay type for non-represented employees, but is proposed to be included in the Salary and Benefits Resolution to enhance transparency around the Shift Pay premium.

In section 5.1.F.(6), Multilingual Premium will be updated to Multilingual Pay. This section has been modified to reflect Multilingual Pay as additional pay rather than a pay premium.

Policy Establishing Pay Rates and Pay Ranges for Non-Assessed Jobs
Section 5.1.G.(2) has been modified to include Port Pathways Interns.

Policy Regarding Benefit Programs Offered to Retirees

Section 5.3.G Voluntary Employee Beneficiary Association (VEBA) Trust. This section has been modified to reflect the established VEBA (Voluntary Employees' Beneficiary Association) trust.

SUMMARY

The 2027 Salary and Benefits Resolution includes a few changes. In addition to the changes noted here we regularly review the language in the Salary and Benefits Policy Directive to identify more succinct ways to describe programs and clearer language to use. This year is no different and in addition to the recommended additions, deletions and updates we have identified several places where we will be suggesting edits to the Salary and Benefits Policy Directive to clarify a point, remove redundancy, or otherwise make the information clearer and easier to read.

FINANCIAL IMPLICATIONS

This year's Salary and Benefits Resolution changes do have an impact on the Port's payroll and related costs. By adjusting the Non-Represented and Executive Graded Salary Structure, we estimate 9 employees will need an adjustment to bring their base pay to the new recommended pay range minimum at an estimated cost of $14,194.52.

ATTACHMENTS TO THIS REQUEST

(1) Draft Resolution No. 3858
(2) Attachment A_2027 Non-Represented Graded Salary Range Structure
(3) Attachment B_2027 Executive Graded Salary Range Structure
(4) Exhibit A_2027 Schedule of Authorized Non-Represented Jobs
(5) 2026 Pay Ranges for Non-Represented and Executive Jobs (for information only)
(6) Presentation

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS

November 17, 2026 – The Commission was briefed and Resolution no. 3858, the 2027 Salary and Benefits Resolution, was introduced.

Item Number: 10b attach 1
Meeting Date: November 23, 2026

Proposed 2027 Non-Represented Graded Salary Range 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

*The hourly rates presented here represents only two-digits following the decimal point. In the Port's human resources information system, the hourly rates are up to six-digits following the decimal point.

Item Number: 10b attach 2
Meeting Date: November 23, 2026

Proposed 2027 Executive Leadership Graded Salary Range Structure

	Hourly			Annual		
Grade	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

*The hourly rates presented here represents only two-digits following the decimal point. In the Port's human resources information system, the hourly rates are up to six-digits following the decimal point.

SCHEDULE OF AUTHORIZED NON-REPRESENTED JOBS
SALARY RANGES EFFECTIVE JANUARY 1, 2027
Annual Base Salary Range (Hourly equivalent in parentheses)

Item Number: 10b_exhibit A
Meeting Date: November 23, 2026

Grade	Minimum	Market Reference Point	Maximum
50	**$47,120 ($22.65)**	**$51,278 ($24.65)**	**$63,751 ($30.64)**
51	**$51,833 ($24.91)**	**$56,406 ($27.11)**	**$70,126 ($33.71)**
	Office Assistant		Pier 69 Mail & Shipping Specialist
52	**$57,015 ($27.41)**	**$62,047 ($29.83)**	**$77,138 ($37.08)**
	AOB Facilities & Mail Specialist On-Call		Pier 69 Security Specialist
	Landside Cruise Transportation Coordinator		
53	**$62,717 ($30.15)**	**$68,251 ($32.81)**	**$84,853 ($40.79)**
	AOB Facilities & Mail Specialist		Marine Maintenance Accounts Clerk
	Duwamish Valley Hub Coordinator - LDT		Pier 69 Facilities Specialist
54	**$68,989 ($33.16)**	**$75,076 ($36.09)**	**$93,337 ($44.87)**
	Accountant I - Credit		Landside Parking Services Administrator
	Administrative Staff Assistant		Marine Maintenance Business Operations Specialist
	Airport Customer Service Representative I		Marine Maintenance Material & Inventory Specialist
	Assistant Civil Engineering Technician		Marine Maintenance Operations Specialist
	Aviation Conference Center Specialist		Maritime Lease Specialist I
	Aviation Lease Specialist I		Total Rewards Assistant
	Aviation Receiving Dock Operations Specialist		Workers' Compensation Administrative Assistant
	Harbor Operations Specialist		
55	**$75,888 ($36.48)**	**$82,583 ($39.70)**	**$102,671 ($49.36)**
	Accountant I - Accounts Receivable		Harbor Coordinator-Bell Harbor Marina
	Accountant I - Billing		Harbor Customer Service Specialist
	Accountant I - Capital Services		Harbor Customer Service Specialist - Fishing
	Accounts Payable Specialist		ICT Project Coordinator
	Administrative Assistant		ICT Service Desk Technician
	Airport Customer Service Representative II		Landside Transportation Specialist
	AV F&I Utility Analyst		Marine Maintenance Intake Admin Specialist
	Aviation Conference Center Sales & Operations Specialist		Marine Maintenance Time Administrator/Admin
	Aviation Lease Specialist II		Maritime Lease Specialist II
	Aviation Maintenance Time Administrator		On-Call SEA Customer Support Representative
	Business Intelligence Assistant		Pier 69 Facilities Lead
	Business Intelligence Field Interviewer		Port Construction Services Time Administrator
	Civil Engineering CAD Specialist		Public Art Technician
	Commission Staff Assistant		Safety Management System Assurance Specialist
	Construction Safety Administrator		Seaport Finance Admin and Invoicing Specialist
	CPO Systems and Data Analyst I		Subsurface Utility Engineering Technician I
	CPO Tech Business Analyst I		Talent Acquisition Coordinator
	Customer Communications Representative		Technical Support Engineer I
	Engineering Facility Specialist		Waterfront Project Management Project Assistant
	Engineering Invoice & Asset Specialist		
56	**$83,476 ($40.13)**	**$90,841 ($43.67)**	**$112,938 ($54.29)**
	Accountant II - Accounts Receivable		Harbor Moorage Coordinator
	Accountant II - Billing		Harbor Moorage Coordinator - Fishing
	Accountant II - Capital Services		HR Business Technology Specialist
	Accountant II - Credit		ICT Associate Client Engineer
	Air Service Administrative & Program Specialist		ICT Contract/Software Administrator
	Art Program Coordinator		ICT Software Support Specialist
	Assistant Construction Manager - Major Construction		Lead Harbor Operations Specialist
	Assistant Project Manager		Marine Maintenance Logistics Specialist
	Associate Financial Analyst		Maritime Lease Specialist III
	Associate Financial Analyst - Mitigation & Recovery		MM Business Systems and Operations Specialist
	Aviation Lease Specialist III		Payroll Specialist
	Aviation Program Controls Business Systems Administrator		PCS Purchasing Specialist
	Business Intelligence Analyst I		Procurement Officer I
	Business Intelligence Market Research Analyst I		Project Assistant – Major Construction
	Capital Development & Planning Specialist		Project Controls Engineer I
	Construction Safety Specialist		Records Management Specialist
	Customer Experience Information Specialist- LTD 4/27		Records Program Specialist
	Duwamish Valley Program Coordinator - LDT		Risk Claims & Driver Safety Coordinator
	Engineering Design Technician		Senior Harbor Facilities Coordinator
	Equity, Diversity & Inclusion Metrics & Evaluation Program Assistant		Senior Landside Transportation Specialist
	External Relations Event Specialist		Subsurface Utility Engineering Technician II
	External Relations Graphic Designer		WPM Associate Project Controls Engineer
	Fishermen's Terminal Billing Analyst		
57	**$92,196 ($44.32)**	**$99,925 ($48.04)**	**$124,232 ($59.72)**
	Accountant III - Accounts Receivable		Department Contract Specialist
	Accountant III - Billing		Department Contract Specialist - Maritime

Accountant III - Capital Services
Accountant III - Credit
Accountant III - General Ledger
Accounts Payable Analyst
Airport Dining and Retail Program Coordinator
Airport Recognition & Event Specialist
Airport Training Specialist
Airport Training Systems Analyst
Airport Volunteer Specialist
Art Program Support Specialist
Associate Content Solution and Communication Engineer
Associate Database Engineer
Associate Software Development Engineer
Associate Software Test Engineer
Associate Systems Engineer
Aviation Activity Specialist
Aviation Associate Planner
Aviation Facilities & Infrastructure Architect/Engineer I
Aviation Maintenance Planner/Coordinator
Aviation Program Controls Administrator
Aviation Program Controls Design Review Specialist
Aviation Project Management Group Project Administrator
Aviation Senior Utility Analyst
BIM Technology Specialist
Building Permit Coordinator
Bus Driver Trainer
CAD Standard Review Technician
Civil Engineering Technician
Construction Inspector I - Major Construction
CPO Database Integration Analyst II
CPO Tech Business Analyst II
Department Contract Specialist - Program Controls
Deputy Commission Clerk
Design Engineer/Architect I
Engineering Business Services Specialist
Executive Assistant - Executive Department
External Relations Community Programs Support Specialist
External Relations Digital Production Specialist
External Relations Visual Storyteller
Financial Reporting & Controls Analyst I
Ground Transportation Customer Support Specialist
Human Resources Communications & Media Producer
ICT Infrastructure Operations Technician
ICT Mobility Specialist
ICT Service & Reporting Analyst
Internal Auditor
Investigation Specialist
Marine Maintenance Asset Analyst/CAD Specialist
Maritime Marketing Project Manager
Maritime Operations Billing Analyst
Maritime Senior Lease Specialist
Maritime Utility Analyst
Payroll Analyst
SEA Visual Communicator
Senior Administrative Assistant
Supervisor, Customer Care
Talent Acquisition Recruiter
Technical Support Engineer II
Total Rewards Specialist
Tourism Development Specialist
Waterftont Project Management Project Specialist
Workforce Development Contract & Budget Specialist

