

**PORT OF SEATTLE
RESOLUTION NO. 3807**

A RESOLUTION of the Port of Seattle Commission amending the policy directive for salaries and benefits for employees not covered by a collective bargaining agreement established by Resolution No. 3790 and providing an effective date for all amendments of January 1, 2023.

WHEREAS, the Port of Seattle Commission has authority pursuant to RCW 53.08.170 to create and fill positions, fix wages, salaries, and establish other benefits of employment including retirement, insurance and similar benefits.

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

SECTION 1. Amendment of Policy Directive. The policy directive established by Resolution No. 3739 adopted November 28, 2017, establishing jobs, pay grades, pay ranges, and pay practices for employees not covered by a collective bargaining agreement and authorizing legally required and other benefits, is hereby amended as follows:

SECTION 2-5. The amendments provided in this resolution shall be effective starting January 1, 2023.

SECTION 2. Add a new definition for “Cost of Living Adjustments ‘COLA’” and “Pay Equity” to describe these specific terms and support the recommendations from the Compensation Project work. COLA means an increase to an employees pay rate based on changes to the Consumer Price Index as defined in the Total Rewards Program Guide and Pay Equity means compensating employees similarly when they perform comparable work, and that pay differences between employees performing comparable work can be explained by related work experience and recent job performance.

SECTION 5.1. Update the Section Title to Policy Establishing Jobs, Pay Grades, Graded Salary Range Structure, Pay Practices and Pay Types.

SECTION 5.1.A.(1) Under General Counsel the language referring to Workplace Responsibility staff will be removed.

SECTION 5.1.C. Pay Ranges – Graded Salary Range Structure will be adjusted by 4% and Grade 7 and 8 will be removed. Replace table with Attachment A-Graded Salary Range Structure.

SECTION 5.1.E. & 5.1.F. Pay Practices will be updated and reorganized to list the items in this section in a logical order, including the creation of sub-section F, Pay Types.

SECTION 5.1.E.3. Initial Pay Rates will be updated to be described as pay rates for newly hired employee will be based on related experience they bring to the Port and how it compares to current

Port employees performing similar work.

SECTION 5.1.F.2. Information and Communications Technology (ICT) Stand-by Pay will be modified to Stand-by Pay and be described as Hourly, non-exempt, employees who are required to be available during non-work hours to resolve problems or otherwise perform work during non-work hours may be eligible for stand-by pay.

SECTION 5.1.F.3. COLA will be added with the description the Port may provide a pay increase for regular, non-temporary, non-represented employees based on changes to the Consumer Price.

SECTION 5.1.F.4. COLA Plus will be added with the description the Port may provide a pay increase to certain employees with lower pay rates in addition to the COLA increases they may receive.

SECTION 5.1.F.5. Multilingual Premium will be added with the description the Port may provide a multilingual pay premium to employees with proven proficiency in another language and who provide language services to the Port at the Port's request.

SECTION 5.1.F.6. Emergency Pay will be added with the description in the event of an emergency (e.g. a major snow event, an earthquake, a significant power outage, etc.) that has an adverse impact on Port operations, employees working in exempt jobs who are not eligible for overtime, and are required to work more than their normal work schedule may be eligible for Emergency Pay.

SECTION 5.1.F.7. Other Pay Adjustments will be updated to other pay adjustments including, but not limited to, promotional increases and temporary assignment adjustments may be awarded to employees consistent with the Port Policy HR-21.

SECTION 5.2.B.(10) Washington State Paid Sick Leave will be added.

SECTION 5.2.C.(m) COVID-19 Vaccination Verification Incentive Day will be removed.

ADOPTED by the Port of Seattle Commission at a duly noticed public meeting thereof, held this 29th day of November, 2022, and duly authenticated in open session by the signatures of the commissioners voting in favor thereof and the seal of the commission.



The image shows five horizontal lines, each with a handwritten signature in blue ink above it. The signatures are: 1. A stylized signature starting with 'M'. 2. A signature starting with 'S'. 3. A signature starting with 'S' and 'H'. 4. A signature starting with 'J' and 'H'. 5. A signature starting with 'A'.

