

SCHEDULE OF AUTHORIZED NON-REPRESENTED JOBS
SALARY RANGES EFFECTIVE JUNE 16, 2024
Annual Base Salary Range (Hourly equivalent in parentheses)

Item Number: 9a Exhibit A
Meeting Date: June 11, 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 AV F&I Utility Analyst Aviation Conference Center Sales & Operations Specialist Aviation Lease Specialist II Aviation Maintenance Time Administrator Aviation Program Controls Administrator Civil Engineering CAD 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 Harbor Customer Service 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 Lease Administration Specialist III Aviation Program Controls Business Systems Administrator Business Intelligence Analyst I Business Intelligence Market Research Analyst I Capital Projects Estimator I Concession Internal Auditor Construction Safety Specialist Credit Analyst II Duwamish River Community Hub Coordinator Economic Development Division Lease Specialist III Engineering Design Technician		Equity, Diversity & Inclusion Metrics & Evaluation Program Assistant External Relations Event Specialist External Relations Graphic Designer Fishermen's Terminal Billing Analyst 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 Project Assistant - Major Construction Project Controls Engineer I 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			Digital Production Specialist	
Accountant III - Billing			Economic Development Division Senior Lease Specialist	
Accountant III - Capital Services			Economic Development Division Utility Analyst	
Accountant III - General Ledger			Executive Assistant - Executive Department	
Accounts Payable Analyst			External Relations Community Programs Support Specialist	
Accounts Payable Lead			External Relations Visual Storyteller	
Airport Recognition & Event Specialist			Financial Analyst	
Airport Training Specialist			Financial Analyst - Mitigation & Recovery	
Airport Training Systems Analyst			Financial Reporting & Controls Analyst I	
Airport Volunteer Specialist			Fire Department System Administrator	
Associate Content Solution and Communication Engineer			Ground Transportation Customer Support Specialist	
Associate Database Engineer			Human Resources Communications & Media Producer	
Associate Software Development Engineer			ICT Asset Management Analyst	
Associate Software Test Engineer			ICT Contract/Software Administrator	
Associate Systems Engineer			ICT Infrastructure Operations Technician	
Aviation Activity Specialist			ICT Mobility Specialist	
Aviation Associate Planner			ICT Service & Reporting Analyst	
Aviation Facilities & Infrastructure Architect/Engineer I			Internal Auditor	
Aviation Lease Management Coordinator			Investigation Specialist	
Aviation Maintenance Planner/Coordinator			Marine Maintenance Asset Analyst/CAD Specialist	
Aviation Senior Utility Analyst			Maritime Marketing Project Manager	
BIM Technology Specialist			Maritime Operations Billing Analyst	
Building Permit Coordinator			Operational Readiness & Airport Transition Specialist	
Bus Driver Trainer			Payroll Analyst	
Business Intelligence Assistant			Project Administrator	
CAD Standard Review Technician			Senior Administrative Assistant	
Civil Engineering Technician			Supervisor, Credit	
Commission Executive Assistant			Supervisor, Customer Care	
Construction Inspector I - Major Construction			Talent Acquisition Recruiter	
CPO Database Integration Analyst II			Talent Connections Program Manager	
CPO Tech Business Analyst II			Technical Support Engineer II	
Department Contract Specialist			Total Rewards Specialist	
Department Contract Specialist - Maritime			Travel & Expense Analyst	
Deputy Commission Clerk			Waterfront Project Management Project Specialist	
Design Engineer/Architect I			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			External Relations Marketing and Communications Project Manager	
Apprenticeship/Priority Hire Specialist			External Relations Video Producer	
Assistant to Managing Director, Aviation			Fire Department Support Services Administrator	
Assistant to Managing Director, Economic Development			ICT Business Analyst	
Assistant to Senior Director, Environment & Sustainability			ICT Client Engineer	
Assistant to Senior Director, Equity Diversity & Inclusion			ICT Senior Service Desk Technician	
Assistant to Senior Director, External Relations			Lead Total Rewards Specialist	
Assistant to Senior Director, Human Resources			Marine Maintenance Facilities Compliance Program Manager	
Assistant to Senior Director, Labor Relations			Marine Maintenance Facilities Manager I	