58	$101,005 ($48.56)	$109,918 ($52.84)	$136,654 ($65.69)

AFR Business Technology Analyst
Apprenticeship/Priority Hire Specialist
Assistant to Managing Director, Aviation
Assistant to Maritime Managing Director's Office
Assistant to Senior Director, Equity Diversity & Inclusion
Assistant to Senior Director, External Relations
Assistant to Senior Director, Labor Relations
AV Facilities & Infrastructure Asset Document Specialist
AV Facilities & Infrastructure Direct Digital Control Specialist
AV Lease Management Business Systems Analyst
Aviation Capital Development Manager I
Aviation Customer Communication Specialist
Aviation Maintenance Asset Management Analyst
Aviation Maintenance Business Analyst
Aviation Maintenance Lead Planner/Coordinator
Aviation Maintenance Systems Analyst
Aviation Program Controls Business Systems Analyst
Aviation Real Estate & Portfolio Manager I
Aviation Security Business Systems Analyst
Background Compliance Specialist
Business Intelligence Analyst II
Business Intelligence Market Research Analyst II
Capital Project Manager I
Construction Inspector II - Major Construction
Construction Labor Specialist I
Construction Manager I - Major Construction
CPO Systems and Data Analyst II
Cruise Operations Specialist
Customer Care & Construction Coordinator
Div in Contracting Community Engagement & Training Prog Spec
Diversity in Contracting Coordinator
Environmental Finance Business Analyst
Environmental Finance Invoice Systems Specialist
Environmental Management Specialist
Executive Assistant to Deputy Executive Director
Executive Assistant to the Commission Office
External Relations Capital Projects Marketing Specialist
External Relations Marketing and Communications Project Manager
External Relations Video Producer
Financial Analyst
Financial Analyst - Mitigation & Recovery
Human Resources Data Analyst
ICT Asset Management Analyst
ICT Business Analyst
ICT Client Engineer
ICT Senior Service Desk Technician
Innovation Business Analyst
International Protocol Specialist
Landside Business Analyst
Lead Total Rewards Specialist
Marine Maintenance Facilities Compliance Program Manager
Marine Maintenance Facilities Manager I
Marine Maintenance Fleet Asset Project Manager
Maritime Environmental Contract Specialist
Operational Readiness, Activation & Transition Specialist
Operations Project Development Specialist
Paralegal
PCS Construction Project Manager I
PCS Construction Project Manager I - RMM
PCS Contract Specialist
Port Construction Services Business Systems Analyst
Procurement Officer II
Project Controls Engineer II
Public Disclosure Analyst
Real Estate Development Planning Specialist
Risk Claims Specialist
Senior Building Permit Coordinator
Senior Civil Engineering CAD Specialist
Senior Engineering Design Technician
Signage & Wayfinding - Technical Designer
Signage & Wayfinding Specialist
Signage Specialist - Digital Systems
Strategic Aide
Supervisor, Administrative Professional
Supervisor, AOB Facilities
Supervisor, Aviation Maintenance Procurement & Inventory
Supervisor, Landside Billing
Telecommunications Specialist
Unified Pest Management Program Manager
Waterfront Project Management Contract Specialist
Waterfront Project Management Facilities Project Manager I

59	$111,107 ($53.41)	$120,910 ($58.12)	$150,321 ($72.26)

Air Service Development Analyst
Airline Scheduling Systems Specialist
Assistant to Managing Director, Economic Development
Legal Department Administrator
Linux Server Engineer
Manager, Fire Department Support Services

Assistant to Senior Director, Environment & Sustainability
Assistant to Senior Director, Human Resources
Associate Process Improvement Program Manager
Aviation Capital Development Manager II
Aviation Drawing & Data System Specialist
Aviation Facilities & Infrastructure Architect/Engineer II
Aviation Facilities and Infrastructure Fire Alarm Specialist
Aviation Maintenance Duty Baggage Manager
Aviation Maintenance Facilities Services Assistant Manager
Aviation Planner
Aviation Security Compliance Analyst
Building Inspector/Plan Examiner
Capital Development & Planning Senior Specialist
Commission Office Strategic Advisor
Construction Labor Specialist II
Construction Safety Manager I
CPO Database Integration Analyst III
CPO Systems and Data Analyst III
CPO Tech Business Analyst III
Crime Analyst
Cyber Security and Safety Tech Consultant
Database Engineer
Design Engineer/Architect II
Driver Safety Program Manager
Engineering Geographic Information System Data Specialist
Enterprise Resource Planning Administrator
Enterprise Resource Planning Developer/Programmer I
External Relations Digital Producer
External Relations Social Media Program Manager
Financial Reporting & Controls Analyst II
Geographic Information System Analyst
Grant Administrator Waterfront Project Management
Harbor Business Analyst
Human Resources Business Technology Analyst
ICT Senior Infrastructure Operations Technician
ICT Senior Mobility Specialist
ICT Service Technician Lead
Information Security Engineer/Analyst I
Labor Relations Analyst
Learning/Development Consultant
Marine Maintenance Asset Management Coordinator
Marine Maintenance Business Analyst
Marine Maintenance Regulatory Compliance Coordinator
Marine Maintenance Systems Analyst
Maritime Marketing Program Manager
Mental Health Professional
Network Engineer
Payroll Operations & Systems Analyst
Records Program Manager
Safety Management System Program Manager
Senior Accountant - Accounts Receivable
Senior Accountant - Billing
Senior Accountant - Capital Services
Senior Accountant - Disbursements
Senior Accountant- General Ledger
Senior Civil Engineering Technician
Senior Commission Specialist
Senior Environmental Management Specialist
Senior Grant Accountant - Capital Services
Senior Payroll Analyst
Software Test Engineer
Subsurface Utility Engineering Project Manager
Supervisor, Accounts Payable
Supervisor, Aviation Lease Management and Airlines Statistics
Supervisor, Aviation Security
Supervisor, Aviation Security Administration
Supervisor, Credentialing Center
Supervisor, Credit
Supervisor, Harbor Operations - Fishing
Supervisor, Harbor Operations - Recreational Boating
Supervisor, Marine Maintenance Business Operations
Systems Engineer
Talent Acquisition Senior Recruiter
Talent Connections Program Manager
Tax Analyst
Technical Support Engineer III
Waterfront Project Management Facilities Project Manager II
Windows Server Engineer
Workers' Compensation Adjuster

60	$122,217 ($58.75)	$133,001 ($63.94)	$165,353 ($79.49)

Accounting Business Systems Analyst
AFR Business Technology Consultant
Air Cargo Facilities Manager
Air Cargo Operations Manager
Airline & Passenger Systems Specialist
Airport Dining & Retail Business Operations Manager
Airport Dining & Retail Program Manager
Airport Operations Development Manager - Landside Ops
Assistant Manager, Airport Communications Center
Assistant Manager, Airport Landside Operations
Assistant Manager, Airport Operations Certification
Assistant Manager, Aviation Maintenance - Fleet
Assistant Manager, Aviation Maintenance Distribution Center
AV Communications and Marketing Program Manager
Aviation Commercial Management Project Development Manager
Aviation Facilities & Infrastructure Accessibility Program Manager
Aviation Facilities & Infrastructure Architect/Engineer III
Aviation Facilities & Infrastructure Utility Program Manager
Aviation Maintenance Capital Project Liaison
Aviation Maintenance Facilities Services Program Manager
Aviation Maintenance Senior Business Analyst
Aviation Maintenance Senior Duty Baggage Manager
Aviation Maintenance Senior Systems Analyst
Aviation Maintenance Small Works Proj Manager/Controls Coord
Aviation Parking & Ecommerce Customer Relationship Manager
Aviation Parking & Ecommerce Marketing Manager
Aviation Program Controls Senior Systems Analyst
Aviation Real Estate & Portfolio Manager II
Aviation Security and Safety Program Manager
Aviation Security Capital Project Liaison
Aviation Senior Planner
Biometrics Program Manager
Business Intelligence Analyst III
Business Intelligence Market Research Analyst III
Capital Project Manager II
Certified Occupational Health Nurse
Civil Rights Program Manager LTD
Commission Clerk
External Relations Maritime Environmental Engagement Program Manager
Field Survey Project Manager
Financial Reporting & Controls Analyst III
Fire Protection Engineer
Geographic Information System Software Engineer
Health & Safety Program Manager
ICT Lead Mobility Specialist
ICT Senior Business Analyst
ICT Senior Client Engineer
Information Security Engineer/Analyst II
Labor Compensation Analyst
Learning & Leadership Program Manager
Manager, AFR Records & Administration
Manager, Airport Building Department
Manager, Aviation & Compliance Training
Manager, Corporate Facilities
Manager, Customer Service Learning & Recognition
Manager, Harbor Customer Service
Manager, Police Records
Manager, Public Disclosure
Manager, Records and Legal Technology
Manager, Safety Management System Assurance
Manager, SEA Customer Experience Programs
Marine Maintenance Facilities Manager II
Maritime Sustainability Government Relations Program Manager
P-card Administrator
PCS Construction Cost Engineer/Scheduler
PCS Construction Project Manager II
PCS Construction Project Manager II - RMM
Police Recruiting Specialist
Procurement Officer III
Project Controls Engineer III
Real Estate Development Associate
Real Estate Manager
Risk Analyst
Safety Management System Risk Manager
Senior BIM Technology Specialist
Senior Business Development Analyst - Aviation