Port of Seattle Commission

EXHIBIT A TO PORT OF SEATTLE COMMISSION POLICY DIRECTIVE ON SALARIES AND BENEFITS
 SCHEDULE OF AUTHORIZED NON-REPRESENTED JOBS
 SALARY RANGES EFFECTIVE JANUARY 1, 2023
 Annual Base Salary Range (Hourly equivalent in parentheses)¹

Grade	Minimum	Midpoint	Maximum
42	\$227,926 (\$109.58)	\$284,918 (\$136.98)	\$341,910 (\$164.38)
	*Chief Operating Officer *Managing Director, Aviation		*General Counsel/Chief Compliance Officer
41	\$216,154 (\$103.92)	\$270,192 (\$129.90)	\$324,230 (\$155.88)
	*Managing Director, Economic Development		Chief Financial Officer
40	\$204,797 (\$98.46)	\$256,006 (\$123.08)	\$307,216 (\$147.70)
	*Managing Director, Maritime *Senior Director, Environment, Sustainability & Engineering		*Senior Director, External Relations *Senior Director, Human Resources
39	\$194,064 (\$93.30)	\$242,590 (\$116.63)	\$291,117 (\$139.96)
	Aviation Chief Development Officer		Aviation Chief Operating Officer
38	\$183,789 (\$88.36)	\$229,736 (\$110.45)	\$275,683 (\$132.54)
	Chief Information Officer		*Senior Director, Equity Diversity & Inclusion
37	\$173,971 (\$83.64)	\$217,464 (\$104.55)	\$260,957 (\$125.46)
	*Senior Director, Labor Relations Director, Accounting & Financial Reporting Director, Airport Operations		Director, Aviation Maintenance Director, Aviation Project Management Group Exec Chief of Staff & Senior Director of Strategic Initiative
36	\$164,778 (\$79.22)	\$205,962 (\$99.02)	\$247,146 (\$118.82)
	Chief Engineer/Director Engineering Services Deputy General Counsel Director, Aviation Business & Properties Director, Aviation Commercial Management Director, Aviation Facilities & Capital Programs		Director, Aviation Security Director, Central Procurement Office Director, Customer Experience & Brand Strategy Director, ICT Infrastructure Services
35	\$155,854 (\$74.93)	\$194,813 (\$93.66)	\$233,771 (\$112.39)
	*Chief of Staff, Commission Services Director, Aviation Environmental Services Director, Aviation Finance & Budget Director, Cruise Business & Maritime Marketing Director, Government Relations Director, Human Resources - Total Rewards Director, ICT Product Engineering		Director, ICT Technology Delivery Director, Marine Maintenance Director, Maritime Environmental & Planning Director, Maritime Operations & Security Director, Real Estate Development Director, Seaport Project Management Group Senior Capital Program Leader
34	\$147,389 (\$70.86)	\$184,246 (\$88.58)	\$221,104 (\$106.30)
	AFR Assistant Director and Port Auditor Assistant Director Aviation Project Management Group Assistant Engineering Director-Construction Assistant Engineering Director-Design Director, Aviation Innovation Director, Corporate Finance Director, External Relations Communications & Marketing Director, External Relations Community Engagement Director, HR Talent Management		Director, Human Resources - Health & Safety Director, Information Security / Chief Information Security Officer Director, Internal Audit Director, Port Construction Services Director, Real Estate Asset Management Senior Manager, Aviation Capital Programs Senior Manager, Aviation Facilities & Infrastructure Senior Policy Director Senior Port Counsel
33	\$139,381 (\$67.01)	\$174,221 (\$83.76)	\$209,061 (\$100.51)
	Capital Program Leader Director, Business Intelligence Director, Risk Management Director, Seaport Finance & Budget Director, Tourism Development Senior Manager, AFR General Accounting		Senior Manager, Airline Affairs & Aviation Properties Senior Manager, Airport Dining & Retail Senior Manager, Airport Operations Senior Manager, Aviation Operational Risk and Safety Senior Manager, Disbursements
32	\$131,685 (\$63.31)	\$164,611 (\$79.14)	\$197,538 (\$94.97)
	Aviation Capital Project Liaison Aviation Facilities & Infrastructure Manager Director, Corporate Budget Director, External Relations Capital Project Delivery Director, Small Business Development Director, Workforce Development GIS Architect Information Security Resiliency Manager Manager, Enterprise GIS Manager, ICT Project Management Senior Construction Manager Senior Manager Maritime Planning Senior Manager Waterfront Project Management Senior Manager, AFR Revenue Services Senior Manager, Airport Building Department Senior Manager, Aviation Maintenance Senior Manager, Aviation Maintenance Assets & Logistics Senior Manager, Aviation Maintenance Custodial Services		Senior Manager, Aviation Planning Senior Manager, Civil Structural Design Services Senior Manager, Construction Contracting Senior Manager, CPO Strategic Partnerships & Analytics Senior Manager, Credentialing and Access Senior Manager, Emergency Preparedness Senior Manager, Employee Relations Senior Manager, Environmental Programs Senior Manager, Federal & International Government Relations Senior Manager, Labor Relations Senior Manager, Mechanical/Electrical Design Services Senior Manager, Purchasing Senior Manager, Security Operations Senior Manager, Security Strategy & Intelligence Senior Manager, Service Agreements Sr. Manager Regional Transportation Treasury Manager
31	\$124,467 (\$59.84)	\$155,584 (\$74.80)	\$186,701 (\$89.76)
	AFR Manager Financial Systems & Lean Initiatives Aviation Facilities & Infrastructure Principal Engineer		Manager, Survey & Mapping Services Manager, Systems Engineering

