



ITEM NO.: 4e attach
MEETING DATE: February 9, 2016

2016

SALARY & BENEFIT

RESOLUTION NO. 3712, as amended

Effective January 1, 2016

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RESOLUTION NO. 3712, as amended

A RESOLUTION of the Port Commission of the Port of Seattle Establishing Jobs, Pay Grades, Pay Ranges, and Pay Practices for Port Employees not represented by a labor union; Authorizing Legally Required Benefits, Other Benefits for Port Employees not represented by a Labor Union including Retirement, Paid Leave, Healthcare, Life Insurance and Disability Benefits, Benefits for Port of Seattle Retirees, and Benefits for Port of Seattle Commissioners; and Authorizing this Resolution to be Effective on January 1, 2016, and Repealing all Prior Resolutions Dealing with the Same Subject, Including Resolution No. 3699.

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

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

I. DEFINITIONS

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

At-will: A designation given to some non-represented jobs or positions at the Port where the employment relationship may be terminated by the Port or employee at any time and for any or no reason. Employees hired as at-will are not subject to the Port's progressive discipline process. Jobs designated as at-will are noted in the Exhibit A of the Salary and Benefits Resolution, and will be identified as at-will when a job opening for an at-will position is posted and/or before an offer of employment is made.

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

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

DRS-retired Employee: An employee who is receiving a pension from any retirement plan administered by the State of Washington Department of Retirement Systems (DRS). Refer to the DRS web site or brochures for specific information about any limitations on working after retirement.

Eligible Employee: An employee who meets the eligibility criteria for specific benefits as defined in Port policies or other governing sources.

Emergency Hire Employee: An employee who is hired for no more than 3 months without a competitive hire process.

Employee: An individual who performs personal services for the Port, and receives a paycheck from the Port payroll system with employment taxes withheld. Employees of temporary agencies or independent contractors are not employees.

For Cause: A designation given to most non-represented Port of Seattle jobs and positions where the employment relationship can be terminated by the Port for reasons that conform to previously defined standards of unacceptable conduct or performance. Standards are defined in policies included in the Code of Conduct, most specifically in HR-18 – Standards of Performance and Conduct, Corrective Action and Discipline.

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

Hourly Employee: An employee working in a non-exempt job, one that is eligible for overtime per the provisions of the Fair Labor Standards Act (FLSA) and the Washington Minimum Wage Act (WMTA).

Ineligible Employee: Ineligible employees are generally ineligible for Port benefits except as described in Port policies or other governing documents.

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

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

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

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

Part-Time Employee: An employee who is regularly scheduled to work at least 21 hours per week indefinitely, but less hours than a full-time employee.

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

Probationary Period: The period of time from the day a newly hired or rehired employee begins work at the Port of Seattle through the end of the sixth month of employment.

Salaried Employee: An employee working in an exempt job, one that is not eligible for overtime per the provisions of the Fair Labor Standards Act (FLSA) and the Washington Minimum Wage Act (WMTA).

Temporary Assignment: An assignment for a full-time or part-time employee that is generally expected to last no longer than six months. A Temporary Assignment may only be extended one time for a maximum of six additional months with the approval of HR Management.

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

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

A. Filling Vacant Positions and Transferring Positions and/or Employees: The Chief Executive Officer is hereby authorized to:

- Recruit and fill authorized positions (except that of Chief Executive Officer) up to the full-time-equivalent number of positions authorized;
- Set salaries within pay ranges established below;
- Transfer positions and/or employees from one work unit to another and to reorganize functions to promote organizational effectiveness;
- Approve non-competitive placements in select circumstances;
- Establish additional positions, provided that funding is available in the Commission approved budget; and,
- Establish an additional position on a temporary basis when an employee has given notice of termination or retirement in order to provide overlap and effective business continuity.

B. Pay Ranges: All non-represented jobs shall be evaluated and assigned to a pay grade according to their relative skill requirements, responsibilities, and other factors as explained in Section II.C. Each job will have a pay range that corresponds to its pay grade.

The following 2016 Pay Grades and Pay Ranges for non-represented jobs at the Port of Seattle are hereby established:

GRADED PAY RANGE STRUCTURE
2% Range Adjustment Effective January 1, 2016

<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
42	\$88.26	\$110.32	\$132.39	\$183,577	\$229,471	\$275,366
41	\$83.69	\$104.61	\$125.54	\$174,077	\$217,597	\$261,116
40	\$79.30	\$99.12	\$118.95	\$164,944	\$206,180	\$247,416
39	\$75.14	\$93.92	\$112.71	\$156,288	\$195,360	\$234,431
38	\$71.16	\$88.95	\$106.74	\$148,013	\$185,017	\$222,020
37	\$67.36	\$84.20	\$101.04	\$140,106	\$175,132	\$210,158
36	\$63.79	\$79.74	\$95.69	\$132,691	\$165,863	\$199,036
35	\$60.34	\$75.43	\$90.51	\$125,514	\$156,892	\$188,271
34	\$57.07	\$71.34	\$85.60	\$118,704	\$148,379	\$178,055
33	\$53.97	\$67.46	\$80.96	\$112,260	\$140,324	\$168,389
32	\$50.99	\$63.74	\$76.49	\$106,069	\$132,587	\$159,104
31	\$48.20	\$60.24	\$72.29	\$100,246	\$125,307	\$150,368
30	\$45.49	\$56.86	\$68.23	\$94,613	\$118,266	\$141,919
29	\$42.93	\$53.66	\$64.40	\$89,298	\$111,623	\$133,947
28	\$40.50	\$50.62	\$60.75	\$84,238	\$105,298	\$126,357
27	\$38.17	\$47.72	\$57.26	\$79,401	\$99,251	\$119,101
26	\$35.97	\$44.96	\$53.96	\$74,818	\$93,523	\$112,227
25	\$33.87	\$42.33	\$50.80	\$70,443	\$88,054	\$105,664
24	\$31.85	\$39.82	\$47.78	\$66,258	\$82,822	\$99,386
23	\$29.94	\$37.43	\$44.91	\$62,280	\$77,849	\$93,419
22	\$28.13	\$35.16	\$42.19	\$58,509	\$73,136	\$87,763
21	\$26.37	\$32.96	\$39.55	\$54,849	\$68,561	\$82,274
20	\$25.22	\$31.53	\$37.83	\$52,462	\$65,578	\$78,693
19	\$24.14	\$30.17	\$36.20	\$50,203	\$62,753	\$75,304
18	\$23.10	\$28.88	\$34.65	\$48,054	\$60,068	\$72,081
17	\$22.14	\$27.67	\$33.21	\$46,049	\$57,562	\$69,074
16	\$21.20	\$26.50	\$31.80	\$44,093	\$55,116	\$66,139
15	\$20.27	\$25.33	\$30.40	\$42,151	\$52,689	\$63,227
14	\$19.43	\$24.29	\$29.15	\$40,416	\$50,521	\$60,625
13	\$18.65	\$23.31	\$27.98	\$38,793	\$48,492	\$58,190
12	\$17.86	\$22.33	\$26.79	\$37,155	\$46,444	\$55,732
11	\$17.14	\$21.43	\$25.72	\$35,659	\$44,574	\$53,489
10	\$16.43	\$20.54	\$24.65	\$34,179	\$42,724	\$51,268
9	\$15.77	\$19.72	\$23.66	\$32,811	\$41,013	\$49,216
8	\$15.15	\$18.93	\$22.72	\$31,506	\$39,382	\$47,259
7	\$14.55	\$18.19	\$21.83	\$30,265	\$37,831	\$45,397
6	\$13.93	\$17.41	\$20.90	\$28,976	\$36,220	\$43,464
5	\$13.40	\$16.74	\$20.09	\$27,862	\$34,828	\$41,793
4	\$12.89	\$16.11	\$19.34	\$26,812	\$33,515	\$40,218
3	\$12.40	\$15.50	\$18.60	\$25,794	\$32,242	\$38,691
2	\$11.90	\$14.87	\$17.84	\$24,744	\$30,929	\$37,115
1	\$11.45	\$14.32	\$17.18	\$23,821	\$29,776	\$35,731

C. Job Evaluation System: It is the policy of the Commission to pay Port employees based on the Port's Total Rewards Philosophy. It is also the policy of the Commission to establish a job evaluation system that evaluates compensation characteristics based on skill level, responsibility, effort required and working conditions, among other characteristics, of each job. The job evaluation system shall evaluate jobs on an on-going basis and be administered by Human Resources Management under the direction of the Chief Executive Officer. The results of the job evaluation system shall be considered in determining the appropriate pay grade for each job as well as the appropriate exempt or non-exempt status of each job according to the criteria of the Federal Fair Labor Standards Act (FLSA). The Senior Director, Human Resources, under the supervision of the Chief Executive Officer, shall have the final approval authority for all job evaluation outcomes and title changes except for that of the Chief Executive Officer. This authority shall include re-evaluation of existing jobs and establishment and evaluation of new jobs.

D. Pay Practices:

1. Compensation Considerations: An employee's work schedule shall consist of their normal daily and weekly work schedule during a two-week pay period. A full-time employee's work schedule is 80 hours each bi-weekly pay period. Full-time employees work between 8 and 10 hours each day and salaried, exempt, employees are expected to work the hours necessary to complete assigned work.
2. Payroll: Employees shall be paid bi-weekly, typically on Friday. The Port's payroll week shall begin Sunday at 12:01 a.m. and end Saturday at midnight. Employees are required to complete a Direct Deposit Authorization Form upon hire and to keep such information current so that electronic paycheck deposits can be made automatically to the employee's designated financial institution. The Port shall have the right and obligation per RCW 49.48.200 to recover any amounts paid in error.
3. Initial Pay Rates: Pay rates shall normally be based on skill, knowledge and experience and set between the minimum and midpoint of the pay range for employees hired or otherwise moving into a non-represented job. Under special conditions and with appropriate documentation, Human Resources Management may authorize pay above the midpoint of the pay range for employees possessing exceptional qualifications or experience, or for internal/external equity reasons.
4. Pay for Performance: The Pay for Performance program shall be administered in accordance with Port Policy HR-21 – Pay Administration. The pay for performance amount shall be established by the Port budget process and administered according to a plan approved by the Chief Executive Officer and implemented by Human Resources Management.
5. Overtime: Full-time and part-time hourly employees, those whose jobs are classified as non-exempt, shall receive overtime compensation in accordance with prevailing State and Federal laws.
6. ICT Stand-by Pay: Hourly, non-exempt, ICT Employees who are required to be available during non-work hours to respond to issues or solve problems will be eligible for ICT Stand-by Pay as specified in Port policy, HR-21 – Pay Administration.

7. Other Pay Adjustments: Other pay adjustments including, but not limited to, Promotional Increases, Completion of Probation Increases, Six-Month Increases, and Temporary Assignment Adjustments shall be administered consistent with Port Policy HR-21 – Pay Administration.
8. Special Pay Adjustments: The Chief Executive Officer, or Human Resources Management under the supervision of the Chief Executive Officer, may approve special pay adjustments for reasons deemed appropriate. Special adjustments provide flexibility in ensuring appropriate compensation in unusual situations and circumstances that are not otherwise addressed by Port pay administration policies or procedures.
9. Pay for the Chief Executive Officer: Pay and performance evaluation for the Chief Executive Officer shall be approved by the Commission in public session. The Commission shall have discretion in determining the pay of the Chief Executive Officer.
10. One-time Special Pay: Consistent with the Port’s Total Rewards Program, and particularly with respect to supporting a high-performing organization that enables the Port to attract and retain the most qualified high-performing employees, and in response to the newly adopted 40 hour work week, all eligible salaried employees will, on December 31, 2015, receive a one-time payment consisting of 7% of the employee’s annual compensation amount. This section II D. 10 shall expire on December 31, 2016.

