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Exhibit A to Port of Seattle Commission Policy Directive on Salaries and Benefits

Salary Ranges effective January 1, 2023; List of Authorized Jobs effective September 19, 2022

EXHIBIT A TO PORT OF SEATTLE COMMISSION POLICY DIRECTIVE ON SALARIES AND BENEFITS
SCHEDULE OF AUTHORIZED NON-REPRESENTED JOBS
SALARY RANGES EFFECTIVE JANUARY 1, 2023

Item Number:
Meeting Date:

8e_attach 2
November 29, 2022

Annual Base Salary Range (Hourly equivalent in parentheses)¹

Grade
42

41
40

Minimum
\$227,926 (\$109.58)

Midpoint
\$284,918 (\$136.98)

\$216,154 (\$103.92)

\$270,192 (\$129.90)

\$204,797 (\$98.46)

\$256,006 (\$123.08)

*Chief Operating Officer
*Managing Director, Aviation

*Managing Director, Economic Development

*Managing Director, Maritime
*Senior Director, Environment, Sustainability & Engineering

39
38
37

36

35

34

33

32

31

1

\$242,590 (\$116.63)

\$183,789 (\$88.36)

\$229,736 (\$110.45)

\$173,971 (\$83.64)

\$217,464 (\$104.55)

\$164,778 (\$79.22)

\$205,962 (\$99.02)

\$155,854 (\$74.93)

\$194,813 (\$93.66)

\$147,389 (\$70.86)

\$184,246 (\$88.58)

\$139,381 (\$67.01)

\$174,221 (\$83.76)

\$131,685 (\$63.31)

\$164,611 (\$79.14)

\$124,467 (\$59.84)

\$155,584 (\$74.80)

Chief Information Officer

*Senior Director, Labor Relations

Director, Accounting & Financial Reporting

Director, Airport Operations

Chief Engineer/Director Engineering Services

Deputy General Counsel

Director, Aviation Business & Properties

Director, Aviation Commercial Management

Director, Aviation Facilities & Capital Programs

*Chief of Staff, Commission Services

Director, Aviation Environmental Services

Director, Aviation Finance & Budget

Director, Cruise Business & Maritime Marketing

Director, Government Relations

Director, Human Resources - Total Rewards

Director, ICT Product Engineering

AFR Assistant Director and Port Auditor

Assistant Director Aviation Project Management Group

Assistant Engineering Director-Construction

Assistant Engineering Director-Design

Director, Aviation Innovation

Director, Corporate Finance

Director, External Relations Communications & Marketing

Director, External Relations Community Engagement
Director, HR Talent Management

Capital Program Leader
Director, Business Intelligence
Director, Risk Management
Director, Seaport Finance & Budget
Director, Tourism Development
Senior Manager, AFR General Accounting

Aviation Capital Project Liaison
Aviation Facilities & Infrastructure Manager
Director, Corporate Budget
Director, External Relations Capital Project Delivery
Director, Small Business Development
Director, Workforce Development
GIS Architect
Information Security Resiliency Manager
Manager, Enterprise GIS
Manager, ICT Project Management
Senior Construction Manager
Senior Manager Maritime Planning
Senior Manager Waterfront Project Management
Senior Manager, AFR Revenue Services
Senior Manager, Airport Building Department
Senior Manager, Aviation Maintenance
Senior Manager, Aviation Maintenance Assets & Logistics
Senior Manager, Aviation Maintenance Custodial Services

AFR Manager Financial Systems & Lean Initiatives
Aviation Facilities & Infrastructure Principal Engineer

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

*General Counsel/Chief Compliance Officer

Chief Financial Officer

\$324,230 (\$155.88)
\$307,216 (\$147.70)

*Senior Director, External Relations
*Senior Director, Human Resources

\$194,064 (\$93.30)

Aviation Chief Development Officer

Maximum
\$341,910 (\$164.38)

\$291,117 (\$139.96)

Aviation Chief Operating Officer

\$275,683 (\$132.54)

*Senior Director, Equity Diversity & Inclusion

\$260,957 (\$125.46)

Director, Aviation Maintenance
Director, Aviation Project Management Group

Exec Chief of Staff & Senior Director of Strategic Initiative

\$247,146 (\$118.82)

Director, Aviation Security
Director, Central Procurement Office
Director, Customer Experience & Brand Strategy
Director, ICT Infrastructure Services