¹ Annual rates are illustrative and may vary slightly from amounts calculated with Excel or a calculator.

Grade	Minimum	Midpoint	Maximum
	Capital Project Manager V Commission Deputy Chief of Staff Construction Manager Cruise, Operations & Business Development Manager Design Program Manager Design Technology Manager ICT Contract Vendor & IP Manager Manager, Airport Duty Manager Operations Manager, Database Engineering Manager, ERP Manager, HR Information System Manager, Internal Audit Manager, Internal Audit - Capital Manager, Internal Audit - IT Manager, Network Engineering Manager, Organizational Development & Business Partners Manager, Server Engineering Manager, Software Development		Senior Controls Manager-Aviation Project Management Group Senior Government Relations Manager Senior Manager, AV Finance & Budget Senior Manager, Aviation Business Development Senior Manager, Aviation Noise Programs Senior Manager, Commercial Revenue Development Senior Manager, Fishing Vessel Services Senior Manager, Marine Maintenance Senior Manager, Marine Maintenance Business Ops, Systems & Logistics Senior Manager, Marine Maintenance Fleet & Facilities Senior Manager, Marine Maintenance Project & Compliance Management Senior Manager, Maritime Operations Senior Manager, Recreational Boating Senior Manager, Strategic Initiatives/Chief Strategy Officer Senior Manager, Workplace Responsibility Talent Acquisition Manager Talent Development and Diversity Manager Total Rewards Manager
30	\$117,499 (\$56.49)	\$146,869 (\$70.61)	\$176,238 (\$84.73)
	AV Maintenance Manager, Capital Project Liaison Aviation Facilities & Infrastructure Asset Manager Aviation Facilities & Infrastructure Senior Engineer Capital Project Manager IV Construction Labor Manager Cyber Risk & Compliance Program Manager Data Scientist Design Project Manager ERP Developer/Programmer III ICT Business Case Manager ICT Senior Project Manager International Tourism Development Manager Labor Relations Manager Local Government Relations Manager Manager Financial Reporting & Controls Manager, Air Cargo Operations and Development Manager, Air Services Development Manager, Aviation Maintenance Manager, Aviation Maintenance Business Systems Manager, Aviation Maintenance Logistics Manager, Aviation Maintenance Work Planning & Small Works		Manager, Aviation Planning Program Manager, Construction Contracting Manager, Corporate Finance Manager, CPO Planning & Analysis Manager, Seaport Project Management Group Program Controls Principal Design Engineer Real Estate Development Manager Regional Government Relations Manager Resident Engineer V Senior Environmental Program Manager Senior Manager PCS Business Operations Senior Manager PCS Construction Operations Senior Manager Seaport Finance Senior Manager, Airport Employee Brand Experience & Learning Senior Manager, Content, Marketing and Digital Communication Senior Manager, Operations Readiness & Activation Senior Regional Transportation Manager Senior Systems Architect Senior Technical Project Manager Technology Economist
