

PORT OF SEATTLE
 GRADED SALARY RANGE STRUCTURE
 2.0% Range Adjustment Effective January 1, 2012

ITEM NO: 6b supp2

Date of Meeting:

November 1, 2011

| Grade | Minimum | Midpoint | Maximum |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|-----------------------------|-----------------------------|
| 42 | \$169,572 (\$86.96) | \$211,965 (\$108.70) | \$254,339 (\$130.43) |
| Managing Director, Aviation | | | |
| 40 | \$152,354 (\$78.13) | \$190,437 (\$97.66) | \$228,521 (\$117.19) |
| Chief Financial & Administrative Officer General Counsel Managing Director, Capital Development Managing Director, Real Estate Managing Director, Seaport | | | |
| 39 | \$144,359 (\$74.03) | \$180,453 (\$92.54) | \$216,548 (\$111.05) |
| Chief of Staff | | | |
| 37 | \$129,422 (\$66.37) | \$161,772 (\$82.96) | \$194,123 (\$99.55) |
| Chief Information Officer Director, External Affairs | | | |
| 36 | \$122,558 (\$62.85) | \$153,192 (\$87.56) | \$183,827 (\$94.27) |
| Director Aviation Facilities and Capital Programs Director, Human Resources & Development | | | |
| 35 | \$115,947 (\$59.46) | \$144,924 (\$74.32) | \$173,921 (\$89.19) |
| Chief Engineer/Director Engineering Services Chief Technology Officer Director, Aviation Security & Emergency Preparedness Director, Aviation Business Development Director, Accounting & Procurement Director, Airport Operations Director, Aviation Project Management Group Director, Central Procurement Office Director, Public Affairs Senior Manager, ICT Infrastructure Services | | | |
| 34 | \$109,649 (\$56.23) | \$137,046 (\$70.28) | \$164,463 (\$84.34) |
| Director, Community Partnerships Deputy General Counsel Director, Labor Relations Director, Seaport Project Management Group Director, Aviation Planning & Environmental Services General Manager Aviation Facilities & Infrastructure Senior Manager, ICT Business Services | | | |
| 33 | \$103,701 (\$53.18) | \$129,617 (\$66.47) | \$155,532 (\$79.76) |
| Assistant Engineering Director-Design Assistant Engineering Director-Construction Director, Harbor Services Director, Internal Audits Director, Social Responsibility Director, Port Construction Services General Manager, Aviation Maintenance Senior Manager, Aviation Finance & Budget Senior Manager, Container Leasing & Operations Senior Manager, Diversity & Consulting Services Senior Manager, ICT Service Delivery Senior Port Counsel Senior Manager, Total Rewards Workplace Responsibility Officer | | | |
| 32 | \$97,968 (\$50.24) | \$122,460 (\$62.80) | \$146,933 (\$75.35) |
| Capital Program Leader Director, Real Estate Development Employment Manager General Manager, Seaport Maintenance Manager, ICT Project Management Senior Manager, Airport Operations Senior Manager, Asian Business Development Senior Manager, Contract Services Senior Manager, Corporate Finance Senior Manager, Container Marketing Senior Manager, Cruise & Industrial Properties Senior Manager, Procurement Services Senior Manager, Seaport Environmental Programs Senior Manager, Seaport Security | | | |

