

SALARY AND BENEFIT RESOLUTION NO. 2754

12/24/78

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RESOLUTION NO. 2754

A RESOLUTION of the Port Commission of the Port of Seattle establishing positions, classifications, salaries, and allowances for Port salaried positions; authorizing and establishing conditions in connection with the following benefits: bereavement, military, and sick leave; jury duty, vacation, holidays, and overtime or shift differential pay; medical, dental, disability, and life insurance coverage; unemployment compensation and retirement; and authorizing this resolution to be effective on December 24, 1978 and repealing all prior resolutions dealing with the same subject, including Resolution No. 2706 and 2748.

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

I. ESTABLISHING POSITIONS, CLASSIFICATIONS, AND SALARY RANGES

There are hereby established the following classification schedules and salary ranges for salaried positions of the Port of Seattle, i.e., all positions not covered under the Wage Resolution or signed labor agreements:

A. Classification of Positions: All salaried positions of the Port of Seattle shall be classified according to criteria of the federal Fair Labor Standards Act as either exempt-management or administrative/professional, Schedule A, or nonexempt, Schedule B. Salaried position classifications with authorized numbers and salary grades are established and set forth in Exhibit A, "Schedule of Authorized Positions" and are attached hereto and by this reference incorporated herein.

B. Graded Salary Ranges: All salaried positions except nongraded positions within the Port police and fire departments, Schedule A1 executive positions, out-of-region positions, and student intern positions (all explained in following subsection) shall be classified according to grade number within such exempt or nonexempt categories according to their relative skill requirements, responsibilities, working conditions, and other factors as explained in Section II and more fully specified in Exhibit B, "The Salary Administration Manual," attached hereto and by this reference incorporated herein. Such salaried positions as graded and classified shall be paid in accordance with the following graded salary ranges:

SCHEDULE A AND B GRADED SALARY RANGES  
Effective December 3, 1978

A1 - MANAGEMENT EXEMPT

SALARY RANGE

<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
1	\$15,000 1,250	\$17,808 1,484	\$20,616 Annual 1,718 Monthly
2	16,068 1,339	19,068 1,589	22,068 1,839
3	17,244 1,437	20,424 1,702	23,604 1,967
4	18,384 1,532	21,816 1,818	25,236 2,103
5	19,632 1,636	23,304 1,942	26,964 2,247
6	21,120 1,760	25,020 2,085	28,908 2,409
7	22,572 1,881	26,760 2,230	30,948 2,579
8	24,108 2,009	28,584 2,382	33,060 2,755
9	25,752 2,146	30,552 2,546	35,340 2,945
10	27,600 2,300	32,712 2,726	37,824 3,152
11	29,508 2,459	34,980 2,915	40,440 3,370
12	31,548 2,629	37,428 3,119	43,296 3,608
13	33,780 2,815	40,080 3,340	46,368 3,864
14	36,192 3,016	42,900 3,575	49,608 4,134
15	38,700 3,225	45,900 3,825	53,088 4,424

A2 - ADMINISTRATIVE/PROFESSIONAL EXEMPT

SALARY RANGE

<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
1	\$12,720 1,060	\$15,096 1,258	\$17,472 Annual 1,456 Monthly
2	13,500 1,125	16,032 1,336	18,552 1,546
3	14,316 1,193	16,980 1,415	19,632 1,636
4	15,216 1,268	18,060 1,505	20,892 1,741
5	16,080 1,340	19,068 1,589	22,056 1,838
6	17,088 1,424	20,244 1,687	23,400 1,950
7	18,072 1,506	21,432 1,786	24,780 2,065
8	19,020 1,585	22,572 1,881	26,124 2,177
9	20,148 1,679	23,904 1,992	27,660 2,305
10	21,252 1,771	25,212 2,101	29,172 2,431
11	22,440 1,870	26,616 2,218	30,780 2,565
12	23,580 1,965	27,960 2,330	32,340 2,695

SCHEDULE B - NONEXEMPT

SALARY RANGE

<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
1	\$ 600	\$ 713	\$ 825 Monthly
2	667	792	916
3	706	838	970
4	757	898	1,039
5	805	956	1,107
6	860	1,022	1,183
7	917	1,090	1,262
8	977	1,160	1,343
9	1,043	1,240	1,436
10	1,115	1,324	1,533
11	1,188	1,411	1,634
12	1,273	1,512	1,750
13	1,362	1,617	1,872
14	1,451	1,723	1,995
15	1,550	1,841	2,132

Revised Ranges - 3.5% increase  
Retroactive to December 3, 1978;  
(Approved December 12, 1978.)

Section I. (Cont'd)

C. Salary Rates, Ranges, and Allowances for Certain Nongraded Positions:

Salary rates, ranges, and a provision for a special allowance have been developed for certain nongraded classifications:

1. Police and Fire Classifications: Salary rates and benefits for these nongraded positions shall be established and maintained as follows:
  - a. Exempt: Schedule A classifications in the fire and police departments shall be paid salary rates which are influenced by rates paid for comparable positions in the region, and by the Port's internal salary relationships including those resulting from the position evaluation system.
  - b. Nonexempt: Schedule B fire department classifications shall be paid rates which are influenced by those which are paid for similar position levels in this locale, primarily the City of Seattle, and by the Port's internal salary relationships.
2. Regional Manager Positions Located Outside the Seattle Area: Ranges for these positions are influenced by cost-of-living factors and other conditions in each region. Special Overseas Allowance: The Executive Director is authorized to provide in addition to their salary as provided by this Resolution, special living allowances for Regional Managers permanently assigned to overseas offices. Such allowances may take into account differences in housing costs, education, transportation, and other similar allowances offered by United States companies with overseas offices in the same city.
3. Executive Positions: Salary ranges for the Schedule A1 non-graded positions in the Executive Department shall be set as a percentage of the salary range developed for the Executive Director position. These ranges shall continue to be developed according to Exhibit B as amended to allow that compensation for these executive positions be handled independently of the Position Evaluation System which governs rate of compensation for all graded positions.
4. Student Intern Positions: Salary rates and employment conditions for students employed under special work study or foreign exchange programs shall be determined by the Director of Personnel, based primarily upon the prevailing rates of pay and other conditions established by the program's sponsors.

D. Amending Authorized Positions, Classifications, and Salary Rates and Ranges:

Exhibit A (Schedule of Authorized Positions), Exhibit B (Salary Manual), or salary rates and/or ranges may be amended by ordinary motion approved by the Commission at any regular or special meeting when the changes recommended are the result of provisions contained in this resolution. The number of authorized positions subject to specific authorizations for A1 positions shall be controlled on a full-time-equivalent basis to the nearest whole or half position as indicated for each department and on a multi-departmental listing within Exhibit A. When recommended by the Executive Director, such authorized numbers may be amended in the same manner as described above.

## II. ESTABLISHMENT AND ADMINISTRATION OF POSITION EVALUATION SYSTEM

It is the policy of the Commission to pay Port employees on the basis of generally prevailing salary rates within the Seattle metropolitan area or where appropriate, regional or industry comparisons; and to establish a system of position evaluation which recognizes in the position specifications the relative difficulty, level of responsibility, working conditions, amount and degree of supervision, and other factors which exist among the various authorized salaried positions within the Port. Such system of position evaluation shall follow the principles which are more fully set forth in Exhibit B (the Salary Manual). Said system of position evaluation shall be administered by the Director of Personnel (the Director), under the supervision of the Executive Director. Each position authorized in the Schedule of Authorized Positions (Exhibit A) has been evaluated and classified in accordance with such program of position evaluation, except those noted above in Section I.C., and each evaluated position has been assigned a grade number related to the salary schedules set forth in Section I.B. The Director shall, on a continuing basis, evaluate new positions and reevaluate existing authorized positions, taking into account any change in work conditions, responsibilities, education or skill requirements, etc., which could change a particular position specification and result in placement in a different salary grade range. The Director is hereby directed to recommend, on a continuing basis, appropriate reclassifications to assure that the purposes and objectives of the Position Evaluation System, outlined in the Salary Manual, are maintained.

Within the limits specified below, the Executive Director shall have the final approval authority for position reevaluations, or title changes, resulting from changes in organizational structure or from recognition of changes in any of the various established position factors. This authority shall not extend to the establishment of new positions. Such authority shall include approvals for reevaluations of the following:

1. All Schedule B position reevaluations
2. Schedule A2 position reevaluations from Grade 1 through 10 only
3. Schedule A1 position reevaluations from Grade 1 through 6 only
4. Title changes at any level

A summary report of such reevaluations shall be provided to the Port Commission on an annual basis at year end.

Section II. (Cont'd)

SPECIAL NOTE FOR 1979:

Compensation for Maintenance Supervisors: Due to survey data indicating that some wage employees are compensated in excess of their supervisors in Port maintenance functions, it is proposed that the Director of Personnel be authorized to study this matter and make recommendations for Port Commission consideration within 90 to 120 days for possible solutions to this compensation problem.

Review of Administrative/Professional and Nonexempt Job Evaluation Program: During 1979 a comprehensive review of the Port job evaluation program for Schedule A2 Administrative/Professional and Schedule B Nonexempt positions is authorized to be accomplished with the assistance of Harry J. Prior and Associates at a cost not to exceed \$36,000. The proposed review would include a reconsideration of the factor point system methodology as well as the appropriateness of present evaluations and other considerations.

III. FILLING VACANT POSITIONS AND SETTING SALARIES

A. Selection Criteria: Selections of appointees for new hires, transfers, or promotions, shall to the extent feasible conform to current position evaluation criteria developed in the position specifications for each authorized position; however, equivalent education, experience, special abilities, or job knowledge may be considered in lieu of that provided in position specifications recognizing the paramount interest in developing a strong personnel base.

B. Filling Vacant Positions: 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 for each department and on a multi-departmental listing provided in Exhibit A, and to set salaries within the salary grade ranges as outlined below. Prior to terminations or retirements of employees in single positions where overlap is clearly essential for effective continuity, the Executive Director may authorize filling an extra position to provide for a breaking-in period not to exceed six months.

C. Setting Salaries: Authorizations for setting salaries in hires, and transfers are provided as follows:

1. Hires: Though salaries shall normally be set at the minimum of the salary range for hires, the Executive Director may authorize a salary up to the midpoint of the salary range for appointees possessing special qualifications or exceptional experience.
2. Transfers (or reclassifications other than promotional): The Executive Director is authorized to maintain the employee's salary level, so long as it falls within the position's salary range.

In the case of transfers to or from distant locations, the employee's salary level may be adjusted in accordance with differing cost-of-living factors and other conditions so long as the resulting salary is within the position's salary range.

The Executive Director may also authorize interdepartmental transfers of up to 15 months' duration for selected Schedule A exempt positions for the purpose of cross training, development,



Section III. (Cont'd)

and broadening of potential executive skills. In such instances, the same title and salary range shall be maintained during the transfer. Personnel actions during such a training period shall be coordinated by the Director of Personnel with the two departments involved.

IV. ESTABLISHMENT AND ADMINISTRATION OF SALARIES, ALLOWANCES, AND ADJUSTMENTS

The following provisions will be applied with consideration being given to the Federal Wage Control Guidelines:

The Commission hereby authorizes the following types of salary adjustments and allowances for employees in permanent positions except that Section A.2. may, within limits, also apply to employees in temporary positions:

A. For Salaried Employees Other Than Those in Nongraded Fire and Police Classifications:

1. Probationary Salary Increases: The probationary period is hereby established as the first six months of continuous employment as a new hire or a rehire in an authorized, permanent position. Employees who have shown satisfactory work performance during their probationary period, documented by supervision through application of the Employee Performance Evaluation System, shall receive an increase ranging from 4% to 7% of their salary, provided they were hired at the minimum of the salary range for their classification. When a promotional increase of 7% or more is granted during the probationary period, the probationary increase shall not be granted. However, a promotional adjustment may be considered within the guidelines established in Section A.3.
2. Discretionary Merit Fund Administration: A merit fund shall be established equal to 3% of the total salary midpoint amounts for salaried employees other than nongraded fire or police personnel. This fund shall be calculated for the monthly salaried payroll for eligible employees effective December 24, 1978. An amount equal to 2.8% of department salary midpoints shall be distributed to Port departments and the Executive Director shall have set aside a fund to be applied at his discretion which shall equal .2% of the total salary midpoint amounts. Merit funds shall be administered as follows:
  - a. Employees whose salaries are below range midpoint shall be eligible for merit increases which would permanently add to their base salaries. Employees at or above range midpoint shall be eligible for either merit increases or for lump sum merit awards which would not add to base salaries. Lump sum awards shall be provided on an annualized basis in one amount. Employees at salary range maximum shall be eligible for lump sum awards only. Any merit awards recommended for employees whose salaries are above range midpoint shall be subject to very close review by the Executive Department. Special controls may be established by the Director for consideration of any merit recommendations affecting salaries which are above range midpoint.
  - b. On at least a semiannual basis, the Director shall initiate merit reviews for salaried employees in permanent positions.
  - c. A merit review shall consist of departmental salary plans which identify the amount and scheduled date for each requested merit increase. Salary plans must be approved by the department head, the Director, the Senior Director of Planning and Port Relations, and the Executive Director or his delegate before any individual discretionary merit award shall be granted.

