



**SALARY & BENEFITS**

**RESOLUTION NO. 3739, as amended**

**Effective January 1, 2018**

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## RESOLUTION NO. 3739

**A RESOLUTION** of the Port Commission of the Port of Seattle Establishing Jobs, Pay Grades, Pay Ranges, and Pay Practices for Port Employees not represented by a labor union; Authorizing Legally Required Benefits, Other Benefits for Port Employees not represented by a Labor Union including Retirement, Paid Leave, Healthcare, Life Insurance and Disability Benefits, Benefits for Port of Seattle Retirees, and Benefits for Port of Seattle Commissioners; and Authorizing this Resolution to be Effective on January 1, 2018, and Repealing all Prior Resolutions Dealing with the Same Subject, Including Resolution No. 3727 and Resolution No. 3734.

**WHEREAS**, the Port 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.

**BE IT RESOLVED** by the Port Commission of the Port of Seattle as follows:

### **I. DEFINITIONS**

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

**At-will:** 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 the Port's progressive discipline process. Jobs designated as at-will are noted in the Exhibit A of the Salary and Benefits Resolution, and will be identified as at-will when a job opening for an at-will position is posted and/or before an offer of employment is made. Employees hired, or appointed, into at-will jobs prior to January 1, 2014 are grandfathered as 'for cause' employees.

**Commissioner:** An individual who is elected and is eligible for benefits as provided in the relevant provisions of Section V. This definition includes a Commissioner who may be appointed mid-term due to an unanticipated vacancy.

**DRS-retired Employee:** 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:** An employee hired without a competitive hiring process whose initial employment is limited to 3 months and whose employment may be extended for no more than two additional months without a competitive hiring process.

**Employee:** 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.

**Executive Director:** An employee who is appointed by the Commission and who is subject to the terms and conditions of this Resolution. However, any terms, conditions, adjustments to pay, pay range or benefits for the Executive Director adopted in open session by the Commissioners shall prevail over any relevant conflicting or inconsistent terms and conditions in this Resolution. Such agreement shall become effective without an amendment to this Resolution.

**For Cause:** 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. Standards are defined in policies included in the Code of Conduct, most specifically in HR-18 – Standards of Performance and Conduct, Corrective Action and Discipline.

**Full-Time Employee:** An employee who is regularly scheduled to work 80 hours per bi-weekly pay period.

**Guided Rating Distribution:** The guideline for the distribution of employee performance review ratings across the Port. The guided distribution is not a forced ranking or distribution, rather a guideline to support consistent application of the various performance ratings, based on rating definitions, across the Port.

**Hourly Employee:** 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:** A temporary employee who is hired in accordance with the Intern Program Guidelines, is considered a student per the program guidelines and is performing duties in accordance with the student's course of study.

**Limited Duration Employee:** An employee who is hired for more than 90 days in a job with a planned end date.

**Non-represented Employee:** A salaried or hourly employee not represented by a labor union.

**On-Call Employee:** An employee who does not have a regular work schedule and whose work hours can vary from week to week indefinitely.

**Part-Time Employee:** An employee who is regularly scheduled to work less than 80 hours per bi-weekly pay period.

**Probationary Employee:** A newly hired or rehired employee who has not yet successfully completed the six-month probationary period and is expected to establish a consistent, acceptable level of performance and behavior that is sufficient to retain their employment.

**Probationary Period:** 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.

**Regular Employee:** An employee hired to perform a job without a specified end date.

**Salaried Employee:** 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).

**Temporary Assignment:** 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 one time for a maximum of six additional months with the approval of HR management.

**Temporary Employee:** An employee hired to perform a job with a specified end date.

**Veteran Fellows:** An employee who is hired and receives pay and benefits in accordance with the Veteran Fellowship Program.

## **II. ESTABLISHING JOBS, PAY GRADES, PAY RANGES AND PAY RATES**

### **A. Reporting Requirements for Certain Positions:**

1. **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, including Workplace Responsibility staff, will report to the General Counsel.
2. **Public Affairs Senior Director**: The Public Affairs 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 Public Affairs Senior Director and Public Affairs Department staff, and will each provide direct input for the Public Affairs Senior Director performance review. Decisions regarding hiring, firing, or re-positioning the Public Affairs Senior Director will receive concurrence from the Commission President and the Executive Director. Public Affairs will have direct accountability to both the Commission and the Chief Executive 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. Public Affairs Department staff will report to the Public Affairs Senior Director.
3. **Internal Audit Director**: The Commission, through the Audit Committee, oversees the internal audit function. The Internal Audit Director, reports to the Audit Committee as provided in the Audit Committee Charter. 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 CFO on 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 Department staff will report to the Internal Audit Director.
4. **Commission Chief of Staff**: The Commission Chief of Staff is appointed to the Commission pursuant to an Employment Agreement. The Commission Chief of Staff is subject to the terms and conditions of the Resolution. In the event of any conflicting or inconsistent terms and conditions between this Resolution and the Employment Agreement, the Employment Agreement will prevail.

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

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

- Set salaries within pay ranges established below;
  - Transfer positions and/or employees from one work unit to another and to reorganize functions to promote organizational effectiveness;
  - Approve non-competitive placements in select circumstances;
  - Establish additional positions, provided that funding is available in the Commission approved budget; and,
  - 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.
- C. **Pay Ranges**: All non-represented jobs shall be evaluated and assigned to a pay grade according to their relative skill requirements, responsibilities, and other factors as explained in Section II.D. Each job will have a pay range that corresponds to its pay grade.