Community Investments Program Manager
Construction and Operational Readiness Manager
Construction Inspector III - Major Construction
Construction Labor Priority Hire Program Manager
Construction Management Systems Analyst
Construction Manager II - Major Construction
Construction Safety Manager II
Content Solution and Communication Engineer
CPO Systems and Data Analyst IV
Deputy Executive Chief of Staff
Design Engineer/Architect III
Diversity in Contracting Compliance Specialist
Diversity in Contracting Women-owned and Minority Business Enterprise Advisor
Economic Development Innovation Program Manager
Economic Development Program Manager
Emergency Preparedness Program Mgr - Logistics & Systems
Emergency Preparedness Program Mgr - Policy & Planning
Emergency Preparedness Program Mgr - Training & Exercise
Employee Relations Program Consultant
Engineering Systems and Data Analyst
Engineering Technology Applications Administrator
Equity, Diversity & Inclusion Training and Engagement Program Manager
Executive Assistant to Executive Director
External Relations Aviation Environmental Program Manager
Senior Employee Relations Consultant
Senior Financial Analyst
Senior Financial Analyst - Mitigation & Recovery
Senior HR Business Technology Consultant
Senior Internal Auditor
Senior Investigation Specialist
Senior Labor Relations Analyst
Senior Telecommunication Specialist
Senior Treasury Analyst
Software Development Engineer
Supervisor, Accounting - Capital Services
Supervisor, Landside
Survey Project Manager
Talent Acquisition Lead
Technical Support Engineer IV
Telecommunications Infrastructure Engineer
Total Rewards Analyst
Total Rewards Program Manager
Transportation Access Program Manager
Travel & Expense Analyst
Waterfront Project Management Project Controls Coordinator
Waterfront Project Management Systems/Data Analyst
Wildlife Biologist
Workforce Development Program Manager & Data Analyst

61	$134,438 ($64.63)	$146,301 ($70.33)	$181,888 ($87.44)

Airfield Operations Manager
Assistant Manager, Airport Landside Operations, Employee Parking
Assistant Manager, Aviation Maintenance Mechanical Systems
Assistant Manager, Aviation Security
Aviation Capital Development Manager III
Aviation Operations Technology Manager
Aviation Planning Program Leader
Aviation Principal Planner
Aviation Real Estate & Portfolio Manager III
Capital Development & Planning Program Manager
Capital Project Estimator
Capital Project Manager III
Construction Management Cost Estimator
Construction Manager III - Major Construction
Corporate Budget Manager
CPO Database Integration Analyst IV
CPO Tech Business Analyst IV
Cruise Technical and Systems Operations Manager
Design Production Manager
Environmental Program Manager
External Relations Senior Pgrm Mgr-Aviation Engagement
External Relations Senior Pgrm Mgr-Aviation Env Engagement
External Relations Senior Pgrm Mgr-Maritime Engagement
External Relations Senior Pgrm Mgr-Maritime Env Engagement
External Relations Senior Pgrm Mgr-Maritime Industrial Engage
Human Resources Project Manager
ICT Lead Client Engineer
ICT Mobility Manager
ICT Project Manager
Innovation Program Manager
Internal Audit Program Manager
International Terminal Operations Manager
Manager, 911 Communications
Manager, Accounts Payable
Manager, Air Service Development
Manager, Airport Customer Communications and Experience
Manager, Airport Dining & Retail-Business Dev and Operations
Manager, Art Program
Manager, Aviation Business and Property Assets
Manager, Aviation Conference Center Services
Manager, Aviation Maintenance Facilities Services
Manager, Aviation Parking and Ecommerce Revenue Mgmt
Manager, Creative Services
Manager, Design Quality - Engineering
Manager, Diversity in Contracting Community Engagement & Training Program
Manager, Employee Communications
Manager, Engineering Support Services
Manager, External Relations Events and Engagement
Manager, Harbor Business Development and Services – Ship Canal
Manager, ICT Client Services
Manager, ICT Service Desk
Manager, Infrastructure Operations
Manager, Lease Management and Airlines Statistics
Manager, Marine Maintenance Asset Program
Manager, Marine Maintenance Logistics
Manager, Marine Maintenance Regulatory Compliance Program
Manager, PCS Construction Operations
Manager, Subsurface Utility Engineering
Manager, Workers' Compensation
Maritime Operations Manager
PCS Construction Project Manager III
PCS Construction Project Manager III - RMM
Police Technology Manager
Principal Financial Analyst
Principal Financial Analyst - Mitigation & Recovery
Process Improvement Program Manager
Procurement Officer IV
Senior Content Solution and Communication Engineer
Senior Enterprise Resource Planning Administrator
Senior Information Technology Auditor
Senior Linux Server Engineer
Senior Manager, Airport Facility Services
Senior Manager, Maritime Marketing
Senior Manager, Maritime Security
Senior Media Officer
Senior Network Engineer
Senior Public Safety Technology Consultant
Senior Software Development Engineer
Senior Software Test Engineer
Senior Survey Project Manager
Senior Systems Engineer
Senior Windows Server Engineer
Strategic Business Planning Program Manager
Sustainability Reporting and Communications Program Manager
Terminal Operations Manager
Waterfront Project Management Facilities Project Manager III

62	$147,882 ($71.09)	$160,931 ($77.37)	$200,078 ($96.19)

Assistant Director, Customer Communications
Assistant Director, Customer Engagement
Aviation Capital Development Manager IV
Aviation Facilities & Infrastructure Communication Prog Mgr
Aviation Facilities & Infrastructure Senior Architect/Engineer
Aviation Operations Project Development Manager
Business Technology Consultant
Capital Project Manager IV
Commission Deputy Chief of Staff
Manager, Business Intelligence Program - Analytics
Manager, Business Intelligence Program - Research
Manager, Construction Safety Services
Manager, Content Services
Manager, Corporate Budget & Systems
Manager, Corporate Finance
Manager, Cruise Operations & Business Development
Manager, Customer Programs & Volunteer Engagement
Manager, Diversity in Contracting Women/Minority Business Enterprise

Construction Labor Manager
CPO Systems and Data Analyst V
CPO Tech Business Analyst V
Div in Contracting Disadvantaged Business Enterprise Prog Mgr
Enterprise Resource Planning Developer/Programmer II
Environmental Justice Program Manager
External Relations East King Cty Community & Gov't Rel Mgr
ICT Contracts and Compliance Advisor
ICT Partnerships Manager
ICT Project Intake Program Manager
ICT Senior Project Manager
ICT Solutions Architect
Indoor Navigation Program Manager
Information Security Engineer/Analyst III
Information Security Operational Technology and Industrial Control System Specialist
Information Security Resiliency Analyst
Labor Relations Manager
Lead Senior Employee Relations Consultant
Local Government Relations Manager
Manager, Accounting - Accounts Receivable
Manager, Accounting - Billing
Manager, Accounting - Capital Services
Manager, Accounting - General Ledger
Manager, Accounting - Grants
Manager, Air Cargo
Manager, Airline Scheduling Systems
Manager, Airport Communications Center
Manager, Airport Duty Manager Operations
Manager, Airport Landside Operations
Manager, Airport Operations - Certification
Manager, Aviation Maintenance - Field Crew/Civil Infrastructure
Manager, Aviation Maintenance - Fleet
Manager, Aviation Maintenance Asset
Manager, Aviation Maintenance Business Systems
Manager, Aviation Maintenance Capital Project Liaison
Manager, Aviation Maintenance Carpenter, Paint, & Lock Shop
Manager, Aviation Maintenance Logistics
Manager, Aviation Maintenance Mechanical Systems
Manager, Aviation Maintenance Planning & Small Works
Manager, Aviation Planning
Manager, Aviation Program Controls Business Systems
Manager, Aviation Program Controls Cost Estimating
Manager, Aviation Security - Compliance
Manager, Aviation Security - Employee Screening/Physical Security
Manager, Aviation Security Systems and Access
Manager, Engineering Mapping Services
Manager, Equity, Diversity & Inclusion Policy and Communications
Manager, Equity, Diversity & Inclusion System Change Program
Manager, Finance and Budget
Manager, Financial & Cost Recovery
Manager, Human Resources Data Analytics
Manager, ICT Financial Services
Manager, International Relations and Protocol
Manager, Lease Administration & Utility Management
Manager, Marine Maintenance Programs
Manager, Payroll
Manager, PCS Construction
Manager, PCS Construction RMM
Manager, PCS Cost Estimating
Manager, Process Improvement Program
Manager, Risk Claims
Manager, Seaport Environmental Finance
Manager, Signage and Wayfinding
Manager, Survey Crew
Manager, Talent Acquisition
Manager, Talent Connections
Manager, Talent Development and Diversity
Manager, Terminal Operations Project Development
Manager, Waterfront Cost Estimating
Principal Business Intelligence Analyst
Procurement Officer V
Project Controls Engineer IV
Real Estate Development Manager
Regional Government Relations Manager
Senior AFR Business Technology Consultant
Senior Construction Manager – Major Construction
Senior Database Engineer
Senior Design Engineer/Architect
Senior Fire Protection Engineer
Senior Manager, Content, Marketing and Digital Communication
Senior Organizational Business Partner
Senior Program Manager, Duwamish Valley Engagement
Senior Real Estate Manager
Server Engineering Lead
State Government Relations Manager
Supervisor, Telecommunication Infrastructure Engineer
Tourism Development Manager
Tribal Relations Senior Program Manager
Waterfront Project Management Facilities Project Manager IV
Waterfront Project Management Project Controls Engineer

