




City of Seattle Boards & Commissions Notice of Appointment

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| Appointee Name: Scott Humphreys | | |
| Board/Commission Name: Seattle LGBTQ Commission | | Position Title: Member |
| <input checked="" type="checkbox"/> Appointment OR <input type="checkbox"/> Reappointment | | City Council Confirmation required? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| Appointing Authority: <input type="checkbox"/> City Council <input checked="" type="checkbox"/> Mayor <input type="checkbox"/> Other: Fill in appointing authority | | Term of Position: * 11/1/2023 to 10/31/2025 <input checked="" type="checkbox"/> Serving remaining term of a vacant position |
| Residential Neighborhood: South Lake Union | Zip Code: 98109 | Contact Phone No.: Business phone # - NOT personal phone # |
| Background: Scott is a musician, artist, explorer and advocate at heart, but serves as a software development manager in his professional career. He was born in rural Ohio and moved to South Carolina at a young age. Scott moved to Seattle in the late 90's to go to college and has loved living in the area ever since. He has been an advocate for the LGBTQ+ community for decades, marching in pride parades in South Carolina and staging protests against religious institutions that were pushing for discriminatory policies. In his free time, Scott plays in local metal and jazz bands, performs in a local orchestra, and races sailboats in the Salish Sea. | | |
| Authorizing Signature (original signature):  Date Signed (appointed): June 12 th , 2025 | | Appointing Signatory: Bruce A. Harrell Mayor of Seattle |

*Term begin and end date is fixed and tied to the position and not the appointment date.

SCOTT HUMPHREYS

A leader with a proven track record of building and scaling organizations to delight customers. I bring a customer focus, that ensures we earn trust by delivering an extremely high quality while increasing velocity of features that customers need.

SUMMARY OF QUALIFICATIONS

- * Leader of leaders – Proven experience scaling organizations from a dozen people to over 100
- * Ability to deep dive when necessary but also step back to allow people to shine
- * Technical expertise includes AWS, Agile software development, cloud migrations, enterprise storage, software development lifecycle (SDLC), system hardware, programming languages (C, Java, Python), Unix/Linux systems, Dev/Ops, SRE

PROFESSIONAL EXPERIENCE

Amazon Web Services

Head of Development AWS Control Tower

Sr. Software Development Manager

2017-Present

- * Manager of Manager Lead a large team of SDM's, TPM's, and principle SDE's
- * Acceleration of delivery – Focus on delivery and agile development resulted in an increase of delivery of customer value from 10% of sprints to 66% of sprints in 6 months.
- * Reduction of unplanned work by 75% (in the form of tickets) by aligning team ownership and helping teams focus on quality
- * Successfully worked with product management and senior Amazon leadership to define the vision for the service
- * Escalating responsibilities and Top Tier performer, growing from a small single team to multiple team responsibilities in two years.
- * Filled headcount ahead of schedule by 6 months, taking a team that was struggling to hire 3 engineers a year to a team that regularly hired 20+ engineers per year
- * Reduced unwanted attrition, from 24% when I took over the team to 3% subsequent years
- * Budget manager for headcount, infrastructure, travel etc. for 1B+ budget
- * Lead inclusive and diversity initiatives that increased hiring, retention, and promotion of less represented employees
- * AWS Speaker with experience presenting internally and to customers from engineers to C level executives.

Isilon Division of Dell Technologies

Engineering Manager

2011 – 2017

- * Responsible for recruiting top talent to the software engineering organization
- * Manage and develop staff of engineers and leads
- * Define and manage budget for engineering team and infrastructure
- * Established cross functional training requirements and drove initiative to ensure training of global resources in engineering and support

Silicon Mechanics

Head of Engineering

2007 - 2011

- * Manage a team of Sales Engineers and System Engineers
- * Provide strategic reporting to executive management
- * Present proposals during corporate strategy meetings with executives in the company
- * Conduct consultative pre-sales discussions with customers
- * Participate and lead corporate strategy meetings with executives and management
- * Design and deploy enterprise storage implementations (Gluster, NAS/SAN etc.)

I/O Concepts

Head of Technical Support

2000-2007

- * Managed team of Technical Support Engineers
- * Sales Engineer on strategic enterprise accounts utilizing API products and enterprise management platforms
- * Delivered training presentations to customers across a wide range of products
- * Provide reporting to executive management
- * Lead Developer on two products (X-Windows, java Mainframe API)

Learning Disabilities Association of Washington

Teacher (Part Time)

2005 - 2006

- * Teach children with learning disabilities social skills
- * Facilitate communication between students and parents

INTERESTS AND ACTIVITIES

I have played classical piano for 40 years. I currently play in a local jazz band and play double bass in an orchestra. I also play electric bass and piano in an experimental rock band.