The following 2018 Pay Grades and Pay Ranges for non-represented jobs at the Port of Seattle are hereby established:

**GRADED PAY RANGE STRUCTURE****3.0% Range Adjustment****Effective January 1, 2018**

<b>Grade</b>	<b>Hourly</b>			<b>Annual</b>		
	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>Minimum</b>	<b>New Midpoint</b>	<b>Maximum</b>
45	\$110.98	\$138.72	\$166.47	\$230,832	\$288,540	\$346,248
44	\$104.70	\$130.87	\$157.04	\$217,766	\$272,207	\$326,648
43	\$98.77	\$123.46	\$148.15	\$205,440	\$256,800	\$308,160
42	\$93.18	\$116.47	\$139.77	\$193,811	\$242,264	\$290,717
41	\$88.36	\$110.45	\$132.54	\$183,782	\$229,728	\$275,674
40	\$83.72	\$104.65	\$125.58	\$174,140	\$217,675	\$261,210
39	\$79.33	\$99.16	\$118.99	\$165,001	\$206,251	\$247,501
38	\$75.13	\$93.91	\$112.69	\$156,265	\$195,331	\$234,397
37	\$71.11	\$88.89	\$106.67	\$147,916	\$184,895	\$221,874
36	\$67.35	\$84.19	\$101.03	\$140,088	\$175,110	\$210,132
35	\$63.71	\$79.63	\$95.56	\$132,510	\$165,638	\$198,766
34	\$60.25	\$75.31	\$90.38	\$125,321	\$156,651	\$187,981
33	\$56.98	\$71.22	\$85.47	\$118,518	\$148,147	\$177,776
32	\$53.84	\$67.30	\$80.76	\$111,983	\$139,979	\$167,975
31	\$50.88	\$63.60	\$76.32	\$105,834	\$132,293	\$158,752
30	\$48.02	\$60.03	\$72.03	\$99,888	\$124,860	\$149,832
29	\$45.33	\$56.66	\$67.99	\$94,277	\$117,846	\$141,415
28	\$42.76	\$53.45	\$64.14	\$88,934	\$111,168	\$133,402
27	\$40.30	\$50.38	\$60.45	\$83,827	\$104,784	\$125,741
26	\$37.98	\$47.47	\$56.96	\$78,990	\$98,737	\$118,484
25	\$35.75	\$44.69	\$53.63	\$74,370	\$92,963	\$111,556
24	\$33.63	\$42.04	\$50.45	\$69,952	\$87,440	\$104,928
23	\$31.61	\$39.51	\$47.42	\$65,751	\$82,189	\$98,627
22	\$29.70	\$37.12	\$44.55	\$61,770	\$77,213	\$92,656
21	\$27.84	\$34.80	\$41.76	\$57,906	\$72,383	\$86,860
20	\$26.63	\$33.29	\$39.94	\$55,387	\$69,234	\$83,081
19	\$25.48	\$31.85	\$38.22	\$53,002	\$66,252	\$79,502
18	\$24.39	\$30.49	\$36.59	\$50,734	\$63,417	\$76,100
17	\$23.37	\$29.22	\$35.06	\$48,617	\$60,771	\$72,925
16	\$22.38	\$27.98	\$33.57	\$46,551	\$58,189	\$69,827
15	\$21.39	\$26.74	\$32.09	\$44,501	\$55,626	\$66,751
14	\$20.51	\$25.64	\$30.77	\$42,670	\$53,338	\$64,006
13	\$19.69	\$24.61	\$29.54	\$40,956	\$51,195	\$61,434
12	\$18.86	\$23.57	\$28.29	\$39,226	\$49,033	\$58,840
11	\$18.10	\$22.62	\$27.15	\$37,647	\$47,059	\$56,471
10	\$17.35	\$21.69	\$26.02	\$36,085	\$45,106	\$54,127
9	\$16.65	\$20.82	\$24.98	\$34,639	\$43,299	\$51,959
8	\$15.99	\$19.99	\$23.99	\$33,262	\$41,578	\$49,894
7	\$15.36	\$19.20	\$23.04	\$31,952	\$39,940	\$47,928



**D. Job Evaluation System:** 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 evaluation system that evaluates jobs based on required skill level, responsibility, effort required and working conditions, among other characteristics, of each job. Jobs shall be evaluated on an on-going basis and administered by Human Resources management under the direction of the Executive Director. The results of the job evaluation system 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, Human Resources, under the supervision of the Executive Director, shall have the final approval authority for all job evaluation outcomes and title changes except for that of the Executive Director. This authority shall include re-evaluation of existing jobs and establishment and evaluation of new jobs.

**E. Pay Practices:**

1. **Compensation 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 shall normally be based on skill, knowledge and experience and set between the minimum and midpoint of the pay range for employees hired or otherwise moving into a non-represented job. Under special conditions and with appropriate documentation, Human Resources management may authorize pay above the midpoint of the pay range for employees possessing exceptional qualifications or experience, or for internal/external equity reasons.
4. **Overtime:** Full-time and part-time hourly employees, those whose jobs are classified as non-exempt, shall receive overtime compensation in accordance with prevailing State and Federal laws.
5. **ICT Stand-by Pay:** Hourly, non-exempt, ICT Employees who are required to be available during non-work hours to respond to issues or solve problems will be eligible for ICT Stand-by Pay as specified in Port Policy HR-21 – Pay Administration.
6. **Other Pay Adjustments:** Other pay adjustments including, but not limited to, Promotional Increases, Completion of Probation Increases, Six-Month Increases, and Temporary Assignment Adjustments shall be administered consistent with Port Policy HR-21 – Pay Administration.
7. **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.

8. Pay for Performance: The Pay for Performance program shall be administered in accordance with Port Policy HR-21 – Pay Administration. 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: Permits eligible non-represented employees to earn increases to their base pay that are based on performance ratings earned during the previous performance review period. The amount of the base pay increases shall be approved by 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.

9. 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.

F. Pay Rates and Pay Ranges for Non-evaluated Jobs: Pay rates, pay ranges, and a provision for a special allowance have been developed for non-evaluated positions:

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. Chief of Police, Fire Chief, Deputy Chief of Police, Assistant Fire Chief: These jobs are not evaluated, and ranges are established based on local market rates for similar work to facilitate appropriate pay administration for employees in these jobs.

3. Veteran Fellows Positions: Veteran Fellowship jobs are not evaluated, and ranges are established to facilitate appropriate pay administration based on the work performed and in accordance with the Veteran Fellowship Program guidelines.

4. Executive Director: This job is not evaluated and no pay range is established. The Executive Director's pay is established by the Port Commission.

G. 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 Resolution. Exhibit A may be amended by Human Resources management when the changes are the result of provisions contained in this Resolution (e.g., on-going job evaluations or technical errors).