AV Facilities & Infrastructure Asset Document Specialist			Marine Maintenance Fleet Asset Project Manager	
AV Facilities & Infrastructure Direct Digital Control Specialist			Marine Maintenance Systems Analyst	
Aviation Capital Development Manager I			Maritime Environmental Contract Specialist	
Aviation Customer Communication Specialist			Operations Project Development Specialist	
Aviation Drawing & Data System Specialist			Paralegal	
Aviation Maintenance Asset Management Analyst			PCS Construction Project Manager I	
Aviation Maintenance Business Analyst			PCS Construction Project Manager I - RMM	
Aviation Maintenance Lead Planner/Coordinator			PCS Contract Management Assistant	
Aviation Maintenance Systems Analyst			Procurement Officer II	
Aviation Program Controls Business Systems Analyst			Project Controls Engineer II	
Aviation Real Estate & Portfolio Manager I			Public Disclosure Specialist	
Aviation Security Business Systems Analyst			Real Estate Development Planning Specialist	
Background Compliance Specialist			Real Estate Property Manager I	
Business Intelligence Analyst II			Risk Claims Specialist	
Business Intelligence Market Research Analyst II			Senior Building Permit Coordinator	
Business Systems Analyst			Senior Civil Engineering CAD Specialist	
Capital Project Manager I			Senior Commission Executive Assistant	
Construction Inspector II - Major Construction			Senior Engineering Design Technician	
Construction Labor Specialist I			Signage & Wayfinding - Technical Designer	
Construction Management Contract Administrator			Signage & Wayfinding Specialist	
Construction Manager I - Major Construction			Signage Specialist - Digital Systems	
CPO Systems and Data Analyst II			Strategic Aide	
Cruise Operations Specialist			Supervisor, Administrative Professional	
Customer Care & Construction Coordinator			Supervisor, AOB Facilities	
Div in Contracting Community Engagement & Training Prog Spec			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			Telecommunications Specialist	
Environmental Finance Invoice Systems Specialist			Unified Pest Management Program Manager	
Environmental Management Specialist			Waterfront Project Management Contract Specialist	
Executive Assistant to Deputy Executive Director			Waterfront Project Management Facilities Project Manager I	
External Relations Capital Projects Marketing Specialist				

59	\$100,213 (\$48.17)	\$109,055 (\$52.43)	\$117,897 (\$56.68)	\$135,582 (\$65.18)
Air Service Development Analyst			Linux Server Engineer	
Airline Scheduling Systems Specialist			Manager, Airport Landside Operations Program	
Associate Process Improvement Program Manager			Manager, Marine Maintenance Asset 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 Business Analyst	
Aviation Maintenance Duty Baggage Manager			Marine Maintenance Regulatory Compliance Coordinator	
Aviation Planner			Maritime Marketing Program Manager	
Aviation Security Compliance Analyst			Mental Health Professional	
Building Inspector / Plan Examiner			Network Engineer	
Commission Clerk			Payroll Operations & Systems Analyst	
Commission Office Strategic Advisor			Records Program Manager	
Construction Labor Specialist II			Safety Management System Program Manager	
Construction Safety Manager I			Senior Accountant - Accounts Receivable	
CPO Database Integration Analyst III			Senior Accountant - Billing	
CPO Systems and Data Analyst III			Senior Accountant - Capital Services	
CPO Tech Business Analyst III			Senior Accountant - Disbursements	
Custodial Operations Quality Assurance Specialist			Senior Accountant- General Ledger	
Database Engineer			Senior Civil Engineering Technician	
Design Engineer/Architect II			Senior Commission Specialist	
Driver Safety Program Manager			Senior Environmental Management Specialist	
Economic Development Program Manager			Senior Financial Analyst	
Emergency Preparedness Program Mgr - Logistics & Systems			Senior Financial Analyst - Mitigation & Recovery	
Enterprise Resource Planning Developer/Programmer I			Senior Grant Accountant - Capital Services	
Equity, Diversity & Inclusion Training & Engagement Manager			Senior Payroll Analyst	
Executive Assistant to Executive Director			Senior Port Budget Analyst	
External Relations Digital Producer			Senior Treasury Analyst	
External Relations Social Media Program Manager			Software Test Engineer	
Field Survey Project Manager			Subsurface Utility Engineering Project Manager	
Financial Reporting & Controls Analyst II			Supervisor, Aviation Lease Administration	
Geographic Information System Analyst			Supervisor, Aviation Security	