29	\$110,885 (\$53.31)	\$138,611 (\$66.64)	\$166,338 (\$79.97)
	Accounting Manager Aviation Capital Programs Senior Development Manager Aviation Program Controls Manager Business Intelligence Program Manager - Analytics Business Intelligence Program Manager - Research Business Technology Consultant Buyer V Contract Administrator V - Construction Contract Administrator V - Service Agreements Cost Estimating Manager Disadvantage Business Enterprise Manager East King County Community & Gov't Relations Mgr ERP Administrator ERP Developer/Programmer ERP Developer/Programmer II GIS Software Engineer Lead Software Developer Learning & Leadership Program Manager Manager 911 Communications Manager Creative Services Manager, Airfield Operations Manager, Airline Scheduling Systems Manager, Airport Communications Center Manager, Airport Landside Operations Manager, Airport Operations Manager, Airport Wildlife Manager, Construction Safety Management		Manager, ICT Business Services Manager, ICT Financial Services Manager, ICT Quality Assurance Manager, PCS Construction Manager, Seaport Finance & Budget Manager, Terminal Operations Payroll Manager Port Counsel Principal Engineer Process Improvement Program Manager Purchasing Manager Resident Engineer IV Senior Cost Engineer/Scheduler Supervisor Senior Database Engineer Senior Design Engineer - Structural Senior Fire Protection Engineer Senior Infrastructure Systems Engineer - Conservation Senior Manager Maritime Security Senior Manager, Maritime Marketing Senior Manager, Customer Experience & Communication Senior Media Officer Senior Organizational Business Partner Senior Real Estate Manager Server Engineering - Lead Strategic Planning Program Manager Women/Minority Business Enterprise Manager
28	\$104,603 (\$50.29)	\$130,749 (\$62.86)	\$156,894 (\$75.43)
	Accounts Payable Manager AFR Business Tech Consultant Airport Innovation and Systems Manager Airport Operations Development Manager Asset Management Program Manager AV Communications and Marketing Program Manager Aviation Grants Program Manager Aviation PMG Cost Estimator Aviation Property Manager 3 Aviation Security Compliance Manager Aviation Senior Cost Engineer / Scheduler Business Manager II, Airport Dining & Retail Capital Project Estimator Capital Project Manager III Construction Management Cost Estimator		Manager, Corporate Facilities Manager, Customer Engagement Manager, Harbor Business and Operations - Fishing Manager, International Terminal Operations Manager, Lease Administration & Utility Management Marine Maintenance Manager Fleet & Transportation Marine Maintenance Manager Regulatory Compliance Program PCS Cost Estimator Police Records Manager Principal Business Intelligence Analyst Principal Business Intelligence Data Engineer Project Management Group System Administrator/Cost Engineer Real Estate Manager Resident Engineer III Risk Claims Manager