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| 31 | \$92,586 (\$47.48) | \$115,733 (\$59.35) | \$138,879 (\$71.22) |
| Airport Facilities & Infrastructure Systems Manager Assistant Director, Accounting Capital Project Manager V Development QA Manager / Sr. Software Architect Employee Relations Manager Enterprise GIS Manager Financial Reporting and Controls Manager Learning and Leadership Manager Manager, Airport Building & Facilities Services | | | Manager, Aviation Properties Manager, POS Project Labor Agreement Manager, Security & Public Safety Technology Senior Manager, Aviation Security Senior Manager, Civil Structural Design Services Senior Manager, Environmental Programs Senior Manager, Revenue Services & Payroll Senior Manager, Service Agreements |
| 30 | \$87,380 (\$44.81) | \$109,220 (\$56.01) | \$131,060 (\$67.21) |
| Air Services Development Manager Assistant Director, Public Affairs Aviation Planning Program Manager Benefits Manager Capital Project Manager IV Construction Manager Cruise Services/SP Emergency Preparedness Mgr. Database Engineering Manager Director, Commission Services Engineering Quality Manager ERP Manager GIS Architect Government Relations Manager ICT Business Case Manager ICT Contract Vendor & IP Manager Manager, Disbursements Manager, Service Agreements Mechanical / Electrical Manager Manager, Concessions Management Manager, Employee Health & Safety Manager, Enterprise Information Security Manager, Environmental Programs | | | Manager, HR Information System Manager, PCS Operations Manager, Regional Transportation Manager, Seaport Commercial Development Manager, Seaport Finance & Budget Manager, Seaport Planning Manager, Windows Server Engineering Manager, Survey & Mapping Services Network Engineering Manager Organizational Development Manager Senior Controls Mgr-Aviation Project Mgmt Group Senior Mgr Aviation Maint. Assets & Logistics Senior Manager, Aviation Maintenance Senior Manager, Fishing Vessel Services Senior Manager, Recreational Boating Services Senior Manager, Seaport Maintenance Senior Systems Architect Server Engineering Manager Systems Engineering Manager Technology Economist Treasury Manager |
| 29 | \$82,485 (\$42.30) | \$103,097 (\$52.87) | \$123,708 (\$63.44) |
| AV Facilities & Infr. Sr. Systems Engr/Utility Bus. Mgr Business Technology Consultant Community Relations Manager Corporate Budget Manager Inland Cargo Development Manager International Tourism Development Manager Labor Relations Manager Lead Software Developer Manager, Air Cargo Operations and Development Manager, Airline Systems and Needs Manager Airport Operations Manager, Airport Operations & Passenger Experience Manager, Aviation Noise Programs Manager, Aviation Business Dev & Analysis Manager, Internal Audit Manager, ICT Client Services & Support | | | Manager, Construction Safety Management Manager, Corporate Communications Manager, Maritime Operations Manager, Seaport Leasing & Industrial Properties Marine Maintenance Resource Manager, North Office Police Department Administrative Manager Principal Engineer Real Estate Development Manager Resident Engineer 3 Risk Manager Seaport Asset Manager Senior Environmental Program Manager Senior Manager, PCS Construction Operations Special Projects Manager Tax Manager |

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| 28 | \$77,824 (\$39.91) | \$97,266 (\$49.88) | \$116,727 (\$59.86) |
| | APS Business Technology Consultant Assistant Manager, Aviation Building Dept Assistant Manager, Seaport Finance & Budget Aviation Community Relations Manager Aviation Emergency Preparedness Manager Aviation Operations Business & Finance Manager Aviation Program Controls Manager Aviation Maintenance CIP Liaison & Small Works Mgr Capital Project Manager III Container Operations Manager Contract Administration Manager Engineering Project Manager Environmental Program Manager ICT Finance & Services Manager ICT Project Manager Manager, Airport Training Marketing Manager, Seaport Carrier Accounts Manager, Airport Landside Operations Manager, Airport Security Access Manager, Aviation Maintenance Business Systems Manager, Aviation Maintenance Logistics Manager Aviation Maintenance Business & Finance | Manager, Aviation Maintenance Manager Aviation Planning - Research & Data Manager, Construction Planning & Coordination Manager, Corporate Facilities Manager Harbor Business & Operations Manager, Social Responsibility Mgr, Seaport Maintenance Finance & Inventory Mgr, Seaport Maintenance Compliance & Fleet Mgr, Seaport Project Management Support Services Parking Revenue Manager PCS Lead Construction Manager PCS Lead RMM Construction Manager Port Counsel Purchasing Manager Resident Engineer 2 Senior Aviation Infrastructure Engineer Senior Design Engineer Seaport Program Controls Manager Seaport Environmental Compliance & Strategy Mgr Senior Marine Maintenance Project Manager Seaport Environmental Finance Manager Senior Organizational Development Consultant | |
| 27 | \$73,340 (\$37.61) | \$91,670 (\$47.01) | \$110,000 (\$56.41) |
| | Accounting Manager Air Cargo Operations Manager Airline and Passenger Systems Manager Airport Duty Manager Airport Facilities Manager Airport Operations Development Manager Airport Quality Assurance Manager Assistant Manager, Aviation Finance & Budget Aviation Project Planner Aviation Property Manager 3 Claims Manager Compensation Supervisor Corporate Media Officer Deferred Maintenance Project Manager ERP Administrator ERP Developer/Programmer Facilities Maint. Mgr, Cruise & Industrial Prop. Facilities Maint. Mgr, Container Operations Health & Safety Management Lead Manager, Airline Scheduling Manager, Airport Customer Service Mapping Manager | Marketing Manager, Seaport National Accounts Network Operations Manager Performance Auditor Police/Fire Communications Mgr/Technical Liaison Process Improvement Program Manager Regional Transportation Planner Seaport Facilities Maintenance Manager Seaport Real Estate Manager Seaport Security Program Manager Seaport Transportation Program Planner Senior Business Analyst - ICT Senior Database Engineer Software Developer Senior Financial Reporting & Controls Analyst Senior Internal Auditor Senior Linux Server Engineer Senior Network Engineer Senior Systems Engineer Senior Windows Server Engineer Survey Crew Manager Wildlife Biologist | |