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

1. High School, College, and Graduate Intern Positions: Pay Rates and employment conditions for students employed under provisions of the Port of Seattle Intern Program shall be determined by Human Resources staff based upon state or local minimum wage regulations.
2. Chief of Police, Fire Chief, Deputy Chief of Police, Assistant Fire Chief: These jobs are not evaluated, and ranges are established based on local market rates for similar work to facilitate appropriate pay administration for employees in these jobs.
3. Veteran Fellows Positions: Veteran Fellowship jobs are not evaluated, and ranges are established to facilitate appropriate pay administration based on the work performed and in accordance with the Veteran Fellowship Program guidelines.
4. Chief Executive Officer: This job is not evaluated and no pay range is established. The CEO’s pay is established by the Port Commission.

F. Amending Authorized Jobs, Pay Grades, and Pay Ranges: Pay Ranges may be amended by ordinary motion approved by the Commission at any regular or special meeting when the changes are the result of provisions contained in this Resolution. Exhibit A may be amended by Human Resources Management when the changes are the result of provisions contained in this Resolution (e.g., on-going job evaluations).

III. BENEFITS PROGRAMS OFFERED TO EMPLOYEES

The Port Commission supports the Port providing a competitive benefits package for employees and their families that will assist the Port in retaining and attracting employees with the skills and abilities essential to carry out the Port's work. As such, the Commission authorizes the following benefits programs:

A. **Mandated Benefits**: The Port will make benefits required by federal, state or local laws available to employees and ensure they are administered consistent with the governing laws. These benefits include, but are not limited to:

- Social Security (FICA) Insurance
- Industrial Insurance/Workers Compensation Coverage
- Unemployment Compensation
- Military Leave (both Federal and State requirements)
- Faith and Conscience Days
- Pregnancy Disability Leave
- Family and Medical Leave Act (FMLA) of 1993
- The Family Care Act (FCA) of 2002

B. **Additional Benefits for Employees**: The following benefits shall be administered consistent with eligibility requirements and other details included in Port Policy HR-5 – Leave or Port Policy HR-31 – Employee Benefits for Non-Represented Employees as applicable.

1. **Paid Leave**: The following paid leave plans shall be administered consistent with Port Policy HR-5 – Leave and the Addendum to Port Policy HR-5 – Leave.
 - a. **Paid Time Off (PTO)**: Paid time away from work for vacation or personal reasons. Employees are encouraged to take at least two weeks of PTO each year.
 - b. **Extended Illness (EI) Leave**: Paid time away from work in the event of illness, injury or other specified reasons.
 - c. **Holidays**: The Port shall observe the following 10 holidays.
 - New Year's Holiday
 - Martin Luther King, Jr. Day
 - Presidents' Day
 - Memorial Day
 - Independence Day
 - Labor Day
 - Thanksgiving Day
 - Native American Heritage Day
 - Port Designated Floater (day before or day after Christmas)
 - Christmas Day

- d. Bereavement Leave: Time off to attend or make arrangements for funeral services of a close family member.
 - e. Supplemental Military Leave: Additional partially paid military leave in response to an involuntary deployment resulting from Presidential recall or a declared State of Emergency.
 - f. Civic Duty Leave: Paid time away from work to serve on jury duty, or in limited circumstances appear in court as a subpoenaed witness.
 - g. Awarded Time: Paid time granted to salaried employees to recognize extra work hours necessary to meet critical deadlines, assure coverage, or otherwise accomplish Port objectives.
 - h. Shared Leave: Accrued leave donated by one employee to another to prevent the receiving employee from taking leave without pay for a serious health condition.
 - i. Parental Leave: Paid time away from work following the birth, adoption, or placement for foster care of a new child.
2. Retirement: Pension benefits that provide vested employees with post-retirement income.
- a. Employees (other than DRS-retired employees receiving a pension from any State of Washington DRS pension plan) will become members of the Washington Public Employees' Retirement System (PERS) or Law Enforcement Officers and Fire Fighters Retirement System (LEOFF) based on their job responsibilities. Retirement benefits will be administered consistent with applicable Washington State laws, and supplemental information contained in Port Policy HR-31 – Employee Benefits for Non-Represented Employees.
 - (1) Employees hired in otherwise eligible positions under RCW 41.40, who are excluded from membership in PERS because of non-citizen, nonresident status, may be provided from date of employment with an individual pension or annuity arrangement which will provide benefits similar to those provided under PERS, Plan Two. The Port Auditor is authorized to execute any and all documents and to take any and all action necessary to implement such an arrangement.
3. Health Care: Medical and dental coverage offered to eligible employees consistent with Patient Protection and Affordable Care Act (ACA) requirements and as specified in Port Policy HR-31 – Employee Benefits for Non-Represented Employees.
- a. Employees will have the option to choose from at least two medical plan options.
 - b. Employees will have the ability to enroll their eligible dependents in the same medical and dental plans the employee elects.
 - c. Employees may be required to pay all or a portion of their medical and dental premiums by payroll deduction and the Port retains the right to modify or terminate healthcare benefits.
4. Life and Disability Insurance: Benefits to protect against unexpected loss.

- a. **Life Insurance:** Benefits paid to beneficiaries in the event of death. The Port will provide basic life insurance for employees and limited life insurance for employees' dependents. Employees will have the ability to purchase additional life insurance for themselves and/or their dependents.
 - b. **Accidental Death and Dismemberment (AD&D):** Benefits paid to employees in the event they lose a limb or their beneficiaries in the event of accidental death. Employees will have the ability to purchase additional AD&D insurance for themselves and/or their dependents.
 - c. **Long-Term Disability:** Partial income continuation benefits paid to employees unable to work for extended periods of time.
5. **Flex Time and Alternative Work Arrangements:** Work schedules that include varied start and stop times, flex time, as well as longer work weeks combined with a non-work day each week or pay period, compressed work week arrangements. Telecommuting or telework schedules are another form of alternative work arrangement.
6. **Relocation:** Reimbursement, as specified in Port policy HR-24 – Relocation, to newly hired salaried employees for pre-approved moving expenses related to their relocation to the Seattle area as a result of accepting a job with the Port of Seattle.
- C. Authorization to Amend Benefit Programs:** The Chief Executive Officer is authorized to amend benefits as necessary to comply with any changes in statutory requirements. All policies are subject to approval by the Chief Executive Officer. The Port retains the right to modify or terminate any benefits and/or modify the cost charged to employees or dependents for benefits coverage at any time for any reason.
- D. Benefits for the Chief Executive Officer:** The Chief Executive Officer will be offered the same benefits package other eligible employees are offered as provided in Sections III.A. and III.B. The Port Commission may also authorize different or additional benefits for the Chief Executive Officer.