Section IV.A.2. (Cont'd)

- d. Individual amount for either type of merit award shall not exceed 10% of the employee's base salary, nor be less than 4% for a regular merit or 3% for a lump sum merit.
- e. Merit awards shall be provided selectively as meaningful recognition of high quality work performance. All eligible employees without regard to classification shall be eligible for merit awards; however, awards shall not be administered as "automatic adjustments." Providing a large number of merit awards at the minimum rate shall be discouraged. There shall be no requirement to spend the entire fund authorized for a department.
- f. Merit awards may be recommended, scheduled, and approved for permanent and, within limits, for temporary employees when the following criteria are satisfied:
  - (1) A high quality of work performance is demonstrated by the employee and is documented by supervision through application of the Employee Performance Evaluation System. It shall be the intention of the merit review program to place individuals in their respective salary ranges so that their resulting salary is commensurate with their relative performance compared to others in the same classification within a department.
  - (2) No previous merit award has been received by the employee in the past twelve-month period.

3. Promotional Adjustments:

- a. Initial Adjustment: Promotional reclassifications shall normally result in employee salary increases ranging from 4% to 10% depending on the circumstances. However, if the difference between the employee's present salary and the minimum of the new rate range exceeds 10%, the promoted employee's new salary shall be set at minimum of the new rate range.

Any recommended promotional increase exceeding 10% requires the approval of the Senior Director, Planning and Port Relations.

- b. Secondary Promotional Adjustment: For Port employees who are promoted to the minimum of a higher salary range, promotional adjustments may be made under the following conditions:

After the first six months of assignment to a new position and prior to the completion of one year in a new classification, a department head may elect to provide an adjustment of from 4 to 10 percent of an employee's salary for employees who were promoted to the minimum of a salary range. This adjustment shall not be deducted from the merit fund allocation. These conditions apply only to the first adjustment made to an employee's salary following promotion to a higher classification. Any subsequent adjustments shall be administered within merit guidelines and deducted from the merit fund. Such promotional salary adjustment shall not be automatic and shall be made only at the discretion of the department head based on the employee's documented performance in the new classification.

- 4. Increases Following Position Reevaluations: After a position is reevaluated to a higher pay grade, the salary of an employee in that position may be adjusted to a salary level which takes into account appropriate salary and performance comparisons and the extent to which the incumbent qualifies to perform the higher level of duties established in the reevaluation documentation and the proximity of the new rate to range maximum. As recommended by the department head and approved by the Director, the

maximum upward salary adjustment in the new salary range may place the employee up to the level (percent above range minimum) held in the former range.

SPECIAL NOTE FOR 1979: The above guidelines shall be applied for employees' salary adjustments resulting from year-end 1978 job evaluations and shall be effective on December 24, 1978, except that employees in reevaluated management positions shall not be eligible for an adjustment unless their salary is below the minimum of the new salary range.

5. Increases Following Survey Adjustment of Salary Ranges: When comprehensive surveys result in certain positions being established at higher salary range levels, individuals in those positions may be placed in the new rate ranges up to the same relative level (percent above grade minimum) as was previously held prior to the survey adjustment. The amount of any such salary rate adjustment shall be approved by the Executive Director, the department head, and the Director.
6. Administering Salary Increases or Allowances for Positions Which Fall Outside Ranges: Employees in positions whose salaries fall below an adjusted salary grade range for their classification shall automatically receive the amount of increase necessary to reach the minimum rate of pay for the adjusted salary range. Employees whose salaries are above the range for their classification following a range adjustment may continue to receive their present rate of pay if it is determined under guidelines administered by the Director that such action is appropriate. An employee whose salary is permitted to remain above an adjusted range maximum shall not be eligible for any salary increase unless a further adjustment increases the range maximum sufficiently to allow for an increase. However, employees at salary range maximum shall be eligible for lump sum merit awards which do not increase base salary in accordance with Section IV.A.2. of this resolution. Employees at salary range maximum may also be eligible for the special job-related add-on allowance provided in Section IV.D. In any event, all increases shall conform to the provisions and limitations in salary administration policy described in this section.

B. Salary Adjustments For Employees in Fire Classifications:

1. Probationary Increases: The probationary period for employees hired in firefighter classifications is hereby established as the first year of continuous active employment. When an employee in a firefighter classification has shown satisfactory work performance during the probationary period which has been documented through the approved performance evaluation system, a one-step salary increase as shown on Page 5 of Exhibit A shall be granted. Provided, employees may be advanced from the C to D classification after successfully completing the approved Port training program.  
  
(For benefit purposes, six continuous calendar months of satisfactory performance constitutes the probationary period.)
2. Length-of-Service Increases for Certain Classifications:
  - a. B, C, D, and E Classifications: If they are performing and continue to perform the duties of their positions satisfactorily, employees in Firefighter B, C, D, and E classifications shall receive a length-of-service, promotional increase after each twelve months from E to D to C to B and, finally to A, on a single-step salary schedule as shown on Page 5 of Exhibit A. Satisfactory performance shall be documented in a performance review prior to each such increase. (The first step increase is actually the probationary adjustment as indicated above.)

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maximum upward salary adjustment in the new salary range may place the employee up to the level (percent above range minimum) held in the former range.

SPECIAL NOTE FOR 1979: The above guidelines shall be applied for employees' salary adjustments resulting from year-end 1978 job evaluations and shall be effective on December 24, 1978, except that employees in reevaluated management positions shall not be eligible for an adjustment unless their salary is below the minimum of the new salary range.

5. Increases Following Survey Adjustment of Salary Ranges: When comprehensive surveys result in certain positions being established at higher salary range levels, individuals in those positions may be placed in the new rate ranges up to the same relative level (percent above grade minimum) as was previously held prior to the survey adjustment. The amount of any such salary rate adjustment shall be approved by the Executive Director, the department head, and the Director.
  6. Administering Salary Increases or Allowances for Positions Which Fall Outside Ranges: Employees in positions whose salaries fall below an adjusted salary grade range for their classification shall automatically receive the amount of increase necessary to reach the minimum rate of pay for the adjusted salary range. Employees whose salaries are above the range for their classification following a range adjustment may continue to receive their present rate of pay if it is determined under guidelines administered by the Director that such action is appropriate. An employee whose salary is permitted to remain above an adjusted range maximum shall not be eligible for any salary increase unless a further adjustment increases the range maximum sufficiently to allow for an increase. However, employees at salary range maximum shall be eligible for lump sum merit awards which do not increase base salary in accordance with Section IV.A.2. of this resolution. Employees at salary range maximum may also be eligible for the special job-related add-on allowance provided in Section IV.D. In any event, all increases shall conform to the provisions and limitations in salary administration policy described in this section.
- B. Salary Adjustments For Employees in Fire Classifications:
1. Probationary Increases: The probationary period for employees hired in firefighter classifications is hereby established as the first year of continuous active employment. When an employee in a firefighter classification has shown satisfactory work performance during the probationary period which has been documented through the approved performance evaluation system, a one-step salary increase as shown on Page 5 of Exhibit A shall be granted. (For benefit purposes, six continuous calendar months of satisfactory performance constitutes the probationary period.)
  2. Length-of-Service Increases for Certain Classifications:
    - a. B, C, D, and E Classifications: If they are performing and continue to perform the duties of their positions satisfactorily, employees in Firefighter B, C, D, and E classifications shall receive a length-of-service, promotional increase after each twelve months from E to D to C to B and, finally to A, on a single-step salary schedule as shown on Page 5 of Exhibit A. Satisfactory performance shall be documented in a performance review prior to each such increase. (The first step increase is actually the probationary adjustment as indicated above.)

- b. Longevity Pay for Certain Fire Classifications: After five years' active employment have been completed since the date of progression to "A" status or the date that "A" status would have been achieved under the conditions described in a. above, employees classified as Firefighter A and Fire Lieutenant shall receive a rate of pay equal to the current base rate in effect for that position plus a longevity adjustment equivalent to 2% of the base rate paid to the "A" classification and resulting in a new base rate for pay computations. After ten years' active employment based upon the same considerations, a 4% longevity adjustment shall be granted. After fifteen years' active employment, a 6% longevity adjustment shall be granted. Longevity amounts are always based on the "A" base rate. Longevity pay shall be adjusted annually or semi-annually in accordance with dates of general adjustments established in Section IV.C.
3. Fire Department Differentials: The following differentials when added to "base rates" of firefighters are considered basic salary as applies to retirement contributions:
    - a. Work Schedule Differential: While assigned to work schedule which involves 24-hour shifts resulting in an average work week of 56 hours, nonexempt firefighters shall receive a 5% salary differential. This differential is applied to the "base rate" as shown on page 5 of Exhibit A. See Section V. for further details.
    - b. Premium for "Emergency Medical Treatment" Assignment: Qualified firefighters assigned to Emergency Medical Treatment duty shall receive a premium equivalent to 2% of their base rate during such assignment. No more than 15 firefighters shall be assigned to E.M.T. duty at one time.
    - c. Premium for Inspection Assignment: Qualified nonexempt personnel assigned to inspection duty shall receive a premium equivalent to 5% of their base rate during such assignment. No more than 3 firefighters shall be assigned to inspection duty at one time.
    - d. Premium for Driver/Mechanic Assignment: Qualified firefighters assigned to Driver/Mechanic duty shall receive a premium equivalent to 5% of their base rate during such assignment. No more than 2 firefighters shall be assigned as Driver/Mechanics at one time.
- C. General Adjustments for All Salaried Employees Whose Salary Rates or Ranges Are Established in Exhibit A:

1. A mid-year cost-of-living adjustment shall be provided to the salary rates and ranges of eligible employees based on the most appropriate Consumer Price Index published by the Bureau of Labor Statistics for the Seattle area. The amount of increase to salary rates and ranges for eligible employees shall be equal to the percentage change in the C.P.I. as indicated above for the period between November 30, 1978 and May 31, 1979 and shall be implemented retroactive to June 3, 1979 as soon as possible after the May C.P.I. data is available. Exhibit A and Section I.B. of this resolution shall also be amended accordingly.

In the event that a cost-of-living salary adjustment has the same effective date as that previously authorized for another type of salary adjustment, the previously scheduled adjustment shall be applied first.

2. The Director shall conduct comprehensive salary surveys following the mid-year cost-of-living adjustment as set forth in 1. above. If survey findings indicate that Port salary ranges

or rates are not in proper alignment as established in this resolution, the Executive Director may recommend appropriate adjustments to salary rates and/or ranges where realignment is needed. Any such survey adjustments approved by the Port Commission shall be effective in December 1979.

D. Special Job-related Add-on Allowance for Employees in Certain Exempt Positions:

The Executive Director is hereby authorized to allot an add-on allowance of up to 3% of the gross annual salary of an individual in an A1 or A2 exempt position as additional compensation for job-related expense not otherwise reimbursable or authorized in Port policy or resolution. This allowance for expenses necessary to facilitate Port business would be applied or removed, depending upon job assignments. The amount would be considered as part of overall compensation for mandatory contributions, but would be recorded separately and would not be administered as a base for general increases, merits, survey or any other salary adjustments. It will also not be considered for life and long-term disability insurance benefits application. These allowances shall be administered by the Senior Director of Finance and Administration pursuant to the policy bulletin issued by the Executive Director or as it may be amended from time to time.

V. ADMINISTRATION OF PAY PRACTICES

Since some pay practices are handled differently for a group of fire personnel who work 24-hour shifts and average 56 hours per week throughout a year, a distinction for pay practices only is made in following sections of this resolution between them and other salaried employees who work 37.5 or 40 hours per week. For brevity, 56-hour fire personnel, described in Section IV.B.3.a. above, shall be called Group C Firefighters henceforth in this resolution.

A. Conversion of Salary Rates: For all salaried employees except Group C Firefighters, monthly salaries are converted to annual salaries. The straight-time hourly rate of pay is computed by dividing the annual rate by the normal number of full-time hours scheduled for each position per year (1950 hours for 7.5-hour shifts, 2080 hours for 8-hour or 10-hour shifts) and...