### III. BENEFITS PROGRAMS OFFERED TO EMPLOYEES

The Port Commission supports the Port providing a competitive benefit package for employees and their families that will assist 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:

- A. **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:
- Social Security (FICA) Insurance
  - Industrial Insurance/Workers Compensation Coverage
  - Unemployment Compensation
  - Military Leave (based on both Federal and State requirements)
  - Faith and Conscience Days
  - Pregnancy Disability Leave
  - Family and Medical Leave Act (FMLA) of 1993
  - The Family Care Act (FCA) of 2002
- B. **Additional Benefits for Employees**: The following benefits shall be administered consistent with eligibility requirements and other details included in Port Policy HR-5 – Leave or Port Policy HR-31 – Employee Benefits for Non-Represented Employees as applicable.
1. **Paid Leave**: The following paid leave plans shall be administered consistent with Port Policy HR-5 – Leave and the Addendum to Port Policy HR-5 – Leave.
    - a. **Paid Time Off (PTO)**: Paid time away from work for vacation or personal reasons. Employees are encouraged to take at least two weeks of PTO 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 10 holidays.
      - New Year's Holiday
      - Martin Luther King, Jr. Day
      - Presidents' Day
      - Memorial Day
      - Independence Day
      - Labor Day
      - Thanksgiving Day
      - Native American Heritage Day (the day after Thanksgiving)
      - Port Designated Floater (in lieu of Veterans Day)
      - Christmas Day
    - d. **Bereavement Leave**: Time off to attend or make arrangements for funeral or memorial services of a close family member.
    - e. **Supplemental Military Leave**: Additional partially paid military leave in response to an

involuntary deployment resulting from Presidential recall or a declared State of Emergency.

- f. Civic Duty Leave: Paid time away from work to serve on jury duty, or in limited circumstances appear in court as a subpoenaed witness.
  - g. 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.
  - h. 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.
  - i. Parental Leave: Paid time away from work following the birth, adoption, or placement for foster care of a new child.
2. Retirement: Pension benefits that provide vested employees with post-retirement income.
- a. 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, and supplemental information contained in Port Policy HR-31 – Employee Benefits for Non-Represented Employees.
    - 1) Employees hired in otherwise eligible positions under RCW 41.40, who are excluded from membership in PERS because of non-citizen, nonresident status, may be provided from date of employment with an individual pension or annuity arrangement which will provide benefits similar to those provided under PERS, Plan Two. The Port Auditor is authorized to execute any and all documents and to take any and all action necessary to implement such an arrangement.
    - 2) Police Department employees in non-evaluated, 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 contributions made consistent with authority and prior to the effective date of this Resolution are hereby ratified and confirmed.
    - 3) Police and Fire Department non-evaluated, non-represented management employees are covered under the Police and Fire Department FICA alternative plans in lieu of Social Security.
3. Health Care: Medical and dental coverage offered to eligible employees consistent with Patient Protection and Affordable Care Act (ACA) requirements and as specified in Port Policy HR-31 – Employee Benefits for Non-Represented Employees.

- 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 and dental plans the employee elects.
  - c. Employees may be required to pay all or a portion of their medical and dental premiums by payroll deduction.
  - d. The Port retains the right to modify or terminate healthcare benefits.
4. **Life and Disability Insurance:** Benefits to protect against unexpected loss.
- 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. **Flex Time and Alternative 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. Telecommuting or telework schedules are another form of alternative work arrangement.
6. **Relocation:** Reimbursement, as specified in Port policy HR-24 – Relocation, 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.
- C. Authorization to Amend Benefits Programs:** The Executive Director is authorized to amend benefits as necessary to comply with any changes in statutory requirements. All policies are subject to approval by the Executive Director. The Port 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.
- D. Benefits for the Executive Director:** The Executive Director will be offered the same benefits package other eligible employees are offered as provided in Sections III.A. and III.B. The Port Commission may also authorize different or additional benefits for the Executive Director.

#### **IV. BENEFITS OFFERED TO PORT OF SEATTLE RETIREES**

In addition to pension benefits offered to Port of Seattle retirees, the Port Commission authorizes the following benefits and conditions for qualified retirees.

- A. Medical Benefits for Retirees:** Qualified Port of Seattle retirees will be offered the opportunity to obtain medical coverage through the Port of Seattle as specified below.
1. **Eligibility Requirements for Retiree Medical Benefits:** A retiree is eligible for retiree medical benefits subject to insurance contract provisions and upon payment of 100% of the associated premiums if the following requirements are satisfied:
    - a. Has at least five (5) consecutive years of credited service in a non-represented position with the Port of Seattle immediately preceding retirement and is eligible to begin receiving a pension, based in part upon Port of Seattle employment, within one month following departure from the Port.
    - b. Completes and submits an enrollment form, if any, for the desired retiree benefit plan within 31 days of his/her retirement date.
    - c. Retirees who are 65 years of age or more must have coverage under Medicare Parts A and B to be eligible for enrollment in a retiree healthcare plan.
- B. Medical Benefits for Dependents of Retirees:** Dependents of retirees are eligible for enrollment in a retiree medical plan, subject to insurance contract provisions, if the retiree and dependent(s) enroll on a timely basis. Spouse and domestic partners covered by retirees as dependents are eligible to continue coverage should they survive the retiree.
- C. Retiree Life Insurance:** Retirees are eligible for enrollment in the retiree life insurance plan if the eligibility requirements listed in Section IV.A.1 are satisfied.
- D. Retiree Parking:** Retirees are eligible for free vacation parking at the north employee parking lot at Sea-Tac airport. 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.
- E. 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 contracts at any time for any reason.

## **V. BENEFITS OFFERED TO PORT OF SEATTLE COMMISSIONERS**

Benefits contained in this section are available to Port Commissioners.

- A. Healthcare:** Port Commissioners shall have the same healthcare, medical and dental, benefits choices offered to Port employees.

1. **Medical Benefits 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.