Government Relations Policy Analyst			Supervisor, Credentialing Center	
Grant Administrator Waterfront Project Management			Supervisor, Harbor Operations - Fishing	
Harbor Business Analyst			Supervisor, Harbor Operations - Recreational Boating	
Human Resources Business Technology Analyst			Supervisor, Landside	
ICT Senior Infrastructure Operations Technician			Systems Engineer	
ICT Senior Mobility Specialist			Talent Acquisition Senior Recruiter	
ICT Service Technician Lead			Tax Analyst	
Information Security Engineer/Analyst I			Technical Support Engineer III	
Labor Relations Analyst			Waterfront Project Management Facilities Project Manager II	
Learning/Development Consultant			Windows Server Engineer	
Legal Department Administrator			Workers' Compensation Administrator	
60	\$110,234 (\$52.99)	\$119,961 (\$57.67)	\$129,687 (\$62.34)	\$149,140 (\$71.70)
Affirmative Action Program Manager			Geographic Information System Software Engineer	
AFR Business Technology Consultant			Health & Safety Program Manager	
Air Cargo Facilities Manager			Human Resources Data Analyst	
Air Cargo Operations Manager			ICT Lead Mobility Specialist	
Airline & Passenger Systems Specialist			ICT Senior Business Analyst	
Airport Dining & Retail Business Operations Manager			ICT Senior Client Engineer	
Airport Dining & Retail Program Manager			Information Security Engineer/Analyst II	
Airport Operations Development Manager - Landside Ops			Labor Compensation Analyst	
Assistant Manager, Airport Communications Center			Learning & Leadership Program Manager	
Assistant Manager, Airport Operations Certification			Manager, AFR Records & Administration	
Assistant Manager, Aviation Maintenance - Fleet			Manager, Airport Accessibility & Volunteer Program	
Assistant Manager, Aviation Maintenance Distribution Center			Manager, Airport Building Department	
AV Communications and Marketing Program Manager			Manager, Aviation & Compliance Training	
Aviation Facilities & Infrastructure Architect/Engineer III			Manager, Aviation Customer Communication	
Aviation Facilities & Infrastructure Utility Program Manager			Manager, Corporate Facilities	
Aviation Maintenance Capital Project Liaison			Manager, Customer Service Learning & Recognition	
Aviation Maintenance Senior Business Analyst			Manager, Harbor Customer Service	
Aviation Maintenance Senior Duty Baggage Manager			Manager, Police Records	
Aviation Maintenance Senior Systems Analyst			Manager, Public Disclosure	
Aviation Maintenance Small Works Proj Manager/Controls Coord			Manager, Safety Management System Assurance	
Aviation Parking & Ecommerce Customer Relationship Manager			Marine Maintenance Facilities Manager II	
Aviation Parking & Ecommerce Marketing Manager			Maritime Senior Planner	
Aviation Program Controls Senior Systems Analyst			P-card Administrator	
Aviation Real Estate & Portfolio Manager II			PCS Construction Cost Engineer/Scheduler	
Aviation Security Capital Project Liaison			PCS Construction Project Manager II	
Aviation Senior Planner			PCS Construction Project Manager II - RMM	
Biometrics Program Manager			Procurement Officer III	
Business Intelligence Analyst III			Project Controls Engineer III	
Business Intelligence Market Research Analyst III			Real Estate Property Manager II	
Capital Project Manager II			Risk Analyst	
Capital Projects Estimator II			Safety Management System Risk Manager	
Certified Occupational Health Nurse			Senior BIM Technology Specialist	
Chief of Maritime Staff			Senior Business Development Analyst - Aviation	
Community Investments Program Manager			Senior Employee Relations Consultant	
Construction and Operational Readiness 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
 Content Solution and Communication Engineer
 CPO Systems and Data Analyst IV
 Deputy Executive Chief of Staff
 Design Engineer/Architect III
 Div in Contracting Community Engagement/Training Prog Mgr
 Diversity in Contracting Compliance Specialist
 Economic Development Innovation Program Manager
 Emergency Preparedness Program Mgr - Policy & Planning
 Emergency Preparedness Program Mgr - Training & Exercise
 External Relations Aviation Environmental Program Manager
 Facilities & Infrastructure Accessibility Program Manager
 Financial Reporting & Controls Analyst III
 Fire Protection Engineer

Supervisor, Accounting - Capital Services
 Supervisor, Landside - Air Transit Operations
 Supervisor, Procurement
 Survey Project Manager
 Talent Acquisition Lead
 Technical Support Engineer IV
 Telecommunications Infrastructure Engineer
