City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: *Scott Humphreys*		
Board/Commission Name: *Seattle LGBTQ Commission*		**Position Title:** *Member*
☒ **Appointment** ***OR*** ☐ **Reappointment**	**City Council Confirmation required?** ☒ Yes ☐ No	
Appointing Authority: ☐ City Council ☒ Mayor ☐ Other: *Fill in appointing authority*	**Term of Position: *** 11/1/2025 **to** 10/31/2027 ☐ *Serving remaining term of a vacant position*	
Residential Neighborhood: *South Lake Union*	**Zip Code:** *98109*	**Contact Phone No.*:***
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 institutions 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. He has been an active member this year and looks forward to his first full term on the LGBTQ Commission.*		
Authorizing Signature (original signature): **Date Signed (appointed):** **October 7th, 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 a 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

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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

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Seattle Lesbian, Gay, Bisexual, Transgender and Queer Commission
December 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:

- 8City Council-appointed
- 9Mayor-appointed
- 4Other 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	11/1/25	10/31/27	1	Mayor
		3	7.	Member	Kody Allen	11/1/25	10/31/27	2	Commission
			8.	Member	VACANT	11/1/25	10/31/27	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
		7	15.	Member	Dominic Del Castillo	11/1/25	10/31/27	1	City Council
			16.	Get Engaged	BB Denton	9/1/25	8/31/26	1	Mayor
		5	17.	Member	Ashley E. Ford	5/1/24	4/30/26	1	City Council
			18.	Member	Scott Humphreys	11/1/25	10/31/27	1	Mayor
		1	19.	Member	Chris Curia	11/1/25	10/31/27	1	Commission
		3	20.	Member	Andrew Ashiofu	5/1/24	4/30/26	2	Commission
			21.	Member	VACANT	5/1/24	4/30/26	1	Commission

SELF-IDENTIFIED DIVERSITY CHART

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