IV. BENEFITS OFFERED TO PORT OF SEATTLE RETIREES

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

- A. Medical Benefits for Retirees:** Qualified Port of Seattle retirees will be offered the opportunity to obtain medical coverage through the Port of Seattle as specified below.
- 1. **Eligibility Requirements for Retiree Medical Benefits:** A retiree is eligible for retiree medical benefits subject to insurance contract provisions and upon payment of 100% of the associated premiums if the following requirements are satisfied:
 - a. Has at least five (5) consecutive years of credited service in a non-represented position with the Port of Seattle immediately preceding retirement and is eligible to begin receiving a pension, based in part upon Port of Seattle employment, within one month following departure from the Port.

- b. Completes and submits an enrollment form, if any, for the desired retiree benefit plan within 31 days of his/her retirement date.
- c. Retirees who are 65 years of age or more must have coverage under Medicare Parts A and B to be eligible for enrollment in a retiree healthcare plan.

B. Medical Benefits for Dependents of Retirees: Dependents of retirees are eligible for enrollment in a retiree medical plan, subject to insurance contract provisions, if the retiree and dependent(s) enroll on a timely basis. Spouse and domestic partners covered by retirees as dependents are eligible to continue coverage should they survive the retiree.

C. Retiree Life Insurance: Retirees are eligible for enrollment in the retiree life insurance plan if the eligibility requirements listed in Section IV.A.1 are satisfied.

D. Retiree Parking: Retirees are eligible for free vacation parking at the north employee parking lot at Sea-Tac airport. A valid retiree identification badge is required to access the north employee parking lot and can be obtained from the front desk at Pier 69.

E. Authorization to Amend Benefits Offered to Port of Seattle Retirees: The Port is authorized to amend the benefits in this section as necessary to comply with any changes in statutory regulations, to require retirees to contribute all or a portion of the premium, and to amend or terminate governing contracts at any time for any reason.

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

Benefits contained in this section are available to Port Commissioners.

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

1. **Medical Benefits for Commissioners:** Port Commissioners are eligible to elect medical and dental coverage effective on the first of the month following one calendar month as a Port Commissioner.

They shall be eligible for healthcare coverage in such amounts and in such manner as the Port has established with organizations selected to provide or administer such benefits. Commissioners who elect Port sponsored medical coverage must elect coverage via approved methods.

- a. **Medical Benefits for Commissioner's Dependents:** Port Commissioners are eligible to elect medical benefits for their dependents on the first of the month following one calendar month as a Port Commissioner. Coverage for dependents shall be provided by the same medical plan which the Commissioner has chosen.
- b. **Medical Benefits for Commissioners Eligible for Retiree Medical:** A Port of Seattle Commissioner is eligible for retiree medical benefits subject to insurance contract provisions and upon payment of 100% of the associated premiums if the Commissioner has at least five (5) consecutive years of service with the Port of Seattle immediately preceding the end of their last term as a Port Commissioner, and an employment

history as an elected Port of Seattle Commissioner equivalent to that which would be necessary to retire under one of the State of Washington PERS plans within one month following departure from the Commission.. The Commissioner must also satisfy the eligibility requirements in Sections IV.A.1.b and IV.A.1.c.

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

2. Dental Benefits for Commissioners:

- a. Coverage for Commissioners: Port Commissioners who so elect coverage shall receive these benefits after one calendar month as a Port Commissioner. Dental coverage will be provided in such amounts and in such manner as the Port has established with organizations providing or administering such benefits. The eligibility and other conditions of coverage are established with the organization selected by the Port to provide such benefits.
- b. Coverage for Commissioner's Dependents: Port Commissioners are eligible to elect dental benefits for their dependents on the first of the month following one calendar month as a Port Commissioner. Coverage for dependents shall be provided by the same dental plan which the Commissioner has chosen.

3. Healthcare Premiums: Commissioners will be responsible for paying a share of their healthcare premiums by payroll deduction in the same manner as non-represented employees. Commissioners are responsible for notifying the Port by an approved enrollment method of their coverage elections and eligible dependents. Any additional healthcare costs associated with a lack of notification shall be the Commissioner's responsibility.

B. Life Insurance: Commissioners shall be eligible to elect life insurance coverage as specified below.

1. For Commissioners: Port Commissioners who so elect shall have coverage under a \$50,000 basic life insurance policy and/or \$100,000 business travel accident insurance policy on a self-paid basis on the first of the month following one calendar month as a Port Commissioner subject to provisions of contracts with organizations selected by the Port to provide such benefits.

For purposes of optional, self-paid basic life insurance and business travel accident insurance benefits, Port Commissioners are included in the definition of eligible employee.

- a. For Commissioners eligible for retiree life insurance: A Commissioner is eligible for enrollment in the retiree life insurance plan if the eligibility requirements listed in Section IV.A.1.b. are satisfied and the Commissioner elected and was covered by the \$50,000 basic life insurance policy immediately prior to the expiration of their term as a Port Commissioner.

C. Right to Modify or Terminate Coverage: The Port retains the right to modify or terminate benefits and/or to modify the cost charged to Commissioners or dependents for such coverage.

VI. SPECIAL PROGRAMS AND COMMISSION NOTIFICATION

The Chief Executive Officer is authorized to establish and implement Voluntary Separation, Furlough, or other similar programs deemed necessary to benefit the financial health of the Port and amend benefits provided for in the Salary and Benefit Resolution as necessary to execute the provisions of these programs. The Commission shall be notified of any amendments to benefits prior to implementation of any special programs not currently provided for in the Salary and Benefit Resolution.

The Commission shall be notified of any material changes in the administrative details of the programs authorized by this Resolution before changes are implemented.

