

SCHEDULE OF AUTHORIZED NON-REPRESENTED JOBS
SALARY RANGES EFFECTIVE JUNE 1, 2024
Annual Base Salary Range (Hourly equivalent in parentheses)

Item Number: 10a Exhibit A
Meeting Date: May 14, 2024

Grade	Minimum	Market Reference Point	Midpoint	Maximum
50	\$42,500 (\$20.43)	\$46,250 (\$22.23)	\$50,000 (\$24.03)	\$57,500 (\$27.64)
51	\$46,750 (\$22.47)	\$50,875 (\$24.45)	\$55,000 (\$26.44)	\$63,250 (\$30.40)
	Office Assistant		Pier 69 Mail & Shipping Specialist	
52	\$51,425 (\$24.72)	\$55,963 (\$26.90)	\$60,500 (\$29.08)	\$69,575 (\$33.44)
	AOB Mail & Facilities Specialist On-Call Landside Cruise Transportation Coordinator		Pier 69 Security Specialist	
53	\$56,568 (\$27.19)	\$61,559 (\$29.59)	\$66,550 (\$31.99)	\$76,533 (\$36.79)
	AOB Facilities & Mail Specialist Business Intelligence Field Interviewer Harbor Customer Service Specialist - Fishing		Marine Maintenance Accounts Clerk Pier 69 Facilities Specialist	
54	\$62,224 (\$29.91)	\$67,715 (\$32.55)	\$73,205 (\$35.19)	\$84,186 (\$40.47)
	Administrative Staff Assistant Airport Customer Service Representative I Assistant Civil Engineering Technician Aviation Conference Center Specialist Aviation Lease Administration Specialist I Aviation Receiving Dock Operations Coordinator Credit Analyst I Economic Development Division Lease Specialist I		Harbor Moorage Coordinator - Fishing Harbor Operations Specialist Landside Parking Services Administrator Marine Maintenance Business Operations Specialist Marine Maintenance Material & Inventory Specialist Marine Maintenance Operations Specialist Total Rewards Assistant Workers' Compensation Administrative Assistant	
55	\$68,447 (\$32.90)	\$74,486 (\$35.81)	\$80,526 (\$38.71)	\$92,604 (\$44.52)
	Accountant I - Accounts Receivable Accountant I - Billing Accountant I - Capital Services Accounts Payable Specialist Administrative Assistant Airport Customer Service Representative II Aviation Conference Center Sales & Operations Specialist Aviation Lease Specialist II Aviation Maintenance Time Administrator Aviation Program Controls Administrator Specialist Commission Staff Assistant Construction Safety Administrator CPO Systems and Data Analyst I CPO Tech Business Analyst I Economic Development Division Lease Specialist II		Engineering Facility Specialist Engineering Invoice & Asset Specialist Ground Transportation Controller Specialist ICT Project Coordinator ICT Service Desk Technician Marine Maintenance Intake Admin Specialist Marine Maintenance Time Administrator/Admin On-Call SEA Customer Support Representative Public Art Technician Safety Management System Assurance Specialist SEA Customer Support Representative Subsurface Utility Engineering Technician I Talent Acquisition Coordinator Technical Support Engineer I Waterfront Project Management Project Assistant	
56	\$75,291 (\$36.19)	\$81,935 (\$39.39)	\$88,578 (\$42.58)	\$101,865 (\$48.97)
	Accountant II - Accounts Receivable Accountant II - Billing Accountant II - Capital Services Air Service Administrative & Program Specialist Art Program Coordinator Assistant Construction Manager - Major Construction Assistant Project Manager Associate Financial Analyst Associate Financial Analyst - Mitigation & Recovery Aviation Capital Development Manager I Aviation Lease Administration Specialist III Aviation Program Controls Business Systems Administrator Aviation Program Controls Estimator I Aviation Project Controls Engineer I		Economic Development Division Lease Specialist III Engineering Design Technician Equity, Diversity & Inclusion Metrics & Evaluation Program Assistant External Relations Event Specialist Fishermen's Terminal Billing Analyst Graphic Designer Harbor Moorage Coordinator ICT Associate Client Engineer ICT Software Support Specialist Marine Maintenance Fleet Program Coordinator Marine Maintenance Logistics Specialist Payroll Specialist PCS Purchasing Specialist Procurement Officer I	