\$233,771 (\$112.39)

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

\$221,104 (\$106.30)

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

\$209,061 (\$100.51)

Senior Manager, Airline Affairs & Aviation Properties
Senior Manager, Airport Dining & Retail
Senior Manager, Airport Operations
Senior Manager, Aviation Operational Risk and Safety
Senior Manager, Disbursements

\$197,538 (\$94.97)

Senior Manager, Aviation Planning
Senior Manager, Civil Structural Design Services
Senior Manager, Construction Contracting
Senior Manager, CPO Strategic Partnerships & Analytics
Senior Manager, Credentialing and Access
Senior Manager, Emergency Preparedness
Senior Manager, Employee Relations
Senior Manager, Environmental Programs
Senior Manager, Federal & International Government Relations
Senior Manager, Labor Relations
Senior Manager, Mechanical/Electrical Design Services
Senior Manager, Purchasing
Senior Manager, Security Operations
Senior Manager, Security Strategy & Intelligence
Senior Manager, Service Agreements
Sr. Manager Regional Transportation
Treasury Manager

\$186,701 (\$89.76)

Manager, Survey & Mapping Services
Manager, Systems Engineering

Page 1

Grade

30

29

28

Minimum

Midpoint

\$117,499 (\$56.49)

\$146,869 (\$70.61)

\$110,885 (\$53.31)

\$138,611 (\$66.64)

\$104,603 (\$50.29)

\$130,749 (\$62.86)

Capital Project Manager V
Commission Deputy Chief of Staff
Construction Manager
Cruise, Operations & Business Development Manager
Design Program Manager
Design Technology Manager
ICT Contract Vendor & IP Manager
Manager, Airport Duty Manager Operations
Manager, Database Engineering
Manager, ERP
Manager, HR Information System
Manager, Internal Audit
Manager, Internal Audit - Capital
Manager, Internal Audit - IT
Manager, Network Engineering
Manager, Organizational Development & Business Partners
Manager, Server Engineering
Manager, Software Development

AV Maintenance Manager, Capital Project Liaison
Aviation Facilities & Infrastructure Asset Manager
Aviation Facilities & Infrastructure Senior Engineer
Capital Project Manager IV
Construction Labor Manager
Cyber Risk & Compliance Program Manager
Data Scientist
Design Project Manager
ERP Developer/Programmer III
ICT Business Case Manager
ICT Senior Project Manager
International Tourism Development Manager
Labor Relations Manager
Local Government Relations Manager
Manager Financial Reporting & Controls
Manager, Air Cargo Operations and Development
Manager, Air Services Development

Manager, Aviation Maintenance
Manager, Aviation Maintenance Business Systems
Manager, Aviation Maintenance Logistics
Manager, Aviation Maintenance Work Planning & Small Works

Accounting Manager
Aviation Capital Programs Senior Development Manager
Aviation Program Controls Manager
Business Intelligence Program Manager - Analytics
Business Intelligence Program Manager - Research
Business Technology Consultant
Buyer V
Contract Administrator V - Construction
Contract Administrator V - Service Agreements
Cost Estimating Manager
Disadvantage Business Enterprise Manager
East King County Community & Gov't Relations Mgr
ERP Administrator
ERP Developer/Programmer
ERP Developer/Programmer II
GIS Software Engineer
Lead Software Developer
Learning & Leadership Program Manager
Manager 911 Communications
Manager Creative Services
Manager, Airfield Operations
Manager, Airline Scheduling Systems
Manager, Airport Communications Center
Manager, Airport Landside Operations
Manager, Airport Operations
Manager, Airport Wildlife
Manager, Construction Safety Management

Accounts Payable Manager
AFR Business Tech Consultant
Airport Innovation and Systems Manager
Airport Operations Development Manager
Asset Management Program Manager
AV Communications and Marketing Program Manager
Aviation Grants Program Manager
Aviation PMG Cost Estimator
Aviation Property Manager 3
Aviation Security Compliance Manager
Aviation Senior Cost Engineer / Scheduler
Business Manager II, Airport Dining & Retail
Capital Project Estimator
Capital Project Manager III
Construction Management Cost Estimator