VII. EFFECTIVE DATE

THIS RESOLUTION shall be effective January 1, 2016 through December 31, 2016. The Chief Executive Officer is authorized to take necessary action to make all terms, provisions, and conditions contained herein effective as of January 1, 2016. Notwithstanding the foregoing, the Port reserves the right to amend or terminate any Employee welfare benefit plan and/or pay practice.

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

BE IT FURTHER RESOLVED that all prior resolutions dealing with these subject matters, including but not limited to Resolution No. 3699, are hereby repealed.

ADOPTED by the Port Commission of the Port of Seattle this 8 day of December, 2015, and duly authenticated in open session by the signatures of the Commissioners voting in favor thereof and the seal of the Commission.



[Handwritten signatures in blue ink over horizontal lines]

STEPHANIE BOWMAN
BILL BRYANT
TOM ALBRO
JOHN CREIGHTON
COURTNEY GREGOIRE

Port Commission

EXHIBIT A TO RESOLUTION NO. 3712
 SCHEDULE OF AUTHORIZED NON-REPRESENTED JOBS
 SALARY RANGES EFFECTIVE JANUARY 1, 2016
 Annual Base Salary Range (Hourly equivalent in parentheses)¹

Grade	Minimum	Midpoint	Maximum
42	\$183,577 (\$88.26)	\$229,471 (\$110.32)	\$275,366 (\$132.39)
Managing Director, Aviation			
41	\$174,077 (\$83.69)	\$217,597 (\$104.61)	\$261,116 (\$125.54)
Chief Financial & Administrative Officer		*Managing Director, Economic Development	
40	\$164,944 (\$79.30)	\$206,180 (\$99.12)	\$247,416 (\$118.95)
General Counsel/Chief Compliance Officer Senior Director, Capital Development		*Managing Director, Maritime	
38	\$148,013 (\$71.16)	\$185,017 (\$88.95)	\$222,020 (\$106.74)
*Senior Director, Human Resources *Senior Director, Strategic Initiatives		*Senior Director, Public Affairs	
37	\$140,106 (\$67.36)	\$175,132 (\$84.20)	\$210,158 (\$101.04)
Chief Information Officer		*Senior Director, Labor Relations	
36	\$132,691 (\$63.79)	\$165,863 (\$79.74)	\$199,036 (\$95.69)
Director Aviation Facilities & Capital Programs		Director, Airport Operations	
35	\$125,514 (\$60.34)	\$156,892 (\$75.43)	\$188,271 (\$90.51)
Assistant ICT Director - Business Services Assistant ICT Director - Infrastructure Services Chief Engineer/Director Engineering Services Deputy General Counsel Director, Accounting & Financial Reporting		Director, Aviation Business Development Director, Aviation Security & Emergency Preparedness Director, Aviation Project Management Group Director, Central Procurement Office	
34	\$118,704 (\$57.07)	\$148,379 (\$71.34)	\$178,055 (\$85.60)
*Chief of Staff, Commission Services Director, Aviation Community Partnerships Director, Aviation Finance & Budget Director, Aviation Planning & Environmental Services Director, Cruise & Maritime Operations Director, Labor Relations Director, Real Estate Asset Management		Director, Seaport Planning & Environmental Services Director, Seaport Project Management Group Director, Social Responsibility General Manager, Aviation Maintenance Senior Manager, Aviation Facilities & Infrastructure Senior Port Counsel	
33	\$112,260 (\$53.97)	\$140,324 (\$67.46)	\$168,389 (\$80.96)
AFR Asst. Director, Financial Reporting Revenue Services AFR Asst. Director, General Accounting/Business Technology Assistant Director HR - Diversity & Consulting Services Assistant Director HR - Total Rewards Assistant Engineering Director-Construction Assistant Engineering Director-Design Chief Aviation Technologist Director, Internal Audit		Director, Port Construction Services *Executive Chief of Staff General Manager, Marine Maintenance Senior Manager, Airport Dining & Retail Senior Manager, Airport Operations Senior Manager, Information Security Senior Manager, Real Estate & Economic Development	
32	\$106,069 (\$50.99)	\$132,587 (\$63.74)	\$159,104 (\$76.49)
Assistant Director, Real Estate Asset Management Aviation Capital Project Liaison Capital Program Leader Director, Corporate Finance Director, Real Estate Development Director, Seaport Finance & Budget Employment Manager		GIS Architect Manager, Aviation Properties Manager, ICT Project Management Senior Manager, Emergency Preparedness Senior Manager, Public Works Contracting Senior Manager, Purchasing	