63	$162,672 ($78.20)	$177,024 ($85.10)	$220,084 ($105.80)

Assistant Director, Aviation Business Development
Assistant Director, Aviation Employee Experience & Learning
Assistant Director, Aviation Parking & Ecommerce Revenue Management
Assistant Director, Aviation Planning
Assistant Director, Labor Relations
Aviation Facilities & Infrastructure Principal Architect/Engineer
Capital Development & Planning Senior Program Manager
Capital Project Manager V
Chief of Maritime Staff
Cyber Risk & Compliance Program Manager
Data Scientist
Enterprise Resource Planning Administrator Lead
Enterprise Resource Planning Developer/Programmer III
ICT Principal Engineer
ICT Program Manager
Information Security Lead Cloud Security Architect
Information Security Technical Lead
Lead Network Engineer
Lead Software Development Engineer
Lead Systems Engineer
Manager, Aviation Capital Programs
Manager, Aviation Maintenance - Electrical and Electronic
Manager, Aviation Maintenance and Operations
Manager, Business Technology
Manager, CPO Planning & Analysis
Manager, Financial Reporting & Controls
Manager, Fire Protection Engineering
Manager, Human Resources Technology
Manager, ICT Business Services
Manager, ICT Project Initiation
Manager, ICT Quality Assurance
Manager, Internal Audit
Manager, Procurement
Manager, Server Engineering
Manager, Strategic Business Planning Initiatives
Manager, Total Rewards
Principal Business Intelligence Data Engineer
Principal Construction Manager - Major Construction
Principal Design Engineer/Architect
Principal Geographic Information System Architect
Project Controls Engineer V
Regional Transportation Senior Manager
Senior Designer (Multi-credential)
Senior Environmental Program Manager
Senior Labor Relations Manager
Senior Manager, Airport Building Department
Senior Manager, Art Program
Senior Manager, Federal & International Government Relations
Senior Manager, Operations Readiness & Activation
Senior Manager, Survey, Mapping and Utility Locating Services
Senior Manager, Workplace Responsibility

64	$178,939 ($86.02)	$194,726 ($93.61)	$242,093 ($116.39)

Assistant Director, Air Services Development
Assistant Director, Airline Affairs & Aviation Properties
Assistant Director, Airport Dining & Retail
Construction Program Leader - Major Construction (CPL)
Design Program Manager - Engineering
Director, External Relations Capital Project Delivery

	Assistant Director, Airport Operations - Business Unit		Director, Workforce Development
	Assistant Director, Airport Operations Risk & Safety		Manager, Aviation Facilities & Infrastructure Discipline
	Assistant Director, Aviation Finance and Budget		Manager, Aviation Program Controls
	Assistant Director, Aviation Maintenance		Manager, Database Engineering
	Assistant Director, Aviation Maintenance Assets & Logistics		Manager, Enterprise Geographic Information System
	Assistant Director, Aviation Maintenance Facilities Services		Manager, Enterprise Resource Planning
	Assistant Director, Capital Services and Financial Systems		Manager, ICT Project Management
	Assistant Director, Central Procurement Office		Manager, Information Security Resiliency
	Assistant Director, CPO Strategic Partnerships & Analytics		Manager, Network Engineering
	Assistant Director, Credentialing and Access		Manager, Software Development
	Assistant Director, Disbursements Administration		Manager, Systems Engineering
	Assistant Director, Emergency Preparedness		Manager, Waterfront Project Management Program Controls
	Assistant Director, General Accounting		Program Leader, Waterfront Project Management
	Assistant Director, Information Security		Senior Manager, Fishing Vessel Services
	Assistant Director, PCS Business Operations		Senior Manager, Marine Maintenance
	Assistant Director, PCS Construction Operations		Senior Manager, Marine Maintenance Business Operations, Systems & Logistics
	Assistant Director, Revenues Administration		Senior Manager, Marine Maintenance Fleet & Facilities
	Assistant Director, Security Operations		Senior Manager, Maritime Operations
	Assistant Director, Security Strategy & Intelligence		Senior Manager, Recreational Boating
	Capital Program Leader		Senior Manager, Seaport Environmental Finance
	Chief of Aviation Staff		Senior Manager, Seaport Finance & Budget
65	**$196,832 ($94.63)**	**$214,199 ($102.98)**	**$266,301 ($128.02)**
	Assistant Director, Aviation Capital Programs		Director, Corporate Budget
	Assistant Director, Aviation Facilities & Infrastructure		Director, Corporate Finance
	Assistant Director, Aviation Program Controls		Director, Real Estate Development
	Assistant Director, Aviation Project Management Group		Director, Risk Management
	Assistant Director, Engineering Construction Management		Director, Small Business Development
	Assistant Director, Treasury		Director, Tourism Development
	Assistant Director, Waterfront Capital Development & Planning		Senior Manager, Design Services
	Assistant Director, Waterfront Program Controls		Senior Manager, Design Technology
	Assistant Director, Waterfront Project Management Group		Senior Manager, Environmental Programs
	Director, Aviation Innovation		Senior Port Counsel
66	**$216,516 ($104.09)**	**$235,620 ($113.27)**	**$292,933 ($140.83)**
	*Chief of Staff, Commission Services		Director, External Relations Communications & Marketing
	Director, Accounting & Financial Reporting		Director, External Relations Community Engagement
	Director, Aviation Business & Properties		Director, Human Resources - Health & Safety
	Director, Aviation Commercial Management		Director, Human Resources - Organizational Effectiveness
	Director, Aviation Facilities & Capital Programs		Director, Human Resources - Talent Management
	Director, Aviation Finance & Budget		Director, Human Resources, EEO & Professional Standards
	Director, Business Intelligence		Director, ICT Infrastructure Services
	Director, Central Procurement Office		Director, ICT Technology Delivery
	Director, Customer Experience & Brand Strategy		Director, Information Security/Chief Information Security Officer
	Director, Customer Experience Initiatives		Director, Marine Maintenance
	Director, Engineering - Construction Management		Director, Port Construction Services
	Director, Engineering - Design, Quality and BIM		Director, Seaport Finance & Budget
	Director, Engineering Department Operations		
67	**$238,166 ($114.50)**	**$259,181 ($124.60)**	**$322,225 ($154.91)**
	Chief Engineer		Director, Cruise Business and Elliott Bay Operations
	Deputy Chief Financial Officer		Director, Government Relations
	Director, Airport Operations		Director, Human Resources - Total Rewards
	Director, Aviation Capital Portfolio		Director, ICT Product Engineering
	Director, Aviation Environment & Sustainability		Director, Maritime Environment & Sustainability
	Director, Aviation Maintenance		Director, Real Estate Asset Management
	Director, Aviation Project Management Group		Director, Waterfront Project Management Group
	Director, Aviation Security and Emergency Preparedness		
68	**$261,983 ($125.95)**	**$285,099 ($137.06)**	**$354,448 ($170.40)**
	Aviation Chief Development Officer		Chief Information Officer
	Aviation Chief Operating Officer		Chief Operating Officer, Maritime
	Aviation Chief Revenue & Business Officer		Deputy General Counsel
	Chief Development Officer, Maritime		
69	**$288,182 ($138.54)**	**$313,610 ($150.77)**	**$389,893 ($187.44)**
70	**$317,000 ($152.40)**	**$344,971 ($165.85)**	**$428,882 ($206.19)**

SCHEDULE OF EXECUTIVE LEADERSHIP JOBS

Grade	Minimum	Market Reference Point	Maximum
101	**$207,588 ($99.80)**	**$225,751 ($108.53)**	**$280,243 ($134.73)**
102	**$228,345 ($109.78)**	**$248,327 ($119.38)**	**$308,268 ($148.20)**
	*Director, Internal Audit		*Executive Chief of Staff
103	**$251,181 ($120.76)**	**$273,160 ($131.32)**	**$339,094 ($163.02)**

	*Managing Director, Economic Development *Senior Director, Equity Diversity & Inclusion		*Senior Director, Labor Relations
104	**$276,300 ($132.83)**	**$300,474 ($144.45)**	**$373,004 ($179.32)**
	*Chief Financial Officer *General Counsel/Chief Compliance Officer *Managing Director, Maritime		*Senior Director, Environment & Sustainability *Senior Director, External Relations *Senior Director, Human Resources
105	**$303,929 ($146.11)**	**$330,523 ($158.90)**	**$410,304 ($197.26)**
	*Managing Director, Aviation		
106	**$334,321 ($160.73)**	**$363,574 ($174.79)**	**$451,335 ($216.98)**
	*Deputy Executive Director		
107	**$367,754 ($176.80)**	**$399,932 ($192.27)**	**$496,467 ($238.68)**

NON-EVALUATED JOBS

Grade	Minimum	Midpoint	Maximum
201	**$46,051 ($22.14)**	**$46,051 ($22.14)**	**$46,051 ($22.14)**
	High School Intern		
202	**$48,131 ($23.14)**	**$55,931 ($26.89)**	**$63,731 ($30.64)**
	College Intern		
203	**$64,771 ($31.14)**	**$66,851 ($32.14)**	**$68,931 ($33.14)**
	Graduate Intern		
401	**$235,172 ($113.06)**	**$263,210 ($126.54)**	**$291,248 ($140.02)**
	Assistant Fire Chief - Administration Assistant Fire Chief - Operations		Deputy Police Chief
402	**$258,690 ($124.37)**	**$289,531 ($139.19)**	**$320,373 ($154.02)**
	Fire Chief		*Police Chief

* At will positions

**The hourly rates presented here represents only two-digits following the decimal point. In the Port's human resources information system, the hourly rates are up to six-digits following the decimal point.