- a. **Medical Benefits for Commissioner's 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 which the Commissioner has chosen.

b. Medical Benefits for Commissioners Eligible for Retiree Medical: A Port of Seattle Commissioner is eligible for retiree medical benefits subject to insurance contract provisions and upon payment of 100% of the associated premiums if the Commissioner has at least five (5) consecutive years of service with the Port of Seattle immediately preceding the end of their last term as a Port Commissioner, and an employment history as an elected Port of Seattle Commissioner equivalent to that which would be necessary to retire under one of the State of Washington PERS plans within one month following departure from the Commission. The Commissioner must also satisfy the eligibility requirements in Sections IV.A.1.b and IV.A.1.c.

Additionally, spouses or domestic partners of Commissioners who are eligible for retiree medical coverage are eligible to remain enrolled in coverage should they survive the eligible Commissioner.

2. 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 Commissioner's 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 which the Commissioner has chosen.
3. 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.

**B. 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 Section V. A.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.

**C. 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.

## **VI. 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 the Salary and Benefits Resolution 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 the Salary and Benefits Resolution. The Commission shall be notified of any material changes in the administrative details of the programs authorized by this Resolution before changes are implemented.

## **VII. EFFECTIVE DATE**

THIS RESOLUTION shall be effective January 1, 2018. The Executive Director is authorized to take necessary action to make all terms, provisions, and conditions contained herein effective as of January 1, 2018. Notwithstanding the foregoing, the Port reserves the right to amend or terminate any Employee welfare benefit plan and/or pay practice.

The intent of this resolution is to administer pay and benefits in accordance with State and Federal law. Should any part of this resolution require a change to pay or benefit administration practices by reason of any existing or subsequently enacted legislation such change(s) will be incorporated without the need to amend this Resolution.

**BE IT FURTHER RESOLVED** that all prior resolutions dealing with these subject matters, including but not limited to Resolution No. 3727, as amended by Resolution No. 3734, are hereby repealed.

This resolution shall be labeled and codified as appropriate together with other resolutions and Policy Directives and shall be made readily available for use by Port staff and members of the public as a governance document of the Port of Seattle.



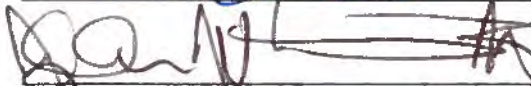
ADOPTED by the Port Commission of the Port of Seattle this 28 day of November, and duly authenticated in open session by the signatures of the Commissioners voting in favor thereof and the seal of the Commission.

 \_\_\_\_\_ **FRED FELLEMAN**

 \_\_\_\_\_ **STEPHANIE BOWMAN**

 \_\_\_\_\_ **COURTNEY GREGOIRE**

 \_\_\_\_\_ **TOM ALDRED**

 \_\_\_\_\_ **JOHN CREIGHTON**

Port Commission

**EXHIBIT A TO RESOLUTION NO. 3739**  
**SCHEDULE OF AUTHORIZED NON-REPRESENTED JOBS**  
**SALARY RANGES EFFECTIVE JANUARY 1, 2018**  
Annual Base Salary Range (Hourly equivalent in parentheses)<sup>1</sup>

Grade	Minimum	Midpoint	Maximum
42	\$193,811 (\$93.18)	\$242,264 (\$116.47)	\$290,717 (\$139.77)
	*Chief Operating Officer		*Managing Director, Aviation
41	\$183,782 (\$88.36)	\$229,728 (\$110.45)	\$275,674 (\$132.54)
	*Managing Director, Economic Development		Chief Financial Officer
40	\$174,140 (\$83.72)	\$217,675 (\$104.65)	\$261,210 (\$125.58)
	*Managing Director, Maritime General Counsel/Chief Compliance Officer		Senior Director, Capital Development
38	\$156,265 (\$75.13)	\$195,331 (\$93.91)	\$234,397 (\$112.69)
	*Senior Director, Environment & Sustainability *Senior Director, Human Resources		*Senior Director, Public Affairs *Senior Director, Strategic Initiatives
37	\$147,916 (\$71.11)	\$184,895 (\$88.89)	\$221,874 (\$106.67)
	*Senior Director, Labor Relations		Chief Information Officer
36	\$140,088 (\$67.35)	\$175,110 (\$84.19)	\$210,132 (\$101.03)
	Chief Engineer/Director Engineering Services Director, Airport Operations Director, Aviation Facilities & Capital Programs		Director, Aviation Maintenance Director, Aviation Project Management Group Senior Manager, Information Security
35	\$132,510 (\$63.71)	\$165,638 (\$79.63)	\$198,766 (\$95.56)
	Deputy General Counsel Director Customer Experience & Branding Director Maritime Environmental and Planning Director, Accounting & Financial Reporting Director, Aviation Business Development Director, Aviation Environmental Services Director, Aviation Security Director, Central Procurement Office		Director, Human Resources-Organization and Talent Development Director, Human Resources - Total Rewards Director, ICT Infrastructure Services Director, ICT Technology Delivery Director, Real Estate & Economic Development Director, Seaport Project Management Group Senior Capital Program Leader
34	\$125,321 (\$60.25)	\$156,651 (\$75.31)	\$187,981 (\$90.38)
	*Chief of Staff, Commission Services Assistant Engineering Director-Construction Assistant Engineering Director-Design Director, Aviation Finance & Budget Director, Cruise Operations Director, Economic Development - Business Development Director, Human Resources - Employee Health & Safety		Director, Human Resources - Talent Acquisition & Business Partner Director, Internal Audit Director, Port Construction Services Director, Real Estate Asset Management Director, Social Responsibility Senior Manager, Aviation Facilities & Infrastructure Senior Port Counsel
33	\$118,518 (\$56.98)	\$148,147 (\$71.22)	\$177,776 (\$85.47)
	*Executive Chief of Staff AFR Asst. Director, Financial Reporting Revenue Services AFR Asst. Director, General Accounting/Business Technology Capital Program Leader Chief Aviation Technologist Director, Business Intelligence Director, Community Engagement Director, Fishing & Commercial Operations		Director, Government Relations Director, Marine Maintenance Director, Public Affairs Communications Director, Tourism Development Senior Manager, Airport Dining & Retail Senior Manager, Airport Operations Senior Manager, Aviation Properties Senior Manager, ICT Program Mgmt Office
32	\$111,983 (\$53.84)	\$139,979 (\$67.30)	\$167,975 (\$80.76)
	Aviation Capital Project Liaison Aviation Facilities & Infrastructure Manager Director, Capital Project Delivery Director, Corporate Finance Director, Seaport Finance & Budget GIS Architect Senior Construction Manager		Senior Manager, AV Planning Senior Manager, Civil Structural Design Services Senior Manager, Emergency Preparedness Senior Manager, Employee Relations Senior Manager, Environmental Programs Senior Manager, Mechanical/Electrical Design Services Senior Manager, Purchasing

<sup>1</sup> Hourly rates are rounded. To calculate the actual hourly rate divide the annualized rate by 2080.

