

**EXHIBIT A TO PORT OF SEATTLE COMMISSION POLICY DIRECTIVE ON SALARIES AND BENEFITS**

SCHEDULE OF AUTHORIZED NON-REPRESENTED JOBS  
SALARY RANGES EFFECTIVE JANUARY 1, 2022

Annual Base Salary Range (Hourly equivalent in parentheses)<sup>1</sup>

Grade	Minimum	Midpoint	Maximum
<b>42</b>	<b>\$219,170 (\$105.37)</b>	<b>\$273,957 (\$131.71)</b>	<b>\$328,765 (\$158.06)</b>
	*Chief Operating Officer *Managing Director, Aviation	*At-will position	General Counsel/Chief Compliance Officer
<b>41</b>	<b>\$207,834 (\$99.92)</b>	<b>\$259,792 (\$124.90)</b>	<b>\$311,750 (\$149.88)</b>
	*Managing Director, Economic Development		Chief Financial Officer
<b>40</b>	<b>\$196,934 (\$94.68)</b>	<b>\$246,168 (\$118.35)</b>	<b>\$295,402 (\$142.02)</b>
	*Managing Director, Maritime *Senior Director, Environment, Sustainability & Engineering		*Senior Director, External Relations *Senior Director, Human Resources
<b>39</b>	<b>\$186,597 (\$89.71)</b>	<b>\$233,251 (\$112.14)</b>	<b>\$279,906 (\$134.57)</b>
	Aviation Chief Development Officer		Aviation Chief Operating Officer
<b>38</b>	<b>\$176,717 (\$84.96)</b>	<b>\$220,896 (\$106.20)</b>	<b>\$265,075 (\$127.44)</b>
	Chief Information Officer		Senior Director, Equity Diversity & Inclusion
<b>37</b>	<b>\$167,274 (\$80.42)</b>	<b>\$209,102 (\$100.53)</b>	<b>\$250,931 (\$120.64)</b>
	*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
<b>36</b>	<b>\$158,434 (\$76.17)</b>	<b>\$198,037 (\$95.21)</b>	<b>\$237,640 (\$114.25)</b>
	Chief Engineer/Director Engineering Services 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
<b>35</b>	<b>\$149,843 (\$72.04)</b>	<b>\$187,325 (\$90.06)</b>	<b>\$224,786 (\$108.07)</b>
	*Chief of Staff, Commission Services Deputy General Counsel 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
<b>34</b>	<b>\$141,731 (\$68.14)</b>	<b>\$177,154 (\$85.17)</b>	<b>\$212,576 (\$102.20)</b>
	AFR Asst. Director, Financial Reporting Revenue Services 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
<b>33</b>	<b>\$134,014 (\$64.43)</b>	<b>\$167,523 (\$80.54)</b>	<b>\$201,032 (\$96.65)</b>
	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, Disbursements