Maximum

Senior Controls Manager-Aviation Project Management Group
Senior Government Relations Manager
Senior Manager, AV Finance & Budget
Senior Manager, Aviation Business Development
Senior Manager, Aviation Noise Programs
Senior Manager, Commercial Revenue Development
Senior Manager, Fishing Vessel Services
Senior Manager, Marine Maintenance
Senior Manager, Marine Maintenance Business Ops, Systems & Logistics
Senior Manager, Marine Maintenance Fleet & Facilities
Senior Manager, Marine Maintenance Project & Compliance Management
Senior Manager, Maritime Operations

Senior Manager, Recreational Boating
Senior Manager, Strategic Initiatives/Chief Strategy Officer
Senior Manager, Workplace Responsibility
Talent Acquisition Manager
Talent Development and Diversity Manager
Total Rewards Manager

\$176,238 (\$84.73)

Manager, Aviation Planning Program
Manager, Construction Contracting
Manager, Corporate Finance
Manager, CPO Planning & Analysis
Manager, Seaport Project Management Group Program Controls
Principal Design Engineer
Real Estate Development Manager
Regional Government Relations Manager
Resident Engineer V
Senior Environmental Program Manager
Senior Manager PCS Business Operations
Senior Manager PCS Construction Operations
Senior Manager Seaport Finance
Senior Manager, Airport Employee Brand Experience & Learning
Senior Manager, Content, Marketing and Digital Communication
Senior Manager, Operations Readiness & Activation
Senior Regional Transportation Manager
Senior Systems Architect
Senior Technical Project Manager
Technology Economist

\$166,338 (\$79.97)

Manager, ICT Business Services
Manager, ICT Financial Services
Manager, ICT Quality Assurance
Manager, PCS Construction
Manager, Seaport Finance & Budget
Manager, Terminal Operations
Payroll Manager
Port Counsel
Principal Engineer
Process Improvement Program Manager
Purchasing Manager
Resident Engineer IV
Senior Cost Engineer/Scheduler Supervisor
Senior Database Engineer
Senior Design Engineer - Structural
Senior Fire Protection Engineer
Senior Infrastructure Systems Engineer - Conservation
Senior Manager Maritime Security
Senior Manager, Maritime Marketing
Senior Manager, Customer Experience & Communication
Senior Media Officer
Senior Organizational Business Partner
Senior Real Estate Manager
Server Engineering - Lead
Strategic Planning Program Manager
Women/Minority Business Enterprise Manager

\$156,894 (\$75.43)

Manager, Corporate Facilities
Manager, Customer Engagement

Manager, Harbor Business and Operations - Fishing
Manager, International Terminal Operations
Manager, Lease Administration & Utility Management
Marine Maintenance Manager Fleet & Transportation
Marine Maintenance Manager Regulatory Compliance Program
PCS Cost Estimator
Police Records Manager
Principal Business Intelligence Analyst
Principal Business Intelligence Data Engineer
Project Management Group System Administrator/Cost Engineer
Real Estate Manager
Resident Engineer III
Risk Claims Manager

Page 2

Grade

27

26

Minimum

Midpoint

\$98,592 (\$47.40)

\$123,240 (\$59.25)

\$92,914 (\$44.67)

\$116,147 (\$55.84)

Contract Administrator IV - Construction
Contract Administrator IV - Service Agreements
Corporate Budget and Systems Manager
Custodial Operations Manager
Design Quality Manager - Engineering
Engineering Facility & Financial Manager
Environmental Program Manager
Equity, Diversity & Inclusion System Change Program Manager
ICT Project Manager
Information Security Manager
Innovation Program Manager
Manager Aviation Conference Center Services
Manager Aviation Program Controls Business Systems
Manager Aviation Security - Physical Security
Manager Signage and Wayfinding
Manager, Airport Facility Services
Manager, Aviation Security - Employee Screening
Manager, Construction Planning & Coordination

Affirmative Action Program Manager
AFR Business Technology Analyst III
Air Cargo Facilities Manager
Air Cargo Operations Manager
Air Services Development Program Manager
Assistant Manager Aviation Maintenance
Aviation Airfield/Airspace Planner
Aviation Facilities & Infrastructure Architect
Aviation Facilities & Infrastructure Engineer
Aviation Facilities & Infrastructure Utility Program Manager