Grade	Minimum	Midpoint	Maximum
	Contract Administrator IV - Construction Contract Administrator IV - Service Agreements Corporate Budget and Systems Manager Custodial Operations Manager Design Quality Manager - Engineering Engineering Facility & Financial Manager Environmental Program Manager Equity, Diversity & Inclusion System Change Program Manager ICT Project Manager Information Security Manager Innovation Program Manager Manager Aviation Conference Center Services Manager Aviation Program Controls Business Systems Manager Aviation Security - Physical Security Manager Signage and Wayfinding Manager, Airport Facility Services Manager, Aviation Security - Employee Screening Manager, Construction Planning & Coordination		Seaport Senior Cost Engineer / Analyst Senior Art Program Manager Senior Design Engineer Senior Information Security Engineer/Analyst Senior IT Auditor Senior Linux Server Engineer Senior Network Engineer Senior Program Manager - Maritime Industrial Engagement Senior Program Manager Community Engagement Senior Program Manager Maritime Engagement Senior Systems Engineer Senior Windows Server Engineer Software Developer Sound Insulation Manager Sustainable Development Program Manager Terminal Operations Project Development Manager Waterfront Project Management Facilities Project Manager IV Workers Compensation Manager
27	\$98,592 (\$47.40)	\$123,240 (\$59.25)	\$147,888 (\$71.10)
	Affirmative Action Program Manager AFR Business Technology Analyst III Air Cargo Facilities Manager Air Cargo Operations Manager Air Services Development Program Manager Assistant Manager Aviation Maintenance Aviation Airfield/Airspace Planner Aviation Facilities & Infrastructure Architect Aviation Facilities & Infrastructure Engineer Aviation Facilities & Infrastructure Utility Program Manager Aviation Landside Planner Aviation Maintenance Asset Manager Aviation Maintenance Assistant Manager Fleet Aviation Property Manager 2 Aviation Security, Capital Project Liaison Aviation Terminal Planner AVM CIP & Expense Project Liaison Biometrics Program Manager Business Intelligence Analyst III Business Manager I, Airport Dining & Retail Buyer IV CAD Design Manager Community Investments Program Manager Content Services Manager Contract Administrator III - Construction Contract Administrator III - Service Agreements Database Engineer Diversity in Contracting Program Manager Economic Development Innovation Program Manager Emergency Preparedness Planning & Program Manager Emerging Talent Manager Employee Commuter Benefits Program Manager Equity, Diversity & Inclusion Engagement & Comm Program Mgr Equity, Diversity & Inclusion Senior Data and Policy Analyst Erosion Control / Storm Water Engineer		External Relations Manager Events and Engagement Financial & Cost Recovery Manager Fire Protection Engineer ICT Client Services Supervisor Manager Harbor Customer Service Manager ICT Service Desk Manager, AV Customer Communication Manager, Aviation Security Systems and Access Manager, Aviation Training Mapping