Business Intelligence Analyst I
 Business Intelligence Market Research Analyst I
 Concession Internal Auditor
 Construction Safety Specialist
 Credit Analyst II
 Duwamish River Community Hub Coordinator

Project Assistant – Major Construction
 Records Management Specialist
 Senior Ground Transportation Controller
 Senior Harbor Facilities Coordinator
 Subsurface Utility Engineering Technician II
 Tourism Project Specialist

57 \$82,820 (\$39.81) \$90,128 (\$43.33) \$97,436 (\$46.84) \$112,051 (\$53.87)

Accountant III - Accounts Receivable
 Accountant III - Billing
 Accountant III - Capital Services
 Accountant III - General Ledger
 Accounts Payable Analyst
 Accounts Payable Lead
 Airport Recognition & Event Specialist
 Airport Training Specialist
 Airport Training Systems Analyst
 Associate Content Solution and Communication Engineer
 Associate Database Engineer
 Associate Software Development Engineer
 Associate Software Test Engineer
 Associate Systems Engineer
 Aviation Activity Specialist
 Aviation Associate Planner
 Aviation Facilities & Infrastructure Architect/Engineer I
 Aviation Lease Management Coordinator
 Aviation Maintenance Asset Management Analyst
 Aviation Maintenance Planner/Coordinator
 Aviation Maintenance Systems Analyst
 Aviation Senior Utility Analyst
 BIM Technology Specialist
 Building Permit Coordinator
 Bus Driver Trainer
 Business Intelligence Assistant
 CAD Standard Review Technician
 Civil Engineering Technician
 Commission Executive Assistant
 Construction Inspector I - Major Construction
 CPO Database Integration Analyst II
 CPO Tech Business Analyst II
 Department Contract Specialist
 Department Contract Specialist - Maritime
 Deputy Commission Clerk
 Design Engineer/Architect I

Digital Production Specialist
 Economic Development Division Senior Lease Specialist
 Economic Development Division Utility Analyst
 Executive Assistant - Executive Department
 External Relations Community Programs Support Specialist
 Financial Analyst
 Financial Analyst - Mitigation & Recovery
 Financial Reporting & Controls Analyst I
 Fire Department System Administrator
 Ground Transportation Customer Support Specialist
 Human Resources Communications & Media Producer
 ICT Asset Management Analyst
 ICT Contract/Software Administrator
 ICT Infrastructure Operations Technician
 ICT Mobility Specialist
 ICT Service & Reporting Analyst
 Internal Auditor
 Investigation Specialist
 Marine Maintenance Asset Analyst/CAD Specialist
 Maritime Marketing Project Manager
 Maritime Operations Billing Analyst
 Operational Readiness & Airport Transition Specialist
 Payroll Analyst
 Project Administrator
 Seaport Project Specialist
 Senior Administrative Assistant
 Supervisor, Credit
 Supervisor, Customer Care
 Talent Acquisition Recruiter
 Manager
 Technical Support Engineer II
 Total Rewards Specialist
 Travel & Expense Analyst
 Visual Storyteller
 Volunteer Specialist
 Workforce Development Contract & Budget Specialist

58 \$91,103 (\$43.79) \$99,141 (\$47.66) \$107,179 (\$51.52) \$123,256 (\$59.25)

AFR Business Technology Analyst
 Apprenticeship/Priority Hire Specialist
 Assistant Manager, Aviation Maintenance Mechanical Systems
 Assistant to Managing Director, Aviation
 Assistant to Managing Director, Economic Development
 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
 Aviation Customer Communication Specialist
 Aviation Drawing & Data System Specialist
 Aviation Maintenance Business Analyst
 Aviation Maintenance Lead Planner/Coordinator
 Aviation Program Controls Business Systems Analyst

Facilities & Infrastructure Asset Document Specialist
 ICT Business Analyst
 ICT Client Engineer
 ICT Senior Service Desk Technician
 Lead Total Rewards Specialist
 Marine Maintenance Facilities Compliance Program Manager
 Marine Maintenance Facilities Manager I
 Marine Maintenance Fleet Asset Project Manager
 Marine Maintenance Systems Analyst
 Maritime Environmental Contract Specialist
 Operations Project Development Specialist
 Paralegal
 PCS Construction Coordinator/Scheduler
 PCS Construction Project Manager I
 PCS Construction Project Manager I - RMM