Aviation Landside Planner
Aviation Maintenance Asset Manager
Aviation Maintenance Assistant Manager Fleet
Aviation Property Manager 2
Aviation Security, Capital Project Liaison
Aviation Terminal Planner
AVM CIP & Expense Project Liaison
Biometrics Program Manager
Business Intelligence Analyst III
Business Manager I, Airport Dining & Retail
Buyer IV
CAD Design Manager
Community Investments Program Manager
Content Services Manager
Contract Administrator III - Construction
Contract Administrator III - Service Agreements
Database Engineer
Diversity in Contracting Program Manager
Economic Development Innovation Program Manager
Emergency Preparedness Planning & Program Manager
Emerging Talent Manager
Employee Commuter Benefits Program Manager
Equity, Diversity & Inclusion Engagement & Comm Program Mgr
Equity, Diversity & Inclusion Senior Data and Policy Analyst
Erosion Control / Storm Water Engineer

AFR Business Tech Analyst II
AFR Records & Administration Manager
Airport Parking Digital Marketing Manager
Assistant Manager PCS Construction Operations
Assistant Manager, AVM Distribution Center
Aviation Capital Programs Development Manager
AVM Small Works Project Manager/Controls Coordinator
Building Inspector / Plan Examiner
Business Intelligence Market Research Analyst III
Buyer III
Capital Project Manager II
Central Procurement Office Data Analyst
Certified Occupational Health Nurse
Certified Service Provider Program Manager
Chief of Maritime Staff
Commission Office Strategic Advisor
Construction Coordination Supervisor
Construction Labor Priority Hire Program Manager
Construction Management Systems Analyst
Construction Safety Manager 2
Credentialing Center Supervisor/Systems Administrator
Deputy Executive Chief of Staff
Design Engineer III
Driver Safety Program Manager
Emergency Preparedness Training & Exercise Program Manager
Employee Communications Program Manager
Equity, Diversity & Inclusion Aviation Program Manager
External Relations Communications Project Manager
External Relations Social Media Program Manager
Financial Reporting & Controls Analyst II

Maximum

Seaport Senior Cost Engineer / Analyst
Senior Art Program Manager
Senior Design Engineer
Senior Information Security Engineer/Analyst

Senior IT Auditor
Senior Linux Server Engineer
Senior Network Engineer
Senior Program Manager - Maritime Industrial Engagement
Senior Program Manager Community Engagement
Senior Program Manager Maritime Engagement
Senior Systems Engineer
Senior Windows Server Engineer
Software Developer
Sound Insulation Manager
Sustainable Development Program Manager
Terminal Operations Project Development Manager
Waterfront Project Management Facilities Project Manager IV
Workers Compensation Manager

\$147,888 (\$71.10)

External Relations Manager Events and Engagement
Financial & Cost Recovery Manager
Fire Protection Engineer
ICT Client Services Supervisor
Manager Harbor Customer Service
Manager ICT Service Desk
Manager, AV Customer Communication
Manager, Aviation Security Systems and Access
Manager, Aviation Training
Mapping Manager
Marine Maintenance Facilities Manager II
Maritime Operations Manager
Operational Readiness Activation Transition Manager
PC Systems Analyst
PCS Construction Manager III
PCS RMM Construction Manager III
Real Estate Development Planning Specialist
Senior Business Analyst - ICT
Senior Commission Specialist
Senior Design Architect
Senior Employee Relations Consultant
Senior Financial Analyst Aviation
Senior Financial Analyst Seaport
Senior HR Business Technology Analyst
Senior Internal Auditor
Senior Planner - Maritime
Senior Plans Exam/Bldg Inspector
Senior Talent Acquisition Representative - Lead
Survey Crew Manager
Sustainability Reporting and Communications Program Manager
Telecommunications Infrastructure Engineer
Total Rewards Consultant
Transportation Access Program Manager
Utility Program Manager
Waterfront Project Management Facilities Project Manager III

\$139,381 (\$67.01)

Health & Safety Program Manager
HR Data Analyst
ICT Senior Client Engineer
Indoor Navigation Program Manager
Information Security Engineer/Analyst
Infrastructure Operations Technology Supervisor
Intl Business Protocol Liaison
Learning/Development Consultant