\*At-will Employee: Employees hired, or appointed, into at-will jobs prior to January 9, 2014 are 'for cause' employees.

Grade	Minimum	Midpoint	Maximum
<b>31</b>	<b>\$105,834 (\$50.88)</b>	<b>\$132,293 (\$63.60)</b>	<b>\$158,752 (\$76.32)</b>
Assistant Finance Director - Budget			Senior Manager Federal & International Government Relations
Aviation Facilities & Infrastructure Principal Engineer			Senior Manager, Airport Building Services
Capital Project Manager V			Senior Manager, Aviation Maintenance
Construction Manager			Senior Manager, Aviation Maintenance Assets & Logistics
Design Program Manager			Senior Manager, Aviation Maintenance Custodial Services
Development QA Manager / Sr. Software Architect			Senior Manager, Aviation Security
Director, Small Business Development			Senior Manager, Construction Contracting
Enterprise GIS Manager			Senior Manager, Disbursements
Manager, Human Resources Information System			Senior Manager, Risk Management
Manager, Internal Audit			Senior Manager, Service Agreements
Manager, Security & Public Safety Technology			Senior Manager, Workplace Responsibility
Manager, Survey & Mapping Services			Talent Acquisition Manager
Organizational Development Manager			Talent Development and Diversity Manager
OSR Workforce Development Program Manager			Total Rewards Manager
Senior Controls Manager-AV Project Management Group			Treasury Manager
Senior Labor Relations Manager			
<b>30</b>	<b>\$99,888 (\$48.02)</b>	<b>\$124,860 (\$60.03)</b>	<b>\$149,832 (\$72.03)</b>
AFR Manager Financial Systems & Lean Initiatives			Manager, Aviation Noise Programs
Airport Public Affairs Manager			Manager, Cruise Services
AV Maintenance Manager, Capital Project Liaison			Manager, Regional Transportation
Capital Project Manager IV			Manager, Seaport PMG Program Controls
Commission Policy Manager			Manager, Windows Server Engineering
Data Scientist			Marine Maintenance Senior Program Manager
Database Engineering Manager			Network Engineering Manager
Design Project Manager			Principal Design Engineer
Director, Recreational Boating			Regional Government Affairs Manager
Engineering Quality Manager			Resident Engineer V
ERP Manager			Senior Environmental Program Manager
Federal Government Relations Manager			Senior Manager, AFR Revenue Services
ICT Business Case Manager			Senior Manager, Aviation Communications Marketing
ICT Contract Vendor & IP Manager			Senior Manager, Fishing Vessel Services
ICT Senior Project Manager			Senior Manager, Marine Maintenance
International Tourism Development Manager			Senior Manager, Operations Readiness & Activation
Labor Relations Manager			Senior Systems Architect
Local Government Relations Manager			Server Engineering Manager
Manager Aviation Planning Program			Software Development Manager
Manager, Air Cargo Operations and Development			State Government Relations Manager
Manager, Air Services Development			Systems Engineering Manager
Manager, Aviation Business Development & Analysis			Technology Economist
Manager, Aviation Finance & Budget			Utility Business Manager
<b>29</b>	<b>\$94,277 (\$45.33)</b>	<b>\$117,846 (\$56.66)</b>	<b>\$141,415 (\$67.99)</b>
Aviation Facilities & Infrastructure Senior Engineer			Manager, Aviation Maintenance Logistics
Aviation Program Controls Manager			Manager, Aviation Safety Management Systems
Aviation Training & Development Manager			Manager, Construction Safety Management
Business Intelligence Program Manager - Analytics			Manager, ICT Client Services & Support
Business Intelligence Program Manager - Research			Manager, International Operations
Business Technology Consultant			Manager, Maritime Operations
Construction Labor Manager			Manager, PCS Construction
ERP Developer/Programmer			Port Counsel
Financial Controls & Reporting Manager			Principal Engineer
GIS Software Engineer			Real Estate Development Manager
Human Resources Business Partner			Resident Engineer IV
ICT Operations & Services Manager			Senior Cost Engineer/Scheduler Supervisor
Lead Software Developer			Senior Design Engineer - Structural
Manager Editorial & Marketing Communication			Senior Infrastructure Systems Engineer - Conservation
Manager, Airfield Operations			Senior Manager, Marine Maintenance Business Operations & Systems
Manager, Airline Scheduling Systems			Senior Manager, Marine Maintenance Compliance & Fleet
Manager, Airline Systems & Services			Senior Manager, Marine Maintenance Logistics & Financial Services
Manager, Airport Communications Center			Senior Manager, PCS Construction Operations
Manager, Airport Landside Operations			Senior Manager, Police Administrative Services & Communication
Manager, Airport Operations			Senior Media & Public Relations Officer
Manager, Airport Operations & Passenger Experience			Senior Organizational Development Consultant
Manager, Airport Parking Revenue			Senior Real Estate Manager
Manager, Airport Wildlife			Small Business Program & Policy Manager
Manager, Aviation Maintenance			Strategic Planning Program Manager
Manager, Aviation Maintenance Business Systems			