Aviation Project Controls Engineer II	PCS Contract Management Assistant
Aviation Real Estate & Portfolio Manager I	Procurement Officer II
Aviation Security Business Systems Analyst	Public Disclosure Specialist
Background Compliance Specialist	Real Estate Development Planning Specialist
Business Intelligence Analyst II	Real Estate Property Manager I
Business Intelligence Market Research Analyst II	Risk Claims Specialist
Business Systems Analyst	Senior Building Permit Coordinator
Capital Project Manager I	Senior Civil Engineering CAD Specialist
Construction Inspector II - Major Construction	Senior Commission Executive Assistant
Construction Labor Specialist I	Senior Engineering Design Technician
Construction Management Contract Administrator	Signage & Wayfinding - Technical Designer
Construction Manager I - Major Construction	Signage & Wayfinding Specialist
CPO Systems and Data Analyst II	Signage Specialist - Digital Systems
Cruise Operations Specialist	Strategic Aide
Customer Care & Construction Coordinator	Supervisor, Administrative Professional
Direct Digital Control Specialist	Supervisor, AOB Facilities
Div in Contracting Community Engagement & Training Prog	Supervisor, Aviation Maintenance Procurement & Inventory
Diversity in Contracting Coordinator	Supervisor, Landside Billing
Engineering Geographic Information System Data Specialist	Supervisor, Pier 69 Facilities
Environmental Finance Business Analyst	Support Services Administrator
Environmental Finance Invoice Systems Specialist	Telecommunications Specialist
Environmental Management Specialist	Unified Pest Management Program Manager
Executive Assistant to Deputy Executive Director	Video Producer
External Relations Capital Projects Marketing Specialist	Waterfront Project Management Contract Specialist
External Relations Marketing and Communications Project	Waterfront Project Management Facilities Project Manager I

59	\$100,213 (\$48.17)	\$109,055 (\$52.43)	\$117,897 (\$56.68)	\$135,582 (\$65.18)
Air Service Development Analyst			Legal Department Administrator	
Airline Scheduling Systems Specialist			Linux Server Engineer	
Associate Process Improvement Program Manager			Manager, Airport Landside Operations Program	
Aviation Capital Development Manager II			Manager, SEA Call Center	
Aviation Facilities & Infrastructure Architect/Engineer II			Marine Maintenance Asset Management Coordinator	
Aviation Facilities & Infrastructure BIM Program Manager			Marine Maintenance Asset Program Manager	
Aviation Maintenance Duty Baggage Manager			Marine Maintenance Business Analyst	
Aviation Parking & Ecommerce Cust Relationship Manager			Marine Maintenance Regulatory Compliance Coordinator	
Aviation Parking & Ecommerce Marketing Manager			Maritime Marketing Program Manager	
Aviation Planner			Mental Health Professional	
Aviation Security Compliance Analyst			Network Engineer	
Building Inspector / Plan Examiner			Payroll Operations & Systems Analyst	
Commission Clerk			Records Program Manager	
Commission Office Strategic Advisor			Safety Management System Program Manager	
Construction Labor Specialist II			Senior Accountant - Accounts Receivable	
Construction Safety Manager I			Senior Accountant - Billing	
CPO Database Integration Analyst III			Senior Accountant - Capital Services	
CPO Systems and Data Analyst III			Senior Accountant - Disbursements	
CPO Tech Business Analyst III			Senior Accountant- General Ledger	
Custodial Operations Quality Assurance Specialist			Senior Civil Engineering Technician	
Database Engineer			Senior Commission Specialist	
Design Engineer/Architect II			Senior Environmental Management Specialist	
Driver Safety Program Manager			Senior Financial Analyst	
Economic Development Program Manager			Senior Financial Analyst - Mitigation & Recovery	
Emergency Preparedness Program Mgr - Logistics & Systems			Senior Grant Accountant - Capital Services	
Enterprise Resource Planning Developer/Programmer I			Senior Payroll Analyst	
Equity, Diversity & Inclusion Training & Engagement Manager			Senior Port Budget Analyst	
Executive Assistant to Executive Director			Senior Treasury Analyst	
External Relations Digital Producer			Software Test Engineer	
External Relations Social Media Program Manager			Subsurface Utility Engineering Project Manager	
Field Survey Project Manager			Supervisor, Aviation Lease Administration	
Financial Reporting & Controls Analyst II			Supervisor, Aviation Security	
Geographic Information System Analyst			Supervisor, Credentialing Center	
Government Relations Policy Analyst			Supervisor, Harbor Operations - Fishing	