Marine Maintenance Asset Program Manager
Mental Health Professional
Network Engineer
Parking Revenue Program Manager
PCS Construction Manager II
PCS RMM Construction Manager II
Public Safety Technology Consultant
Real Estate Property Manager II
Resident Engineer II
Senior Baggage Operations Systems Specialist
Senior Business Development Analyst - Aviation
Senior Environmental Management Specialist
Senior Financial Analyst Corporate
Senior Port Budget Analyst
Senior Talent Acquisition Representative
Senior Treasury Analyst
Software Test Engineer
Supervisor, Aviation Security
Systems Engineer
Tax Analyst
Wildlife Biologist
Windows Server Engineer

Page 3

Grade

25

24

23

Minimum

Midpoint

\$87,485 (\$42.06)

\$109,346 (\$52.57)

\$82,264 (\$39.55)

\$102,835 (\$49.44)

\$77,334 (\$37.18)

\$96,678 (\$46.48)

Harbor Operations Supervisor - Fishing
Harbor Operations Supervisor - Recreational Boating

AFR Business Tech Analyst I
Airline Scheduling Systems Specialist
Airport Dining & Retail Program Manager
Airport Dining & Retail Project Manager
Airport Volunteer & Accessibility Program Manager
Art Program Manager, Aviation
Assistant to Executive Director
Aviation Conference Center Business & Marketing Manager
Aviation Customer Communications Coordinator
Aviation Facilities & Infrastructure Intermediate Engineer
Aviation Learning Tech Consultant

Aviation Lease Administration Manager
Aviation Maintenance Senior Business Analyst
Aviation Security Compliance Analyst
Baggage Operations Systems Specialist
Business Intelligence Analyst II
Central Procurement Office Planning Analyst
Client Engineering MECM Administrator
Commission Clerk
Construction Inspector III
Construction Labor Specialist II
Contract Administrator II - Construction
Contract Administrator II - Service Agreements
CPO Systems Administrator
Custodial Operations Quality Assurance Specialist
Design Engineer II
Economic Development Analyst
Emergency Preparedness Program Manager
ERP Developer/Programmer I
External Relations Capital Projects Marketing Specialist
External Relations Marketing and Communications Project Manager
Financial Analyst Aviation
Financial Analyst II SP
GIS Analyst

Airline & Passenger Systems Specialist
Assistant to Managing Director, Aviation
Aviation Drawing & Data System Specialist
Aviation Facilities & Infrastructure Document Administrator
Aviation Facilities & Infrastructure Junior Engineer
Aviation Maintenance Asset Management Analyst
Aviation Maintenance Lead Planner/Coordinator
Aviation Maintenance Senior Systems Analyst
Business Intelligence Market Research Analyst II
Construction Safety Manager 1
Cost Recovery Specialist II
Design Engineer I
Desktop Support Specialist
Diversity in Contracting Coordinator
Economic Development Coordinator

Accountant III
Accounts Payable Lead/P-Card Analyst
Administrative Supervisor
Airport Noise Programs Coordinator
Assistant Resident Engineer
Assistant to Managing Director, EDD
Assistant to Senior Director, Environment & Sustainability
Assistant to Senior Director, Equity Diversity & Inclusion
Assistant to Senior Director, External Relations
Assistant to Senior Director, Human Resources
Assistant to Senior Director, Labor Relations
AV Customer Communications Specialist
Aviation Maintenance Business Analyst
Aviation Maintenance Planner/Coordinator
Aviation Maintenance Systems Analyst
Aviation Property Manager 1
Aviation Revenue Controls Analyst
Aviation Security Business Systems Analyst
Aviation Training Specialist
Aviation Training Systems Analyst
Aviation Utility Analyst
BIM Technology Specialist
Business Intelligence Analyst I

Buyer II
Capital Project Manager I
Commission Executive Assistant
Construction Contract Specialist
Construction Inspector II

Maximum

Workers Compensation Claims Adjudicator
Workforce Development Program Manager & Data Analyst

\$131,206 (\$63.08)