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| 26 | \$69,108 (\$35.44) | \$86,366 (\$44.29) | \$103,643 (\$53.15) |
| Assistant Manager, Industrial Properties | | | Media Officer |
| AV Infrastructure System Engineer | | | Manager, Budget & Technical Services |
| AV Property & Lease Admin Manager | | | Manager, ICT Administration |
| Aviation Property Manager 2 | | | Manager, PCS Controls & Support Services |
| AV Maintenance Asset Manager | | | OSR Compliance Manager |
| Capital Project Estimator | | | Police Dept Accreditation Specialist |
| Capital Project Manager II | | | Project Labor Agreement Compliance Manager |
| Community Outreach Program Manager | | | Project Labor Agreement Program Manager |
| Concessions Manager | | | Project Scheduler, Aviation PMG |
| Construction Management Cost Estimator | | | Public Affairs Program Manager |
| Construction Safety Manager | | | Resident Engineer 1 |
| Database Engineer | | | Seaport Real Estate Specialist |
| Environmental Management Specialist 2 | | | Seaport Strategic Business Analyst |
| Erosion Control / Storm Water Engineer | | | Senior Business Development Analyst - Aviation |
| Employment Consultant | | | Senior Buyer |
| Learning / Development Consultant | | | Senior Contract Administrator - Construction |
| Manager, Credentialing Center | | | Senior Planner, Aviation |
| Maritime Operations Superintendent | | | Senior Planner, Seaport |
| Marketing Manager, Seaport Regional Accts | | | Systems Engineer |
| Marine Maintenance Project Manager | | | Telecommunications Infrastructure Engineer |
| 25 | \$65,052 (\$33.36) | \$81,315 (\$41.70) | \$97,578 (\$50.04) |
| Accounts Receivable Supervisor | | | Linux Server Engineer |
| Advertising Program Manager | | | Marketing Representative - Harbor Services Group |
| AFR Records and Documentation Mgr | | | Network Engineer |
| Airfield / Airspace Planner | | | P-Card Administrator |
| Assistant Resident Engineer | | | PCS Resident RMM Construction Manager |
| Audio Visual Services Manager | | | PCS Resident Construction Manager |
| Aviation Maintenance Assistant Fleet Manager | | | PCS RMM Construction Manager |
| Aviation Planning Business Intelligence Analyst | | | PCS Safety Technician |
| Billing Supervisor | | | Payroll Supervisor |
| Communications Project Mgr, Public Affairs | | | Research & Policy Analyst |
| Construction Coordination Supervisor | | | Risk Management Specialist |
| Concessions Facility Program Manager | | | Software Test Engineer |
| Design Engineer | | | Senior Aviation Financial Analyst |
| Employee Relations / Investigations Analyst | | | Senior Contract Administrator - Service Agreements |
| Environmental Management Technician | | | Senior Corporate Budget Analyst |
| E911 CAD/GIS Systems Engineer | | | Senior Corporate Financial Analyst |
| Harbor Operations Supervisor | | | Senior Learning - Training Specialist, AV Ops |
| Health & Safety Management Specialist 1 | | | Senior Seaport Financial Analyst |
| HRD Business Technology Analyst | | | Senior Total Compensation Analyst |
| Intake and Investigations Specialist | | | Windows Server Engineer |
| Internal Auditor | | | Workers Compensation Compliance Manager |
| Lead Desktop Support Engineer | | | |