1. Exempt Classifications (Schedule A): The straight-time hourly rate of pay which results from the above computation is multiplied by the normal number of hours worked in a two-week period (75 or 80) to determine the bi-weekly salary which is payable in 26 pay periods during the year.
2. Nonexempt Classifications (Schedule B): The straight-time hourly rate of pay which results from the above computation is multiplied by the normal number of hours worked each week (37.5 or 40) to determine the weekly salary which is payable in 52 pay periods during the year.
3. Group C Firefighter Classifications: The monthly salary rate is converted into a straight-time weekly or bi-weekly rate of pay extended to the next highest cent, based on the Firefighter's regularly scheduled average work week which is hereby established as 56 hours. The resulting salary is payable weekly or bi-weekly depending on exempt or nonexempt status.

Section V. (Cont'd)

B. Definitions of Employment Status for compensation practices:

1. A permanent employee is one who works in a regular position expected to last more than 5 months for a minimum of ninety pre-scheduled hours per month as defined by the Washington Public Employees Retirement System. During the probationary period, such an employee is in a "probationary, permanent" status. After successful completion of the probationary period, an employee attains "regular, permanent" status.

a. Part-time status applies to permanent employees scheduled to work from 90 to 130 hours per month as defined above (minimum per week: 20.8 hours).

b. Full-time status applies to permanent employees scheduled to work 30 hours per week or 130 hours or more per month as defined above.

2. A temporary employee is one who works full time in a temporary position, or less than ninety hours per month indefinitely. The status of a temporary employee whose full-time services are required beyond five months must be changed to "permanent." If permanent status cannot be authorized, the employee must be terminated.

An employee hired for "on-call," relief work shall be classified as temporary unless or until a sufficient number of hours of pre-scheduled work is established by department supervision to justify a change in status to permanent.

C. Authorized Work Schedules for Full-time Employees: Full-time work schedules for most employees are made up of either five 7-1/2-hour shifts or five 8-hour shifts per week with the following exceptions:

1. Firefighters working 24-hour shifts on alternate days.
2. Computer operations positions and up to five relief ramp and operations controller positions which are authorized to include four 10-hour shifts per week. No other positions have been approved for a four-day week.

D. Extra Compensation: The following terminology shall be used in this section and Section VI.B.3, Holidays: "an employee's Saturday" shall indicate the sixth day and "an employee's Sunday" shall indicate the seventh day in a full-time work week, regardless of the actual first and last day of a five-consecutive-day work week. This definition applies to overtime determinations only and in no way alters the defined Port payroll week which begins at 12:01 a.m. Sunday and ends at midnight Saturday.

1. For overtime: Permanent and temporary employees in nonexempt classifications shall receive overtime compensation at the rate of one and one-half the straight-time hourly rate of pay for work performed over and above a full-time regularly scheduled workshift (see C. above) and/or work week (normally 37.5 or 40 hours), as the case may be. When required to work, overtime shall be paid for all work performed on "an employee's Saturday," "an employee's Sunday," and on a holiday to the extent provided in Section VI.B.3., Holidays. In no case shall overtime compensation be duplicated or pyramided. Group C Firefighters are excluded from receiving overtime compensation for working on any day which falls within their normal, regularly assigned schedule, since their compensation includes a work schedule differential.



Section V.D. (Cont'd)

2. For shift differential: Providing that they work a fixed, nonrotating work schedule, employees in the following classifications and their temporary substitutes shall receive a shift differential of 7.5% over their regular salary when required to work Swing Shift and 10% over their regular salary when required to work Graveyard Shift: Maintenance Shift Coordinators at the airport; computer, data processing, and waste plant operator positions; Word Processing Center positions; and also Marine and Distribution department positions set up to work the night shift in conjunction with I.L.W.U. personnel. Swing Shift shall be a full-time, regularly scheduled work shift which ends between 10:30 p.m. and 2:00 a.m.; Graveyard Shift shall be a full-time, regularly scheduled work shift which ends later than 2:00 a.m. Application of shift differential pay is limited to the positions and the conditions stated herein.

VI. ADMINISTRATION OF BENEFIT PROGRAM

A. Basic Benefits Provided for All Salaried Employees (except as noted)

beginning on date of employment:

1. Social Security (FICA) Insurance: All Port employees are covered by law under the Federal Insurance Contribution Act. During 1979, both Port and employee contributions are scheduled to be 6.13% on earnings up to a maximum of \$22,900.
2. Industrial Insurance or Other Duty Disability Benefits: All Port employees except Firefighters are covered by the Port under its self-insured industrial insurance plan, which provides the same coverage as the State Workman's Compensation Act. Employees in fire classifications are covered by the Washington Law Enforcement Officers' and Fire Fighters' Retirement System.

Certain other supplemental coverage for duty disability conditions only may be provided to protect the Port from contingent liability (i.e., Longshore and Harbor Workers' Act); to meet requirements of law; and/or to maintain competitive protection levels for certain employees or classification of employees. For example, use of accrued sick leave as a supplement to Workman's Compensation may be provided within guidelines to be established by the Executive Director.

3. Unemployment Compensation: All Port employees residing in Washington State are covered for unemployment compensation benefits under the Washington State Employment Security Act. Port employees residing in New York are covered under the New York Unemployment Insurance Law. Unemployment compensation coverage shall be provided for employees residing in other states to the extent that coverage is available and that Port employees are eligible.
4. Military Leave: With appropriate military orders, employees called for active training duty in military reserve units shall be allowed up to fifteen working days per calendar year of military leave as provided in and limited by R.C.W. 38.40.060. Compensation during the period of such a leave shall not exceed that which would be required to cover the number of hours regularly scheduled. Time off for weekend drills does not normally constitute military leave; however, time off without pay may be allowed when necessary at department head discretion.

B. Benefits Provided Permanent Employees:

1. Retirement: Employees hired in eligible positions are covered from date of employment by the Washington Public Employees Retirement System, except that employees in eligible fire classifications are covered by the Washington Law Enforcement Officers' and Fire Fighters' Retirement System (LEOFF). In



either system, employees who became members prior to October 1, 1977 are covered by "Plan One" and employees who became members on or after October 1, 1977 are covered by "Plan Two." Since benefits under "Plan One" and "Plan Two" differ, please refer to appropriate retirement membership handbooks for further details.

2. Compensated Leave: (See Personnel Policy P-11 for provisions covering leave without pay; any employee seeking or requiring an unpaid leave of more than 30 calendar days must check with the personnel office regarding continuance of insurance coverages, etc.

- a. Civic Duty Leave:

- (1) Jury Duty: A permanent employee who serves on jury duty shall receive full regular compensation less any compensation (excluding mileage paid by the court) received for such service during the period of leave.

- (2) Subpoenaed Witness Leave: When a permanent employee is subpoenaed as a witness under circumstances which are determined by the Director to constitute Port duty, the same pay conditions listed for jury duty shall apply.

- b. Sick Leave: In view of recently passed legislation affecting the LEOFF retirement system provisions, and in view of a survey of disability benefits for comparable personnel in other agencies, Port firefighters covered by LEOFF, Plan One, shall, starting January 1, 1978, be excluded from adding to sick leave accruals earned between January, 1970 and December, 1977. This was changed to avoid the duplication in disability benefits brought about by the LEOFF Act of 1970 which provides full sick leave pay for up to six months for eligible members.

- (1) For Salaried Employees Other Than Firefighters Covered by LEOFF, Plan One (see retirement section on Page 12): Based on a pro rata share of a full-time active work schedule (37.5, 40, or 56 hours per week) and beginning with the completion of thirty days of continuous active employment, permanent employees shall accrue up to one working day per month of sick leave, not to exceed twelve working days for any employee in a calendar year with the following exceptions:

Four-day week employees shall accrue up to 8 hours per month or twelve 8-hour days in a calendar year.

Firefighters covered by LEOFF, Plan Two: Group C Firefighters shall accrue up to 12 hours or one half of a 24-hour shift per month of sick leave, not to exceed six 24-hour shifts in a calendar year. Firefighters who work 40-hour schedules accrue at the rate of one working day per month of sick leave, not to exceed twelve days per year.

- (2) Firefighters Covered by LEOFF, Plan One: Beginning on January 1, 1978, firefighters whose disability absences are covered by LEOFF, Plan One are excluded from accruing additional sick leave benefits; unused sick leave accruals remaining on the records of such employees may be used at the employee's option in case of short-term illness; or at termination or retirement following five or more years' of active employment, half of the unused sick leave accruals may be paid in the final payroll check at the hourly rate effective for each such employee as of December 31, 1977.

Accumulation of sick leave shall be limited to the amount that each eligible employee can earn in a ten-year period under the provisions stated above; i.e., 120 days for most employees except as follows: Employees in positions approved for a four-day work week would be limited to an accumulation equivalent to 96 10-hour shifts, and eligible Group C Firefighters are limited to an accumulation equivalent to 60 24-hour shifts.

Sick leave will be used only in instances of illness or injury. Departmental management may at any time require a physician's statement to justify use of sick leave. A physician's release shall be required prior to the return to work by any employee who has suffered an absence of longer than two weeks due to illness, surgery, or an accident.

Upon termination or retirement following five complete years of active employment in a continuous period of employment, qualified employees shall be compensated for 50% of their unused sick leave (within the stated limits) at the rate of pay at termination, prorated to the last day worked. Employees covered by LEOFF, Plan One shall receive pay for unused sick leave according to (2) above.

- c. Bereavement Leave: At the discretion of the department head and under the supervision of the Director, from one to five working days per bereavement which shall not result in compensation for more than the number of hours in any normal work week may be granted to employees who have been employed for thirty or more days of uninterrupted service and who have suffered the loss by death of a member of their immediate family. Immediate family shall be defined as wife, husband, daughter, son, mother, father, sister, brother, mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandchildren and grandparents. Individual circumstances such as the distance to the funeral and the extent of employee involvement with the arrangements for the deceased shall be considered in determining the number of days to be granted an employee.

3. Holidays: (This section is effective from 1/01/79 through 12/31/79.) These eleven holidays shall be observed according to the conditions outlined herein. When nonexempt employees are required to work on a holiday, overtime pay shall apply within the limits and conditions of this section and those listed in Section V.D.1., Overtime.

Normal Date of Observance for  
Monday Through Friday Schedule

Holiday

January 1	New Year's Day
Third Monday in February (19)	Washington's Birthday
Last Monday in May (28)	Memorial Day
July 4	Independence Day
First Monday in September (3)	Labor Day
November 12	Veteran's Day
Fourth Thursday in November (22)	Thanksgiving Day
Fourth Friday in November (23)	Day after Thanksgiving
December 24	Port-designated floater (in lieu of Lincoln's Birthday)
December 25	Christmas Day
*Employee selects date	*Personal Holiday

\*Eligibility for the personal holiday is not established until the probationary period is completed (Section IV., A.1 and B.1.)

At least one week advance notice and department head approval is required for the personal holiday. Each eligible employee shall take one personal holiday within the calendar year, subject to appropriate scheduling with their department head. On November 1, 1979, each department head shall set up a schedule for eligible employees who have not yet scheduled a personal holiday. An employee shall receive no extra pay for not taking a personal holiday, unless directed by the department head to work on the day scheduled and no other day off can be scheduled before year end. A terminating employee shall receive no pay for a personal holiday not taken prior to the last day worked.

a. Holidays for full-time employees shall be handled as follows:

- (1) Employees on a Monday through Friday work schedule: When a holiday falls on a Sunday, the following Monday will be considered the holiday. When a holiday falls on Saturday, the preceding Friday will be considered the holiday.
- (2) Employees working on other than a Monday through Friday work schedule: When a holiday falls on a regularly scheduled work day, that day will be considered the holiday. When a holiday falls on a regularly scheduled day off, the last preceding or the next following work day shall be treated as the holiday.

If the holiday (or the alternate day where applicable) cannot be scheduled as a day off for an otherwise eligible employee, overtime compensation shall be paid for the number of hours required to work on such a day in addition to holiday pay at the straight-time rate--not to exceed the normally scheduled number of hours up to a full-time day (7.5 or 8 hours is considered a full-time "day").

In unusual cases, when scheduling of a day off in lieu of a holiday cannot be arranged for an individual employee according to the conditions as stated above, an alternate day off within the immediate or next pay period may be approved. If an alternate day off within these limits is not within the scheduling capabilities of the department, overtime shall be paid for the holiday worked. Days off in lieu of holidays shall not be carried over into other pay periods beyond limits stated herein.

b. Group C Firefighters are not eligible for holiday pay since they are paid a 5% work schedule differential for weekends and holidays which fall in their normal work schedule.

c. Part-Time Employees:

- (1) Permanent part-time employees may receive compensation for the holidays (as specified in a. above) which fall in their regularly assigned work schedule; or for equitability, department head may instead administer holiday compensation on a pro rata basis throughout the year; i.e., a 22.5-hour employee may receive pay for 60% of the holiday hours provided, or 4.5 hours per holiday. The number of hours of holiday pay shall not exceed the number of hours regularly scheduled--up to 7.5 or 8 hours depending upon the work shift. When the number of hours worked varies each day, an average based on the most recent four-week period or a proportionate number of hours based on a predetermined schedule is used to determine the holiday pay.
- (2) Temporary part-time or on-call employees shall, if required to work on a holiday, be paid at the overtime rate of pay only.

d. Temporary Employees: Unless clearly scheduled for full-time work for at least 30 days before and a day or more after a holiday, temporary employees are not eligible for pay on holidays not worked.