<b>Grade</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>32</b>	<b>\$126,630 (\$60.88)</b>	<b>\$158,288 (\$76.10)</b>	<b>\$189,946 (\$91.32)</b>
	Aviation Capital Project Liaison		Senior Manager, Civil Structural Design Services
	Aviation Facilities & Infrastructure Manager		Senior Manager, Construction Contracting
	Director, Corporate Budget		Senior Manager, CPO Strategic Partnerships & Analytics
	Director, External Relations Capital Project Delivery		Senior Manager, Credentialing and Access
	Director, Workforce Development		Senior Manager, Emergency Preparedness
	GIS Architect		Senior Manager, Employee Relations
	Information Security Resiliency Manager		Senior Manager, Environmental Programs
	Manager, Enterprise GIS		Senior Manager, Federal & International Government Relations
	Manager, ICT Project Management		Senior Manager, Labor Relations
	Senior Construction Manager		Senior Manager, Mechanical/Electrical Design Services
	Senior Manager, AFR Revenue Services		Senior Manager, Purchasing
	Senior Manager, Airport Building Department		Senior Manager, Security Operations
	Senior Manager, Aviation Maintenance		Senior Manager, Security Strategy & Intelligence
	Senior Manager, Aviation Maintenance Assets & Logistics		Senior Manager, Service Agreements
	Senior Manager, Aviation Maintenance Custodial Services		Treasury Manager
<b>31</b>	<b>\$119,683 (\$57.54)</b>	<b>\$149,594 (\$71.92)</b>	<b>\$179,525 (\$86.31)</b>
	AFR Manager Financial Systems & Lean Initiatives		Manager, Systems Engineering
	Aviation Facilities & Infrastructure Principal Engineer		Senior Controls Manager-Aviation Project Management Group
	Capital Project Manager V		Senior Government Relations Manager
	Commission Deputy Chief of Staff		Senior Manager, AV Finance & Budget
	Construction Manager		Senior Manager, Aviation Business Development
	Design Program Manager		Senior Manager, Aviation Noise Programs
	Director, Small Business Development		Senior Manager, Fishing Vessel Services
	ICT Contract Vendor & IP Manager		Senior Manager, Marine Maintenance
	Manager, Database Engineering		Senior Manager, Marine Maintenance Business Operations, Systems & Logistics
	Manager, ERP		Senior Manager, Marine Maintenance Fleet & Facilities
	Manager, HR Information System		Senior Manager, Marine Maintenance Project & Compliance Management
	Manager, Internal Audit		Senior Manager, Maritime Operations
	Manager, Internal Audit - Capital		Senior Manager, Recreational Boating
	Manager, Internal Audit - IT		Senior Manager, Strategic Initiatives
	Manager, Network Engineering		Senior Manager, Workplace Responsibility
	Manager, Organizational Development & Business Partners		Talent Acquisition Manager
	Manager, Server Engineering		Talent Development and Diversity Manager
	Manager, Software Development		Total Rewards Manager
	Manager, Survey & Mapping Services		
<b>30</b>	<b>\$112,965 (\$54.31)</b>	<b>\$141,211 (\$67.89)</b>	<b>\$169,437 (\$81.46)</b>
	AV Maintenance Manager, Capital Project Liaison		Manager, Aviation Maintenance
	Aviation Facilities & Infrastructure Asset Manager		Manager, Aviation Maintenance Business Systems
	Capital Project Manager IV		Manager, Aviation Maintenance Logistics
	Community Engagement Program Manager-Capital Programs		Manager, Aviation Maintenance Work Planning & Small Works
	Construction Labor Manager		Manager, Aviation Planning Program
	Contract Administration Manager		Manager, Seaport Project Management Group Program Controls
	CPO Planning & Analysis Manager		Principal Design Engineer
	Cruise, Operations & Business Development Manager		Real Estate Development Manager
	Data Scientist		Regional Government Relations Manager
	Design Project Manager		Resident Engineer V
	Engineering Quality Manager		Seaport Environmental Finance Manager
	ERP Developer/Programmer III		Senior Environmental Program Manager
	Financial Controls & Reporting Manager		Senior Manager, Airport Employee Brand Experience & Learning
	ICT Business Case Manager		Senior Manager, Content, Marketing and Digital Communication
	ICT Senior Project Manager		Senior Manager, Operations Readiness & Activation
	International Tourism Development Manager		Senior Regional Transportation Manager
	Labor Relations Manager		Senior Systems Architect
	Local Government Relations Manager		Senior Technical Project Manager
	Manager, Air Cargo Operations and Development		Technology Economist
	Manager, Air Services Development		