Manager Marine Maintenance Facilities Manager II Maritime Operations Manager Operational Readiness Activation Transition Manager PC Systems Analyst PCS Construction Manager III PCS RMM Construction Manager III Real Estate Development Planning Specialist Senior Business Analyst - ICT Senior Commission Specialist Senior Design Architect Senior Employee Relations Consultant Senior Financial Analyst Aviation Senior Financial Analyst Seaport Senior HR Business Technology Analyst Senior Internal Auditor Senior Planner - Maritime Senior Plans Exam/Bldg Inspector Senior Talent Acquisition Representative - Lead Survey Crew Manager Sustainability Reporting and Communications Program Manager Telecommunications Infrastructure Engineer Total Rewards Consultant Transportation Access Program Manager Utility Program Manager Waterfront Project Management Facilities Project Manager III
26	\$92,914 (\$44.67)	\$116,147 (\$55.84)	\$139,381 (\$67.01)
	AFR Business Tech Analyst II AFR Records & Administration Manager Airport Parking Digital Marketing Manager Assistant Manager PCS Construction Operations Assistant Manager, AVM Distribution Center Aviation Capital Programs Development Manager AVM Small Works Project Manager/Controls Coordinator Building Inspector / Plan Examiner Business Intelligence Market Research Analyst III Buyer III Capital Project Manager II Central Procurement Office Data Analyst Certified Occupational Health Nurse Certified Service Provider Program Manager Chief of Maritime Staff Commission Office Strategic Advisor Construction Coordination Supervisor Construction Labor Priority Hire Program Manager Construction Management Systems Analyst Construction Safety Manager 2 Credentialing Center Supervisor/Systems Administrator Deputy Executive Chief of Staff Design Engineer III Driver Safety Program Manager Emergency Preparedness Training & Exercise Program Manager Employee Communications Program Manager Equity, Diversity & Inclusion Aviation Program Manager External Relations Communications Project Manager External Relations Social Media Program Manager Financial Reporting & Controls Analyst II		Health & Safety Program Manager HR Data Analyst ICT Senior Client Engineer Indoor Navigation Program Manager Information Security Engineer/Analyst Infrastructure Operations Technology Supervisor Intl Business Protocol Liaison Learning/Development Consultant Marine Maintenance Asset Program Manager Mental Health Professional Network Engineer Parking Revenue Program Manager PCS Construction Manager II PCS RMM Construction Manager II Public Safety Technology Consultant Real Estate Property Manager II Resident Engineer II Senior Baggage Operations Systems Specialist Senior Business Development Analyst - Aviation Senior Environmental Management Specialist Senior Financial Analyst Corporate Senior Port Budget Analyst Senior Talent Acquisition Representative Senior Treasury Analyst Software Test Engineer Supervisor, Aviation Security Systems Engineer Tax Analyst Wildlife Biologist Windows Server Engineer