4. Vacation With Pay:

- a. Scheduling of Vacation Leave: At any time after the successful completion of the six-month probationary period, regular permanent employees may request and use vacation leave of up to the number of days accrued (explained in detail below) at the time of the desired vacation date subject to the approval of the department head.

Normally, requests for approval of vacation schedules shall be made to the department head on a vacation request form one week or more in advance; more notice may be required by a department head whenever necessary. Payment for vacation leave may be made only to the extent of unused vacation accruals at the time of the leave.

In order to promote the health and efficiency of employees by encouraging their use of accrued vacation leave on an annual basis, frequent scheduling of vacations of less than one week (five consecutive days) shall be discouraged.

- b. Limits on Accumulating Vacation Leave: Vacation leave accumulation shall be limited to a 24-month accrual at the employee's anniversary date. On the anniversary date of the employee, any portion above a 24-month accrual of unused vacation leave shall be forfeited. Departmental management shall be responsible for encouraging and allowing proper scheduling for employees' taking annual leave in order to avoid any forfeiture of vacation leave.

- c. Rates of Accrual: Based upon a pro rata share of a full-time work schedule, vacation leave is earned as follows: In this section, "day" shall be interpreted as the normal workshift in hours (usually 7.5 or 8 hours, but it may be less in some cases) for all permanent employees except Group C Firefighters and computer operators on a four-day work week: In computing vacation accruals for Group C Firefighters, "day" shall be 12 hours and for four-day per week computer operators, "day" shall be 8 hours.

(1) Two Weeks Vacation: Based on the first day of employment, from the first full month to and including the forty-second full month of continuous employment, permanent employees shall accrue vacation leave at the rate of ten-twelfths day per month of active employment, or the equivalent of up to two weeks or ten work days per year ( $10/12 \times 12 \text{ mos.} = 10 \text{ days}$ ).

(2) Three Weeks Vacation: From the forty-third full month to and including the one hundred thirty-second full month of continuous employment, permanent employees shall accrue vacation leave at the rate of fifteen-twelfths day per month of active employment, or the equivalent of three weeks or fifteen work days per year ( $15/12 \times 12 \text{ mos.} = 15 \text{ days}$ ). This formula enables eligible employees to receive up to three weeks or fifteen work days of vacation leave each year in the period between four and one-half and twelve complete years of continuous employment.

(3) Four Weeks Vacation: After completion of eleven years of continuous employment starting with the one hundred thirty-third month, permanent employees shall accrue vacation leave at the rate of twenty-twelfths day per month of active employment, or the equivalent of up to four weeks or twenty work days per year ( $20/12 \times 12 \text{ mos.} = 20 \text{ days}$ ), the maximum accrual rate for earning vacation leave. This formula enables employees who

have completed twelve or more full years of continuous employment to receive four weeks or twenty work days of vacation leave per year thereafter.

- d. Payment for Vacation Leave at Termination: Upon termination, regular permanent employees shall receive pay in lieu of unused accrued vacation leave based on the limitations stated above and pro-rated through the last day worked, which, except in cases of severe illness, is the termination date. A probationary permanent employee who terminates active employment before completing the probationary period shall receive no vacation pay.
5. Insurance Benefits: Coverage for insurances listed below under c., d., and e. require full-time, prescheduled employment hereby established as at least 30 hours per week or 130 hours per month (see Section V.B. for definitions).

- a. Medical Insurance for Employees Only: Probationary, permanent employees who normally maintain active employment schedules of 90 hours or more each month shall receive paid surgical, hospital, and major medical insurance coverage beginning on the first of the month following a calendar month of continuous employment. This insurance benefit shall be provided in such amounts and in such manner as are established in contracts with insurance companies and/or agencies selected by the Port to provide such benefits. There shall be a choice of two medical/health insurance plans from which employees may choose one.
- b. Medical Insurance for Dependents of Permanent Employees: On the first of the month following six continuous calendar months of satisfactory employment, full-time regular permanent employees shall receive paid surgical, hospital, and major medical insurance coverage for their eligible dependents; the eligibility and other conditions of coverage are established between the Port and the insurance companies or agencies selected to provide such benefits. Coverage for dependents shall be provided by the same medical insurance plan which the employee has chosen.

Part-time permanent employees who have satisfactorily worked the hours equivalent of six full-time months (normally 975 or 1,040 hours) may become eligible on the first of the following month to receive medical coverage for eligible dependents up to the cost level required to cover a spouse and two children. Any remaining cost for a group of eligible dependents would be the responsibility of the employee, to be handled by payroll deduction.

- c. Dental Insurance for Permanent, Full-Time Employees and Their Dependents: On the first of the month following six continuous calendar months of satisfactory employment, regular permanent employees and their eligible dependents shall receive paid dental insurance coverage. The eligibility and other conditions of coverage are established with the insurance company or agency selected by the Port to provide such benefits.
- d. Life Insurance for Permanent, Full-Time Employees and Their Dependents: On the first of the month following six continuous calendar months of satisfactory employment, regular permanent employees and their eligible dependents shall receive paid life insurance benefits in such amounts and in such manner as are provided in contracts with insurance companies or agencies selected by the Port to provide such benefits.

Section VI.B.5. (Cont'd)

- e. Long-Term Disability Insurance for Permanent, Full-Time Employees: On the first of the month following six continuous calendar months of satisfactory employment, regular permanent employees shall receive paid insurance coverage for long-term disability in such amounts and in such manner as the Port has established with insurance companies or agencies providing such benefits.

VII. EFFECTIVE DATE This resolution shall be effective December 24, 1978. The Executive Director, the Director of Accounting and Port Auditor, and the Director are authorized to take necessary action to make all terms, provisions, and conditions contained herein effective as of December 24, 1978.

BE IT FURTHER RESOLVED that all prior resolutions dealing with these subject matters, including but not limited to Resolutions Nos. 2706 and 2748, be and the same are hereby repealed.

ADOPTED by the Port Commission of the Port of Seattle this 13th day of December, 1978, and duly authenticated in open session by the signatures of the Commissioners voting and the seal of the Commission.

Paul Fredlund

Jack B. ...  
Henry T. Simonson

Mark D. ...

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SCHEDULE OF AUTHORIZED SALARIED POSITIONS

SCHEDULE "A" - EXEMPT POSITIONS: A1 - Management (Salary Grades 1-15 and \*)  
 A2 - Administrative/Professional (Salary Grades 1-12 and \*)

SCHEDULE "B" - NONEXEMPT POSITIONS: (Salary Grades 1-15 and \*)

Salary Grade	Position Title	Auth'd No.	SALARY RANGES		
			Minimum (Annual)	Midpoint (Over Monthly)	Maximum
<u>EXECUTIVE DEPARTMENT</u>					
Schedule A1 *	Executive Director	1	\$54,540 4,545	\$64,668 5,389	\$74,784 6,232
*	Senior Director, Operations and Facilities	1	42,048 3,504	49,860 4,155	57,660 4,805
*	Senior Director, Planning and Port Relations	1	37,908 3,159	44,940 3,745	51,972 4,331
*	Senior Director, Finance and Administration	1	37,248 3,104	44,160 3,680	51,072 4,256
9	Director of Labor Relations	1	25,752 2,146	30,552 2,546	35,340 2,945
7	Director, Budget and Internal Audit	1	22,572 1,881	26,760 2,230	30,948 2,579
4	Executive Assistant	1	18,384 1,532	21,816 1,818	25,236 2,103
.....					
A2 12	General Counsel		23,580 1,965	27,960 2,330	32,340 2,695
10	Director, Special Services		21,252 1,771	25,212 2,101	29,172 2,431
7	Safety Coordinator & Claims Agent		18,072 1,506	21,432 1,786	24,780 2,065
7	Employee Benefits Administrator		18,072 1,506	21,432 1,786	24,780 2,065
6	Staff Attorney		17,088 1,424	20,244 1,687	23,400 1,950
6	Senior Staff Auditor		17,088 1,424	20,244 1,687	23,400 1,950
6	Labor Relations Administrator		17,088 1,424	20,244 1,687	23,400 1,950
3	Staff Auditor		14,316 1,193	16,980 1,415	19,632 1,636
3	World Trade Center Administrator		14,316 1,193	16,980 1,415	19,632 1,636
3	Administrative Assistant		14,316 1,193	16,980 1,415	19,632 1,636
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Schedule B	11 Assistant Claims Agent		1,188	1,411	1,634
	9 Management Intern		1,043	1,240	1,436
	9 Staff Assistant		1,043	1,240	1,436
	7 Secretary		917	1,090	1,262
	6 Senior Stenographer		860	1,022	1,183
	5 Clerk A		805	956	1,107
	2 Clerk B		667	792	916

MAXIMUM AUTHORIZED NUMBER ..... 27

DEPARTMENT

Salary Grade	Position Title	Auth'd No.	SALARY RANGES			
			Minimum	Midpoint	Maximum	
<u>Public Information Section</u>						
Schedule A1	8	Director, Public Information	1	\$24,108 2,009	\$28,584 2,382	\$33,060 2,755
.....						
A2	7	Editor		18,072 1,506	21,432 1,786	24,780 2,065
	5	Public Information Assistant		16,080 1,340	19,068 1,589	22,056 1,838
	5	Photographer		16,080 1,340	19,068 1,589	22,056 1,838
	3	Assistant Editor		14,316 1,193	16,980 1,415	19,632 1,636
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Schedule B	7	Assistant Photographer		917	1,090	1,262
	7	Secretary		917	1,090	1,262
	5	Clerk A		805	956	1,107
	2	Clerk B		667	792	916
	MAXIMUM AUTHORIZED NUMBER .....		8			

ACCOUNTING DEPARTMENT

Schedule A1	10	Director of Accounting and Port Auditor	1	27,600 2,300	32,712 2,726	37,824 3,152
	6	Chief Accountant	1	21,120 1,760	25,020 2,085	28,908 2,409
	3	Supervisor, Customer Accounting	1	17,244 1,437	20,424 1,702	23,604 1,967
.....						
A2	6	Accounting Systems Analyst		17,088 1,424	20,244 1,687	23,400 1,950
	4	Senior Accountant		15,216 1,268	18,060 1,505	20,892 1,741
	3	Accountant		14,316 1,193	16,980 1,415	19,632 1,636
-----						
Schedule B	9	Staff Assistant		1,043	1,240	1,436
	8	Senior Clerk		977	1,160	1,343
	6	Senior Stenographer		860	1,022	1,183
	5	Clerk A		805	956	1,107
	2	Clerk B		667	792	916
	MAXIMUM AUTHORIZED NUMBER .....		37			



Salary Grade	Position Title	Auth'd No.	SALARY RANGES		
			Minimum	Midpoint	Maximum
<u>AVIATION DEPARTMENT</u>					
Schedule A1	14 Director of Aviation	1	\$36,192 3,016	\$42,900 3,575	\$49,608 4,134
	10 Deputy Director of Aviation - Operations and Maintenance	1	27,600 2,300	32,712 2,726	37,824 3,152
	9 Deputy Director of Aviation - Administration	1	25,752 2,146	30,552 2,546	35,340 2,945
	9 Superintendent of Maintenance - Airport	1	25,752 2,146	30,552 2,546	35,340 2,945
	9 Superintendent of Operations	1	25,752 2,146	30,552 2,546	35,340 2,945
	8 Electrical Superintendent	1	24,108 2,009	28,584 2,382	33,060 2,755
	8 Electronics Superintendent	1	24,108 2,009	28,584 2,382	33,060 2,755
	8 Mechanical Superintendent	1	24,108 2,009	28,584 2,382	33,060 2,755
	6 Assistant Superintendent of Operations	1	21,120 1,760	25,020 2,085	28,908 2,409
	6 Parking Superintendent	1	21,120 1,760	25,020 2,085	28,908 2,409
	5 Operations Supervisor	6	19,632 1,636	23,304 1,942	26,964 2,247
	5 Field Superintendent	1	19,632 1,636	23,304 1,942	26,964 2,247
	5 Assistant Electrical Superintendent	1	19,632 1,636	23,304 1,942	26,964 2,247
	5 Assistant Electronics Superintendent	1	19,632 1,636	23,304 1,942	26,964 2,247
	5 Baggage Systems Superintendent	1	19,632 1,636	23,304 1,942	26,964 2,247
	4 Building Superintendent	1	18,384 1,532	21,816 1,818	25,236 2,103
	4 Transit System Reliability and Quality Control Supervisor	1	18,384 1,532	21,816 1,818	25,236 2,103
	2 Assistant Parking Superintendent	1	16,068 1,339	19,068 1,589	22,068 1,839
.....					
A2	11 Transit System Specialist - Electronic		22,440 1,870	26,616 2,218	30,780 2,565
	11 Transit System Specialist - Electrical/ Mechanical		22,440 1,870	26,616 2,218	30,780 2,565
	6 Environmental Health Specialist		17,088 1,424	20,244 1,687	23,400 1,950
	3 Administrative Assistant		14,316 1,193	16,980 1,415	19,632 1,636

Salary Grade	Position Title	Auth'd No.	SALARY RANGES		
			Minimum	Midpoint	Maximum
<u>AVIATION DEPARTMENT, Cont'd.</u>					
Schedule B	13		\$1,362	\$1,617	\$1,872
	12		1,273	1,512	1,750
	12		1,273	1,512	1,750
	12		1,273	1,512	1,750
	11		1,188	1,411	1,634
	10		1,115	1,324	1,533
	10		1,115	1,324	1,533
	9		1,043	1,240	1,436
	8		977	1,160	1,343
	7		917	1,090	1,262
	7		917	1,090	1,262
	6		860	1,022	1,183
	6		860	1,022	1,183
	5		805	956	1,107
	4		757	898	1,039
	2		667	792	916
	2		667	792	916

<u>Salary Grade</u>	<u>Position Title</u>	<u>Auth'd No.</u>	<u>Salary Rate</u>
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AVIATION DEPARTMENT, Cont'd.