<b>Grade</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>29</b>	<b>\$106,621 (\$51.26)</b>	<b>\$133,286 (\$64.08)</b>	<b>\$159,931 (\$76.89)</b>
	Accounting Manager		Manager, ICT Business Services
	Aviation Capital Programs Senior Development Manager		Manager, ICT Financial Services
	Aviation Facilities & Infrastructure Senior Engineer		Manager, ICT Quality Assurance
	Aviation Program Controls Manager		Manager, PCS Construction
	Business Intelligence Program Manager - Analytics		Manager, Seaport Finance & Budget
	Business Intelligence Program Manager - Research		Manager, Terminal Operations
	Business Technology Consultant		Payroll Manager
	Buyer V		Port Counsel
	Contract Administrator V - Construction		Principal Engineer
	Contract Administrator V - Service Agreements		Process Improvement Program Manager
	Cost Estimating Manager		Purchasing Manager
	East King County Community & Gov't Relations Mgr		Resident Engineer IV
	ERP Administrator		Senior Cost Engineer/Scheduler Supervisor
	ERP Developer/Programmer II		Senior Database Engineer
	External Relations Manager Communications and Marketing		Senior Design Engineer - Structural
	GIS Software Engineer		Senior Fire Protection Engineer
	Lead Software Developer		Senior Infrastructure Systems Engineer - Conservation
	Manager 911 Communications		Senior Learning & Leadership Consultant
	Manager Creative Services		Senior Manager Maritime Security
	Manager, Airfield Operations		Senior Manager, Maritime Marketing
	Manager, Airline Scheduling Systems		Senior Manager, Customer Experience & Communication
	Manager, Airport Communications Center		Senior Manager, PCS Construction Operations
	Manager, Airport Landside Operations		Senior Media Officer
	Manager, Airport Operations		Senior Organizational Business Partner
	Manager, Airport Parking Revenue		Senior Real Estate Manager
	Manager, Airport Wildlife		Server Engineering - Lead
	Manager, Aviation Safety Management Systems		Strategic Planning Program Manager
	Manager, Construction Safety Management		Women/Minority Business Enterprise Manager
<b>28</b>	<b>\$100,589 (\$48.36)</b>	<b>\$125,715 (\$60.44)</b>	<b>\$150,862 (\$72.53)</b>
	Accounts Payable Manager		Manager, Harbor Business and Operations - Fishing
	AFR Business Tech Consultant		Manager, Harbor Business and Operations - Recreational Boating
	Airport Innovation and Systems Manager		Manager, International Terminal Operations
	Airport Operations Development Manager		Manager, Lease Administration & Utility Management
	Asset Management Program Manager		Manager, PCS Controls & Support Services
	Aviation Community Relations Manager		Marine Maintenance Manager Fleet & Transportation
	Aviation Grants Program Manager		Marine Maintenance Manager Regulatory Compliance Program
	Aviation PMG Cost Estimator		Marine Maintenance Project Manager IV
	Aviation Property Manager 3		Principal Business Intelligence Analyst
	Aviation Security Compliance Manager		Principal Business Intelligence Data Engineer
	Aviation Senior Cost Engineer / Scheduler		Project Management Group System Administrator/Cost Engineer
	Capital Project Estimator		Real Estate Manager
	Capital Project Manager III		Resident Engineer III
	Construction Management Cost Estimator		Risk Claims Manager
	Contract Administrator IV - Construction		Seaport Senior Cost Engineer / Analyst
	Contract Administrator IV - Service Agreements		Senior Art Program Manager
	Corporate Budget and Systems Manager		Senior Business Manager, Airport Dining & Retail
	Custodial Operations Manager		Senior Design Engineer
	Disadvantage Business Enterprise Manager		Senior Information Security Engineer/Analyst
	Engineering Facility & Financial Manager		Senior IT Auditor
	Environmental Program Manager		Senior Linux Server Engineer
	Equity, Diversity & Inclusion System Change Program Manager		Senior Network Engineer
	ICT Project Manager		Senior Program Manager Community Engagement
	Information Security Manager		Senior Program Manager Maritime Engagement
	Innovation Program Manager		Senior Systems Engineer
	Manager Aviation Security - Physical Security		Senior Windows Server Engineer
	Manager, Airport Facility Services		Sound Insulation Manager
	Manager, Aviation Security - Employee Screening		Sustainable Development Program Manager
	Manager, Construction Planning & Coordination		Terminal Operations Project Development Manager
	Manager, Corporate Facilities		Workers Compensation Manager
	Manager, Corporate Financial Analysis		