2026 GRADED SALARY STRUCTURE

2026 Non-Represented Graded Salary 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

2026 Executive Leadership Graded Salary 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

*The hourly rates presented here represents only two-digits following the decimal point. In the Port's human resources information system, the hourly rates are up to six-digits following the decimal point

Item No. 10b_supp
Meeting Date: November 23, 2026

PORT OF SEATTLE
RESOLUTION NO. 3858

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. 3841 and providing an effective date for all amendments as of January 1, 2027.

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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, 2027.

SECTION 2. Adjust the definition "Intern" to mean a temporary employee who is hired in accordance with the Talent Connect Program Guidelines, and is performing duties in accordance with the individual's professional development pathway.

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 3.17% increase to the range structures to maintain market competitive pay for each range.

SECTION 5.1.F.(2) Added Shift Differential as Hourly, non-exempt employees in eligible positions scheduled to work shifts designated as Swing or Graveyard may be eligible to receive shift pay.

SECTION 5.1.F.(6) Modified as Multilingual Pay which is additional compensation provided to employees who provide language access services to Port customers while performing their standard job duties.

SECTION 5.1.G(2). Addition of Port Pathways Intern as non-assessed job.

SECTION 5.3.G. Technical edit to include the established Voluntary Employee Beneficiary Association (VEBA) trust program for eligible retirees.

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 23th day of November 2026, and duly authenticated in open session by the signatures of the commissioners voting in favor thereof and the seal of the commission.

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Port of Seattle Commission

Port of Seattle Commission
Policy Directive

Salaries and Benefits for Employees Not Covered by a Collective Bargaining Agreement

As Amended
November ~~18~~23, ~~2025~~2026

Document last updated November ~~18~~23, ~~2025~~2026, and Effective January 1, ~~2026~~2027

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SECTION 1. Purpose.

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, insurance, and similar benefits. The intent of this policy directive is to administer pay and benefits in accordance with state and federal law. *(Res. 3739, §7, 2017)*

SECTION 2. Definitions.

Except as otherwise provided, the following definitions apply to this policy directive:

"At-will" means a designation given to some non-represented jobs or positions at the port where the employment relationship may be terminated by the port or employee at any time and for any or no reason. Employees hired as at-will are not subject to progressive discipline.

"Commissioner" means an individual who is elected to the office of Port of Seattle Commissioner and is eligible for benefits as provided in the relevant provisions of Section 5.4. This definition includes a Commissioner who may be appointed mid-term due to an unanticipated vacancy.

"Cost of Living Adjustments 'COLA'" means an increase to an employee's compensation based on changes to the Consumer Price Index as defined in the Total Rewards Program Guide.

"DRS-retired employee" means an employee who is receiving a pension from any retirement plan administered by the State of Washington Department of Retirement Systems (DRS). Refer to the DRS web site or brochures for specific information about any limitations on working after retirement.

"Emergency hire employee" means an employee hired without a competitive hiring process whose initial employment term is limited to three months and whose emergency hire status may be extended for no more than two additional months.

"Employee" means an individual who performs personal services for the port and receives a paycheck from the port payroll system with employment taxes withheld. Employees of temporary agencies or independent contractors are not employees.

"Employment Date/Date of Hire" means the first day an employee comes to work and receives pay for time worked.

"Executive Director" means an employee who is appointed by the Commission and who is subject to the terms and conditions of this policy directive. In the event of any conflicting or inconsistent terms and conditions between this policy directive and the employment agreement, the employment agreement will prevail. This includes any terms, conditions, adjustments to pay, pay range, or benefits for the Executive Director adopted in open session by the Port of Seattle Commission.

"For cause" means a designation given to most non-represented Port of Seattle jobs and positions where the employment relationship can be terminated by the port for reasons that conform to previously defined standards of unacceptable conduct or performance.

"Full-time employee" means an employee who is regularly scheduled to work 80 hours per bi-weekly pay period.

"Hourly employee" means an employee working in a non-exempt job, one that is eligible for overtime per the provisions of the Fair Labor Standards Act (FLSA) and the Washington Minimum Wage Act (WMWA).

"Intern" means a temporary employee who is hired in accordance with the ~~Intern~~ Talent Connections Program Guidelines, ~~is considered a student per the program guidelines~~ and is performing duties in accordance with the ~~student's course of study~~individual's professional development pathway.

"Limited duration employee" means an employee who is hired for more than 90 days in a job with a planned end date.

"Non-represented employee" means a salaried or hourly employee not represented by a labor union.

"On-call employee" means an employee who does not have a regular work schedule and whose work hours can vary from week to week indefinitely.

"Part-time employee" means an employee who is regularly scheduled to work less than 80 hours per bi-weekly pay period.

"Pay equity" means compensating employees similarly when they perform similar work, and that pay differences between employees performing similar work can be explained by bona fide job-related factors that are consistent with business necessity.

"Pay rate" means an employee's hourly pay rate as specified in the compensation rate field contained in HCM, the port's HRIS system.

"Probationary Employee" means a newly hired or rehired employee who has not yet successfully completed their probationary period and is expected to establish a consistent, acceptable level of performance and behavior that is sufficient to retain their employment. If hired into a regular position, temporary employees (Veteran Fellows, Interns, Emergency Hires) are subject to a probationary period starting at the time of hire into the regular position.

"Probationary period" means an extension of the hiring process, the period of time from the day a newly hired or rehired employee begins work at the Port of Seattle through the end of the sixth month of employment unless the employee is selected for a new position before completing their

probationary period. In this case, the employee's probationary period will restart beginning with the date of transfer through the end of the sixth month of employment in the new position.

"Project-related temporary assignment" means an assignment for a full-time or part-time employee that is generally expected to last no longer than four years. Extensions to these types of assignments are only allowed in special circumstances with approval from Human Resources management.

"Regular employee" means an employee hired to perform a job without a specified end date.

"Salaried employee" means an employee working in an exempt job, one that is not eligible for overtime per the provisions of the Fair Labor Standards Act (FLSA) and the Washington Minimum Wage Act (WMWA).

"Seasonal Employee" means an employee hired to perform a job that exists on a seasonal basis where the season begins and ends at approximately the same time each year and lasts 9 months or less. Seasonal employees initially hired into a seasonal job through a competitive hire process may return to work subsequent seasons without being hired through a subsequent competitive hire process.

"Similar Work Experience ~~Employee~~" means the performance of the job requires similar skill, effort, and level of responsibility, and the jobs are performed under similar working conditions.

"Temporary assignment" means an assignment for a full-time or part-time employee that is generally expected to last no longer than six months. A temporary assignment may only be extended with the approval of Human Resources management.

"Temporary employee" means an employee hired to perform a job with a specified end date.

"Veteran fellow" means an employee who is hired and receives pay and benefits in accordance with the Veteran Fellowship Program.

(Res. 3841, 2026, Res. 3831, 2024, Res. 3823(AM), 2024, Res. 3807, §2, 2022, Res. 3795, §2, 2021, Res. 3790, §2, 2021; Res. 3781; Res. 3765, §1, 2019; Res. 3752, §1, 2018; Res. 3739, §1, 2017)

SECTION 3. Scope and Applicability.

A. This policy directive pertains to port employees not represented by a labor union. The Port of Seattle retains the right to modify or terminate any benefits and/or modify the cost charged to employees or dependents for benefits coverage at any time, for any reason. *(Res. 3765, §1, 2019; Res. 3739, 2017)*

B. The Port of Seattle reserves the right to amend or terminate any employee welfare benefit plan and/or pay practice. *(Res. 3739, §7, 2017)*

SECTION 4. Responsibilities.

A. The Executive Director is authorized to take necessary action to make effective all terms, provisions, and conditions contained within this policy directive. Should any part of this policy directive require a change to pay or benefit administration practices by reason of any existing or subsequently enacted local, state, or federal legislation, such change(s) will be incorporated without the need for Commission action. *(Res. 3739, §7, 2017)*

B. All policies related to the Salary and Benefits Policy Directive are subject to approval by the Executive Director. *(Res. 3765, §1, 2019; Res. 3739, §3, 2017)*

SECTION 5.1. Policy Establishing Jobs, Pay Grades, Graded Salary Range Structure, and Pay Practices and Pay Types.

A. Reporting requirements for certain positions.

(1) General Counsel. The General Counsel will have a dual direct reporting relationship with the Executive Director and the Commission by way of the Commission President. The Executive Director will have, in consultation with the Commission, responsibility for review and approval of performance expectations for the General Counsel and legal department staff. Legal department staff will report to the General Counsel.

(2) External Relations Senior Director. The External Relations Senior Director will report jointly to the Commission President and the Executive Director. The Commission President and the Executive Director will have responsibility for review and joint approval of performance expectations for the External Relations Senior Director and External Relations Department staff and will each provide direct input for the External Relations Senior Director performance review. Decisions regarding hiring, firing, or re-positioning the External Relations Senior Director will receive concurrence from the Commission President and the Executive Director. External Relations will have direct accountability to both the Commission and the Executive Director's office and will independently execute judgment on external affairs strategies based on ethical and professional support of overall port objectives and the port's role as a public agency. External Relations department staff will report to the External Relations Senior Director.