 Total Rewards Analyst
 Total Rewards Program Manager
 Transportation Access Program Manager
 Waterfront Project Management Project Controls Coordinator
 Waterfront Project Management Systems/Data Analyst
 Wildlife Biologist
 Workforce Development Program Manager & Data Analyst

61	\$121,257 (\$58.29)	\$131,957 (\$63.44)	\$142,656 (\$68.58)	\$164,054 (\$78.87)
Airfield Operations Manager			Manager, Engineering Operations & Finance	
Assistant Manager, Aviation Maintenance Mechanical Systems			Manager, Equity, Diversity & Inclusion Policy and Communications	
Aviation Business & Properties Asset Manager			Manager, External Relations Events and Engagement	
Aviation Capital Development Manager III			Manager, Harbor Business and Operations - Fishing	
Aviation Planning Program Leader			Manager, ICT Client Services	
Aviation Principal Planner			Manager, ICT Service Desk	
Capital Project Estimator			Manager, Infrastructure Operations	
Capital Project Manager III			Manager, Lease Management and Airlines Statistics	
Capital Projects Estimator III			Manager, Marine Maintenance Logistics	
Climate Change and Clean Energy Program Manager			Manager, Marine Maintenance Regulatory Compliance Program	
Construction Management Cost Estimator			Manager, Maritime Operations	
Construction Manager III - Major Construction			Manager, PCS Construction Operations	
CPO Database Integration Analyst IV			Manager, Subsurface Utility Engineering	
CPO Tech Business Analyst IV			Manager, Survey Crew	
Design Production Manager			Manager, Workers' Compensation	
Enterprise Resource Planning Administrator			PCS Construction Project Manager III	
Environmental Program Manager			PCS Construction Project Manager III - RMM	
External Relations East King Cty Community & Gov't Rel Mgr			Principal Financial Analyst	
External Relations Senior Pgrm Mgr-Aviation Engagement			Principal Financial Analyst - Mitigation & Recovery	
External Relations Senior Pgrm Mgr-Aviation Env Engagement			Process Improvement Program Manager	
External Relations Senior Pgrm Mgr-Maritime Engagement			Procurement Officer IV	
External Relations Senior Pgrm Mgr-Maritime Env Engagement			Real Estate Manager	
External Relations Senior Pgrm Mgr-Maritime Industrial Engage			Senior Aviation Real Estate & Portfolio Manager	
ICT Lead Client Engineer			Senior Content Solution and Communication Engineer	
ICT Mobility Manager			Senior Information Technology Auditor	
ICT Project Manager			Senior Linux Server Engineer	
Innovation Program Manager			Senior Manager, Maritime Marketing	
Internal Audit Program Manager			Senior Manager, Maritime Security	
International Terminal Operations Manager			Senior Media Officer	
Manager, 911 Communications			Senior Network Engineer	
Manager, Accounts Payable			Senior Public Safety Technology Consultant	
Manager, Air Services Development			Senior Software Development Engineer	
Manager, Airport Dining & Retail-Business Dev and Operations			Senior Software Test Engineer	
Manager, Airport Facility Services			Senior Survey Project Manager	
Manager, Aviation Conference Center Services			Senior Systems Engineer	
Manager, Aviation Maintenance Custodial Operations			Senior Windows Server Engineer	
Manager, Aviation Parking and Ecommerce Revenue Mgmt			Strategic Planning Program Manager	
Manager, Creative Services			Sustainability Reporting and Communications Program Manager	
Manager, Design Quality - Engineering			Terminal Operations Manager	
Manager, Employee Communications			Waterfront Project Management Facilities Project Manager III	
Manager, Engineering Mapping Services				

62	\$133,383 (\$64.12)	\$145,152 (\$69.78)	\$156,921 (\$75.44)	\$180,460 (\$86.75)
Assistant Director, Customer Engagement			Manager, Aviation Security - Compliance	
Assistant Director, Customer Experience			Manager, Aviation Security - Employee Screening / Physical Security	
Aviation Capital Development Manager IV			Manager, Aviation Security Systems and Access	
Aviation Facilities & Infrastructure Communication Prog Mgr			Manager, Business Intelligence Program - Analytics	
Aviation Facilities & Infrastructure Senior Architect/Engineer			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, Diversity 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, Marine Maintenance Fleet & Transportation	
ICT Project Intake Manager			Manager, Payroll	
ICT Senior Project Manager			Manager, PCS Construction	
ICT Solutions Architect			Manager, Risk Claims	
Indoor Navigation Program Manager			Manager, Seaport Environmental Finance	
Information Security Engineer/Analyst III			Manager, Seaport Finance & Budget	