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

Grade	Minimum	Midpoint	Maximum
31	\$100,246 (\$48.20)	\$125,307 (\$60.24)	\$150,368 (\$72.29)
	Airport Facilities & Infrastructure Systems Manager		Senior Controls Manager-Aviation Project Management Group
	Assistant Finance Director - Budget		Senior Manager, Airport Building & Facilities Services
	Capital Project Manager V		Senior Manager, Airport Operations/Capital Coord Liaison
	Design Build Capital Project Manager		Senior Manager, Aviation Maint. Assets & Logistics
	Development QA Manager / Sr. Software Architect		Senior Manager, Aviation Maintenance
	Employee Relations Manager		Senior Manager, Aviation Security
	Enterprise GIS Manager		Senior Manager, Civil Structural Design Services
	Government Relations Manager Federal		Senior Manager, Disbursements
	International Business Protocol Liaison		Senior Manager, Employee Health & Safety
	Learning and Leadership Manager		Senior Manager, Environmental Programs
	Manager, Community Engagement		Senior Manager, Risk Management
	Manager, Internal Audit		Senior Manager, Service Agreements
	Manager, Security & Public Safety Technology		Treasury Manager
	Manager, Strategic Communications		
30	\$94,613 (\$45.49)	\$118,266 (\$56.86)	\$141,919 (\$68.23)
	Airport Public Affairs Manager		Manager, Aviation Finance & Budget
	AV Maintenance Manager, Capital Project Liaison		Manager, Air Services Development
	Aviation Planning Program Manager		Manager, Aviation Planning & Business Intelligence
	Benefits Manager		Manager, Environmental Programs
	Capital Project Manager IV		Manager, HR Information System
	CLG Manager		Manager, Regional Transportation
	Compensation Manager		Manager, Survey & Mapping Services
	Construction Manager		Manager, Windows Server Engineering
	Cruise Services/Emergency Preparedness Manager		Mechanical / Electrical Manager
	Database Engineering Manager		Network Engineering Manager
	Engineering Quality Manager		Organizational Development Manager
	ERP Manager		Regional Government Affairs Manager
	ICT Business Case Manager		Senior Manager, Fishing Vessel Services
	ICT Contract Vendor & IP Manager		Senior Manager, Marine Maintenance
	International Tourism Development Manager		Senior Manager, Recreational Boating Services
	Labor Relations Manager		Senior Systems Architect
	Manager, Air Cargo Operations and Development		Server Engineering Manager
	Manager, Aviation Business Development & Analysis		Systems Engineering Manager
			Technology Economist
29	\$89,298 (\$42.93)	\$111,623 (\$53.66)	\$133,947 (\$64.40)
	Aviation F&I Senior Systems Eng/Utility Business Manager		Manager, International Operations
	Aviation Training & Development Manager		Manager, Aviation Maintenance Logistics
	Business Technology Consultant		Manager, ICT Client Services & Support
	ERP Developer/Programmer		Manager, Maritime Operations
	Financial Controls & Reporting Manager		Manager, Seaport PMG Program Controls
	GIS Software Engineer		Marine Maintenance Senior Program Manager
	ICT Operations & Services Manager		OSR Workforce Development Program Manager
	Lead Software Developer		Port Counsel
	Manager, Airline Scheduling Systems		Principal Engineer
	Manager, Airline Systems & Services		Real Estate Development Manager
	Manager, Airport Communications Center		Resident Engineer 3
	Manager, Airport Parking Revenue		Senior Environmental Program Manager
	Manager, Airport Landside Operations		Senior Manager, PCS Construction Operations
	Manager, Airport Operations		Small Business Program & Policy Manager
	Manager, Airport Operations & Passenger Experience		Sr Mgr, Marine Maintenance Business Operations & Systems
	Manager, Airport Wildlife		Sr Mgr, Marine Maintenance Compliance & Fleet
	Manager, Aviation Noise Programs		Sr Mgr, Marine Maintenance Logistics & Financial Services
	Manager, Aviation Maintenance Business Systems		Strategic Planning Program Manager
	Manager, Aviation Maintenance		Tax Manager
	Manager, Construction Safety Management		

Grade	Minimum	Midpoint	Maximum
28	\$84,238 (\$40.50)	\$105,298 (\$50.62)	\$126,357 (\$60.75)
Accounting Manager			Manager, Seaport Finance & Budget
Airport Operations Development Manager			Marketing Manager, Seaport National Accounts
Aviation Community Relations Manager			Payroll Manager
Aviation Property Manager 3			PCS Lead Construction Manager
Aviation Program Controls Manager			PCS Lead RMM Construction Manager
Commission Issues & Policy Manager			Police/Fire Communications Mgr/Technical Liaison
Capital Project Manager III			Purchasing Manager
Contract Administration Manager			Regional Transportation Program Planner
Environmental Program Manager			Resident Engineer 2
ICT Financial Services Manager			Seaport Environmental Finance Manager
ICT Project Manager			Senior Aviation Infrastructure Engineer
Manager, Airport Facility Services			Senior Design Engineer
Manager, Airport Security Access			Senior Infrastructure Systems Engineer - Conservation
Manager, Construction Planning & Coordination			Senior Business Manager, Airport Dining & Retail
Manager, Corporate Facilities			Senior Organizational Development Consultant
Manager, Harbor Business and Operations			
27	\$79,401 (\$38.17)	\$99,251 (\$47.72)	\$119,101 (\$57.26)
Air Cargo Operations Manager			Marine Maintenance Planner & Estimator Supervisor
Airline and Passenger Systems Manager			Marine Maintenance Project Supervisor
Airport Duty Manager			Passenger Experience Project Manager
Airport Media Officer			Process Improvement Program Manager
Aviation Air Quality Program Manager			Real Estate Manager
Aviation Business Intelligence Program Manager			Seaport Property Manager III
Aviation Planning Research Program Manager			Seaport/Real Estate Media Officer
Aviation PMG Project Scheduler			Seaport Security Program Manager
Aviation PMG Cost Estimator			Seaport Transportation Program Planner
Aviation Project Planner			Senior Business Analyst - ICT
Aviation Property Manager 2			Senior CLG Program Manager
Business Manager, Airport Dining & Retail			Senior Database Engineer
Capital Project Estimator			Senior AFR Business Technology Analyst
Construction Management Cost Estimator			Senior HR Business Technology Analyst
Engineering Facility & Financial Manager			Senior Internal Auditor
ERP Administrator			Senior Linux Server Engineer
Facilities Maintenance Manager, Cruise & Industrial Properties			Senior Network Engineer
Marine Maintenance Project Manager Supervisor			Senior Public Affairs Program Manager
Health & Safety Management Lead			Senior Systems Engineer
ICT Quality Assurance Manager			Senior Windows Server Engineer
Manager, Airport Customer Service			Software Developer
Manager, Lease Administration & Utility Management			Survey Crew Manager
Manager, PCS Controls & Support Services			Utility Program Manager
Mapping Manager			