Grade	Minimum	Midpoint	Maximum
	Harbor Operations Supervisor - Fishing Harbor Operations Supervisor - Recreational Boating		Workers Compensation Claims Adjudicator Workforce Development Program Manager & Data Analyst
25	\$87,485 (\$42.06)	\$109,346 (\$52.57)	\$131,206 (\$63.08)
	AFR Business Tech Analyst I Airline Scheduling Systems Specialist Airport Dining & Retail Program Manager Airport Dining & Retail Project Manager Airport Volunteer & Accessibility Program Manager Art Program Manager, Aviation Assistant to Executive Director Aviation Conference Center Business & Marketing Manager Aviation Customer Communications Coordinator Aviation Facilities & Infrastructure Intermediate Engineer Aviation Learning Tech Consultant Aviation Lease Administration Manager Aviation Maintenance Senior Business Analyst Aviation Security Compliance Analyst Baggage Operations Systems Specialist Business Intelligence Analyst II Central Procurement Office Planning Analyst Client Engineering MECM Administrator Commission Clerk Construction Inspector III Construction Labor Specialist II Contract Administrator II - Construction Contract Administrator II - Service Agreements CPO Systems Administrator Custodial Operations Quality Assurance Specialist Design Engineer II Economic Development Analyst Emergency Preparedness Program Manager ERP Developer/Programmer I External Relations Capital Projects Marketing Specialist External Relations Marketing and Communications Project Manager Financial Analyst Aviation Financial Analyst II SP GIS Analyst		Government Relations Policy Analyst Harbor Business Analyst ICT Mobility Supervisor ICT Service & Reporting Analyst Internal Auditor Investigation Specialist Labor Compensation Analyst Labor Relations Analyst Landside Supervisor Landside Supervisor, Air Transit Operations Marine Maintenance Logistics Manager Marine Maintenance Regulatory Compliance Coordinator Maritime Environmental Finance Specialist Maritime Marketing Program Manager OSR Small and Disadvantaged Business Coordinator Payroll Operations & Systems Analyst PCS Resident Construction Manager Program Manager Airport Landside Operations Public Disclosure Manager Resident Engineer I Safety Management System Specialist Senior Accountant Senior Survey Project Manager Talent Development Technical Analyst Total Rewards Analyst Utility Locate Manager Video Producer Waterfront Project Management Facilities Project Manager II Waterfront Project Management Project Controls Coordinator Web Coordinator WMBE Compliance Analyst Workers Compensation Administrator Workforce Development Program Manager
24	\$82,264 (\$39.55)	\$102,835 (\$49.44)	\$123,406 (\$59.33)
	Airline & Passenger Systems Specialist Assistant to Managing Director, Aviation Aviation Drawing & Data System Specialist Aviation Facilities & Infrastructure Document Administrator Aviation Facilities & Infrastructure Junior Engineer Aviation Maintenance Asset Management Analyst Aviation Maintenance Lead Planner/Coordinator Aviation Maintenance Senior Systems Analyst Business Intelligence Market Research Analyst II Construction Safety Manager 1 Cost Recovery Specialist II Design Engineer I Desktop Support Specialist Diversity in Contracting Coordinator Economic Development Coordinator		Environmental Data Specialist Executive Assistant/Executive Office Field Survey Project Manager Financial & Budget Analyst - Corporate Financial Analyst Corporate Financial Analyst I - Seaport Financial Reporting & Controls Analyst I ICT Senior Mobile Device Specialist Legal Administrator Marine Maintenance Facilities Manager I Real Estate Property Manager I Senior Commission Executive Assistant Telecommunications Specialist Waterfront Project Management Facilities Project Manager I
23	\$77,334 (\$37.18)	\$96,678 (\$46.48)	\$116,022 (\$55.78)
	Accountant III Accounts Payable Lead/P-Card Analyst Administrative Supervisor Airport Noise Programs Coordinator Assistant Resident Engineer Assistant to Managing Director, EDD Assistant to Senior Director, Environment & Sustainability Assistant to Senior Director, Equity Diversity & Inclusion Assistant to Senior Director, External Relations Assistant to Senior Director, Human Resources Assistant to Senior Director, Labor Relations AV Customer Communications Specialist Aviation Maintenance Business Analyst Aviation Maintenance Planner/Coordinator Aviation Maintenance Systems Analyst Aviation Property Manager 1 Aviation Revenue Controls Analyst Aviation Security Business Systems Analyst Aviation Training Specialist Aviation Training Systems Analyst Aviation Utility Analyst BIM Technology Specialist Business Intelligence Analyst I Buyer II Capital Project Manager I Commission Executive Assistant Construction Contract Specialist Construction Inspector II		Construction Labor Specialist Contract Management Assistant Credit Analyst Cruise Operations Specialist Environmental Management Specialist External Relations Environmental Program Coordinator Human Resources Outreach Specialist ICT Asset Management Analyst ICT Business Analyst ICT Software Package Engineer Lead Payroll Analyst Marine Maintenance Asset Analyst/CAD Specialist Marine Maintenance Business Analyst Marine Maintenance Facilities Compliance Program Manager Project Management Systems Administrator Records Program Manager Risk Analyst Risk Claims Specialist Senior Civil Engineering Technician Senior Engineering Design Technician Senior Signing and Graphics Designer Specialist Software Test Analyst Survey Data Specialist Survey Project Manager Talent Acquisition Representative Travel Card & Concur Analyst Waterfront Project Management Contract Specialist