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| 24 | \$61,191 (\$31.38) | \$76,479 (\$39.22) | \$91,787 (\$47.07) |
| | Accounts Payable Supervisor | | Financial Reporting & Controls Analyst |
| | APS Business Technology Analyst | | Financial & Cost Recovery Specialist |
| | Art Program Manager, Aviation | | ICT Business Analyst |
| | Assistant to the CEO | | ICT Client Services Architect |
| | Assistant Manager, AVM Distribution Center | | ICT Service & Reporting Analyst |
| | Assistant Manager, Corporate Facilities | | Junior Design Engineer |
| | Aviation Planner | | Landside Supervisor |
| | Aviation Maintenance Project Coordinator | | Landside Supervisor - Air Transit Operations |
| | Aviation Security Compliance Specialist | | Learning / Development Specialist |
| | Building Inspector / Plans Examiner | | Manager, Signage & Graphics |
| | GIS Analyst | | Operations Supervisor Airport Security |
| | Commission Office Administrator | | PCS Cost Engineer |
| | Communications Specialist, ICT | | Rental Car Facility Employment Consultant |
| | Communications Specialist HRD | | Seaport Market Data Analyst |
| | Communication Project Specialist, Public Affairs | | Seaport Maintenance CMMS Supervisor |
| | Contract Administrator - Construction | | Senior Accountant |
| | Corporate Financial Analyst | | Senior Aviation Planning Research & Data Analyst |
| | Desktop Support Engineer | | Senior Cost Engineer |
| | Dock Operations Coordinator | | Senior Employment Representative |
| | Dock Operations Representative | | Telecommunications Engineer |
| | Employee Relations Analyst | | |
| 23 | \$57,525 (\$29.50) | \$71,897 (\$36.87) | \$86,268 (\$44.24) |
| | Admin. Supervisor, Attorney Services | | Environmental Management Specialist 1 |
| | Airport Customer Relations Coordinator | | External Affairs Policy/Research Analyst |
| | Assistant PCS Resident Construction Manager | | Harbor Operations Specialist |
| | AV Maintenance Lead Planner / Coordinator | | ICT Administrative Services Supervisor |
| | AV Maint. Sr. Business Systems Analyst | | Lease Administration Supervisor |
| | Business Development Analyst AV 2 | | Marine Maintenance Regulatory Compliance Specialist |
| | Buyer | | Noise Program Manager |
| | Capital Project Manager I | | Real Estate Property Manager 1 |
| | Claims Specialist | | Seaport Financial Analyst |
| | Community Outreach Specialist | | Seaport Property Manager 1 |
| | Conference Services Supervisor | | Small Business Analyst |
| | Contract Administrator - Service Agreements | | Senior Engineering Design Technician |
| | Credentialing Center Supervisor | | Senior ICT Service Desk Technician |
| | Credit Analyst | | Survey Project Manager |
| | Environmental Data Specialist | | Web Coordinator |
| 22 | \$54,035 (\$27.71) | \$67,529 (\$34.63) | \$81,042 (\$41.56) |
| | Accountant | | Health & Safety Technology Analyst |
| | Assistant to Managing Director | | Homeowner Relations Administrator |
| | Assistant to Managing Director, CDD | | Human Resources Administrator |
| | Aviation Maintenance Construction Coordinator | | Human Resources Specialist |
| | Aviation Noise Programs Community Specialist | | ICT Asset Management Analyst |
| | AV Operations Budget & Administrative Coord. | | Learning / Training Specialist - Aviation |
| | Aviation Planning Research & Data Analyst | | Maintenance Planner / Coordinator - AV |
| | Commission Records Coordinator | | Marine Maintenance Procurement Supervisor |
| | Concessions Specialist | | PCS RMM O&M Program Coordinator |
| | Construction Coordinator | | Project Management Specialist |
| | Cost Engineer | | Records Program Manager |
| | CPO Systems Administrator | | Software Test Analyst |