Government Relations Policy Analyst
Harbor Business Analyst
ICT Mobility Supervisor
ICT Service & Reporting Analyst
Internal Auditor
Investigation Specialist
Labor Compensation Analyst
Labor Relations Analyst
Landside Supervisor
Landside Supervisor, Air Transit Operations
Marine Maintenance Logistics Manager
Marine Maintenance Regulatory Compliance Coordinator
Maritime Environmental Finance Specialist
Maritime Marketing Program Manager
OSR Small and Disadvantaged Business Coordinator
Payroll Operations & Systems Analyst
PCS Resident Construction Manager
Program Manager Airport Landside Operations
Public Disclosure Manager
Resident Engineer I
Safety Management System Specialist
Senior Accountant
Senior Survey Project Manager
Talent Development Technical Analyst
Total Rewards Analyst
Utility Locate Manager
Video Producer
Waterfront Project Management Facilities Project Manager II
Waterfront Project Management Project Controls Coordinator
Web Coordinator
WMBE Compliance Analyst
Workers Compensation Administrator
Workforce Development Program Manager

\$123,406 (\$59.33)

Environmental Data Specialist
Executive Assistant/Executive Office
Field Survey Project Manager
Financial & Budget Analyst - Corporate
Financial Analyst Corporate
Financial Analyst I - Seaport
Financial Reporting & Controls Analyst I
ICT Senior Mobile Device Specialist
Legal Administrator
Marine Maintenance Facilities Manager I
Real Estate Property Manager I
Senior Commission Executive Assistant
Telecommunications Specialist
Waterfront Project Management Facilities Project Manager I

\$116,022 (\$55.78)

Construction Labor Specialist
Contract Management Assistant
Credit Analyst
Cruise Operations Specialist
Environmental Management Specialist
External Relations Environmental Program Coordinator
Human Resources Outreach Specialist
ICT Asset Management Analyst
ICT Business Analyst
ICT Software Package Engineer
Lead Payroll Analyst
Marine Maintenance Asset Analyst/CAD Specialist
Marine Maintenance Business Analyst
Marine Maintenance Facilities Compliance Program Manager
Project Management Systems Administrator
Records Program Manager
Risk Analyst
Risk Claims Specialist
Senior Civil Engineering Technician
Senior Engineering Design Technician
Senior Signing and Graphics Designer Specialist
Software Test Analyst
Survey Data Specialist
Survey Project Manager
Talent Acquisition Representative
Travel Card & Concur Analyst
Waterfront Project Management Contract Specialist

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Grade
22

21

20

19

18

17

16

15

14

12

9

Minimum
\$72,654 (\$34.93)

Midpoint
\$90,813 (\$43.66)

\$68,099 (\$32.74)

\$85,114 (\$40.92)

\$65,146 (\$31.32)

\$81,432 (\$39.15)

\$62,338 (\$29.97)

\$77,917 (\$37.46)

\$59,675 (\$28.69)

\$74,589 (\$35.86)

\$57,179 (\$27.49)

\$71,469 (\$34.36)

\$54,766 (\$26.33)

\$68,453 (\$32.91)

\$52,333 (\$25.16)

\$65,416 (\$31.45)

\$50,190 (\$24.13)

\$62,733 (\$30.16)

\$46,134 (\$22.18)

\$57,678 (\$27.73)

\$40,747 (\$19.59)

\$50,939 (\$24.49)

Aviation Lease Administration Coordinator
AOB Facilities Supervisor
Art Program Coordinator
Assistant Project Manager
Aviation Capital Program Management Coordinator
Aviation Maintenance Procurement & Inventory Supervisor
Business Intelligence Market Research Analyst I
CAD Standard Review Technician
Communications Specialist - Human Resources
Cost Recovery Specialist I
Customer Engagement Specialist
Customer Experience Specialist
EDD Senior Lease Specialist
EDD Utility Analyst
Engineering Design Technician

Accountant II
Airline Statistical Specialist
Aviation Project Controls Analyst
Background Compliance Specialist
Business Intelligence Assistant
Construction Management Assistant
Deputy Commission Clerk
Environmental Finance Invoice Systems Specialist
Fire Department System Administrator

Aviation Customer Service Brand & Recognition Specialist
Aviation Maintenance Time Administrator
Aviation Program Controls Administrator
Building Permit Coordinator
Buyer I
Civil Engineering Technician
Construction Inspector I
Construction Safety Specialist
Contract Administrator I - Construction
Contract Administrator I - Service Agreements
Department Contract Specialist

Accountant I
Accounts Payable Specialist
Administrative Assistant
Air Service Administrative & Program Specialist
Bus Driver Trainer
Engineering Facility Specialist
Engineering Invoice & Asset Specialist
Ground Transportation Controller
ICT Service Desk Technician

AV Conference Center Sales & Operations Specialist
Aviation Lease Administration Specialist
EDD Lease Specialist II