Grade	Minimum	Midpoint	Maximum
26	\$74,818 (\$35.97)	\$93,523 (\$44.96)	\$112,227 (\$53.96)
Accounts Receivable Manager			Learning / Development Consultant
AFR Records & Administration Manager			Marine Maintenance Asset Manager
Airfield / Airspace Planner			Marine Maintenance Project Manager
Airport Dining & Retail Project & Facilities Manager			Manager, Credentialing Center
Assistant Storm Water Project Manager			Manager, ICT Administration
Audio Visual Services Manager			Manager, Public Affairs Events & Engagement
Aviation Infrastructure System Engineer			Maritime Operations Superintendent
Aviation Maintenance Asset Manager			Organizational Development Consultant
Aviation Maintenance Assistant Fleet Manager			Public Affairs Policy/Research Analyst
Aviation Planning Business Intelligence Analyst			Public Affairs Program Manager
Aviation Training & Development Asst. Manager			Resident Engineer 1
Billing Manager			Risk Claims Manager
Capital Project Manager II			Risk Management Specialist
Communications Project Manager-Public Affairs			Seaport Real Estate Specialist
Construction Coordination Supervisor			Senior Business Development Analyst - Aviation
Construction Safety Manager			Senior Buyer
Database Engineer			Senior Contract Administrator - Construction
Employee Relations Consultant			Senior Cost Engineer
Environmental Management Specialist 2			Senior Planner, Aviation
Erosion Control / Storm Water Engineer			Senior Port Budget Analyst
Employment Consultant			Senior Planner, Seaport
Financial Analyst III - Corporate			Supervisor, Corporate Financial Analysis
Financial Analyst III - Aviation			Systems Engineer
Financial Analyst III - Seaport			Telecommunications Infrastructure Engineer
HR Business Technology Analyst			Workers Compensation Manager
Information Security Engineer / Analyst			Workplace Responsibility Manager
25	\$70,443 (\$33.87)	\$88,054 (\$42.33)	\$105,664 (50.80)
Accounts Payable Supervisor			International Operations Supervisor
Airport Dining & Retail Program Manager			Landside Supervisor - Air Transit Operations
Airport Parking Marketing Manager			Landside Supervisor
AFR Business Technology Analyst			Lead Desktop Support Engineer
Airline Scheduling Systems Specialist			Learning / Development Specialist
Assistant Manager, AVM Distribution Center			Linux Server Engineer
Assistant Resident Engineer			Marine Maintenance Budget and Financial Reporting
Aviation Conference Center Sales & Operations Manager			Marketing Representative - Harbor Services Group
Aviation Conference Center Business & Marketing Manager			OSR Small and Disadvantaged Business Coordinator
Aviation Maintenance Sr. Business Systems Analyst			Network Engineer
Aviation Maintenance Planner/Coordinator Supervisor			P-Card Administrator
Aviation Lease Administration Manager			PCS Resident RMM Construction Manager
Aviation Senior Internal Controls Analyst			PCS Resident Construction Manager
Aviation PMG Systems Administrator			PCS RMM Construction Manager
Baggage Systems Specialist			Project Management System Analyst
Building Inspector / Plan Examiner			Public Disclosure Manager
Content Services Manager			Real Estate Property Manager II
CPO Systems Administrator			Research & Policy Analyst
Design Engineer			Software Test Engineer
E911 CAD/GIS Systems Engineer			Seaport Property Manager II
Financial & Cost Recovery Specialist			Senior Accountant
Financial Reporting & Controls Analyst			Senior Contract Administrator - Service Agreements
Fire Protection Engineer			Senior Total Compensation Analyst
Harbor Operations Supervisor			Telecommunications Engineer
Health & Safety Management Specialist			Total Rewards Consultant
ICT Desktop SCCM Administrator			Wildlife Biologist
Internal Auditor			Windows Server Engineer

Grade	Minimum	Midpoint	Maximum
24	\$66,258 (\$31.85)	\$82,822 (\$39.82)	\$99,386 (\$47.78)
Art Program Manager, Aviation			ICT Service & Reporting Analyst
Aviation Maintenance Project Coordinator			Junior Design Engineer
Aviation Security Compliance Coordinator			Junior Infrastructure Engineer - Aviation
Commission Clerk			Manager, Signage & Graphics
Communications Specialist HR			Marine Maintenance Business Systems Admin Supervisor
Contract Administrator - Construction			Marine Maintenance Planner/Estimator
Construction Management Systems Analyst			Marine Maintenance Regulatory Compliance Specialist
Desktop Support Engineer			Operations Supervisor Airport Security
Financial Analyst I - Aviation			OSR Analyst
Financial Analyst I - Corporate			PA Brand Awareness & Implementation PM
Financial Analyst I - Seaport			Public Affairs Project Specialist
GIS Analyst			Senior Employment Representative
ICT Service Desk Supervisor			Senior Employment Representative - Uniformed Services
23	\$62,280 (\$29.94)	\$77,849 (\$37.43)	\$93,419 (\$44.91)
Accountant III			Executive Assistant/Executive Office
Air Services Development Analyst			Health & Safety Technology Analyst
Assistant / Liaison to Managing Director-Aviation			ICT Administrative Services Supervisor
Assistant PCS Resident Construction Manager			ICT Senior Mobile Device Specialist
Aviation Maintenance Business Systems Analyst			Lease Administration Supervisor
Buyer			Legal Administrator
Capital Project Manager I			Marine Maintenance Business Analyst
Commission Executive Assistant			Marine Maintenance Procurement Supervisor
Contract Administrator - Service Agreements			Real Estate Property Manager 1
Credit Analyst			Records Program Manager
Credentialing Center Supervisor			Senior Engineering Design Technician
Environmental Data Specialist			Survey Project Manager
Environmental Management Specialist 1			Web Coordinator
22	\$58,509 (\$28.13)	\$73,136 (\$35.16)	\$87,763 (\$42.19)
Administrative Supervisor			ICT Software Asset Analyst
Assistant Financial Analyst			Lead Infrastructure Operations Technician
Assistant to Managing Director, CDD			Maintenance Planner / Coordinator - Aviation
Aviation E-learning Specialist			Marine Maintenance Site Representative
Aviation Lease Administration Coordinator			Marine Maintenance Parks & Project Specialist
Aviation Maintenance CMMS Administrator			Maritime Graphics Designer
Aviation Noise Programs Community Specialist			PCS RMM O&M Program Coordinator
Aviation Maintenance Sr. Time Admin/Process Coordinator			Risk Analyst
Aviation Maintenance Procurement & Inventory Supervisor			Risk Claims Specialist
Aviation Regulatory Training Specialist			Senior Civil Engineering Technician
Construction Coordinator			Senior Construction Inspector
Cost Engineer			Software Test Analyst
Engineering Design Technician			Survey Data Specialist
Human Resources Administrator			Total Compensation Analyst
ICT Asset Management Analyst			
21	\$54,849 (\$26.37)	\$68,561 (\$32.96)	\$82,274 (\$39.55)
Accountant II			Engineering Archive Systems Administrator
Airline Statistical Specialist			Executive Assistant, Aviation Director's Office
Airport Dining & Retail Specialist			ICT Mobile Device Specialist
Assistant Finance/Cost Recovery Controls Specialist			Marine Maintenance Contract Compliance Specialist
Assistant Project Manager			Marine Maintenance Fleet Asset Specialist
Aviation Emergency Preparedness Specialist			Marine Maintenance Business Operations Supervisor
Aviation Revenue Controls Analyst			Noise Program Specialist
Business Development Analyst Aviation 1			Passenger Experience Analyst
CAD Standards Review Technician			Public Affairs Planner/Project Assistant
Construction Management Assistant			Seaport Project Specialist
Desktop Support Specialist			Survey CAD Technician
Employment Program Coordinator			Travel Card Administrator AFR

