Port of Seattle

2026 GRADED SALARY STRUCTURE

Item: 10b attach 4
Meeting: November 17, 2026

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