<b>Grade</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>27</b>	<b>\$94,786 (\$45.57)</b>	<b>\$118,498 (\$56.97)</b>	<b>\$142,189 (\$68.36)</b>
	Affirmative Action Program Manager AFR Business Technology Analyst III Air Cargo Facilities Manager Air Cargo Operations Manager Air Services Development Program Manager Airport Duty Manager 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, Airport Dining & Retail Buyer IV CAD Design Manager Community Investments Program 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 Prgm Mgr Equity, Diversity & Inclusion Senior Data and Policy Analyst Erosion Control / Storm Water Engineer External Relations Manager Events and Engagement		External Relations Program Manager Financial & Cost Recovery Manager Fire Protection Engineer ICT Client Services Supervisor Manager, AV Customer Communication Manager, Aviation Security Systems and Access Manager, Aviation Training Manager, Customer Engagement Manager, Signing and Graphics Mapping Manager Marine Maintenance Facilities Manager II Marine Maintenance Project Manager III Maritime Operations Manager Operational Readiness Activation Transition Manager PC Systems Analyst PCS Construction Manager III PCS RMM Construction Manager III Senior Business Analyst - ICT Senior Commission Specialist 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 Project Management System Analyst Senior Talent Acquisition Representative - Lead Software Developer Survey Crew Manager Telecommunications Infrastructure Engineer Total Rewards Consultant Transportation Management Program Manager Utility Program Manager
<b>26</b>	<b>\$89,336 (\$42.95)</b>	<b>\$111,675 (\$53.69)</b>	<b>\$133,994 (\$64.42)</b>
	AFR Business Tech Analyst II AFR Records & Administration Manager Airport Dining & Retail Project & Facilities Manager Airport Parking Digital Marketing Manager 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 Commission Specialist Construction Coordination Supervisor Construction Labor Priority Hire Program Manager Construction Management Systems Analyst Construction Safety Manager 2 Credentialing Center Supervisor/Systems Administrator 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 External Relations Visual Communications Program Manager Financial Reporting & Controls Analyst II Harbor Operations Supervisor - Fishing		Harbor Operations Supervisor - Recreational Boating Health & Safety Program Manager HR Data Analyst Indoor Navigation Program Manager Information Security Engineer/Analyst Infrastructure Operations Technology Supervisor Intl Business Protocol Liaison Labor Relations Analyst Learning/Development Consultant Marine Maintenance Asset Program Manager Network Engineer 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 Windows Server Engineer Workforce Development Program Manager & Data Analyst

<b>Grade</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>25</b>	<b>\$84,115 (\$40.44)</b>	<b>\$105,144 (\$50.55)</b>	<b>\$126,173 (\$60.66)</b>
	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 Conference Center Sales & Operations Manager Aviation Customer Communications Coordinator Aviation Facilities & Infrastructure Intermediate Engineer Aviation Learning Tech Consultant Aviation Lease Administration Manager Aviation Maintenance Senior Business Analyst Baggage Operations Systems Specialist Business Intelligence Analyst II Central Procurement Office Planning Analyst 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 Deputy Executive Chief of Staff Design Engineer II Economic Development Analyst ERP Developer/Programmer I External Relations Capital Projects Marketing Specialist External Relations Marketing and Communications Project Mgr Financial Analyst II SP GIS Analyst		Government Relations Policy Analyst ICT Desktop SCCM Administrator ICT Mobility Supervisor ICT Service & Reporting Analyst ICT Service Desk Supervisor Internal Auditor Investigation Specialist Landside Supervisor Landside Supervisor, Air Transit Operations Marine Maintenance Logistics Manager Marine Maintenance Project Controls Coordinator Marine Maintenance Project Manager II Marine Maintenance Regulatory Compliance Coordinator MM Business Analyst Supervisor 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 Web Coordinator Wildlife Biologist WMBE Compliance Analyst Workforce Development Program Manager