Grade	Minimum	Midpoint	Maximum
20	\$52,462 (\$25.22)	\$65,578 (\$31.53)	\$78,693 (\$37.83)
Accounts Payable Lead			Fire Dept. System Administrator
Assistant Commission Clerk			ICT Infrastructure Operations Technician
Aviation Operations Systems Administrator			Marine Maintenance CAD Asset Records Specialist
Aviation Project Controls Analyst			Paralegal/Intake Specialist
Aviation Training Systems Specialist			Project Labor Agreement Specialist
Building Permit Coordinator			Public Disclosure Specialist
Civil Engineering Technician			Real Estate Development Project Assistant
Department Contract Specialist			Senior Administrative Assistant
19	\$50,203 (\$24.14)	\$62,753 (\$30.17)	\$75,304 (\$36.20)
Accountant I			Marketing Assistant, Harbor Services Group
Assistant Buyer			Payroll Analyst
Construction Inspector			Project Assistant - Engineering
Harbor Facilities Coordinator			Senior Ground Transportation Controller
Harbor Moorage Coordinator			Signing & Graphics Designer Specialist
Health & Safety Claims Support Administrative Assistant			Total Compensation Specialist
ICT Asset Management Contract Specialist			Utility Locate Technician
18	\$48,054 (\$23.10)	\$60,068 (\$28.88)	\$72,081 (\$34.65)
Administrative Assistant			ICT Service Desk Technician
Aviation Document Control Specialist			Lead Airport Customer Service Representative
Aviation Maintenance Fiscal Specialist II			Marine Maintenance Business Systems Specialist
Aviation Lease Administration Specialist			Public Affairs Event Specialist
Construction Safety Administrator			Records Management Specialist
Credentialing Center Background Specialist			Senior Lease Administration Specialist
Employment Assistant			Senior Utilities & Lease Specialist
17	\$46,049 (\$22.14)	\$57,562 (\$27.67)	\$69,074 (\$33.21)
Accounts Payable Specialist			Invoice & Control Support Specialist
Airport Dining & Retail Marketing Coordinator			Invoice & Contract Support Specialist
Assistant Civil Engineering Technician			Marine Maintenance Purchasing Specialist
Billing Specialist - Landside Operations			Marina Operations Specialist
Facilities Coordinator			Marine Maintenance Employee Liaison
Ground Transportation Controller			Maritime Invoice & Billing Specialist
Harbor Customer Service Specialist			PCS Purchasing Specialist
Harbor Facilities Specialist			
16	\$44,093 (\$21.20)	\$55,116 (\$26.50)	\$66,139 (\$31.80)
Airport Customer Service Representative			Marine Maintenance Dispatcher
Aviation Receiving Dock Operations Coordinator			Marine Maintenance Work Order Intake Specialist
Contract Document Specialist			Revenue Service Support Specialist
Fiscal Specialist I			Senior Administrative Staff Assistant
Lease Administration Support Specialist			Time Reporting Administrator - Fire Department
15	\$42,151 (\$20.27)	\$52,689 (\$25.33)	\$63,227 (\$30.40)
Legal Documentation Specialist			Training Support Specialist - Aviation
Marine Maintenance Business Systems Support Assistant			
14	\$40,416 (\$19.43)	\$50,521 (\$24.29)	\$60,625 (\$29.15)
Administrative Staff Assistant			Marine Maintenance Accounts Clerk
Customer Service Specialist, Landside Operations			Marine Maintenance Material & Inventory Clerk
Lead RCF Bus Driver			
13	\$38,793 (\$18.65)	\$48,492 (\$23.31)	\$58,190 (\$27.98)
Conference Center Assistant			Facilities Specialist
Conference Center Assistant/On Call			

Grade	Minimum	Midpoint	Maximum
11	\$35,659 (\$17.14)	\$44,574 (\$21.43)	\$53,489 (\$25.72)
On Call AOB Receptionist			
10	\$34,179 (\$16.43)	\$42,724 (\$20.54)	\$51,268 (\$24.65)
AOB Mail & Facilities Specialist		Customer Research Field Worker/On Call	
9	\$32,811 (\$15.77)	\$41,013 (\$19.72)	\$49,216 (\$23.66)
ICT Voice Communication Operator			
6	\$28,976 (\$13.93)	\$36,220 (\$17.41)	\$43,464 (\$20.90)
Interoffice Mail Specialist Office Assistant			
3	\$25,794 (\$12.40)	\$32,242 (\$15.50)	\$38,691 (\$18.60)
Office/Maintenance Clerk			
Non-evaluated Jobs			
94	\$138,536 (\$66.60)	\$173,169 (\$83.25)	\$207,803 (\$99.91)
Chief of Police		Fire Chief	
93	\$125,941 (\$60.55)	\$157,427 (\$75.69)	\$188,912 (\$90.82)
Assistant Fire Chief		Deputy Chief of Police	
92	\$39,000 (\$18.75)	\$44,866 (\$21.57)	\$50,710 (\$24.38)
Graduate Intern			
91	\$31,200 (\$15.00)	\$39,000 (\$18.75)	\$46,800 (\$22.50)
College Intern			
90	\$26,000 (\$12.50)	\$26,000 (\$12.50)	\$26,000 (\$12.50)
High School Intern			

*At-Will Employee