(3) Internal Audit Director. The Commission, through the Audit Committee, oversees the internal audit function. The Internal Audit Director reports functionally to the Commission, delegated to the Audit Committee, and administratively to the Executive Director. The Audit Committee is charged with making recommendations to the Commission on the appointment, replacement, or dismissal of the Internal Audit Director; provides input to the Executive Director

on the Internal Audit Director's performance evaluation; oversees the Internal Audit Director's plans and activities; and reviews with the Internal Audit Director the staffing and organizational structure of the internal audit function. The Internal Audit Director will have direct accountability to both the Commission (through the Audit Committee) and the Executive Director and will independently execute judgment on internal audit affairs based on the scope of the audit function. The internal audit department staff will report to the Internal Audit Director.

(4) Commission Chief of Staff. The Commission Chief of Staff is appointed by the Commission pursuant to an employment agreement. The Commission Chief of Staff is subject to the terms and conditions of this policy directive. In the event of any conflicting or inconsistent terms and conditions between this policy directive and the employment agreement, the employment agreement will prevail.

(Res. 3807, §5, 2022, Res. 3795, §5, 2021; Res. 3781; Res. 3752, §1, 2018; Res. 3739, §2, 2017)

B. Filling Vacant Positions and Transferring Positions and/or Employees. The Executive Director is hereby authorized to:

(1) Recruit and fill authorized positions (except that of Executive Director) up to the fulltime-equivalent number of positions authorized;

(2) Set salaries within pay ranges established below;

(3) Transfer positions and/or employees from one work unit to another and to reorganize functions to promote organizational effectiveness;

(4) Approve non-competitive placements in select circumstances;

(5) Establish additional positions, provided that funding is available in the Commission approved budget; and

(6) Establish an additional position on a temporary basis when an employee has given notice of termination or retirement in order to provide overlap and effective business continuity.

(Res. 3739, §2, 2017)

C. Graded Salary Range Structures. All non-represented jobs shall be assessed and assigned a pay grade according to their essential responsibilities, minimum qualifications, and other factors as explained in subsection (D). Each job will have a pay range that corresponds to its pay grade.

The following pay grades and pay ranges for non-represented jobs at the Port of Seattle are hereby established:

~~NON-REPRESENTED EMPLOYEE GRADED SALARY RANGE STRUCTURE~~
~~(Effective January 1, 2027~~6)

	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	$44.14	$48.04	$59.72	$91,823	$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

*The hourly rates presented here represent only two-digits following the decimal point. In the Port's human resources information system, the hourly rates are up to six-digits following the decimal point.

EXECUTIVE LEADERSHIP GRADED SALARY RANGE STRUCTURE
Effective January 1, 2027~~6~~)

Proposed 2027~~6~~ Executive Leadership Graded Salary Range Structure

	Hourly			Annual		
Grade	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

*The hourly rates presented here represent only two-digits following the decimal point. In the Port's human resources information system, the hourly rates are up to six-digits following the decimal point.

(Res. 3841, 2026, Res. 3831, 2024, Res. 3823(AM), Res. 3807, §5, 2022, Res. 3795, §5, 2021; Res. 3781; Res. 3765, §1, 2019; Res. 3752, §1, 2018; *Res. 3739, §2, 2017)*

D. Job Assessment Process. It is the policy of the Commission to pay port employees based on the port's Total Rewards philosophy. It is also the policy of the Commission to establish a job assessment process that assesses jobs based on essential responsibilities and minimum qualifications, such as knowledge and skills, among other characteristics, of each job. Jobs shall be assessed on an on-going basis and administered by Human Resources management under the direction of the Executive Director. The results of the job assessment process shall be considered in determining the appropriate pay grade for each job as well as the appropriate exempt or non-exempt status of each job according to the criteria of the Federal Fair Labor Standards Act (FLSA). The Senior Director of Human Resources, under the supervision of the Executive Director, shall have the final approval authority for all job assessment outcomes and title changes except for jobs in the Human Resources department and that of the Executive Director. Job assessment outcomes and title changes for jobs in the Human Resources department will be approved by the Executive Director. This authority shall include re-assessment of existing jobs and establishment and assessment of new jobs. *(Res. 3823(AM), Res. 3765, §1, 2019; Res. 3739, §2, 2017)*

E. Pay Practices.

(1) Pay Considerations. An employee's work schedule shall consist of their normal daily and weekly work schedule during a two-week pay period. A full-time employee's work schedule is 80 hours each bi-weekly pay period. Full-time employees work between 8 and 10 hours each day and salaried, exempt, employees are expected to work the hours necessary to complete assigned work.

(2) Payroll. Employees shall be paid bi-weekly, typically on Friday. The port's payroll week shall begin Sunday at 12:01 a.m. and end Saturday at midnight. Employees are required to complete a direct deposit authorization form upon hire and to keep such information current so that electronic paycheck deposits can be made automatically to the employee's designated financial institution. The port shall have the right and obligation per the Washington State Constitution Article VIII, Section 7, to recover any amounts paid in error.

(3) Initial Pay Rates. Pay rates for newly hired employee will be within the pay ranges set forth in the above graded Salary Range Structure. A newly hired employee's placement within the pay grade will be based on similar experience they bring the port. (*Res. 3823(AM))*

F. Pay Types.

(1) Overtime. Full-time and part-time hourly employees, those whose jobs are classified as non-exempt, shall receive overtime pay in accordance with prevailing state and federal laws.

~~(1)~~(2) Shift Differential. Hourly, non-exempt employees in eligible positions scheduled to work shifts designated as Swing or Graveyard may be eligible to receive shift pay.

(~~2~~3) Stand-by Pay. Hourly, non-exempt, employees who are required to be available during non-work hours to resolve problems or otherwise perform work during non-work hours may be eligible for stand-by pay.

(~~3~~4) Cost of Living Adjustment (COLA). The port may provide a compensation increase for regular, non-temporary, non-represented employees based on changes to the Consumer Price Index.

(~~4~~5) Cost of Living Adjustment Plus (COLA Plus). The port may provide a compensation increase to certain employees with lower pay rates in addition to the COLA increases they may receive as defined in the Total Rewards Program Guide.

(~~5~~6) Multilingual ~~Premium~~Pay. Multilingual pay is additional compensation provided to employees who provide language access services to Port customers while performing their standard job duties. ~~The port may provide a multilingual pay premium to employees with proven proficiency in another language for language services to the port at the port's request.~~

(~~6~~7) Emergency Pay. In the event of an emergency (e.g. a major snow event, an earthquake, a significant power outage, etc.) that has an adverse impact on port operations, employees working in exempt jobs who are not eligible for overtime and are required to work more than their normal work schedule may be eligible for Emergency Pay.

(~~7~~8) Other Pay Adjustments. Other pay adjustments including, but not limited to, promotional increases and temporary assignment adjustments may be awarded to employees consistent with the Port Policy HR-21.

(~~8~~9) Special Pay Adjustments. The Executive Director, or Human Resources management under the supervision of the Executive Director, may approve special pay adjustments for reasons deemed appropriate. Special adjustments provide flexibility in ensuring appropriate compensation in unusual situations and circumstances that are not otherwise addressed by port pay administration policies or procedures.

(~~9~~10) Provisional Pay. When unique circumstances (as determined by the Executive Director) result in a subset of port employees incurring an additional cost or liability that is associated with their assigned in-person work location, the port (at the Executive Director's discretion) may provide to that affected subset of port employees additional compensation in the form of a one-time lump sum payment or multiple periodic payments to minimize (but not necessarily completely offset) such additional cost or liability for the then-current calendar year, provided that such amounts are within the approved budget.

(1~~0~~) Pay for Performance. The Pay for Performance program is comprised of the two components, a base pay increase component and an incentive pay plan component. The incentive pay plan may be addressed in a separate resolution.

(a) Base Pay Component. This component permits eligible non-represented employees to earn increases to their compensation that are based on performance ratings earned during the previous performance review period. The amount of the base pay increases shall be approved by the Commission as part of the port budget process and administered according to a plan approved by the Executive Director and implemented by Human Resources management.

1. Consistent with the general delegation of authority, the Commission shall provide input to the executive director regarding performance of those employees that report directly to the executive director for the executive director's benefit in rating the performance of the executive director's direct reports. Such input shall be provided in executive session no later than the last Commission meeting in January.

(12~~1~~) Pay for the Executive Director. Pay and performance evaluation for the executive director shall be approved by the Commission in public session. The Commission shall have discretion in determining pay of the executive director.

(Res. 3820, §9, 2024, Res. 3807, §5, 2022, Res. 3765, §1, 2019; Res. 3739, §2, 2017)

G. Pay Rates and Pay Ranges for Non-Assessed Jobs. Pay rates, pay ranges, and a provision for a special allowance for non-assessed jobs shall be as follows:

(1) High School, College, and Graduate Intern Positions. Pay rates and employment conditions for students employed under provisions of the Port of Seattle Intern Program shall be determined by human resources staff based upon state or local minimum wage regulations.

(2) Veteran Fellows & Port Pathway Intern Positions. Veteran fellowship and Port Pathway jobs are not assessed, and ranges shall be determined by human resources staff to facilitate appropriate pay administration based on the work performed and in accordance with the ~~Veteran Fellowship~~Talent Connections Program guidelines.

(3) Public Safety Management Positions. Human resources staff will establish pay grades and rates for non-represented Police and Fire positions, ensuring alignment with job scope and mitigating wage compression among supervisory relationships.

(4) Executive Director. This job is not assessed, and no pay range is established. The executive director's pay is established by the Port Commission.

(Res. 3841, 2026, Res. 3823(AM), Res. 3739, §2, 2017)

H. Amending Authorized Jobs, Pay Grades, and Pay Ranges. Pay ranges may be amended by ordinary motion approved by the Commission at any regular or special meeting when the changes are the result of provisions contained in this policy directive. Exhibit A may be amended by human resources management when the changes are the result of provisions contained in this policy directive (e.g., on-going job assessments or technical errors). *(Res. 3739, §2, 2017)*

SECTION 5.2. Policy Regarding Benefit Programs Offered to Employees.