Grant Administrator Waterfront Project Management
 Harbor Business Analyst
 Human Resources Business Technology Analyst
 ICT Senior Infrastructure Operations Technician
 ICT Senior Mobility Specialist
 ICT Service Technician Lead
 Information Security Engineer/Analyst I
 Labor Relations Analyst
 Learning/Development Consultant

Supervisor, Harbor Operations - Recreational Boating
 Supervisor, Landside
 Systems Engineer
 Talent Acquisition Senior Recruiter
 Tax Analyst
 Technical Support Engineer III
 Waterfront Project Management Facilities Project Manager II
 Windows Server Engineer
 Workers' Compensation Administrator

60	\$110,234 (\$52.99)	\$119,961 (\$57.67)	\$129,687 (\$62.34)	\$149,140 (\$71.70)
Affirmative Action Program Manager			Health & Safety Program Manager	
AFR Business Technology Consultant			Human Resources Data Analyst	
Air Cargo Facilities Manager			ICT Lead Mobility Specialist	
Air Cargo Operations Manager			ICT Senior Business Analyst	
Airline & Passenger Systems Specialist			ICT Senior Client Engineer	
Airport Dining & Retail Business Operations Manager			Information Security Engineer/Analyst II	
Airport Dining & Retail Program Manager			Labor Compensation Analyst	
Airport Operations Development Manager - Landside Ops			Learning & Leadership Program Manager	
Assistant Manager, Airport Communications Center			Manager, Accessibility & Volunteer Program	
Assistant Manager, Airport Operations Certification			Manager, AFR Records & Administration	
Assistant Manager, Aviation Maintenance - Fleet			Manager, Airport Building Department	
Assistant Manager, Aviation Maintenance Distribution Center			Manager, Aviation & Compliance Training	
AV Communications and Marketing Program Manager			Manager, Aviation Customer Communication	
Aviation Facilities & Infrastructure Architect/Engineer III			Manager, Corporate Facilities	
Aviation Facilities & Infrastructure Utility Program Manager			Manager, Customer Service Learning & Recognition	
Aviation Maintenance Capital Project Liaison			Manager, Harbor Customer Service	
Aviation Maintenance Senior Business Analyst			Manager, Police Records	
Aviation Maintenance Senior Duty Baggage Manager			Manager, Public Disclosure	
Aviation Maintenance Senior Systems Analyst			Manager, Safety Management System Assurance	
Aviation Maintenance Small Works Proj Manager/Controls			Marine Maintenance Facilities Manager II	
Aviation Program Controls Estimator II			Maritime Senior Planner	
Aviation Program Controls Senior Systems Analyst			Operational Readiness Activation Transition Manager	
Aviation Project Controls Engineer III			P-card Administrator	
Aviation Real Estate & Portfolio Manager II			PCS Construction Project Manager II	
Aviation Security Capital Project Liaison			PCS Construction Project Manager II - RMM	
Aviation Senior Planner			Procurement Officer III	
Biometrics Program Manager			Real Estate Property Manager II	
Business Intelligence Analyst III			Risk Analyst	
Business Intelligence Market Research Analyst III			Safety Management System Risk Manager	
Capital Project Manager II			Senior BIM Technology Specialist	
Certified Occupational Health Nurse			Senior Business Development Analyst - Aviation	
Chief of Maritime Staff			Senior Employee Relations Consultant	
Community Investments Program Manager			Senior HR Business Technology Consultant	
Construction Inspector III - Major Construction			Senior Internal Auditor	
Construction Labor Priority Hire Program Manager			Senior Investigation Specialist	
Construction Management Systems Analyst			Senior Telecommunication Specialist	
Construction Manager II - Major Construction			Software Development Engineer	
Construction Safety Manager II			Supervisor, Accounting - Capital Services	
Content Solution and Communication Engineer			Supervisor, Landside - Air Transit Operations	
CPO Systems and Data Analyst IV			Supervisor, Procurement	
Deputy Executive Chief of Staff			Survey Project Manager	
Design Engineer/Architect III			Talent Acquisition Lead	
Div in Contracting Community Engagement/Training Prog Mgr			Technical Support Engineer IV	
Diversity in Contracting Compliance Specialist			Telecommunications Infrastructure Engineer	
Economic Development Innovation Program Manager			Total Rewards Analyst	
Emergency Preparedness Program Mgr - Policy & Planning			Total Rewards Program Manager	
Emergency Preparedness Program Mgr - Training & Exercise			Transportation Access Program Manager	
External Relations Aviation Environmental Program Manager			Waterfront Project Management Project Controls Coordinator	
Facilities & Infrastructure Accessibility Program Manager			Waterfront Project Management Systems/Data Analyst	
Financial Reporting & Controls Analyst III			Wildlife Biologist	