Police Department

Schedule A1	P	Chief of Port Police	1	\$32,292 2,691
	P	Assistant Chief of Port Police	1	28,020 2,335
	P	Captain		26,196 2,183
	P	Lieutenant	8	24,480 2,040

Fire Department

Schedule A1	F	Fire Chief	1	\$30,540 2,545
	F	Assistant Fire Chief	1	28,020 2,335
	F	Captain	6	25,704 2,142

				<u>**Rate with 5%</u>
Schedule B	F	*Lieutenant		\$1,898
	F	*Firefighter A		1,742
	F	Firefighter B		1,659
	F	Firefighter C		1,580
	F	Firefighter D		1,505
	F	Firefighter E		1,400

MAXIMUM AUTHORIZED NUMBER ..... 140.5

\*These classifications are eligible for longevity premiums as detailed in Section IV.B.2.b.

\*\*These salaries include 5% work schedule differential explained in Section IV.B.4.a.

Salary Grade	Position Title	Auth'd No.	SALARY RANGES		
			Minimum	Midpoint	Maximum
<u>DISTRIBUTION DEPARTMENT</u>					
Schedule A1 11	Director, Distribution Department	1	\$29,508 2,459	\$34,980 2,915	\$40,440 3,370
8	Deputy Director, Distribution	1	24,108 2,009	28,584 2,382	33,060 2,755
5	Warehouse Superintendent	1	19,632 1,636	23,304 1,942	26,964 2,247
5	Traffic Supervisor	1	19,632 1,636	23,304 1,942	26,964 2,247
1	Supervisor, Support Services	3	15,000 1,250	17,808 1,484	20,616 1,718
.....					
Schedule A2 7	Traffic Coordinator		18,072 1,506	21,432 1,786	24,780 2,065
7	Manager, Warehouse Rates and Services		18,072 1,506	21,432 1,786	24,780 2,065
5	Systems and Procedures Analyst		16,080 1,340	19,068 1,589	22,056 1,838
3	Assistant Traffic Coordinator		14,316 1,193	16,980 1,415	19,632 1,636
3	Administrative Assistant		14,316 1,193	16,980 1,415	19,632 1,636
-----					
Schedule B 12	Floor Supervisor		1,273	1,512	1,750
11	Chief Freight Agent		1,188	1,411	1,634
10	Freight Agent		1,115	1,324	1,533
10	Dispatcher		1,115	1,324	1,533
9	Systems Analyst Trainee		1,043	1,240	1,436
8	Senior Clerk		977	1,160	1,343
6	Transportation Clerk		860	1,022	1,183
6	Data Processing Operator II		860	1,022	1,183
5	Data Processing Operator I		805	956	1,107
5	Clerk A		805	956	1,107
2	Clerk B		667	792	916

MAXIMUM AUTHORIZED NUMBER ..... 63

Salary Grade	Position Title	Auth'd No.	SALARY RANGES		
			Minimum	Midpoint	Maximum
<u>ENGINEERING DEPARTMENT</u>					
Schedule A1 14	Chief Engineer	1	\$36,192 3,016	\$42,900 3,575	\$49,608 4,134
10	Assistant Chief Engineer	1	27,600 2,300	32,712 2,726	37,824 3,152
10	Chief Construction Engineer	1	27,600 2,300	32,712 2,726	37,824 3,152
9	Manager - Waterfront Engineering	1	25,752 2,146	30,552 2,546	35,340 2,945
9	Manager - Airport Engineering	1	25,752 2,145	30,552 2,546	35,340 2,945
9	Chief Systems Engineer	1	25,752 2,146	30,552 2,546	35,340 2,945
9	Superintendent of Maintenance - Waterfront	1	25,752 2,146	30,552 2,546	35,340 2,945
8	Manager - Mechanical and Equipment Engineering	1	24,108 2,009	28,584 2,382	33,060 2,755
8	Supervisor - Cargo Handling Equipment	1	24,108 2,009	28,584 2,382	33,060 2,755
8	Supervisor - Buildings and Grounds	1	24,108 2,009	28,584 2,382	33,060 2,755
7	Resident Engineer	3	22,572 1,881	26,760 2,230	30,948 2,579
6	Senior Maintenance Supervisor	6	21,120 1,760	25,020 2,085	28,908 2,409
5	Chief of Surveys	1	19,632 1,636	23,304 1,942	26,964 2,247
4	Maintenance Supervisor	1	18,384 1,532	21,816 1,818	25,236 2,103
4	Drafting Manager	1	18,384 1,532	21,816 1,818	25,236 2,103

Schedule	A2	12	Salary Grade	Position Title	Auth'd No.	SALARY RANGES		
						Minimum	Midpoint	Maximum
<u>ENGINEERING DEPARTMENT, Cont'd.</u>								
				Senior Engineer		\$23,580 1,965	\$27,960 2,330	\$32,340 2,695
			9	Associate Engineer		20,148 1,679	23,904 1,992	27,660 2,305
			8	Small Works Contract Administrator		19,020 1,585	22,572 1,881	26,124 2,177
			7	Contracts Administrator		18,072 1,506	21,432 1,786	24,780 2,065
			6	Assistant Engineer		17,088 1,424	20,244 1,687	23,400 1,950
			6	Designer		17,088 1,424	20,244 1,687	23,400 1,950
			5	Junior Engineer		16,080 1,340	19,068 1,589	22,056 1,838
			5	Engineering Administration Supervisor		16,080 1,340	19,068 1,589	22,056 1,838

Salary Grade	Position Title	Auth'd No.	SALARY RANGES		
			Minimum	Midpoint	Maximum
<u>ENGINEERING DEPARTMENT, Cont'd.</u>					
<u>Administrative</u>					
Schedule B	9	Work Order Administrator	\$ 1,043	\$ 1,240	\$ 1,436
	9	Staff Assistant	1,043	1,240	1,436
	8	Senior Clerk	977	1,160	1,343
	6	Senior Stenographer	860	1,022	1,183
	5	Clerk A	805	956	1,107
	4	Stenographer	757	898	1,039
	2	Clerk B	667	792	916
	*	Student Intern	Prevailing Rates Paid (as determined in Section I.C.4.)		
<u>Design</u>					
	11	Senior Drafter	1,188	1,411	1,634
	8	Drafter II	977	1,160	1,343
	6	Drafter I	860	1,022	1,183
	6	Engineering Reproduction Technician	860	1,022	1,183
<u>Construction</u>					
	15	Senior Construction Inspector	1,550	1,841	2,132
	12	Associate Construction Inspector	1,273	1,512	1,750
	10	Assistant Construction Inspector	1,115	1,324	1,533
<u>Survey</u>					
	14	Survey Party Chief	1,451	1,723	1,995
	13	Senior Survey Technician	1,362	1,617	1,872
	12	Survey Instrument Technician	1,273	1,512	1,750
	10	Survey Head Chainer	1,115	1,324	1,533
	9	Survey Rear Chainer	1,043	1,240	1,436
	9	Survey Technician	1,043	1,240	1,436
<u>Maintenance</u>					
	12	Maintenance Storekeeper	1,273	1,512	1,750
	8	Maintenance Clerk	977	1,160	1,343
	7	Stock Room Clerk	917	1,090	1,262
MAXIMUM AUTHORIZED NUMBER .....			106		

Salary Grade	Position Title	Auth'd No.	SALARY RANGES			
			Minimum	Midpoint	Maximum	
<u>MARINE DEPARTMENT</u>						
Schedule A1	12	Director, Marine Department	1	\$31,548 2,629	\$37,428 3,119	\$43,296 3,608
	10	Manager, Marine Terminals	1	27,600 2,300	32,712 2,726	37,824 3,152
	8	Manager, Container Operations	1	24,108 2,009	28,584 2,382	33,060 2,755
	7	Terminal Superintendent	3	22,572 1,881	26,760 2,230	30,948 2,579
	6	Manager, Boat Harbors	1	21,120 1,760	25,020 2,085	28,908 2,409
	4	Assistant Operations Superintendent	3	18,384 1,532	21,816 1,818	25,236 2,103
	3	Assistant Terminal Superintendent	1	17,244 1,437	20,424 1,702	23,604 1,967
.....						
A2	6	Environmental Health Specialist		17,088 1,424	20,244 1,687	23,400 1,950
	5	Marine Terminals Assistant		16,080 1,340	19,068 1,589	22,056 1,838
	4	Marina Supervisor		15,216 1,268	18,060 1,505	20,892 1,741
-----						
Schedule B	11	Chief Freight Agent		1,188	1,411	1,634
	10	Freight Agent		1,115	1,324	1,533
	10	Marina Maintenance Foreman		1,115	1,324	1,533
	9	Staff Assistant		1,043	1,240	1,436
	8	Marina Attendant II		977	1,160	1,343
	8	Senior Clerk		977	1,160	1,343
	7	Secretary		917	1,090	1,262
	6	Marina Attendant I		860	1,022	1,183
	6	Marina Clerk		860	1,022	1,183
	6	Moorage Clerk		860	1,022	1,183
	6	Freight Clerk		860	1,022	1,183
	6	Security Guard		860	1,022	1,183
	5	Clerk A		805	956	1,107
	2	Clerk B		667	792	916
MAXIMUM AUTHORIZED NUMBER .....				74.5		



Salary Grade	Position Title	Auth'd No.	SALARY RANGES			
			Minimum	Midpoint	Maximum	
<b>MARKETING DEPARTMENT</b>						
Schedule A1	13	Director of Marketing	1	\$33,780 2,815	\$40,080 3,340	\$46,368 3,864
	11	Deputy Director of Marketing	1	29,508 2,459	34,980 2,915	40,440 3,370
.....						
A2	*	Regional Manager (Midwest)		23,232 1,936	29,424 2,452	35,616 2,968
	•	Regional Manager (Inland Empire)		22,272 1,856	28,584 2,382	34,896 2,908
	*	Regional Manager (California/Southwest)		22,272 1,856	28,584 2,382	34,896 2,908
	*	Regional Manager (Southeast Asia)		22,272 1,856	28,584 2,382	34,896 2,908
	*	Regional Manager (Japan)		20,148 1,679	23,904 1,992	27,660 2,305
	9	Regional Manager (Southeast)		20,148 1,679	23,904 1,992	27,660 2,305
	9	Regional Manager (Alaska/South)		20,148 1,679	23,904 1,992	27,660 2,305
	8	Manager, Terminal Pricing and Tariff Publications		19,020 1,585	22,572 1,881	26,124 2,177
	8	Manager, Intermodal Pricing		19,020 1,585	22,572 1,881	26,124 2,177
	8	Regional Manager (Seattle)		19,020 1,585	22,572 1,881	26,124 2,177
	•	Assistant Regional Manager (Midwest/East Coast)		17,064 1,422	20,796 1,733	24,528 2,044
	3	Administrative Assistant		14,316 1,193	16,980 1,415	19,632 1,636

\* Nongraded positions - explained in Section I.C.2.