Grade	Minimum	Midpoint	Maximum
<b>28</b>	<b>\$88,934 (\$42.76)</b>	<b>\$111,168 (\$53.45)</b>	<b>\$133,402 (\$64.14)</b>
	Accounting Manager		Manager, Airport Facility Services
	Airport Operations Development Manager		Manager, Airport Security Access
	Aviation Communications Manager		Manager, Construction Planning & Coordination
	Aviation Community Relations Manager		Manager, Corporate Facilities
	Aviation Property Manager 3		Manager, Harbor Business and Operations
	Aviation Senior Cost Engineer / Scheduler		Manager, PCS Controls & Support Services
	Capital Project Estimator		Manager, Seaport Finance & Budget
	Capital Project Manager III		Payroll Manager
	Construction Management Cost Estimator		PMG System Admin/Cost Engineer
	Contract Administration Manager		Principal Business Intelligence Analyst
	Cost Estimating Manager		Purchasing Manager
	CPO Planning & Analysis Manager		Resident Engineer III
	Environmental Program Manager		Seaport Environmental Finance Manager
	Health & Safety Management Lead		Seaport/Real Estate Media Officer
	ICT Financial Services Manager		Senior Business Manager, Airport Dining & Retail
	ICT Project Manager		Senior Design Engineer
	Information Security Manager		Terminal Operations Project Development Manager
	Manager, Airport Employee Screening		Workers Compensation Manager
<b>27</b>	<b>\$83,827 (\$40.30)</b>	<b>\$104,784 (\$50.38)</b>	<b>\$125,741 (\$60.45)</b>
	Accounts Payable Supervisor		Information Security Senior Analyst
	Accounts Receivable Manager		Manager, Airport Customer Service
	Air Cargo Operations Manager		Manager, Lease Administration & Utility Management
	Airline and Passenger Systems Manager		Mapping Manager
	Airport Duty Manager		Marine Maintenance Regulatory Compliance Program Manager
	Airport Media Officer		PCS Construction Mgr III
	AV Airfield/Airspace Planner		PCS RMM Construction Mgr III
	AV F&I Architecture Specialist		Process Improvement Program Manager
	AV F&I Utility Program Manager		Real Estate Manager
	AV Landside Planner		Seaport Security Program Manager
	AV Terminal Planner		Seaport Senior Cost Engineer / Analyst
	Aviation Facilities & Infrastructure Engineer		Senior AFR Business Technology Analyst
	Aviation PMG Cost Estimator		Senior Business Analyst - ICT
	Aviation Project Planner		Senior Database Engineer
	Aviation Property Manager 2		Senior HR Business Technology Analyst
	AVM CIP & Expense Project Liaison		Senior Internal Auditor
	Billing Manager		Senior Linux Server Engineer
	Business Intelligence Analyst III		Senior Marketing & Communications Manager Maritime
	Business Manager, Airport Dining & Retail		Senior Network Engineer
	CAD Design Manager		Senior Planner - Maritime
	Cruise Facilities Maintenance Manager		Senior Public Affairs Program Manager
	Emergency Preparedness Planning & Program Manager		Senior Systems Engineer
	Engineering Facility & Financial Manager		Senior Windows Server Engineer
	Erosion Control / Storm Water Engineer		Software Developer
	ERP Administrator		Sr. Employee Relations Consultant
	Facilities Maintenance Manager, Cruise & Industrial Propertie:		Survey Crew Manager
	Fire Protection Engineer		Total Rewards Consultant
	ICT Quality Assurance Manager		Utility Program Manager
<b>26</b>	<b>\$78,990 (\$37.98)</b>	<b>\$98,737 (\$47.47)</b>	<b>\$118,484 (\$56.96)</b>
	AFR Records & Administration Manager		Marine Maintenance Project Manager
	Airport Dining & Retail Project & Facilities Manager		Maritime Operations Superintendent
	Audio Visual Services Manager		Organizational Development Consultant
	Aviation Maintenance Asset Manager		PC Systems Analyst
	Aviation Maintenance Assistant Fleet Manager		PCS Construction Mgr II
	Aviation Security Systems Manager		PCS RMM Construction Mgr II
	Aviation Security, Capital Project Liaison		Project Management System Analyst
	Aviation Training & Development Asst. Manager		Public Affairs Program Manager
	Capital Project Manager II		Resident Engineer II
	Communications Project Manager-Public Affairs		Risk Claims Manager
	Construction Coordination Supervisor		Risk Management Specialist
	Construction Safety Manager 2		Senior Business Development Analyst - Aviation
	Database Engineer		Senior Buyer
	Design Engineer III		Senior Contract Administrator - Construction
	Financial Analyst III - Aviation		Senior Environmental Management Specialist
	Financial Analyst III - Seaport		Senior Port Budget Analyst
	Financial Analyst III Corporate		Senior Talent Acquisition Representative
	Health & Safety Program Manager		Social Media Program Manager
	Human Resources, Outreach Program Manager		Sr. Plans Examiner/Bldg Inspector
	Information Security Engineer / Analyst		Supervisor, Corporate Financial Analysis
	Intl Business Protocol Liaison		Systems Engineer
	Learning/Dev Consultant		Talent Acquisition Consultant
	Manager, Credentialing Center		Tax Analyst