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

Aviation Receiving Dock Operations Coordinator
Commission Staff Assistant
EDD Lease Specialist I

Conference Center Assistant/On Call
Landside/Customer/Administrative Support
Lead Customer Research Field Worker

Administrative Staff Assistant
AOB Facilities & Mail Specialist
Customer Research Field Worker

Aviation Operations Cruise Transportation Coordinator

Maximum
\$108,971 (\$52.39)

Graphic Designer
ICT Infrastructure Operations Technician
ICT Mobile Device Specialist
Marine Maintenance CMMS Administrator
Maritime Marketing Project Manager
Noise Program Specialist
Operational Readiness & Airport Transition Specialist
Paralegal
PCS Construction Coordinator/Scheduler
PCS Construction Manager I
PCS RMM Construction Manager I

Senior Building Permit Coordinator
Survey CAD Technician
Unified Pest Management Coordinator
Visual Storyteller

\$102,128 (\$49.10)

Maritime Operations Billing Analyst
Payroll Analyst
Public Affairs Planner/Project Assistant
Seaport Project Specialist
Senior Administrative Assistant
Senior Ground Transportation Controller
Senior Harbor Facilities Coordinator
Signing & Graphics Designer Specialist
Total Rewards Specialist

\$97,718 (\$46.98)

EDD Lease Specialist III
External Affairs Event Specialist
Harbor Moorage Coordinator
ICT Asset Management Contract Specialist
Marine Maintenance Fleet Program Coordinator
Marine Maintenance Logistics Specialist
Project Assistant - Engineering
Public Art Technician
Public Disclosure Specialist
Records Management Specialist
Tourism Project Specialist

\$93,496 (\$44.95)

Lead Airport Customer Service Representative
Lead FIS Airport Customer Service Representative
Marine Maintenance Time Administrator/Admin
Payroll Specialist
Project Controls Support Specialist
Safety Assurance Specialist
Seaport Project Management Support Specialist
Talent Acquisition Assistant
Utility Locate Technician

\$89,502 (\$43.03)

Landside Billing Specialist
Marine Maintenance Project Assistant

\$85,758 (\$41.23)

Marine Maintenance Business Operations Specialist
Marine Maintenance Material & Inventory Specialist
Marine Maintenance Work Order Intake Specialist
PCS Purchasing Specialist
Time Reporting Administrator - Fire Dept
Workers Compensation Administrative Assistant

\$82,139 (\$39.49)

Ground Transportation Customer Support Specialist
Marine Maintenance Dispatcher/Administrative Support
Senior Administrative Staff Assistant

\$78,499 (\$37.74)

Marine Maintenance Accounts Clerk
Maritime Finance Invoicing Specialist

\$75,275 (\$36.19)

Facilities Specialist
On-Call Administrative Staff Assistant

Security Specialist

\$69,222 (\$33.28)

\$61,131 (\$29.39)

Page 5

Grade

Minimum

AOB Mail & Facilities Specialist – On-Call
Mail & Shipping Specialist

Midpoint

Office Assistant

Non-Evaluated Jobs

Maximum

Grade

94

Minimum

\$172,016 (\$82.70)

*Chief of Police

Midpoint

\$215,030 (\$103.38)

93

\$156,374 (\$75.18)

Assistant Fire Chief

\$195,478 (\$93.98)

92

\$56,555 (\$27.19)

Graduate Intern

\$58,635 (\$28.19)

\$60,715 (\$29.19)

91

\$40,955 (\$19.69)

College Intern

\$47,195 (\$22.69)

\$53,435 (\$25.69)

90

\$38,875 (\$18.69)

High School Intern

\$38,875 (\$18.69)

\$38,875 (\$18.69)

Fire Chief

Deputy Chief of Police

Maximum

\$258,024 (\$124.05)

\$234,582 (\$112.78)

*At will employees

NOTE-Hourly rates are calculated by (1) increasing the 2021 hourly midpoint for each grade by 4.0%, rounded to the nearest whole cent, to determine the new (2023) hourly

midpoint, (2) multiplying the newly calculated midpoint by .8, rounded to the nearest whole cent, to determine the 2023 range minimum, (3) multiplying the newly calculated

midpoint by 1.2, rounded to the nearest whole cent to determine the 2023 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.

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