Salary Grade	Position Title	Auth'd No.	SALARY RANGES		
			Minimum	Midpoint	Maximum
<u>MARKETING DEPARTMENT, Cont'd.</u>					
Schedule B	9	Administrative/Professional Trainee	\$ 1,043	\$ 1,240	\$ 1,436
	9	Staff Assistant	1,043	1,240	1,436
	8	Graduate Intern	977	1,160	1,343
	8	Senior Clerk	977	1,160	1,343
	7	Secretary	917	1,090	1,262
	6	Senior Stenographer	860	1,022	1,183
	5	Clerk A	805	956	1,107
	4	Stenographer	757	898	1,039
	2	Clerk B	667	792	916
MAXIMUM AUTHORIZED NUMBER .....			24.5		

PERSONNEL DEPARTMENT

Schedule A1	8	Director of Personnel	1	24,108 2,009	28,584 2,382	33,060 2,755
	5	Manager, Employment and Compensation	1	19,632 1,636	23,304 1,942	26,964 2,247
.....						
A2	7	Employee Relations and Equal Employment Officer		18,072 1,506	21,432 1,786	24,780 2,065
	7	Training Officer		18,072 1,506	21,432 1,786	24,780 2,065
	6	Personnel Administrator		17,088 1,424	20,244 1,687	23,400 1,950
	3	Assistant Personnel Administrator		14,316 1,193	16,980 1,415	19,632 1,636
	3	Administrative Assistant		14,316 1,193	16,980 1,415	19,632 1,636
-----						
Schedule B	9	Staff Assistant		1,043	1,240	1,436
	8	Senior Clerk		977	1,160	1,343
	6	Senior Stenographer		860	1,022	1,183
	5	Clerk A		805	956	1,107
	2	Clerk B		667	792	916
MAXIMUM AUTHORIZED NUMBER .....			14			

Salary Grade	Position Title	Auth'd No.	SALARY RANGES			
			Minimum	Midpoint	Maximum	
<u>PLANNING AND RESEARCH DEPARTMENT</u>						
Schedule A1	12	Director of Planning and Research	1	\$31,548 2,629	\$37,428 3,119	\$43,296 3,608
	9	Assistant Director, Planning and Research	1	25,752 2,146	30,552 2,546	35,340 2,945
.....						
A2	12	Senior Economic Advisor		23,580 1,965	27,960 2,330	32,340 2,695
	11	Senior Special Projects Manager		22,440 1,870	26,616 2,218	30,780 2,565
	9	Senior Environmental Planner		20,148 1,679	23,904 1,992	27,660 2,305
	9	Senior Long-Range Analyst		20,148 1,679	23,904 1,992	27,660 2,305
	8	Economist		19,020 1,585	22,572 1,881	26,124 2,177
	7	Planner II		18,072 1,506	21,432 1,786	24,780 2,065
	6	Research Economist		17,088 1,424	20,244 1,687	23,400 1,950
	5	Planner I		16,080 1,340	19,068 1,589	22,056 1,838
	4	Environmentalist		15,216 1,268	18,060 1,505	20,892 1,741
-----						
Schedule B	9	Staff Assistant		1,043	1,240	1,436
	8	Research Specialist		977	1,160	1,343
	8	Assistant Planner		977	1,160	1,343
	8	Graduate Intern		977	1,160	1,343
	8	Senior Clerk		977	1,160	1,343
	6	Senior Stenographer		860	1,022	1,183
	5	Clerk A		805	956	1,107
	2	Clerk B		667	792	916
MAXIMUM AUTHORIZED NUMBER .....			21			

Salary Grade	Position Title	Auth'd No.	SALARY RANGES		
			Minimum	Midpoint	Maximum
<u>PURCHASING AND OFFICE SERVICES DEPARTMENT</u>					
Schedule A1	7 Director, Purchasing and Office Services	1	\$22,572 1,881	\$26,760 2,230	\$30,948 2,579
	2 Assistant Director, Purchasing and Office Services	1	16,068 1,339	19,068 1,589	22,068 1,839
.....					
A2	5 Forms Management Supervisor		16,080 1,340	19,068 1,589	22,056 1,838
	3 Buyer		14,316 1,193	16,980 1,415	19,632 1,636
	3 Forms Analyst		14,316 1,193	16,980 1,415	19,632 1,636
-----					
Schedule B	10 Property Room Custodian		1,115	1,324	1,533
	10 Print Shop Supervisor		1,115	1,324	1,533
	10 Word Processing Center Supervisor		1,115	1,324	1,533
	10 Records Librarian		1,115	1,324	1,533
	8 Senior Clerk		977	1,160	1,343
	7 Word Processing Center Senior Operator		917	1,090	1,262
	/ Stock Room Clerk		917	1,090	1,262
	7 Senior Multilith Operator		917	1,090	1,262
	6 Multilith Operator		860	1,022	1,183
	6 Word Processing Center Operator		860	1,022	1,183
	5 Clerk A		805	956	1,107
	4 Word Processing Center Trainee		757	898	1,039
	3 Print Shop Assistant		706	838	970
	2 Messenger		667	792	916
	2 Clerk B		667	792	916
	1 Mail Clerk		600	713	825
MAXIMUM AUTHORIZED NUMBER .....			32		

Salary Grade	Position Title	Auth'd No.	SALARY RANGES			
			Minimum	Midpoint	Maximum	
<u>REAL ESTATE DEPARTMENT</u>						
Schedule A1	12	Director of Real Estate	1	\$31,548 2,629	\$37,428 3,119	\$43,296 3,608
	8	Manager, Waterfront Real Estate	1	24,108 2,009	28,584 2,382	33,060 2,755
	7	Manager, Airport Real Estate	1	22,572 1,881	26,760 2,230	30,948 2,579
	6	Manager, Airport Acquisition	1	21,120 1,760	25,020 2,085	28,908 2,409
	6	Manager, General Services	1	21,120 1,760	25,020 2,085	28,908 2,409
.....						
A2	10	Airport Acquisition Specialist		21,252 1,771	25,212 21,01	29,172 2,431
	8	Rental Management Specialist II		19,020 1,585	22,572 1,881	26,124 2,177
	6	Administrator, Real Estate Services		17,088 1,424	20,244 1,687	23,400 1,950
	4	Rental Management Specialist I		15,216 1,268	18,060 1,505	20,892 1,741
	3	Administrative Assistant		14,316 1,193	16,980 1,415	19,632 1,636
	2	Airport Acquisition Assistant		13,500 1,125	16,032 1,336	18,552 1,546
	2	Airport Relocation Representative		13,500 1,125	16,032 1,336	18,552 1,546
-----						
Schedule B	9	Real Estate Assistant		1,043	1,240	1,436
	9	Utilities Monitor		1,043	1,240	1,436
	8	Custodial Supervisor		977	1,160	1,343
	7	Secretary		917	1,090	1,262
	7	Security Supervisor		917	1,090	1,262
	6	Security Guard		860	1,022	1,183
	6	Senior Stenographer		860	1,022	1,183
	5	Clerk A		805	956	1,107
	5	Custodian		805	956	1,107
	5	Chief Switchboard Operator		805	956	1,107
	4	Stenographer		757	898	1,039
	2	Clerk B		667	792	916
	2	Relief Switchboard Operator		667	792	916
MAXIMUM AUTHORIZED NUMBER .....			40			

Salary Grade	Position Title	Auth'd No.	SALARY RANGES			
			Minimum	Midpoint	Maximum	
<b>SYSTEMS AND DATA PROCESSING DEPARTMENT</b>						
Schedule A1	12	Director, Systems and Data Processing	1	\$31,548 2,629	\$37,428 3,119	\$43,296 3,608
	7	Manager of Systems	1	22,572 1,881	26,760 2,230	30,948 2,579
	6	Manager of Data Processing	1	21,120 1,760	25,020 2,085	28,908 2,409
	2	Computer Operations Supervisor	1	16,068 1,339	19,068 1,589	22,068 1,839
	1	Supervisor, Support Services	1	15,000 1,250	17,808 1,484	20,616 1,718
.....						
A2	10	Systems Supervisor		21,252 1,771	25,212 2,101	29,172 2,431
	9	Systems Analyst		20,148 1,679	23,904 1,992	27,660 2,305
	9	Software Systems Analyst		20,148 1,679	23,904 1,992	27,660 2,305
	8	Analyst/Programmer		19,020 1,585	22,572 1,881	26,124 2,177
	5	Programmer		16,080 1,340	19,068 1,589	22,056 1,838
	5	Systems and Procedures Analyst		16,080 1,340	19,068 1,589	22,056 1,838
	3	Administrative Assistant		14,316 1,193	16,980 1,415	19,632 1,636
-----						
Schedule B	11	Senior Computer Operator		1,188	1,411	1,634
	9	Systems Analyst Trainee		1,043	1,240	1,436
	9	Staff Assistant		1,043	1,240	1,436
	8	Programmer Trainee		977	1,160	1,343
	8	Senior Clerk		977	1,160	1,343
	8	Computer Operator		977	1,160	1,343
	7	Senior Data Processing Operator		917	1,090	1,262
	6	Computer Operator Trainee		860	1,022	1,183
	6	Data Processing Operator II		860	1,022	1,183
	5	Data Processing Operator I		805	956	1,107
	5	Clerk A		805	956	1,107
	2	Clerk B		667	792	916
MAXIMUM AUTHORIZED NUMBER .....			46			

Salary Grade	Position Title	Auth'd No.	SALARY RANGES		
			Minimum	Midpoint	Maximum
<u>MULTI-DEPARTMENT</u>					
Schedule A1	1 Supervisor, Support Services		\$15,000 1,250	\$17,808 1,484	\$20,616 1,718
.....					
Schedule A2	3 Administrative Assistant		14,316 1,193	16,980 1,415	19,632 1,636
-----					
Schedule B	9 Administrative/Professional Trainee		1,043	1,240	1,436
	9 Staff Assistant		1,043	1,240	1,436
	8 Graduate Intern		977	1,160	1,343
	8 Senior Clerk		977	1,160	1,343
	7 Secretary		917	1,090	1,262
	7 Stock Room Clerk		917	1,090	1,262
	7 Senior Data Processing Operator		917	1,090	1,262
	6 Senior Stenographer		860	1,022	1,183
	6 Data Processing Operator II		860	1,022	1,183
	5 Clerk A		805	956	1,107
	5 Data Processing Operator I		805	956	1,107
	4 Stenographer		757	898	1,039
	2 Clerk B		667	792	916
	2 Messenger		667	792	916
	* Student Intern		Prevailing Rates Paid (as determined in Section I.C.4.)		
MAXIMUM POSITIONS AVAILABLE .....			50		

Note: When a department has used all authorized positions provided on a previous page, positions on this page may be requested from the Executive Department.

DEPARTMENT

Salary Grade	Position Title	Auth'd No.	SALARY RANGES			
			Minimum	Midpoint	Maximum	
<u>Public Information Section</u>						
Schedule A1	8	Director, Public Information	1	\$25,152 2,096	\$29,820 2,485	\$34,488 2,874
.....						
A2	7	Editor		18,852 1,571	22,356 1,863	25,848 2,154
	5	Public Information Assistant		16,776 1,398	19,896 1,658	23,004 1,917
	5	Photographer		16,776 1,398	19,896 1,658	23,004 1,917
	3	Assistant Editor		14,940 1,245	17,712 1,476	20,484 1,707
-----						
Schedule B	7	Assistant Photographer		957	1,137	1,317
	7	Secretary		957	1,137	1,317
	5	Clerk A		840	998	1,155
	2	Clerk B		696	826	956
MAXIMUM AUTHORIZED NUMBER .....			8			

ACCOUNTING DEPARTMENT

Schedule A1	10	Director of Accounting and Port Auditor	1	28,788 2,399	34,128 2,844	39,456 3,288
	8	Assistant Director of Accounting	2	25,152 2,096	29,820 2,485	34,488 2,874
	3	Supervisor, Customer Accounting	1	17,988 1,499	21,312 1,776	24,624 2,052
.....						
A2	6	Accounting Systems Analyst		17,832 1,486	21,120 1,760	24,408 2,034
	4	Senior Accountant		15,876 1,323	18,840 1,570	21,792 1,816
	3	Accountant		14,940 1,245	17,712 1,476	20,484 1,707
-----						
Schedule B	9	Staff Assistant		1,088	1,293	1,498
	8	Senior Clerk		1,019	1,210	1,401
	6	Senior Stenographer		897	1,066	1,234
	5	Clerk A		840	998	1,155
	2	Clerk B		696	826	956
MAXIMUM AUTHORIZED NUMBER .....			37			