Grade	Minimum	Midpoint	Maximum
<b>26 (cont.)</b>	<b>\$78,990 (\$37.98)</b>	<b>\$98,737 (\$47.47)</b>	<b>\$118,484 (\$56.96)</b>
Manager, ICT Administration			Telecommunications Infrastructure Engineer
Manager, Public Affairs Events & Engagement			Visual Communications Program Manager
Marine Maintenance Asset Manager			
<b>25</b>	<b>\$74,370 (\$35.75)</b>	<b>\$92,963 (\$44.69)</b>	<b>\$111,556 (\$53.63)</b>
AFR Business Technology Analyst			Internal Auditor
Airline Scheduling Systems Specialist			Investigation Specialist
Airport Dining & Retail Program Manager			Labor Relations Analyst
Airport Parking Marketing Manager			Lead Desktop Support Engineer
Art Program Manager, Aviation			Manager, Signage & Graphics
Assistant Manager, AVM Distribution Center			Marine Maintenance Budget & Financial Reporting Analyst
Aviation Conference Center Business & Marketing Manager			Marine Maintenance Project Controls Coordinator
Aviation Conference Center Sales & Operations Manager			Marketing & Communications Project Mgr
Aviation Facilities & Infrastructure Intermediate Engineer			Network Engineer
Aviation Lease Administration Manager			Operations Supervisor Airport Security
Aviation Maintenance Planner/Coordinator Supervisor			OSR Small and Disadvantaged Business Coordinator
Aviation Maintenance Sr. Business Systems Analyst			P-Card Administrator
Aviation Project Management Group Systems Administrator			PCS Resident Construction Manager
Aviation Senior Internal Controls Analyst			Program Manager Airport Landside Operations
Baggage Systems Specialist			Public Disclosure Manager
Building Inspector / Plan Examiner			Real Estate Property Manager II
Business Intelligence Analyst II			Resident Engineer I
Commission Specialist			Safety Management System Specialist
Construction Inspector III			Seaport Financial Analyst II
CPO Systems Administrator			Seaport Property Manager II
Design Engineer II			Senior Accountant
E911 CAD/GIS Systems Engineer			Senior Contract Administrator - Service Agreements
Economic Development Analyst			Senior Survey Project Manager
Emergency Preparedness Training & Exercise Coordinator			Software Test Engineer
Financial & Cost Recovery Specialist			Telecommunications Engineer
Financial Reporting & Controls Analyst II			Total Rewards Analyst
Harbor Operations Supervisor			Utility Locate Manager
Health & Safety Technology Analyst			Wildlife Biologist
ICT Desktop SCCM Administrator			Windows Server Engineer
Information Security Analyst			
<b>24</b>	<b>\$69,952 (\$33.63)</b>	<b>\$87,440 (\$42.04)</b>	<b>\$104,928 (\$50.45)</b>
AV Drawing & Data System Specialist			Desktop Support Engineer
Aviation Facilities & Infrastructure Junior Engineer			Economic Development Coordinator
Aviation Maintenance Project Coordinator			Environmental Data Specialist
Aviation Security Compliance Coordinator			Financial Analyst I - Aviation
Aviation Security Screening Supervisor			Financial Analyst I - Corporate
Central Procurement Office Data Analyst			Financial Analyst I - Seaport
Central Procurement Office Planning Analyst			GIS Analyst
Commission Clerk			ICT Service & Reporting Analyst
Communications Specialist HR			ICT Service Desk Supervisor
Construction Management Systems Analyst			Infrastructure Operations Technology Supervisor
Construction Safety Manager 1			Legal Administrator
Contract Administrator - Construction			Marine Maintenance Planner/Estimator
Design Engineer I			Maritime Environmental Finance Specialist
<b>23</b>	<b>\$65,751 (\$31.61)</b>	<b>\$82,189 (\$39.51)</b>	<b>\$98,627 (\$47.42)</b>
Accountant III			Financial Reporting & Controls Analyst I
Air Services Development Analyst			ICT Senior Mobile Device Specialist
Airport Noise Programs Coordinator			Lease Administration Supervisor
Assistant Resident Engineer			Marine Maintenance Business Analyst
Assistant to Managing Director, Aviation			Marine Maintenance Procurement Supervisor
Assistant to Senior Director, CDD			Marine Maintenance Regulatory Compliance Specialist
Aviation Capital Program Coordinator			Project Labor Agreement Specialist
Aviation Cost Engineer/Scheduler			Real Estate Property Manager 1
Aviation Maintenance Business Systems Analyst			Records Program Manager
Business Intelligence Analyst I			Senior Civil Engineering Technician
Buyer			Senior Commission Executive Assistant
Capital Project Manager I			Senior Engineering Design Technician
Construction Inspector II			Survey Data Specialist
Contract Administrator - Service Agreements			Survey Project Manager
Credentialing Center Supervisor			Travel Card & Concur Analyst
Credit Analyst			Utility Analyst
Executive Assistant/Executive Office			Web Coordinator

Grade	Minimum	Midpoint	Maximum
<b>22</b>	<b>\$61,770 (\$29.70)</b>	<b>\$77,213 (\$37.12)</b>	<b>\$92,656 (\$44.55)</b>
	Aviation Lease Administration Coordinator Administrative Supervisor Assistant Financial Analyst Assistant Project Manager Assistant to Managing Director, EDD Assistant to Managing Director, Maritime Assistant to Senior Director, Human Resources Assistant to Senior Director, Labor Relations Assistant to Senior Director, Public Affairs Aviation E-learning Specialist Aviation Maintenance CMMS Administrator Aviation Maintenance Procurement & Inventory Supervisor Aviation Maintenance Sr. Time Admin/Process Coordinator Aviation Regulatory Training Specialist CAD Standard Review Technician Commission Executive Assistant Construction Contract Specialist		Engineering Design Technician ICT Asset Management Analyst ICT Software Asset Analyst Maintenance Planner / Coordinator - Aviation Marine Maintenance Business Operations Supervisor Marine Maintenance Parks & Project Specialist Marine Maintenance Site Representative MM CMMS Administrator Noise Program Specialist PCS Construction Mgr I PCS RMM Construction Mgr I Risk Analyst Risk Claims Specialist Software Test Analyst Survey CAD Technician Talent Acquisition Representative
<b>21</b>	<b>\$57,906 (\$27.84)</b>	<b>\$72,383 (\$34.80)</b>	<b>\$86,860 (\$41.76)</b>
	Accountant II Airline Statistical Specialist Airport Dining & Retail Specialist Assistant to Director Aviation Facilities & Capital Programs Aviation Operations Internal Communications Specialist Aviation Project Controls Analyst Aviation Revenue Controls Analyst Construction Management Assistant Cost Recovery Specialist I Environmental Finance Invoice Systems Specialist Executive Assistant / ADO ICT Mobile Device Specialist		Marine Maintenance Contract Compliance Specialist Marine Maintenance Fleet Asset Specialist Passenger Experience Analyst Public Affairs Planner/Project Assistant Seaport Project Specialist Senior Building Permit Coordinator Senior Ground Transportation Controller Senior Harbor Facilities Coordinator Signing & Graphics Designer Specialist Total Rewards Specialist Workers Compensation Specialist
<b>20</b>	<b>\$55,387 (\$26.63)</b>	<b>\$69,234 (\$33.29)</b>	<b>\$83,081 (\$39.94)</b>
	Accounts Payable Lead Assistant Commission Clerk Aviation Document Control Specialist Aviation Training Systems Specialist Building Permit Coordinator Civil Engineering Technician Construction Inspector I Construction Safety Specialist Department Contract Specialist Fire Dept. System Administrator		ICT Content Services & Administrative Assistant ICT Infrastructure Operations Technician Lead Senior Lease Admin Specialist Marine Maintenance CAD Asset Records Specialist Paralegal/Intake Specialist Project Assistant - Engineering Public Disclosure Specialist Senior Administrative Assistant Tourism Project Specialist
<b>19</b>	<b>\$53,002 (\$25.48)</b>	<b>\$66,252 (\$31.85)</b>	<b>\$79,502 (\$38.22)</b>
	Accountant I Assistant Buyer Background Compliance Specialist Ground Transportation Controller Harbor Facilities Coordinator Harbor Moorage Coordinator ICT Asset Management Contract Specialist		Marketing Assistant, Harbor Services Group Payroll Analyst Project Controls Support Specialist Public Affairs Event Specialist Talent Acquisition Assistant Utility Locate Technician
<b>18</b>	<b>\$50,734 (\$24.39)</b>	<b>\$63,417 (\$30.49)</b>	<b>\$76,100 (\$36.59)</b>
	Administrative Assistant Aviation Lease Administration Specialist Aviation Maintenance Fiscal Specialist II ICT Service Desk Technician Lead Airport Customer Service Representative		Marine Maintenance Business Systems Specialist Maritime Billing & Administrative Specialist Records Management Specialist Senior Lease Administration Specialist Senior Utilities & Lease Specialist
<b>17</b>	<b>\$48,617 (\$23.37)</b>	<b>\$60,771 (\$29.22)</b>	<b>\$72,925 (\$35.06)</b>
	Accounts Payable Specialist Airport Dining & Retail Marketing Coordinator Assistant Civil Engineering Technician Billing Specialist - Landside Operations Facilities Coordinator Harbor Customer Service Specialist Harbor Operations Specialist Invoice & Contract Support Specialist		Legal Assistant Marina Operations Specialist Marine Maintenance Employee Liaison Marine Maintenance Purchasing Specialist Maritime Invoice & Billing Specialist Payroll Specialist PCS Purchasing Specialist