A. The Port Commission supports providing a competitive benefit package for employees and their families that assists the port in retaining and attracting employees with the skills and abilities essential to carry out the port's work. As such, the Commission authorizes the following benefits programs. *(Res. 3739, §3, 2017)*

B. Mandated Benefits. The port will make benefits required by federal, state, or local laws available to employees and ensure they are administered consistent with the governing laws. These benefits include, but are not limited to, the following:

(1) Social Security (FICA) insurance

(2) Industrial insurance/Workers Compensation coverage

(3) Unemployment compensation

(4) Military leave (based on both federal and state requirements)

(5) Faith and Conscience Days

(6) Pregnancy disability leave.

(7) Family and Medical Leave Act (FMLA) of 1993

(8) The Family Care Act (FCA) of 2002

(9) State mandated, Long Term Care insurance program, the Long-Term Service and Supports Trust Act (LTSS)

(10) Washington State Paid Sick Leave

(Res. 3807, §5, 2022, Res. 3795, §5, 2021; Res. 3739, §3, 2017)

C. Additional Benefits for Employees. The following benefits shall be administered consistent with port eligibility requirements.

(1) Paid Leave. The following paid leave plans shall be administered.

(a) Paid Time Off (PTO). Employees are encouraged to take at least two weeks of paid time away from work for vacation or personal reasons each year.

(b) Sick Leave. Paid time away from work in the event of illness, injury, or other specified reasons.

(c) Holidays. The port shall observe the following 11 holidays:

1. New Year's Holiday

2. Martin Luther King, Jr., Day

3. Presidents Day

4. Memorial Day

5. Juneteenth

6. Independence Day

7. Labor Day

8. Thanksgiving Day

9. Native American Heritage Day, the day after Thanksgiving

10. Port Designated Floater (in lieu of Veterans Day)

11. Christmas Day.

(d) Personal Day. One full day each year based on the payroll calendar with no accrual and no carry forward.

(e) Bereavement Leave. Time off to attend or make arrangements for funeral or memorial services of a close family member.

(f) Supplemental Military Leave. Additional partially paid military leave in response to an involuntary deployment resulting from Presidential Recall or a declared State of Emergency.

(g) Civic Duty Leave. Paid time away from work to serve on jury duty, or in limited circumstances appear in court as a subpoenaed witness.

(h) Awarded Time. Paid time granted to salaried employees to recognize extra work hours necessary to meet critical deadlines, assure coverage, or otherwise accomplish port objectives.

(i) Shared Leave. Accrued leave donated by one employee to another to prevent the receiving employee from taking leave without pay due to a serious health condition.

(j) Paid Parental Leave. Fully paid time away from work following the birth, adoption, or placement for foster care of a new child.

(k) Port Paid Medical Leave. Partially paid time away from work for the employee's serious medical condition. As approved by Washington State in lieu of the mandated Washington State Paid Family and Medical Leave.

(l) Port Paid Family Leave. Partially paid time away from work for the employee to care for a family member with a serious medical condition, inclusive of the birth, adoption, or placement for foster care of a new child. As approved by Washington State in lieu of the mandated Washington State Paid Family and Medical Leave.

(Res. 3823(AM), Res. 3795, §5, 2021)

(2) Retirement. Pension benefits that provide vested employees with post-retirement income shall be as described in this section. Employees (other than DRS-retired

employees receiving a pension from any State of Washington DRS pension plan) will become members of the Washington Public Employees Retirement System (PERS) or Law Enforcement Officers and Fire Fighters Retirement System (LEOFF) based on their job responsibilities. Retirement benefits will be administered consistent with applicable Washington state laws.

(a) (Repealed by Res. 3831, Adopted 2024)

(b) Police Department employees in non-represented management jobs hired into LEOFF eligible positions who are excluded as stated in RCW 41.04.270 from LEOFF membership as a result of their previous employment will receive port contributions to an alternative plan. These port contributions will be equal to the contributions the port would have made to the LEOFF plan the Police Department employee would have been eligible to enroll in.

Any port retirement contributions made consistent with authority and prior to January 1, 2018, are hereby ratified and confirmed.

(c) Police and Fire Department non-represented management employees are covered under the Police and Fire Department FICA alternative plans in lieu of Social Security.

(*Res. 3831, 2024, Res. 3823(AM), Res. 3795, §5, 2021)*

(3) Healthcare. Medical, pharmacy, dental, and vision coverage offered to eligible employees consistent with Patient Protection and Affordable Care Act (ACA) requirements shall be as follows:

(a) The port shall maintain at least two medical plan options.

(b) Employees will have the ability to enroll their eligible dependents in the same medical, pharmacy, dental, and vision plans the employee elects.

(c) Employees may be required to pay all or a portion of their healthcare premiums by payroll deduction.

(d) The port retains the right to modify or terminate healthcare benefits.

(4) Benefit Savings Accounts. Healthcare spending account, Flexible Spending Account, Healthcare savings account and Lifestyle spending account tax advantaged financial plans that help employees save for and cover eligible expenses.

(5) Life and Disability Insurance. Benefits to protect against unexpected loss shall be as follows:

(a) Life Insurance. Benefits paid to beneficiaries in the event of death. The port will provide basic life insurance for employees and limited life insurance for employees' dependents. Employees will have the ability to purchase additional life insurance for themselves and/or their dependents.

(b) Accidental Death and Dismemberment (AD&D). Benefits paid to employees in the event they lose a limb or to their beneficiaries in the event of accidental death. Employees will have the ability to purchase additional AD&D insurance for themselves and/or their dependents.

(c) Long-Term Disability. Partial income continuation benefits paid to employees unable to work for extended periods of time.

(5) Flexible Work Arrangements. Work schedules that include varied start and stop times, flex time, as well as longer work days combined with a non-work day each week or pay period, compressed work week arrangements. Teleworking is another form of flexible work arrangement. Flexible work arrangements and teleworking include a limited Teleworking Equipment Reimbursement Program in years that the reimbursement program is funded.

(6) Relocation. Reimbursement to newly hired salaried employees for pre-approved moving expenses related to their relocation to the Seattle area as a result of accepting a job with the Port of Seattle.

(Res. 3841, 2026, Res. 3823(AM), Res. 3807, §5, 2022, Res. 3795, §5, 2021; Res. 3781; Res. 3765, §1, 2019; Res. 3752, §1, 2018; Res. 3739, §3, 2017)

D. *Repealed by Resolution No. 3765.*

E. Benefits for the Executive Director. The Executive Director will be offered the same benefits package other eligible employees are offered as provided in subsections (B) and (C). The Port Commission may also authorize different or additional benefits for the Executive Director. *(Res. 3739, §3, 2017)*

SECTION 5.3. Policy Regarding Benefits Offered to Port of Seattle Retirees.

A. In addition to pension benefits offered to Port of Seattle retirees, the Port Commission authorizes the following benefits and conditions for qualified retirees. *(Res. 3739, §4, 2017)*

B. Repealed by Resolution No. 3752.

C. Repealed by Resolution No. 3752.

D. Retiree Life Insurance. Retirees are eligible for enrollment in the retiree life insurance plan if they have at least five consecutive years of credited service in a non-represented position with the Port of Seattle immediately preceding retirement and are eligible to begin receiving a pension, based at least in part upon Port of Seattle employment, within one month following departure from the port. *(Res. 3752, §1, 2018; Res. 3739, §4, 2017)*

E. Retiree Parking. Retirees are eligible for free vacation parking at the north employee parking lot at SEA (the airport in SeaTac, WA owned and operated by the Port of Seattle). A valid retiree identification badge is required to access the north employee parking lot and can be obtained from the front desk at Pier 69. *(Res. 3795, §5, 2021; Res. 3739, §4, 2017)*

F. Authorization to Amend Benefits Offered to Port of Seattle Retirees. The port is authorized to amend the benefits in this section as necessary to comply with any changes in statutory regulations, to require retirees to contribute all or a portion of the premium, and to amend or terminate governing vendor or insurance contracts at any time for any reason. *(Res. 3765, §1, 2019; Res. 3739, §4, 2017)*

G. Voluntary Employee Beneficiary Association (VEBA) ~~Authorization to establish~~ Eligible Retirees are enrolled in the Voluntary Employee Beneficiary Association (VEBA) trust to administer a health reimbursement arrangement (HRA) plan, and provide tax-free, defined contribution account for participants to reimburse qualified medical, dental, vision and tax qualified long-term care premiums and non-covered healthcare expenses of the participants and their qualified dependents in accordance with Port policies and applicable law. (*Res. 3841, 2026)*

SECTION 5.4. Policy Regarding Benefits Offered to Port of Seattle Commissioners.

A. Benefits contained in this section are available to port Commissioners. *(Res. 3739, §5, 2017)*

B. Healthcare. Port Commissioners shall have the same healthcare, medical, pharmacy, dental, and vision benefits choices offered to port employees.

(1) Medical and Pharmacy Benefits for Commissioners.

(a) Coverage for Commissioners. Port Commissioners are eligible to elect medical coverage effective on the first of the month following one calendar month as a Port Commissioner. They shall be eligible for healthcare coverage in such amounts and in such manner as the port has established with organizations selected to provide or administer such benefits. Commissioners who elect port-sponsored medical coverage must elect coverage via approved methods.

(b) Coverage for Commissioners' Dependents. Port Commissioners are eligible to elect medical benefits for their dependents on the first of the month following one calendar month as a port Commissioner. Coverage for dependents shall be provided by the same medical plan that the Commissioner has chosen.