Fire Protection Engineer
 Geographic Information System Software Engineer

Workforce Development Program Manager & Data Analyst

61	\$121,257 (\$58.29)	\$131,957 (\$63.44)	\$142,656 (\$68.58)	\$164,054 (\$78.87)
Aviation Business & Properties Asset Manager			Manager, Equity, Diversity & Inclusion Policy and Communications	
Aviation Capital Development Manager III			Manager, External Relations Events and Engagement	
Aviation Planning Program Leader			Manager, Harbor Business and Operations - Fishing	
Aviation Principal Planner			Manager, ICT Client Services	
Aviation Program Controls Estimator III			Manager, ICT Service Desk	
Capital Project Estimator			Manager, Infrastructure Operations	
Capital Project Manager III			Manager, International Terminal Operations	
Climate Change and Clean Energy Program Manager			Manager, Lease Management and Airlines Statistics	
Construction Management Cost Estimator			Manager, Marine Maintenance Fleet & Transportation	
Construction Manager III - Major Construction			Manager, Marine Maintenance Logistics	
CPO Database Integration Analyst IV			Manager, Marine Maintenance Regulatory Compliance Program	
CPO Tech Business Analyst IV			Manager, Maritime Operations	
Design Production Manager			Manager, PCS Construction Operations	
Engineering Mapping Services Manager			Manager, Subsurface Utility Engineering	
Enterprise Resource Planning Administrator			Manager, Survey Crew	
Environmental Program Manager			Manager, Terminal Operations	
External Relations East King Cty Community & Gov't Rel Mgr			Manager, Workers' Compensation	
External Relations Senior Pgrm Mgr-Aviation Engagement			PCS Construction Project Manager III	
External Relations Senior Pgrm Mgr-Aviation Env Engagement			PCS Construction Project Manager III - RMM	
External Relations Senior Pgrm Mgr-Maritime Engagement			Principal Financial Analyst	
External Relations Senior Pgrm Mgr-Maritime Env Engagement			Principal Financial Analyst - Mitigation & Recovery	
External Relations Senior Pgrm Mgr-Maritime Industrial Engage			Process Improvement Program Manager	
ICT Lead Client Engineer			Procurement Officer IV	
ICT Mobility Manager			Real Estate Manager	
ICT Project Manager			Senior Aviation Real Estate & Portfolio Manager	
Innovation Program Manager			Senior Content Solution and Communication Engineer	
Internal Audit Program Manager			Senior Information Technology Auditor	
Manager, 911 Communications			Senior Linux Server Engineer	
Manager, Accounts Payable			Senior Manager, Maritime Marketing	
Manager, Air Services Development			Senior Manager, Maritime Security	
Manager, Airfield Operations			Senior Media Officer	
Manager, Airport Dining & Retail-Business Dev and Operations			Senior Network Engineer	
Manager, Airport Facility Services			Senior Public Safety Technology Consultant	
Manager, Aviation Conference Center Services			Senior Software Development Engineer	
Manager, Aviation Maintenance - Fleet			Senior Software Test Engineer	
Manager, Aviation Maintenance Custodial Operations			Senior Survey Project Manager	
Manager, Aviation Parking and Ecommerce Revenue Mgmt			Senior Systems Engineer	
Manager, Creative Services			Senior Windows Server Engineer	
Manager, Design Quality - Engineering			Strategic Planning Program Manager	
Manager, Employee Communications			Sustainability Reporting and Communications Program Manager	
Manager, Engineering Operations & Finance			Waterfront Project Management Facilities Project Manager III	
62	\$133,383 (\$64.12)	\$145,152 (\$69.78)	\$156,921 (\$75.44)	\$180,460 (\$86.75)
Assistant Director, Customer Engagement			Manager, Aviation Program Controls Cost Estimating	
Assistant Director, Customer Experience			Manager, Aviation Security - Compliance	
Aviation Capital Development Manager IV			Manager, Aviation Security - Employee Screening / Physical Security	
Aviation Facilities & Infrastructure Communication Prog Mgr			Manager, Aviation Security Systems and Access	
Aviation Facilities & Infrastructure Senior Architect/Engineer			Manager, Business Intelligence Program - Analytics	
Aviation Project Controls Engineer IV			Manager, Business Intelligence Program - Research	
Business Technology Consultant			Manager, Construction Safety Services	
Capital Project Manager IV			Manager, Content Services	
Commission Deputy Chief of Staff			Manager, Corporate Budget & Systems	
Construction Labor Manager			Manager, Corporate Finance	
CPO Systems and Data Analyst V			Manager, CPO Planning & Analysis	
CPO Tech Business Analyst V			Manager, Cruise Operations & Business Development	
Div in Contracting Disadvantaged Business Enterprise Prog Mgr			Manager, Div in Contracting Women/Minority Business Enterprise	
Enterprise Resource Planning Developer/Programmer II			Manager, Financial & Cost Recovery	