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| 22 cont. | \$54,035 (\$27.71) | \$67,529 (\$34.63) | \$81,042 (\$41.56) |
| Employment Representative | | | Senior Civil Engineering Technician |
| Employment Representative - Uniformed Services | | | Senior Construction Inspector |
| Engineering Design Technician | | | Survey Data Specialist |
| Fisherman's Terminal Compliance Coordinator | | | Total Compensation Analyst 2 |
| 21 | \$50,661 (\$25.98) | \$63,317 (\$32.47) | \$75,972 (\$38.96) |
| Administrative Supervisor | | | Employment Program Coordinator |
| Assist. to Managing Director, Real Estate | | | Executive Assistant to the Commission |
| Assist. Finance/Cost Recovery Controls Specialist | | | Executive Assistant |
| Aviation Emergency Preparedness Specialist | | | Lead ICT Wireless Technology Analyst |
| Aviation Maintenance Business Systems Analyst | | | Noise Program Specialist |
| AV Maintenance Procurement & Inventory Spvrs. | | | On Site Properties Representative |
| CAD Standards Review Technician | | | Public Affairs Program Specialist |
| Construction Management Assistant | | | Survey CAD Technician |
| Desktop Support Specialist | | | Total Compensation Analyst 1 |
| Engineering Archive Systems Administrator | | | |
| 20 | \$48,438 (\$24.84) | \$60,548 (\$31.05) | \$72,657 (\$37.26) |
| Assistant Project Manager | | | Executive Assistant, AV Director's Office |
| Associate Accountant | | | Fire Dept. System Administrator |
| Aviation Maintenance CMMS Administrator | | | ICT Infrastructure Operations Technician |
| Aviation Statistical Specialist | | | Marine Maintenance CMMS Administrator |
| Aviation Operations Audit Coordinator | | | Regional Transportation Planning/Project Assistant |
| Civil Engineering Technician | | | |
| 19 | \$46,371 (\$23.78) | \$57,954 (\$29.72) | \$69,537 (\$35.66) |
| Assistant Buyer | | | Marketing Assistant, Harbor Services Group |
| Aviation Contract Admin Specialist | | | Paralegal |
| Aviation Operations Training Systems Specialist | | | Project Management Assistant |
| Building Permit Coordinator | | | Public Disclosure Specialist |
| Construction Inspector | | | Seaport PMG Contract Specialist |
| Engineering Contract Specialist | | | Seaport Environmental Contract Specialist |
| General Services Lead | | | Seaport Graphics Specialist |
| Harbor Facilities Coordinator | | | Seaport Maint. Employee & Budget Specialist |
| Harbor Moorage Coordinator | | | Senior Administrative Assistant |
| ICT Asset Management Specialist | | | Signing & Graphics Designer Specialist |
| Marine Maintenance Contract Specialist | | | Total Compensation Specialist |
| 18 | \$44,382 (\$22.76) | \$55,458 (\$28.44) | \$66,554 (\$34.13) |
| Accounts Payable Lead | | | Credentialing Center Background Specialist |
| Aviation Document Control Specialist | | | ICT Service Desk Technician |
| Aviation Maintenance Assistant Planner-Coordinator | | | Payroll Analyst |
| Aviation Maint Budget Support Specialist | | | Senior Lease Administration Specialist |
| Aviation Project Controls Assistant | | | Senior Utilities & Lease Specialist |
| Contract Administrative Assistant | | | |