Grade	Minimum	Midpoint	Maximum
22	\$72,654 (\$34.93)	\$90,813 (\$43.66)	\$108,971 (\$52.39)
Aviation Lease Administration Coordinator AOB Facilities Supervisor Art Program Coordinator Assistant Project Manager Aviation Capital Program Management Coordinator Aviation Maintenance Procurement & Inventory Supervisor Business Intelligence Market Research Analyst I CAD Standard Review Technician Communications Specialist - Human Resources Cost Recovery Specialist I Customer Engagement Specialist Customer Experience Specialist EDD Senior Lease Specialist EDD Utility Analyst Engineering Design Technician			Graphic Designer ICT Infrastructure Operations Technician ICT Mobile Device Specialist Marine Maintenance CMMS Administrator Maritime Marketing Project Manager Noise Program Specialist Operational Readiness & Airport Transition Specialist Paralegal PCS Construction Coordinator/Scheduler PCS Construction Manager I PCS RMM Construction Manager I Senior Building Permit Coordinator Survey CAD Technician Unified Pest Management Coordinator Visual Storyteller
21	\$68,099 (\$32.74)	\$85,114 (\$40.92)	\$102,128 (\$49.10)
Accountant II Airline Statistical Specialist Aviation Project Controls Analyst Background Compliance Specialist Business Intelligence Assistant Construction Management Assistant Deputy Commission Clerk Environmental Finance Invoice Systems Specialist Fire Department System Administrator			Maritime Operations Billing Analyst Payroll Analyst Public Affairs Planner/Project Assistant Seaport Project Specialist Senior Administrative Assistant Senior Ground Transportation Controller Senior Harbor Facilities Coordinator Signing & Graphics Designer Specialist Total Rewards Specialist
20	\$65,146 (\$31.32)	\$81,432 (\$39.15)	\$97,718 (\$46.98)
Aviation Customer Service Brand & Recognition Specialist Aviation Maintenance Time Administrator Aviation Program Controls Administrator Building Permit Coordinator Buyer I Civil Engineering Technician Construction Inspector I Construction Safety Specialist Contract Administrator I - Construction Contract Administrator I - Service Agreements Department Contract Specialist			EDD Lease Specialist III External Affairs Event Specialist Harbor Moorage Coordinator ICT Asset Management Contract Specialist Marine Maintenance Fleet Program Coordinator Marine Maintenance Logistics Specialist Project Assistant - Engineering Public Art Technician Public Disclosure Specialist Records Management Specialist Tourism Project Specialist
19	\$62,338 (\$29.97)	\$77,917 (\$37.46)	\$93,496 (\$44.95)
Accountant I Accounts Payable Specialist Administrative Assistant Air Service Administrative & Program Specialist Bus Driver Trainer Engineering Facility Specialist Engineering Invoice & Asset Specialist Ground Transportation Controller ICT Service Desk Technician			Lead Airport Customer Service Representative Lead FIS Airport Customer Service Representative Marine Maintenance Time Administrator/Admin Payroll Specialist Project Controls Support Specialist Safety Assurance Specialist Seaport Project Management Support Specialist Talent Acquisition Assistant Utility Locate Technician
18	\$59,675 (\$28.69)	\$74,589 (\$35.86)	\$89,502 (\$43.03)
AV Conference Center Sales & Operations Specialist Aviation Lease Administration Specialist EDD Lease Specialist II			Landside Billing Specialist Marine Maintenance Project Assistant
17	\$57,179 (\$27.49)	\$71,469 (\$34.36)	\$85,758 (\$41.23)
Airport Customer Service Representative Airport Dining & Retail Marketing Coordinator Assistant Civil Engineering Technician Contract Document Specialist Facilities Coordinator Harbor Customer Service Specialist Harbor Operations Specialist			Marine Maintenance Business Operations Specialist Marine Maintenance Material & Inventory Specialist Marine Maintenance Work Order Intake Specialist PCS Purchasing Specialist Time Reporting Administrator - Fire Dept Workers Compensation Administrative Assistant
16	\$54,766 (\$26.33)	\$68,453 (\$32.91)	\$82,139 (\$39.49)
Aviation Receiving Dock Operations Coordinator Commission Staff Assistant EDD Lease Specialist I			Ground Transportation Customer Support Specialist Marine Maintenance Dispatcher/Administrative Support Senior Administrative Staff Assistant
15	\$52,333 (\$25.16)	\$65,416 (\$31.45)	\$78,499 (\$37.74)
Conference Center Assistant/On Call Landside/Customer/Administrative Support Lead Customer Research Field Worker			Marine Maintenance Accounts Clerk Maritime Finance Invoicing Specialist
14	\$50,190 (\$24.13)	\$62,733 (\$30.16)	\$75,275 (\$36.19)
Administrative Staff Assistant AOB Facilities & Mail Specialist Customer Research Field Worker			Facilities Specialist On-Call Administrative Staff Assistant
12	\$46,134 (\$22.18)	\$57,678 (\$27.73)	\$69,222 (\$33.28)
Aviation Operations Cruise Transportation Coordinator			Security Specialist
9	\$40,747 (\$19.59)	\$50,939 (\$24.49)	\$61,131 (\$29.39)