Environmental Justice Program Manager	Manager, ICT Financial Services
Equity, Diversity & Inclusion System Change Program Manager	Manager, Lease Administration & Utility Management
ICT Contracts and Compliance Advisor	Manager, Payroll
ICT Project Intake Manager	Manager, PCS Construction
ICT Senior Project Manager	Manager, Risk Claims
ICT Solutions Architect	Manager, Seaport Environmental Finance
Indoor Navigation Program Manager	Manager, Seaport Finance & Budget
Information Security Engineer/Analyst III	Manager, Signage and Wayfinding
International Business Protocol Liaison	Manager, Talent Acquisition
International Tourism Development Manager	Manager, Talent Connections
Labor Relations Manager	Manager, Talent Development and Diversity
Lead Senior Employee Relations Consultant	Manager, Terminal Operations Project Development
Local Government Relations Manager	Manager, Waterfront Cost Estimating
Manager, Accounting - Accounts Receivable	Manager, Waterfront Program Management Project Controls
Manager, Accounting - Billing	Manager, Waterfront Project Controls
Manager, Accounting - Capital Services	PCS Cost Estimator
Manager, Accounting - General Ledger	Principal Business Intelligence Analyst
Manager, Air Cargo	Procurement Officer V
Manager, Airline Scheduling Systems	Real Estate Development Manager
Manager, Airport Communications Center	Regional Government Relations Manager
Manager, Airport Landside Operations	Senior AFR Business Technology Consultant
Manager, Airport Operations - Certification	Senior Construction Manager – Major Construction
Manager, Art Program	Senior Database Engineer
Manager, Aviation Finance	Senior Design Engineer/Architect
Manager, Aviation Maintenance Capital Project Liason	Senior Fire Protection Engineer
Manager, Aviation Maintenance - Field Crew/Civil Infrastructure	Senior Manager, Content, Marketing and Digital Communication
Manager, Aviation Maintenance Asset	Senior Manager, PCS Construction RMM
Manager, Aviation Maintenance Business Systems	Senior Manager, Real Estate
Manager, Aviation Maintenance Facilities Capital Project Liason	Senior Organizational Business Partner
Manager, Aviation Maintenance Logistics	Server Engineering Lead
Manager, Aviation Maintenance Mechanical Systems	State Government Relations Manager
Manager, Aviation Maintenance Planning & Small Works	Supervisor, Telecommunication Infrastructure Engineer
Manager, Aviation Operations Project Development	Tribal Relations Senior Program Manager
Manager, Aviation Planning	Waterfront Cost Engineer
Manager, Aviation Program Controls Business Systems	Waterfront Project Management Facilities Project Manager IV