CERTIFICATIONS

- * Isilon Certified Professional
- * ITIL V3 Certified

EDUCATION

Bellevue College Bellevue, WA

2003 - 2005

Associate of Arts and Sciences

Psychology

Seattle Lesbian, Gay, Bisexual, Transgender and Queer Commission May 2025

21 Members: Pursuant to SMC 3.14.920, all members subject to City Council confirmation, 2-year terms except for the Get Engaged member who will serve a 1-year term pursuant to SMC 3.51:

- 8 City Council-appointed
- 9 Mayor-appointed
- 4 Other Appointing Authority-appointed: Commission-appointed

Roster:

| *D | **G | RD | Position No. | Position Title | Name | Term Begin Date | Term End Date | Term # | Appointed By |
|----|-----|----|--------------|----------------|-----------------------|-----------------|---------------|--------|--------------|
| | | 4 | 1. | Member | Jessa Gavrielle Davis | 5/1/25 | 4/30/27 | 1 | City Council |
| | | | 2. | Member | VACANT | 5/1/25 | 4/30/27 | 1 | Mayor |
| | | | 3. | Member | Sinomi Adeleine Sison | 5/1/25 | 4/30/27 | 1 | City Council |
| | | | 4. | Member | Robert Parkstone | 5/1/25 | 4/30/27 | 1 | Mayor |
| | | 3 | 5. | Member | Jeremy Erdman | 5/1/25 | 4/30/27 | 2 | City Council |
| | | 5 | 6. | Member | Carl G Harris | 11/1/23 | 10/31/25 | 1 | Mayor |
| | | 3 | 7. | Member | Kody Allen | 11/1/23 | 10/31/25 | 1 | Commission |
| | | | 8. | Member | VACANT | 11/1/23 | 10/31/25 | 1 | Mayor |
| | | 4 | 9. | Member | Maha Roy | 5/1/24 | 4/30/26 | 1 | City Council |
| | | 7 | 10. | Member | Jason Self | 5/1/24 | 4/30/26 | 1 | Mayor |
| | | 5 | 11. | Member | Theresa Smith | 5/1/24 | 4/30/26 | 1 | City Council |
| | | 2 | 12. | Member | Brett Pepowski | 5/1/24 | 4/30/26 | 2 | Mayor |
| | | 3 | 13. | Member | Landon Labosky | 11/1/24 | 10/31/26 | 1 | City Council |
| | | 3 | 14. | Member | Barry Fuentes | 11/1/24 | 10/31/26 | 1 | Mayor |
| | | 5 | 15. | Member | Christina Pizaña | 11/1/23 | 10/31/25 | 1 | City Council |
| | | | 16. | Get Engaged | Scott Beck | 9/1/24 | 8/31/25 | 1 | Mayor |
| | | 5 | 17. | Member | Ashley E. Ford | 5/1/24 | 4/30/26 | 1 | City Council |
| | | | 18. | Member | Scott Humphreys | 11/1/23 | 10/31/25 | 1 | Mayor |
| | | 1 | 19. | Member | Chris Curia | 11/1/23 | 10/31/25 | 1 | Commission |
| | | 3 | 20. | Member | Andrew Ashiofu | 5/1/24 | 4/30/26 | 2 | Commission |
| | | 7 | 21. | Member | Amari Leach | 5/1/24 | 4/30/26 | 1 | Commission |

| SELF-IDENTIFIED DIVERSITY CHART | | | | | (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) | (9) |
|---------------------------------|-----|-------|-------------|---------|-------|-------------------------|------------------|--------------------------------|-------|-------------------------|------------------|----------------|-------------|
| | Men | Women | Transgender | Unknown | Asian | Black/ African American | Hispanic/ Latino | American Indian/ Alaska Native | Other | Caucasian/ Non-Hispanic | Pacific Islander | Middle Eastern | Multiracial |
| Mayor | | | | | | | 1 | 1 | | 1 | | | |
| Council | | | | | | 1 | 3 | | 2 | | | | |
| Comm | | | | | | | 1 | | | | 1 | | |
| Total | | | | | | | | | | | | | |

Key:

- *D List the corresponding Diversity Chart number (1 through 9)
- **G List gender, M = Male, F = Female, T = Transgender, U = Unknown
- RD Residential Council District number 1 through 7 or N/A

Diversity information is self-identified and is voluntary.

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