Grade	Minimum	Midpoint	Maximum
16	\$46,551 (\$22.38)	\$58,189 (\$27.98)	\$69,827 (\$33.57)
	Airport Customer Service Representative Aviation Receiving Dock Operations Coordinator Bus Driver Trainer Contract Document Specialist Fiscal Specialist I Lease Administration Support Specialist		Marine Maintenance Business Systems Support Specialist Marine Maintenance Dispatcher Marine Maintenance Work Order Intake Specialist Revenue Service Support Specialist Senior Administrative Staff Assistant Time Reporting Administrator - Fire Department
15	\$44,501 (\$21.39)	\$55,626 (\$26.74)	\$66,751 (\$32.09)
	AOB Facilities Specialist Conference Center Assistant Conference Center Assistant/On Call		Lead Customer Research Field Worker Marine Maintenance Material & Inventory Clerk Training Support Specialist - Aviation
14	\$42,670 (\$20.51)	\$53,338 (\$25.64)	\$64,006 (\$30.77)
	Administrative Staff Assistant Commission Staff Assistant Customer Service Specialist, Landside Operations		Marine Maintenance Accounts Clerk On-Call Admin Staff Assistant
13	\$40,956 (\$19.69)	\$51,195 (\$24.61)	\$61,434 (\$29.54)
	Facilities Specialist		
11	\$37,647 (\$18.10)	\$47,059 (\$22.62)	\$56,471 (\$27.15)
	Customer Research Field Worker Security Duty Officer		Traffic Support Specialist
9	\$34,639 (\$16.65)	\$43,299 (\$20.82)	\$51,959 (\$24.98)
	AOB Mail & Facilities Specialist		ICT Voice Communication Operator
<b>Non-Evaluated Jobs</b>			
94	\$146,259 (\$70.32)	\$182,824 (\$87.90)	\$219,388 (\$105.48)
	Chief of Police		Fire Chief
93	\$132,962 (\$63.92)	\$166,203 (\$79.91)	\$199,444 (\$95.89)
	Assistant Fire Chief		Deputy Chief of Police
92	\$44,200 (\$21.25)	\$50,440 (\$24.25)	\$56,680 (\$27.25)
	Graduate Intern		
91	\$35,880 (\$17.25)	\$44,200 (\$21.25)	\$52,520 (\$25.25)
	College Intern		
90	\$32,760 (\$15.75)	\$32,760 (\$15.75)	\$32,760 (\$15.75)
	High School Intern		

Grade	Minimum	Midpoint	Maximum
13	\$40,956 (\$19.69)	\$51,195 (\$24.61)	\$61,434 (\$29.54)
Facilities Specialist			
11	\$37,647 (\$18.10)	\$47,059 (\$22.62)	\$56,471 (\$27.15)
Customer Research Field Worker On Call AOB Receptionist			Security Duty Officer Traffic Support Specialist
9	\$34,639 (\$16.65)	\$43,299 (\$20.82)	\$51,959 (\$24.98)
AOB Mail & Facilities Specialist			ICT Voice Communication Operator
7	\$31,952 (\$15.36)	\$39,940 (\$19.20)	\$47,928 (\$23.04)
Interoffice Mail Specialist			Office/Maintenance Clerk

### Non-Evaluated Jobs

Grade	Minimum	Midpoint	Maximum
94	\$146,259 (\$70.32)	\$182,824 (\$87.90)	\$219,388 (\$105.48)
Chief of Police			Fire Chief
93	\$132,962 (\$63.92)	\$166,203 (\$79.91)	\$199,444 (\$95.89)
Assistant Fire Chief			Deputy Chief of Police
92	\$44,200 (\$21.25)	\$50,440 (\$24.25)	\$56,680 (\$27.25)
Graduate Intern			
91	\$35,880 (\$17.25)	\$44,200 (\$21.25)	\$52,520 (\$25.25)
College Intern			
90	\$32,760 (\$15.75)	\$32,760 (\$15.75)	\$32,760 (\$15.75)
High School Intern			