63	\$146,722 (\$70.53)	\$159,668 (\$76.76)	\$172,614 (\$82.98)	\$198,506 (\$95.43)
Assistant Director, Aviation Business Development			Manager, Procurement	
Assistant Director, Aviation Employee Experience & Learning			Manager, Server Engineering	
Assistant Director, Aviation Parking & Ecommerce Revenue Mgr			Manager, Total Rewards	
Aviation Facilities & Infrastructure Principal Architect/Engineer			Manager, Treasury	
Aviation Project Controls Engineer V			Principal Business Intelligence Data Engineer	
Capital Project Manager V			Principal Construction Manager - Major Construction	
Cyber Risk & Compliance Program Manager			Principal Design Engineer/Architect	
Data Scientist			Principal Geographic Information System Architect	
Enterprise Resource Planning Developer/Programmer III			Regional Transportation Senior Manager	
ICT Principal Engineer			Senior Designer (Multi-credential)	
ICT Program Manager			Senior Environmental Program Manager	
Lead Network Engineer			Senior Manager, Airport Building Department	
Lead Software Development Engineer			Senior Manager, Aviation Planning	
Lead Systems Engineer			Senior Manager, Credentialing and Access	
Manager, Aviation Capital Programs			Senior Manager, Emergency Preparedness	
Manager, Aviation Maintenance - Electrical and Electronic			Senior Manager, Federal & International Government Relations	
Manager, Aviation Maintenance and Operations			Senior Manager, Labor Relations	
Manager, Business Technology			Senior Manager, Marine Maintenance Fleet & Facilities	
Manager, Design Technology			Senior Manager, Maritime Planning	
Manager, Financial Reporting & Controls			Senior Manager, Operations Readiness & Activation	
Manager, Fire Protection Engineering			Senior Manager, Security Operations	
Manager, Human Resources Technology			Senior Manager, Security Strategy & Intelligence	
Manager, ICT Business Services			Senior Manager, Strategic Initiatives/Chief Strategy Officer	
Manager, ICT Project Initiation			Senior Manager, Survey, Mapping and Utility Locating Services	

Manager, ICT Quality Assurance
 Manager, Internal Audit

Senior Manager, Workplace Responsibility

64	\$161,394 (\$77.59)	\$175,634 (\$84.43)	\$189,875 (\$91.28)	\$218,356 (\$104.97)
	Assistant Director, Air Services Development		Manager, Enterprise Geographic Information System	
	Assistant Director, Airline Affairs & Aviation Properties		Manager, Enterprise Resource Planning	
	Assistant Director, Airport Dining & Retail		Manager, ICT Project Management	
	Assistant Director, Airport Duty Manager Operations		Manager, Information Security	
	Assistant Director, Airport Operations - Business Unit		Manager, Network Engineering	
	Assistant Director, Airport Operations Risk & Safety		Manager, Software Development	
	Assistant Director, Central Procurement Office		Manager, Systems Engineering	
	Assistant Director, CPO Strategic Partnerships & Analytics		Senior Manager, Aviation Finance and Budget	
	Assistant Director, Disbursements Administration		Senior Manager, Aviation Maintenance	
	Assistant Director, General Accounting		Senior Manager, Aviation Maintenance Assets & Logistics	
	Assistant Director, Revenues Administration		Senior Manager, Aviation Maintenance Custodial Services	
	Capital Program Leader		Senior Manager, Fishing Vessel Services	
	Construction Program Leader - Major Construction		Senior Manager, Marine Maintenance	
	Design Program Manager - Engineering		Senior Manager, Marine Maint Business Ops, Systems & Logistics	
	Director, Corporate Budget		Senior Manager, Maritime Operations	
	Director, External Relations Capital Project Delivery		Senior Manager, PCS Business Operations	
	Director, Workforce Development		Senior Manager, PCS Construction Operations	
	Information Security Resiliency Manager		Senior Manager, Recreational Boating	
	Manager, Aviation Facilities & Infrastructure Discipline		Senior Manager, Seaport Environmental Finance	
	Manager, Aviation Program Controls		Senior Manager, Waterfront Project Management	
	Manager, Database Engineering			
65	\$177,533 (\$85.35)	\$193,198 (\$92.88)	\$208,862 (\$100.41)	\$240,192 (\$115.47)
	Assistant Director, Aviation Project Management Group		Director, Risk Management	
	Assistant Director, Engineering Construction Management		Director, Small Business Development	
	Assistant Fire Chief - Administration		Director, Tourism Development	
	Assistant Fire Chief - Operations		Senior Manager, Aviation Capital Programs	
	Deputy Chief of Police		Senior Manager, Aviation Facilities & Infrastructure	
	Director, Aviation Innovation		Senior Manager, Aviation Program Controls	
	Director, Corporate Finance		Senior Manager, Design Services	
	Director, Cruise Business & Maritime Marketing		Senior Manager, Environmental Programs	
	Director, Marine Maintenance		Senior Manager, Waterfront Program Controls	
	Director, Real Estate Development		Senior Port Counsel	
66	\$195,286 (\$93.88)	\$212,518 (\$102.17)	\$229,749 (\$110.45)	\$264,211 (\$127.02)
	*Chief of Staff, Commission Services		Director, External Relations Community Engagement	
	Director, Accounting & Financial Reporting		Director, Human Resources - Health & Safety	
	Director, Aviation Business & Properties		Director, Human Resources - Organizational Effectiveness	
	Director, Aviation Commercial Management		Director, Human Resources - Talent Management	
	Director, Aviation Facilities & Capital Programs		Director, Human Resources, EEO & Professional Standards	
	Director, Aviation Finance & Budget		Director, ICT Infrastructure Services	
	Director, Business Intelligence		Director, ICT Technology Delivery	
	Director, Central Procurement Office		Director, Information Security / Chief Information Security Officer	
	Director, Customer Experience & Brand Strategy		Director, Maritime Operations & Security	
	Director, Engineering - Construction Management		Director, Port Construction Services	
	Director, Engineering - Design, Quality and BIM		Director, Seaport Finance & Budget	
	Director, External Relations Communications & Marketing		Fire Chief	
67	\$214,815 (\$103.27)	\$233,769 (\$112.38)	\$252,724 (\$121.50)	\$290,632 (\$139.72)
	Chief Engineer		Director, Government Relations	
	*Chief of Police		Director, Human Resources - Total Rewards	
	Director, Airport Operations		Director, ICT Product Engineering	
	Director, Aviation Environmental Services		Director, Maritime Environmental & Planning	
	Director, Aviation Maintenance		Director, Real Estate Asset Management	
	Director, Aviation Project Management Group		Director, Waterfront Project Management Group	
	Director, Aviation Security			
68	\$236,296 (\$113.60)	\$257,146 (\$123.62)	\$277,996 (\$133.65)	\$319,695 (\$153.69)