Salary Grade	Position Title	Auth'd No.	SALARY RANGES			
			Minimum	Midpoint	Maximum	
<u>AVIATION DEPARTMENT</u>						
Schedule A1	14	Director of Aviation	1	\$37,752 3,146	\$44,760 3,730	\$51,756 4,313
	12	Airport Manager	1	32,916 2,743	39,048 3,254	45,168 3,764
	10	Airport Business Manager	1	28,788 2,399	34,128 2,844	39,456 3,288
	9	Superintendent of Maintenance - Airport	1	26,868 2,239	31,872 2,656	36,864 3,072
	9	Superintendent of Operations	1	26,868 2,239	31,872 2,656	36,864 3,072
	8	Electrical Superintendent	1	25,152 2,096	29,820 2,485	34,488 2,874
	8	Electronics Superintendent	1	25,152 2,096	29,820 2,485	34,488 2,874
	8	Mechanical Superintendent	1	25,152 2,096	29,820 2,485	34,488 2,874
	6	Assistant Superintendent of Operations	1	22,032 1,836	26,100 2,175	30,156 2,513
	6	Parking Superintendent	1	22,032 1,836	26,100 2,175	30,156 2,513
	5	Operations Supervisor	6	20,484 1,707	24,312 2,026	28,128 2,344
	5	Field Superintendent	1	20,484 1,707	24,312 2,026	28,128 2,344
	5	Assistant Electrical Superintendent	1	20,484 1,707	24,312 2,026	28,128 2,344
	5	Assistant Electronics Superintendent	1	20,484 1,707	24,312 2,026	28,128 2,344
	5	Baggage Systems Superintendent	1	20,484 1,707	24,312 2,026	28,128 2,344
	4	Building Superintendent	1	19,176 1,598	22,752 1,896	26,328 2,194
	4	Transit System Reliability and Quality Control Supervisor	1	19,176 1,598	22,752 1,896	26,328 2,194
	2	Assistant Parking Superintendent	1	16,764 1,397	19,896 1,658	23,016 1,918
.....						
A2	11	Transit System Specialist - Electronic		23,412 1,951	27,768 2,314	32,112 2,676
	11	Transit System Specialist - Electrical/ Mechanical		23,412 1,951	27,768 2,314	32,112 2,676
	6	Environmental Health Specialist		17,832 1,486	21,120 1,760	24,408 2,034
	3	Administrative Assistant		14,940 1,245	17,712 1,476	20,484 1,707

Salary Grade	Position Title	Auth'd No.	SALARY RANGES		
			Minimum	Midpoint	Maximum
<u>AVIATION DEPARTMENT, Cont'd.</u>					
Schedule B	13	Maintenance Shift Coordinator	\$1,421	\$1,687	\$1,953
	12	Inspector, Fire Alarm Systems	1,328	1,577	1,826
	12	Operations Controller	1,328	1,577	1,826
	12	Maintenance Storekeeper	1,328	1,577	1,826
	11	Lead Waste Plant Operator	1,239	1,472	1,705
	10	Waste Plant Operator	1,163	1,381	1,599
	10	Ramp Controller	1,163	1,381	1,599
	9	Staff Assistant	1,088	1,293	1,498
	8	Senior Clerk	1,019	1,210	1,401
	7	Secretary	957	1,137	1,317
	7	Stock Room Clerk	957	1,137	1,317
	6	Senior Stenographer	897	1,066	1,234
	6	Fire Department Clerk	897	1,066	1,234
	5	Clerk A	840	998	1,155
	4	Stenographer	790	937	1,084
	2	Clerk B	696	826	956
	2	Messenger	696	826	956

<u>Salary Grade</u>	<u>Position Title</u>	<u>Auth'd No.</u>	<u>Salary Rate</u>
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AVIATION DEPARTMENT, Cont'd.

Police Department

Schedule A1	P	Chief of Port Police	1	\$33,684 2,807
	P	Captain	3	28,332 2,361
	P	Lieutenant	5	25,080 2,090

Fire Department

Schedule A1	F	Fire Chief	1	\$31,860 2,655
	F	Assistant Fire Chief	1	29,232 2,436
	F	Captain	6	26,820 2,235

			<u>Base Salary Rate</u>	<u>**Rate with 5%</u>
Schedule B	F	*Lieutenant	* \$1,886	\$1,980
	F	*Firefighter A	* 1,731	1,818
	F	Firefighter B	1,648	1,730
	F	Firefighter C	1,570	1,649
	F	Firefighter D	1,495	1,570
	F	Firefighter E	1,391	1,461

MAXIMUM AUTHORIZED NUMBER ..... 140.5

\*These classifications are eligible for longevity premiums as detailed in Section IV.B.2.b.

\*\*These salaries include 5% work schedule differential explained in Section IV.B.4.a.

Salary Grade	Position Title	Auth'd No.	SALARY RANGES		
			Minimum	Midpoint	Maximum
<u>DISTRIBUTION DEPARTMENT</u>					
Schedule A1 11	Director, Distribution Department	1	\$30,780 2,565	\$36,492 3,041	\$42,192 3,516
8	Assistant Director, Distribution	1	25,152 2,096	29,820 2,485	34,488 2,874
8	Manager, Warehousing	1	25,152 2,096	29,820 2,485	34,488 2,874
5	Traffic Supervisor	1	20,484 1,707	24,312 2,026	28,128 2,344
3	Assistant Warehouse Superintendent	1	17,988 1,499	21,312 1,776	24,624 2,053
1	Supervisor, Support Services	3	15,648 1,304	18,576 1,548	21,504 1,792
.....					
Schedule A2 7	Traffic Coordinator		18,852 1,571	22,356 1,863	25,848 2,154
7	Manager, Warehouse Rates and Services		18,852 1,571	22,356 1,863	25,848 2,154
5	Systems and Procedures Analyst		16,776 1,398	19,896 1,658	23,004 1,917
3	Assistant Traffic Coordinator		14,940 1,245	17,712 1,476	20,484 1,707
3	Administrative Assistant		14,940 1,245	17,712 1,476	20,484 1,707
-----					
Schedule B 12	Floor Supervisor		1,328	1,577	1,826
11	Chief Freight Agent		1,239	1,472	1,705
10	Freight Agent		1,163	1,381	1,599
10	Dispatcher		1,163	1,381	1,599
9	Systems Analyst Trainee		1,088	1,293	1,498
8	Senior Clerk		1,019	1,210	1,401
6	Transportation Clerk		897	1,066	1,234
6	Data Processing Operator II		897	1,066	1,234
5	Data Processing Operator I		840	998	1,155
5	Clerk A		840	998	1,155
2	Clerk B		696	826	956

MAXIMUM AUTHORIZED NUMBER ..... 63

Salary Grade	Position Title	Auth'd No.	SALARY RANGES			
			Minimum	Midpoint	Maximum	
<u>ENGINEERING DEPARTMENT</u>						
Schedule A1	14	Chief Engineer	1	\$37,752 3,146	\$44,760 3,730	\$51,756 4,313
	10	Assistant Chief Engineer	1	28,788 2,399	34,128 2,844	39,456 3,288
	10	Chief Construction Engineer	1	28,788 2,399	34,128 2,844	39,456 3,288
	9	Manager - Waterfront Engineering	1	26,868 2,239	31,872 2,656	36,864 3,072
	9	Manager - Airport Engineering	1	26,868 2,239	31,872 2,656	36,864 3,072
	9	Chief Systems Engineer	1	26,868 2,239	31,872 2,656	36,864 3,072
	9	Superintendent of Maintenance - Waterfront	1	26,868 2,239	31,872 2,656	36,864 3,072
	8	Manager - Mechanical and Equipment Engineering	1	25,152 2,096	29,820 2,485	34,488 2,874
	8	Supervisor - Cargo Handling Equipment	1	25,152 2,096	29,820 2,485	34,488 2,874
	8	Supervisor - Buildings and Grounds	1	25,152 2,096	29,820 2,485	34,488 2,874
	7	Resident Engineer	3	23,544 1,962	27,912 2,326	32,280 2,690
	6	Senior Maintenance Supervisor	6	22,032 1,836	26,100 2,175	30,156 2,513
	5	Chief of Surveys	1	20,484 1,707	24,312 2,026	28,128 2,344
	4	Maintenance Supervisor	1	19,176 1,598	22,752 1,896	26,328 2,194
	4	Drafting Manager	1	19,176 1,598	22,752 1,896	26,328 2,194

Salary Grade	Position Title	Auth'd No.	SALARY RANGES		
			Minimum	Midpoint	Maximum
<u>ENGINEERING DEPARTMENT, Cont'd.</u>					
Schedule A2 12	Senior Engineer		\$24,600 2,050	\$29,172 2,431	\$33,732 2,811
	9 Associate Engineer		21,024 1,752	24,948 2,079	28,860 2,405
	8 Small Works Contract Administrator		19,836 1,653	23,544 1,962	27,252 2,271
	7 Contracts Administrator		18,852 1,571	22,356 1,863	25,848 2,154
	6 Assistant Engineer		17,832 1,486	21,120 1,760	24,408 2,034
	6 Designer		17,832 1,486	21,120 1,760	24,408 2,034
	5 Junior Engineer		16,776 1,398	19,896 1,658	23,004 1,917
	5 Engineering Administration Supervisor		16,776 1,398	19,896 1,658	23,004 1,917

Salary Grade	Position Title	Auth'd No.	SALARY RANGES		
			Minimum	Midpoint	Maximum
<u>ENGINEERING DEPARTMENT, Cont'd.</u>					
<u>Administrative</u>					
Schedule B	9	Work Order Administrator	\$ 1,088	\$ 1,293	\$ 1,498
	9	Staff Assistant	1,088	1,293	1,498
	8	Senior Clerk	1,019	1,210	1,401
	6	Senior Stenographer	897	1,066	1,234
	5	Clerk A	840	998	1,155
	4	Stenographer	790	937	1,084
	2	Clerk B	696	826	956
	*	Student Intern	Prevailing Rates Paid (as determined in Section I.C.4.)		
<u>Design</u>					
	11	Senior Drafter	1,239	1,472	1,705
	8	Drafter II	1,019	1,210	1,401
	6	Drafter I	897	1,066	1,234
	6	Engineering Reproduction Technician	897	1,066	1,234
<u>Construction</u>					
	15	Senior Construction Inspector	1,617	1,921	2,224
	12	Associate Construction Inspector	1,328	1,577	1,826
	10	Assistant Construction Inspector	1,163	1,381	1,599
<u>Survey</u>					
	14	Survey Party Chief	1,514	1,798	2,081
	13	Senior Survey Technician	1,421	1,687	1,953
	12	Survey Instrument Technician	1,328	1,577	1,826
	10	Survey Head Chainer	1,163	1,381	1,599
	9	Survey Rear Chainer	1,088	1,293	1,498
	9	Survey Technician	1,088	1,293	1,498
<u>Maintenance</u>					
	12	Maintenance Storekeeper	1,328	1,577	1,826
	8	Maintenance Clerk	1,019	1,210	1,401
	7	Stock Room Clerk	957	1,137	1,317

MAXIMUM AUTHORIZED NUMBER ..... 106

Salary Grade	Position Title	Auth'd No.	SALARY RANGES			
			Minimum	Midpoint	Maximum	
<b>MARINE DEPARTMENT</b>						
Schedule A1	12	Director, Marine Department	1	\$32,916 2,743	\$39,048 3,254	\$45,168 3,764
	9	Manager, Marine Terminals	1	26,868 2,239	31,872 2,656	36,864 3,072
	7	Terminal Superintendent	4	23,544 1,962	27,912 2,326	32,280 2,690
	6	Manager, Boat Harbors	1	22,032 1,836	26,100 2,175	30,156 2,513
	4	Assistant Operations Superintendent	2	19,176 1,598	22,752 1,896	26,328 2,194
	3	Assistant Terminal Superintendent	1	17,988 1,499	21,312 1,776	24,624 2,052
.....						
A2	6	Environmental Health Specialist		17,832 1,486	21,120 1,760	24,408 2,034
	5	Marine Terminals Assistant		16,776 1,398	19,896 1,658	23,004 1,917
	4	Marina Supervisor		15,876 1,323	18,840 1,570	21,792 1,816
-----						
Schedule B	11	Chief Freight Agent		1,239	1,472	1,705
	10	Freight Agent		1,163	1,381	1,599
	10	Marina Maintenance Foreman		1,163	1,381	1,599
	9	Staff Assistant		1,088	1,293	1,498
	8	Marina Attendant II		1,019	1,210	1,401
	8	Senior Clerk		1,019	1,210	1,401
	7	Secretary		957	1,137	1,317
	6	Marina Attendant I		897	1,066	1,234
	6	Marina Clerk		897	1,066	1,234
	6	Moorage Clerk		897	1,066	1,234
	6	Freight Clerk		897	1,066	1,234
	6	Security Guard		897	1,066	1,234
	5	Clerk A		840	998	1,155
	2	Clerk B		696	826	956
MAXIMUM AUTHORIZED NUMBER .....				74.5		



Salary Grade	Position Title	Auth'd No.	SALARY RANGES		
			Minimum	Midpoint	Maximum
<u>MARKETING DEPARTMENT</u>					
Schedule A1 13	Director of Marketing	1	\$35,244 2,937	\$41,808 3,484	\$48,372 4,031
11	Assistant Director of Marketing	1	30,780 2,565	36,492 3,041	42,192 3,516
.....					
A2 *	Regional Manager (Midwest)		24,636 2,053	31,212 2,601	37,776 3,148
*	Regional Manager (Inland Empire)		23,232 1,936	29,820 2,485	36,408 3,034
*	Regional Manager (California/Southwest)		22,884 1,907	29,376 2,448	35,856 2,988
*	Regional Manager (Southeast Asia)		23,232 1,936	29,820 2,485	36,408 3,034
*	Regional Manager (Japan)		21,024 1,752	24,948 2,079	28,860 2,405
9	Regional Manager (Southeast)		21,024 1,752	24,948 2,079	28,860 2,405
9	Regional Manager (Alaska/South)		21,024 1,752	24,948 2,079	28,860 2,405
8	Manager, Terminal Pricing and Tariff Publications		19,836 1,653	23,544 1,962	27,252 2,271
8	Manager, Intermodal Pricing		19,836 1,653	23,544 1,962	27,252 2,271
8	Regional Manager (Seattle)		19,836 1,653	23,544 1,962	27,252 2,271
*	Assistant Regional Manager (Midwest/East Coast)		18,096 1,508	22,056 1,838	26,016 2,168
3	Administrative Assistant		14,940 1,245	17,712 1,476	20,484 1,707

\* Nongraded positions - explained in Section I.C.2.