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| | | | |
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| 17 | \$42,530 (\$21.81) | \$53,157 (\$27.26) | \$63,785 (\$32.17) |
| Administrative Assistant | | Harbor Facilities Specialist | |
| Assistant Civil Engineering Technician | | Marina Operations Specialist | |
| Aviation Conference Services Coordinator | | ICT Staff Assistant | |
| Aviation Maintenance Payroll Lead | | ICT Wireless Tech Analyst | |
| Billing Specialist - Landside Operations | | Lease Administration Specialist | |
| CAD Operator, Seaport Maintenance | | Legal Assistant | |
| Commission Records Specialist | | Marine Maintenance Scheduler | |
| Document Control Specialist | | Project Labor Agreement Specialist | |
| Employment Assistant | | Project Technician, Aviation PMG | |
| Executive Staff Assistant | | Records Management Specialist | |
| Harbor Customer Service Specialist | | | |
| 16 | \$40,697 (\$20.87) | \$50,876 (\$26.09) | \$61,035 (\$31.30) |
| Airport Customer Service Representative | | Payroll Specialist | |
| Aviation Maintenance Payroll Specialist | | Payroll Specialist, Fire Department | |
| Lease Administration Support Specialist | | Revenue Specialist | |
| Marine Maintenance Dispatcher | | Seaport Maintenance Purchasing Specialist | |
| 15 | \$38,942 (\$19.97) | \$48,672 (\$24.96) | \$58,422 (\$29.96) |
| Capital Services Coordinator | | Payables Specialist | |
| Contract Document Specialist | | Receiving Dock Coordinator, Aviation | |
| Contract Services Specialist | | Senior Administrative Staff Assistant | |
| General Services Specialist | | Training Support Specialist - Aviation | |
| 14 | \$37,343 (\$19.15) | \$46,664 (\$23.93) | \$56,004 (\$28.72) |
| Marine Maintenance CMMS Support Assistant | | Seaport Maintenance Accounts Payable Clerk | |
| 13 | \$35,822 (\$18.37) | \$44,792 (\$22.97) | \$53,742 (\$27.56) |
| Administrative Staff Assistant | | Lead Rental Car Facility Bus Driver | |
| Audit Assistant, Aviation Operations | | Seaport Maintenance Material & Inventory Clerk | |
| Conference Services Specialist | | | |
| 12 | \$34,320 (\$17.60) | \$42,900 (\$17.60) | \$51,461 (\$26.39) |
| Customer Service Specialist, Landside Operations | | Rental Car Facility Bus Driver | |
| Records Assistant | | Utilities and Lease Specialist | |
| 10 | \$31,551 (\$16.18) | \$39,429 (\$20.22) | \$47,307 (\$24.26) |
| Airport Customer Service Representative 1 | | Senior Office Assistant | |
| 9 | \$30,284 (\$15.53) | \$37,869 (\$19.42) | \$45,435 (\$23.30) |
| Aviation Mail Messenger | | | |
| 6 | \$26,754 (\$13.72) | \$33,443 (\$17.15) | \$40,131 (\$20.58) |
| Interoffice Mail Specialist | | Office Assistant | |
| 3 | \$23,810 (\$12.21) | \$29,757 (\$15.26) | \$35,724 (\$18.32) |
| Office/Maintenance Clerk | | | |

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| Non-evaluated Jobs | | | |
|------------------------------------------------------------------------------|----------------------------|----------------------------|-----------------------------|
| Grade | Minimum | Midpoint | Maximum |
| 94 | \$132,248 (\$67.82) | \$165,310 (\$84.77) | \$198,372 (\$101.73) |
| <i>Rates continuent upon approval of L-1257 Firefighter contract.</i> | | | |
| | Chief of Police | | Fire Chief |
| 93 | \$120,226 (\$61.65) | \$150,282 (\$77.07) | \$180,338 (\$92.48) |
| <i>Rates continuent upon approval of L-1257 Firefighter contract.</i> | | | |
| | Assistant Fire Chief | | Deputy Chief of Police |
| 92 | \$33,053 (\$16.95) | \$38,006 (\$19.49) | \$42,959 (\$22.03) |
| | Graduate Intern | | |
| 91 | \$25,253 (\$12.95) | \$31,551 (\$16.18) | \$37,869 (\$19.42) |
| | College Intern | | |
| 90 | \$19,391 (\$9.94) | \$19,391 (\$9.94) | \$19,391 (\$9.94) |
| | High School Intern | | |