Aviation Chief Development Officer
Aviation Chief Operating Officer

Chief Information Officer
Deputy General Counsel

69	\$259,926 (\$124.96)	\$282,861 (\$135.99)	\$305,795 (\$147.01)	\$351,665 (\$169.06)
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70	\$285,919 (\$137.46)	\$311,147 (\$149.58)	\$336,375 (\$161.71)	\$386,831 (\$185.97)
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SCHEDULE OF EXECUTIVE LEADERSHIP JOBS

Grade	Minimum	Market Reference Point	Midpoint	Maximum
101	\$187,234 (\$90.01)	\$203,617 (\$97.89)	\$220,000 (\$105.76)	\$252,766 (\$121.52)

102	\$205,957 (\$99.01)	\$223,979 (\$107.68)	\$242,000 (\$116.34)	\$278,043 (\$133.67)
	*Director, Internal Audit		*Executive Chief of Staff	

103	\$226,553 (\$108.91)	\$246,377 (\$118.45)	\$266,200 (\$127.98)	\$305,847 (\$147.04)
	*Managing Director, Economic Development *Senior Director, Equity Diversity & Inclusion		*Senior Director, Labor Relations	

104	\$249,209 (\$119.81)	\$271,014 (\$130.29)	\$292,820 (\$140.77)	\$336,431 (\$161.74)
	*Chief Financial Officer *General Counsel/Chief Compliance Officer *Managing Director, Maritime		*Senior Director, Environmental & Sustainability *Senior Director, External Relations *Senior Director, Human Resources	

105	\$274,129 (\$131.79)	\$298,116 (\$143.32)	\$322,102 (\$154.85)	\$370,075 (\$177.92)
	*Managing Director, Aviation			

106	\$301,542 (\$144.97)	\$327,927 (\$157.65)	\$354,312 (\$170.34)	\$407,082 (\$195.71)
	*Deputy Executive Director			

107	\$331,697 (\$159.46)	\$360,720 (\$173.42)	\$389,743 (\$187.37)	\$447,790 (\$215.28)
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NON-EVALUATED JOBS

Grade	Minimum	Midpoint	Maximum
201	\$41,538 (\$19.97)	\$41,538 (\$19.97)	\$41,538 (\$19.97)
	High School Intern		

202	\$43,618 (\$20.97)	\$51,418 (\$24.72)	\$59,218 (\$28.47)
	College Intern		

203	\$60,258 (\$28.97)	\$62,338 (\$29.97)	\$64,418 (\$30.97)
	Graduate Intern		

*At will positions

**The hourly rates presented here represents only two-digits following the decimal point. In the Port's human resources information system, the hourly rates are up to six-digits following the decimal point.