(2) Vision Benefits for Commissioners.

(a) Coverage for Commissioners. Port Commissioners are eligible to elect vision coverage effective on the first of the month following one calendar month as a Port Commissioner. They shall be eligible for vision coverage in such amounts and in such manner as the port has established with organizations selected to provide or administer such benefits. Commissioners who elect port-sponsored vision coverage must elect coverage via approved methods.

(b) Coverage for Commissioners' Dependents. Port Commissioners are eligible to elect vision coverage for their dependents on the first of the month following one calendar month as a Port Commissioner. Coverage for dependents shall be provided by the same vision plan that the Commissioner has chosen.

(3) Dental Benefits for Commissioners.

(a) Coverage for Commissioners. Port Commissioners who so elect coverage shall receive these benefits effective the first of the month following one calendar month as a Port Commissioner. Dental coverage will be provided in such amounts and in such manner as the port has established with organizations providing or administering such benefits. The eligibility and other conditions of coverage are established with the organization selected by the port to provide such benefits.

(b) Coverage for Commissioners' Dependents. Port Commissioners are eligible to elect dental benefits for their dependents on the first of the month following one calendar month as a Port Commissioner. Coverage for dependents shall be provided by the same dental plan that the Commissioner has chosen.

(4) Healthcare Premiums. Commissioners will be responsible for paying a share of their healthcare premiums by payroll deduction in the same manner as non-represented employees. Commissioners are responsible for notifying the port by an approved enrollment method of their coverage elections and eligible dependents. Any additional healthcare costs associated with a lack of notification shall be the Commissioner's responsibility.

(Res. 3752, §1, 2018; Res. 3739, §5, 2017)

C. Life Insurance. Commissioners shall be eligible to elect life insurance coverage as specified below.

(1) For Commissioners. Port Commissioners who so elect shall have coverage under a $50,000 basic life insurance policy and/or $100,000 business travel accident insurance policy on a self-paid basis on the first of the month following one calendar month as a Port Commissioner subject to provisions of contracts with organizations selected by the port to provide such benefits.

For purposes of optional, self-paid basic life insurance and business travel accident insurance benefits, Port Commissioners are included in the definition of eligible employee.

(a) For Commissioners Eligible for Retiree Life Insurance. A Commissioner is eligible for enrollment in the retiree life insurance plan if the service requirements listed in subsection (B)(1)(b) are satisfied and the Commissioner elected and was covered by the $50,000 basic life insurance policy immediately prior to the expiration of their term as a Port Commissioner.

(Res. 3739, §5, 2017)

D. Right to Modify or Terminate Coverage. The port retains the right to modify or terminate benefits and/or to modify the cost charged to Commissioners or dependents for such coverage. *(Res. 3739, §5, 2017)*

SECTION 5.5. Policy Regarding Special Programs and Commission Notification.

The Executive Director is authorized to establish and implement voluntary separation, furlough, or other similar programs deemed necessary to benefit the financial health of the port and amend benefits provided for in this policy directive as necessary to execute the provisions of these programs. The Commission shall be notified of any amendments to benefits prior to implementation of any special programs not currently provided for in this policy directive. The Commission shall be notified of any material changes in the administrative details of the programs authorized by this policy directive before changes are implemented. *(Res. 3739, §6, 2017)*

Revision History

November 18, 2025	Resolution No. 3841 changed definition for temporary assignments; modified the graded salary range structure and the executive leadership graded salary range structure. Introduced two new pay grades for non-assessed public safety leadership roles, Chief of Police, Fire Chief, Deputy Chief of Policy and Assistant Fire Chief. Included Benefit Savings Account as benefit program offered to employees and authorization to establish a Voluntary Employee Beneficiary Association Trust to be included in benefits programs offered to Retirees.
November 19, 2024	Resolution No. 3831 adjusted definitions of "Seasonal Employee" and "Pay Equity," and added the definition of "Similar Work Experience." It also modified the non-represented employee graded salary range structure and the executive leadership graded salary range structure. Section 5.2.C(2)(a) was repealed in its entirety, and technical edits were made throughout the document as necessary for general clean up.
June 11, 2024	Resolution No. 3823(AM) changed definitions for 'at-will' and 'seasonal employee;' replaced grade salary range structure with non-represented employee graded salary range structure and added executive leadership graded salary range structure; changed 'job evaluation system' to 'job assessment process;' changed initial pay rates provision; removed chief of police, fire chief, deputy chief of police, and assistant fire chief from pay rates and pay ranges for non-assessed jobs; modified veteran fellows positions provision; removed reference to 'or family member's' from port paid medical leave and clarified port paid family leave. Adoption of Resolution No. 3823(AM) included a directive from the Commission through Order No. 2024-09 requiring the Executive Director to return to the Commission for approval of the second phase of the implementation of the Compensation Program.
March 12, 2024	Resolution No. 3820 added a new Section 5.1.F, Provisional Pay, and renumber the remaining section in numeric order.
November 29, 2022	Resolution No. 3807 adding new definition for 'Cost of Living Adjustments 'COLA'' and 'Pay Equity'; updating section title, striking language referring to Workplace Responsibility staff; adjusting the Graded Salary Range Structure by 4 percent and removing Grade 7 and 8; updating and/or modifying sections related to pay practices, initial

	pay rates, Information and Communication Technology Stand-by Pay; adding COLA and COLA Plus; adding Multilingual Pay and Emergency Pay; updating Other Pay Adjustments provision; adding 'Washington State Paid Sick Leave' reference, and removing reference to COVID-19 Vaccination Verification Incentive Day.
November 16, 2021	Resolution No. 3795 adding new definition for 'pay rate' and modify 'probationary employee;' adjusting graded salary range structure; amending mandated benefits, paid leave, and retirement; updating flex time and alternative work arrangement provisions; and making other general technical edits to the policy directive.
June 8, 2021	Resolution No. 3790 amended the definitions of "Probationary Employee" and "Probationary Period."
November 17, 2020	Resolution 3781 added the definition of "Project-related Temporary Assignment;" amended Section 5.1.A(3) relating to the Internal Audit Director; adjusted the graded salary range structure by 2 percent; and amended Section 5.2.C(c), holidays, to add Juneteenth to the list of port holidays.
November 19, 2019	Resolution 3765 added and removed definitions in Section 2, reorganized language on the port's right to modify or terminate benefits and policy in Sections 3 and 4 and removed several cross-references. In Section 5.1, salary ranges were updated and language about the job evaluation system was clarified. New provisions for paid medical and family leave were created in Section 5.2(C).
November 27, 2018	Resolution 3752 revised definitions of "at-will" and "probationary period"; updated the title of External Relations Senior Director; clarified administrative and functional reporting of the Internal Audit Director; revised the graded salary range structure; added a floating personal day to the port's holiday schedule; provided for separate medical, dental, pharmacy, and vision benefits; and repealed medical benefits for retirees and their dependents. A new exhibit listing port job titles by salary range was provided at this time also.
November 28, 2017	Resolution 3739 restated the salary and benefits program for the Port of Seattle for 2018. It provided no expiration date, thereby effectively establishing the first non-expiring Salary and Benefits Policy Directive of the Port of Seattle.

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
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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?

Agenda Item No. 10c_Order
Meeting Date: November 23, 2026

ORDER NO. 2026-09
AN ORDER OF THE PORT OF SEATTLE COMMISSION

…to acknowledge the Port of Seattle Commission's Board of Ethics' Findings and Conclusions re: Board of Ethics Case No. 2026-01.

PROPOSED
NOVEMBER 23, 2026

INTRODUCTION

The Port of Seattle Commission Board of Ethics ("Board") received complaints in January and February 2026 alleging potential violations of the Port of Seattle Commission Code of Ethics ("Ethics Code") regarding social media use by Commissioner Toshiko Hasegawa (consolidated under Case No. 2026-1).

TEXT OF THE ORDER

The Commission has fully reviewed the Board's Findings and Conclusions, the independent investigator's report, and Commissioner Hasegawa's response, and met with the Board's members on October 27, 2026. After careful deliberation, the Commission has determined that corrective action is not needed in this matter.

The complaints concerned Commissioner Hasegawa's social media posts depicting surveillance images of Port of Seattle Police Department (POSPD) officers. The independent investigator and the Board both found a valid Port business justification for her original January 21, 2026 post, which verified that the officers on the skybridge were POSPD officers, not Immigration and Customs Enforcement (ICE).

The complaints and Commissioner Hasegawa's actions should be viewed in context. In October 2025, the Commission adopted an updated Welcoming Port Policy Directive, reaffirming that all people, regardless of immigration status, are treated with dignity, respect, and fairness across Port facilities. Responding to concerns about ICE activity at the airport was, and remains, an urgent priority, and clear public messaging about whether ICE or POSPD was present supports the Port's commitment to community safety.

After considering Commissioner Hasegawa's statements, the Commission understands her deep feelings of concern for her impact on the POSPD officers. Commissioner Hasegawa apologized to the Police Chief and offered to apologize to the officers for any hurt or impact the posts caused. The closure of this matter will afford Commissioner Hasegawa the opportunity to publicly apologize.

The manner in which Commissioner Hasegawa received the images did not suggest that they were confidential. Port policies on confidentiality and surveillance footage have since been updated, and the Commission is developing social media guidance.

The Commission receives annual trainings on the Ethics Code. At the Commission's next annual training, we will focus on issues similar to those recommended by the Board. These trainings should include review of new Port policies on confidential information and guidance on acceptable and appropriate use of social media. The Commission reaffirms the Port's RAISE standards with regard to how we treat each other.