Salary Grade	Position Title	Auth'd No.	SALARY RANGES		
			Minimum	Midpoint	Maximum
<u>MARKETING DEPARTMENT, Cont'd.</u>					
Schedule B	9	Administrative/Professional Trainee	\$ 1,088	\$ 1,293	\$ 1,498
	9	Staff Assistant	1,088	1,293	1,498
	8	Graduate Intern	1,019	1,210	1,401
	8	Senior Clerk	1,019	1,210	1,401
	7	Secretary	957	1,137	1,317
	6	Senior Stenographer	897	1,066	1,234
	5	Clerk A	850	998	1,155
	4	Stenographer	790	937	1,084
	2	Clerk B	696	826	956
MAXIMUM AUTHORIZED NUMBER .....			24.5		

PERSONNEL DEPARTMENT

Schedule Ai	8	Director of Personnel	1	25,152 2,096	29,820 2,485	34,488 2,874
	5	Manager, Employment and Compensation	1	20,484 1,707	24,312 2,026	28,128 2,344
.....						
A2	7	Employee Relations and Equal Employment Officer		18,852 1,571	22,356 1,863	25,848 2,154
	7	Training Officer		18,852 1,571	22,356 1,863	25,848 2,154
	6	Personnel Administrator		17,832 1,486	21,120 1,760	24,408 2,034
	3	Assistant Personnel Administrator		14,940 1,245	17,712 1,476	20,484 1,707
	3	Administrative Assistant		14,940 1,245	17,712 1,476	20,484 1,707
-----						
Schedule B	9	Staff Assistant		1,088	1,293	1,498
	8	Senior Clerk		1,019	1,210	1,401
	6	Senior Stenographer		897	1,066	1,234
	5	Clerk A		840	998	1,155
	2	Clerk B		696	826	956
MAXIMUM AUTHORIZED NUMBER .....			14			

Salary Grade	Position Title	Auth'd No.	SALARY RANGES			
			Minimum	Midpoint	Maximum	
<u>PLANNING AND RESEARCH DEPARTMENT</u>						
Schedule A1	12	Director of Planning and Research	1	\$32,916 2,743	\$39,048 3,254	\$45,168 3,764
	9	Assistant Director, Planning and Research	1	26,868 2,239	31,872 2,656	36,864 3,072
.....						
A2	12	Senior Economic Advisor		24,600 2,050	29,172 2,431	33,732 2,811
	11	Senior Special Projects Manager		23,412 1,951	27,768 2,314	32,112 2,676
	9	Senior Environmental Planner		21,024 1,752	24,948 2,079	28,860 2,405
	9	Senior Long-Range Analyst		21,024 1,752	24,948 2,079	28,860 2,405
	8	Economist		19,836 1,653	23,544 1,962	27,252 2,271
	7	Planner II		18,852 1,571	22,356 1,863	25,848 2,154
	6	Business Analyst		17,832 1,486	21,120 1,760	24,408 2,034
	5	Planner I		16,776 1,398	19,896 1,658	23,004 1,917
	4	Environmentalist		15,876 1,323	18,840 1,570	21,792 1,816
-----						
Schedule B	9	Staff Assistant		1,088	1,293	1,498
	8	Research Specialist		1,019	1,210	1,401
	8	Assistant Planner		1,019	1,210	1,401
	8	Graduate Intern		1,019	1,210	1,401
	8	Senior Clerk		1,019	1,210	1,401
	6	Senior Stenographer		897	1,066	1,234
	5	Clerk A		840	998	1,155
	2	Clerk B		696	826	956
MAXIMUM AUTHORIZED NUMBER .....			21			

Salary Grade	Position Title	Auth'd No.	SALARY RANGES			
			Minimum	Midpoint	Maximum	
<u>PURCHASING AND OFFICE SERVICES DEPARTMENT</u>						
Schedule A1	7	Director, Purchasing and Office Services	1	\$23,544 1,962	\$27,912 2,326	\$32,280 2,690
	3	Assistant Director, Purchasing and Office Services	1	17,988 1,499	21,312 1,776	24,624 2,052
.....						
A2	5	Forms Management Supervisor		16,776 1,398	19,896 1,658	23,004 1,917
	3	Buyer		14,940 1,245	17,712 1,476	20,484 1,707
	3	Forms Analyst		14,940 1,245	17,712 1,476	20,484 1,707
-----						
Schedule B	10	Property Room Custodian		1,163	1,381	1,599
	10	Print Shop Supervisor		1,163	1,381	1,599
	10	Word Processing Center Supervisor		1,163	1,381	1,599
	10	Records Librarian		1,163	1,381	1,599
	8	Senior Clerk		1,019	1,210	1,401
	7	Word Processing Center Senior Operator		957	1,137	1,317
	7	Stock Room Clerk		957	1,137	1,317
	7	Senior Multilith Operator		957	1,137	1,317
	6	Multilith Operator		897	1,066	1,234
	6	Word Processing Center Operator		897	1,066	1,234
	5	Clerk A		840	998	1,155
	4	Word Processing Center Trainee		790	937	1,084
	3	Print Shop Assistant		736	874	1,012
	2	Messenger		696	826	956
	2	Clerk B		696	826	956
	1	Mail Clerk		626	744	861
MAXIMUM AUTHORIZED NUMBER .....			32			

Salary Grade	Position Title	Auth'd No.	SALARY RANGES			
			Minimum	Midpoint	Maximum	
<u>REAL ESTATE DEPARTMENT</u>						
Schedule A1	12	Director of Real Estate	1	\$32,916 2,743	\$39,048 3,254	\$45,168 3,764
	8	Manager, Waterfront Real Estate	1	25,152 2,096	29,820 2,485	34,488 2,874
	7	Manager, Airport Real Estate	1	23,544 1,962	27,912 2,326	32,280 2,690
	6	Manager, Airport Acquisition	1	22,032 1,836	26,100 2,175	30,156 2,513
	6	Manager, General Services	1	22,032 1,836	26,100 2,175	30,156 2,513
.....						
A2	10	Airport Acquisition Specialist		22,176 1,848	26,304 2,192	30,432 2,536
	8	Rental Management Specialist II		19,836 1,653	23,544 1,962	27,252 2,271
	6	Administrator, Real Estate Services		17,832 1,486	21,120 1,760	24,408 2,034
	4	Rental Management Specialist I		15,876 1,323	18,840 1,570	21,792 1,816
	3	Administrative Assistant		14,940 1,245	17,712 1,476	20,484 1,707
	2	Airport Acquisition Assistant		14,088 1,174	16,728 1,394	19,356 1,613
	2	Airport Relocation Representative		14,088 1,174	16,728 1,394	19,356 1,613
-----						
Schedule B	9	Real Estate Assistant		1,088	1,293	1,498
	9	Utilities Monitor		1,088	1,293	1,498
	8	Custodial Supervisor		1,019	1,210	1,401
	8	Senior Clerk		1,019	1,210	1,401
	7	Secretary		957	1,137	1,317
	7	Security Supervisor		957	1,137	1,317
	6	Security Guard		897	1,066	1,234
	6	Senior Stenographer		897	1,066	1,234
	5	Clerk A		840	998	1,155
	5	Custodian		840	998	1,155
	5	Chief Switchboard Operator		840	998	1,155
	4	Stenographer		790	937	1,084
	2	Clerk B		696	826	956
	2	Relief Switchboard Operator		696	826	956
MAXIMUM AUTHORIZED NUMBER .....			40			

Salary Grade	Position Title	Auth'd No.	SALARY RANGES			
			Minimum	Midpoint	Maximum	
<u>SYSTEMS AND DATA PROCESSING DEPARTMENT</u>						
Schedule A1	12	Director, Systems and Data Processing	1	\$32,916 2,743	\$39,048 3,254	\$45,168 3,764
	7	Manager of Systems	1	23,544 1,962	27,912 2,326	32,280 2,690
	6	Manager of Data Processing	1	22,032 1,836	26,100 2,175	30,156 2,513
	2	Computer Operations Supervisor	1	16,764 1,397	19,896 1,658	23,016 1,918
	1	Supervisor, Support Services	1	15,648 1,304	18,576 1,548	21,504 1,792
.....						
A2	10	Systems Supervisor		22,176 1,848	26,304 2,192	30,432 2,536
	9	Systems Analyst		21,024 1,752	24,948 2,079	28,860 2,405
	9	Software Systems Analyst		21,024 1,752	24,948 2,079	28,860 2,405
	8	Analyst/Programmer		19,836 1,653	23,544 1,962	27,252 2,271
	5	Programmer		16,776 1,398	19,896 1,658	23,004 1,917
	5	Systems and Procedures Analyst		16,776 1,398	19,896 1,658	23,004 1,917
	3	Administrative Assistant		14,940 1,245	17,712 1,476	20,484 1,707
-----						
Schedule B	11	Senior Computer Operator		1,239	1,472	1,705
	9	Systems Analyst Trainee		1,088	1,293	1,498
	9	Staff Assistant		1,088	1,293	1,498
	8	Programmer Trainee		1,019	1,210	1,401
	8	Senior Clerk		1,019	1,210	1,401
	8	Computer Operator		1,019	1,210	1,401
	7	Senior Data Processing Operator		957	1,137	1,317
	6	Computer Operator Trainee		897	1,066	1,234
	6	Data Processing Operator II		897	1,066	1,234
	5	Data Processing Operator I		840	998	1,155
	5	Clerk A		840	998	1,155
	2	Clerk B		696	826	956

MAXIMUM AUTHORIZED NUMBER ..... 46

Salary Grade	Position Title	Auth'd No.	SALARY RANGES		
			Minimum	Midpoint	Maximum
<u>MULTI-DEPARTMENT</u>					
Schedule A1	1 Supervisor, Support Services		\$15,648 1,304	\$18,576 1,548	\$21,504 1,792
.....					
Schedule A2	3 Administrative Assistant		14,940 1,245	17,712 1,476	20,484 1,707
-----					
Schedule B	9 Administrative/Professional Trainee		1,088	1,293	1,498
	9 Staff Assistant		1,088	1,293	1,498
	8 Graduate Intern		1,019	1,210	1,401
	8 Senior Clerk		1,019	1,210	1,401
	7 Secretary		957	1,137	1,317
	7 Stock Room Clerk		957	1,137	1,317
	7 Senior Data Processing Operator		957	1,137	1,317
	6 Senior Stenographer		897	1,066	1,234
	6 Data Processing Operator II		897	1,066	1,234
	5 Clerk A		840	998	1,155
	5 Data Processing Operator I		840	998	1,155
	4 Stenographer		790	937	1,084
	2 Clerk B		696	826	956
	2 Messenger		696	826	956
	* Student Intern				
			Prevailing Rates Paid (as determined in Section I.C.4.)		
MAXIMUM POSITIONS AVAILABLE ..... 50					

Note: When a department has used all authorized positions provided on a previous page, positions on this page may be requested from the Executive Department.