<b>Grade</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>24</b>	<b>\$79,102 (\$38.03)</b>	<b>\$98,883 (\$47.54)</b>	<b>\$118,664 (\$57.05)</b>
	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 Aviation Security Compliance Coordinator 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 Marine Maintenance Project Manager I Maritime Environmental Finance Specialist Real Estate Property Manager I Senior Commission Executive Assistant Telecommunications Specialist

<b>Grade</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>23</b>	<b>\$74,360 (\$35.75)</b>	<b>\$92,955 (\$44.69)</b>	<b>\$111,550 (\$53.63)</b>
	Accountant III Accounts Payable Lead/P-Card Analyst Administrative Supervisor Airport Noise Programs Coordinator Assistant Resident Engineer Assistant to Managing Director, EDD Assistant to Managing Director, Maritime Assistant to Senior Director, Environment & Sustainability Assistant to Senior Director, Equity Diversity & Inclusion Assistant to Senior Director, Human Resources Assistant to Senior Director, External Relations Assistant to Senior Director, Labor Relations AV Customer Communications Specialist Aviation Cost Engineer/Scheduler Aviation Maintenance Business Analyst Aviation Maintenance Planner/Coordinator Aviation Maintenance Systems Analyst Aviation Property Manager 1 Aviation Training Specialist Aviation Training Systems Analyst Aviation Utility Analyst Business Intelligence Analyst I Buyer II Capital Project Manager I Commission Executive Assistant Construction Contract Specialist		Construction Inspector II Credit Analyst Cruise Operations Specialist Emergency Preparedness Coordinator Environmental Management Specialist External Relations Environmental Program Coordinator Human Resources Outreach Specialist ICT Asset Management Analyst ICT Business Analyst Lead Payroll Analyst Marine Maintenance Asset Analyst/CAD Specialist Marine Maintenance Facilities Compliance Program Manager Project Labor Agreement Specialist 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
<b>22</b>	<b>\$69,846 (\$33.58)</b>	<b>\$87,318 (\$41.98)</b>	<b>\$104,790 (\$50.38)</b>
	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 Customer Engagement Specialist Customer Experience Specialist EDD Senior Lease Specialist EDD Utility Analyst Engineering Design Technician		ICT Infrastructure Operations Technician ICT Mobile Device Specialist ICT Software Asset Analyst Marine Maintenance CMMS Administrator Maritime Marketing Project Manager Noise Program Specialist Operational Readiness & Airport Transition Specialist PCS Construction Manager I PCS RMM Construction Manager I Senior Building Permit Coordinator Survey CAD Technician Unified Pest Management Coordinator
<b>21</b>	<b>\$65,478 (\$31.48)</b>	<b>\$81,848 (\$39.35)</b>	<b>\$98,218 (\$47.22)</b>
	Accountant II Airline Statistical Specialist Aviation Project Controls Analyst Aviation Revenue Controls Analyst Background Compliance Specialist Business Intelligence Assistant Construction Management Assistant Cost Recovery Specialist I Deputy Commission Clerk Environmental Finance Invoice Systems Specialist Fire Department System Administrator		Maritime Operations Billing Analyst Paralegal/Intake Specialist 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 Workers Compensation Specialist
<b>20</b>	<b>\$62,629 (\$30.11)</b>	<b>\$78,291 (\$37.64)</b>	<b>\$93,954 (\$45.17)</b>
	Aviation Maintenance Time 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 Disclosure Specialist Records Management Specialist Tourism Project Specialist

