RESOLUTION 2026-14-PT

Establishing Commissioner Salary and Per Diem Compensation and Superseding Resolutions 2013-05 and 2021-20-PT

STRATEGIC PLAN INITIATIVE: OS-1 and OS-5

OS 1: Continue solid Port financial success and fiduciary performance.
OS 5: Foster an organizational culture that attracts, develops and retains a high performing, engaged, and innovative workforce.

WHEREAS, the Port of Tacoma is a port district organized under Title 53 RCW and is governed by five commissioners elected by the voters of Pierce County to four-year terms of office; and

WHEREAS, RCW 53.12.260(1) establishes a per diem rate, together with an annual maximum, payable to Port commissioners for each day or major part of a day spent in actual attendance at official meetings of the Port commission or in performance of other official services or duties on behalf of the port district and RCW 53.12.260(2) authorizes additional compensation in the form of an annual salary; and

WHEREAS, RCW 53.12.260(3) provides that, in lieu of the compensation specified in that section, a port commission may set the compensation to be paid to its commissioners and RCW 53.12.260(4) requires salary and per diem dollar thresholds to be adjusted for inflation every five years based on the Office of Financial Management's analysis of changes in the consumer price index; and

WHEREAS, in 2013, the Commission adopted Resolution 2013-05, which established an annual Commissioner salary of $21,600 and retained per diem compensation at the annual maximum rate set forth in RCW 53.12.260, including inflationary adjustments; and

WHEREAS, in 2021, the Commission adopted Resolution 2021-20-PT to address a gap created by the Washington State Legislature in its 2020 amendments to RCW 53.12.260, expressly maintaining the compensation then in effect for all Commissioners and providing that inflationary adjustments to Commissioners' salaries and per diems would continue to occur as provided in RCW 53.12.260(4); and

WHEREAS, the creation of the Northwest Seaport Alliance in 2015 established a unique marine cargo operating partnership with the Ports of Seattle and Tacoma in which the five Commissioners from each port serve as managing members and hire and oversee an independent executive, creating significantly expanded oversight duties of investments and operations in both the Seattle and Tacoma harbors; and

WHEREAS, the responsibilities of Port of Tacoma Commissioners as managing members of the Northwest Seaport Alliance require meetings, responsibilities, and obligations beyond the Port of Tacoma Commissioners' regular duties in service of the Port of Tacoma; and

WHEREAS, under the RCW 53.12.260(1) per diem structure, Port of Tacoma Commissioners reach the annual statutory maximum per diem payable in less than twelve months due to additional obligations associated with performing duties as managing members of the Northwest Seaport Alliance; and

WHEREAS, the current per diem permitted under RCW 53.12.260(1), as adjusted by the Office of Financial Management under RCW 53.12.260(4), is one hundred and sixty-one dollars ($161) per day; and

WHEREAS, in 2023, the Port of Seattle Commission adopted Resolution No. 3811, setting the per diem for Port of Seattle Commissioners as equal to the per diem payable to members of the Washington State Legislature, subject to increases and decreases in that rate, and limited to a maximum of 205 days of per diem in a calendar year; and

WHEREAS, the Commission finds that establishing a comparable per diem structure at the Port of Tacoma which allows Port of Tacoma Commissioners to receive a maximum of 205 days of per diem in a calendar year reflects the year-round nature of the office, aligns the compensation practices of the Managing Members of the Northwest Seaport Alliance, and properly reflects the significantly expanded oversight duties of Port of Tacoma Commissioners.

NOW, THEREFORE, IT IS RESOLVED by the Port of Tacoma Commission as follows:

1. The annual salary payable to each Commissioner is set at $30,624 (the "Base Salary"), which is the annual salary in effect for Commissioners per Resolutions 2013-05 and 2021-05 on the date of adoption of this Resolution. The Base Salary shall be adjusted for inflation at the same rate, and on the same five-year schedule, as the Office of Financial Management adjusts the dollar thresholds set forth in RCW 53.12.260.
2. Port of Tacoma Commissioners' per diem shall be equal to that provided by RCW 53.12.260(1), except that the annual maximum amount established by RCW 53.12.260(1) shall not apply, and instead, a Commissioner may not receive more than 205 days of per diem in a calendar year. Port of Tacoma Commissioners' per diem shall be adjusted for inflation at the same rate, and on the same five-year schedule, as the Office of Financial Management adjusts the dollar thresholds set forth in RCW 53.12.260. When this Resolution takes effect for any given Commissioner's seat, the per diem

established by this Resolution shall include any previous inflationary adjustments made to the per diem rate by the Office of Financial Management pursuant to RCW 53.12.260.

3. Neither the compensation established by Sections 1 and 2 nor any subsequent adjustment made under Sections 1 and 2 shall operate to increase or decrease the compensation of any Commission position during a term of office that has commenced before the adoption of this Resolution or before the effective date of the adjustment, as applicable. The compensation established by Sections 1 and 2 shall take effect as to each Commission position at the commencement of the first term of office for that position that begins after the date of adoption of this Resolution. Each subsequent inflationary adjustment to salary and per diem made under Sections 1 and 2 shall take effect as to each Commission position at the commencement of the first term of office for that position that begins after the effective date of that adjustment. A Commissioner elected or appointed to fill a vacancy shall receive the compensation applicable to that position for the term in which the vacancy arose.
4. Until the compensation established by Sections 1 and 2 takes effect as to a Commission position under Section 3, the Commissioner holding that position shall continue to receive the salary and per diem compensation applicable to that position immediately before adoption of this Resolution, as established by Resolution 2013-05 and Resolution 2021-20-PT, together with any inflationary adjustment provided for by those resolutions that takes effect at the commencement of a term of office for that position.
5. As provided by RCW 53.12.265, a Port of Tacoma Commissioner may waive all or any portion of the compensation payable under RCW 53.12.260 by filing a written waiver with the Secretary of the Port of Tacoma Commission.
6. This Resolution supersedes and replaces Resolution 2013-05 and Resolution 2021-20-PT in their entirety, except that those resolutions remain operative for the limited purpose stated in Section 4.

ADOPTED by a majority of the members of the Port of Tacoma Commission at a regular meeting held on **the 17th day of November 2026**, a majority of the members being present and voting on this resolution and signed by the Commission Officers in authentication of its passage this **17th day of November2026**.

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Dick Marzano, President
Port of Tacoma Commission

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Kristin Ang, Secretary
Port of Tacoma Commission