Grade	Minimum	Midpoint	Maximum
<b>19</b>	<b>\$59,925 (\$28.81)</b>	<b>\$74,922 (\$36.02)</b>	<b>\$89,898 (\$43.22)</b>
	Accountant I Accounts Payable Specialist Administrative Assistant Air Service Administrative & Program Specialist Bus Driver Trainer Engineering Facility Specialist Engineering Invoice & Asset Specialist External Relations Graphic 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 Seaport Project Management Support Specialist Talent Acquisition Assistant Utility Locate Technician
<b>18</b>	<b>\$57,366 (\$27.58)</b>	<b>\$71,718 (\$34.48)</b>	<b>\$86,050 (\$41.37)</b>
	AV Conference Center Sales & Operations Specialist Aviation Lease Administration Specialist EDD Lease Specialist II		Landside Billing Specialist Marine Maintenance Project Assistant
<b>17</b>	<b>\$54,974 (\$26.43)</b>	<b>\$68,723 (\$33.04)</b>	<b>\$82,451 (\$39.64)</b>
	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
<b>16</b>	<b>\$52,645 (\$25.31)</b>	<b>\$65,811 (\$31.64)</b>	<b>\$78,978 (\$37.97)</b>
	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
<b>15</b>	<b>\$50,315 (\$24.19)</b>	<b>\$62,899 (\$30.24)</b>	<b>\$75,483 (\$36.29)</b>
	Conference Center Assistant/On Call Landside/Customer/Administrative Support		Lead Customer Research Field Worker Marine Maintenance Accounts Clerk
<b>14</b>	<b>\$48,256 (\$23.20)</b>	<b>\$60,320 (\$29.00)</b>	<b>\$72,384 (\$34.80)</b>
	Administrative Staff Assistant AOB Facilities & Mail Specialist		On-Call Administrative Staff Assistant
<b>12</b>	<b>\$44,366 (\$21.33)</b>	<b>\$55,453 (\$26.66)</b>	<b>\$66,539 (\$31.99)</b>
	Aviation Operations Cruise Transportation Coordinator		Security Specialist
<b>11</b>	<b>\$42,578 (\$20.47)</b>	<b>\$53,227 (\$25.59)</b>	<b>\$63,856 (\$30.70)</b>
	Customer Research Field Worker		
<b>9</b>	<b>\$39,187 (\$18.84)</b>	<b>\$48,984 (\$23.55)</b>	<b>\$58,781 (\$28.26)</b>
	AOB Mail & Facilities Specialist – On-Call		
<b>8</b>	<b>\$37,606 (\$18.08)</b>	<b>\$47,008 (\$22.60)</b>	<b>\$56,430 (\$27.13)</b>
	AOB Assistant Mail & Facilities Specialist		
<b>7</b>	<b>\$36,130 (\$17.37)</b>	<b>\$45,157 (\$21.71)</b>	<b>\$54,205 (\$26.06)</b>
	Interoffice Mail Specialist		Office Assistant
<b>Grade</b>	<b>Minimum</b>	<b>Non-Evaluated Jobs Midpoint</b>	<b>Maximum</b>
<b>94</b>	<b>\$165,402 (\$79.52)</b>	<b>\$206,752 (\$99.40)</b>	<b>\$248,102 (\$119.28)</b>
	*Chief of Police		Fire Chief
<b>93</b>	<b>\$150,363 (\$72.29)</b>	<b>\$187,970 (\$90.37)</b>	<b>\$225,555 (\$108.44)</b>
	Assistant Fire Chief		Deputy Chief of Police
<b>92</b>	<b>\$47,965 (\$23.06)</b>	<b>\$54,205 (\$26.06)</b>	<b>\$60,445 (\$29.06)</b>
	Graduate Intern		
<b>91</b>	<b>\$39,645 (\$19.06)</b>	<b>\$47,965 (\$23.06)</b>	<b>\$56,285 (\$27.06)</b>
	College Intern		
<b>90</b>	<b>\$36,525 (\$17.56)</b>	<b>\$36,525 (\$17.56)</b>	<b>\$36,525 (\$17.56)</b>
	High School Intern		

\*Hourly rates are calculated by (1) increasing the 2021 hourly midpoint for each grade by 3.5%, rounded to the nearest whole cent, to determine the new (2022) hourly midpoint, (2) multiplying the newly calculated midpoint by .8, rounded to the nearest whole cent, to determine the 2022 range minimum, (3) multiplying the newly calculated midpoint by 1.2, rounded to the nearest whole cent to determine the 2022 hourly maximum. These are the range minimum, midpoint, and maximum that are entered into HCM.

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