International Business Protocol Liaison			Manager, Signage and Wayfinding	
International Tourism Development Manager			Manager, Talent Acquisition	
Labor Relations Manager			Manager, Talent Connections	
Lead Senior Employee Relations Consultant			Manager, Talent Development and Diversity	
Local Government Relations Manager			Manager, Terminal Operations Project Development	
Manager, Accounting - Accounts Receivable			Manager, Waterfront Cost Estimating	
Manager, Accounting - Billing			Manager, Waterfront Program Management 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			Project Controls Engineer IV	
Manager, Airport Communications Center			Real Estate Development Manager	
Manager, Airport Landside Operations			Regional Government Relations Manager	
Manager, Airport Operations - Certification			Senior AFR Business Technology Consultant	
Manager, Art Program			Senior Construction Manager – Major Construction	
Manager, Aviation Finance			Senior Database Engineer	
Manager, Aviation Maintenance Capital Project Liaison			Senior Design Engineer/Architect	
Manager, Aviation Maintenance - Field Crew/Civil Infrastructure			Senior Fire Protection Engineer	
Manager, Aviation Maintenance - Fleet			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 Liaison			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 Project Management Facilities Project Manager IV	
Manager, Aviation Program Controls Business Systems			Waterfront Project Management Project Controls Engineer	
Manager, Aviation Program Controls Cost Estimating				
63	\$146,722 (\$70.53)	\$159,668 (\$76.76)	\$172,614 (\$82.98)	\$198,506 (\$95.43)
Assistant Director, Aviation Business Development			Manager, Internal Audit	
Assistant Director, Aviation Employee Experience & Learning			Manager, Procurement	
Assistant Director, Aviation Parking & Ecommerce Revenue Mgmt			Manager, Server Engineering	
Aviation Facilities & Infrastructure Principal Architect/Engineer			Manager, Total Rewards	
Capital Project Manager V			Manager, Treasury	
Cyber Risk & Compliance Program Manager			Principal Business Intelligence Data Engineer	
Data Scientist			Principal Construction Manager - Major Construction	
Enterprise Resource Planning Developer/Programmer III			Principal Design Engineer/Architect	
ICT Principal Engineer			Principal Geographic Information System Architect	
ICT Program Manager			Project Controls Engineer V	
Lead Network Engineer			Regional Transportation Senior Manager	
Lead Software Development Engineer			Senior Designer (Multi-credential)	
Lead Systems Engineer			Senior Environmental Program Manager	
Manager, Aviation Capital Programs			Senior Manager, Airport Building Department	
Manager, Aviation Maintenance - Electrical and Electronic			Senior Manager, Aviation Planning	
Manager, Aviation Maintenance and Operations			Senior Manager, Design Technology	
Manager, Business Technology			Senior Manager, Federal & International Government Relations	
Manager, Financial Reporting & Controls			Senior Manager, Labor Relations	
Manager, Fire Protection Engineering			Senior Manager, Maritime Planning	
Manager, Human Resources Technology			Senior Manager, Operations Readiness & Activation	
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			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, Information Security	
Assistant Director, Airline Affairs & Aviation Properties			Manager, Information Security Resiliency	
Assistant Director, Airport Dining & Retail			Manager, Network Engineering	
Assistant Director, Airport Duty Manager Operations			Manager, Software Development	
Assistant Director, Airport Operations - Business Unit			Manager, Systems Engineering	
Assistant Director, Airport Operations Risk & Safety			Senior Manager, Aviation Finance and Budget	
Assistant Director, Central Procurement Office			Senior Manager, Aviation Maintenance	
Assistant Director, CPO Strategic Partnerships & Analytics			Senior Manager, Aviation Maintenance Assets & Logistics	
Assistant Director, Disbursements Administration			Senior Manager, Aviation Maintenance Custodial Services	
Assistant Director, General Accounting			Senior Manager, Credentialing and Access	
Assistant Director, Revenues Administration			Senior Manager, Emergency Preparedness	
Capital Program Leader			Senior Manager, Fishing Vessel Services	
Construction Program Leader - Major Construction (CPL)			Senior Manager, Marine Maintenance	
Design Program Manager - Engineering			Senior Manager, Marine Maintenance Business Ops, Systems & Logistics	
Director, Corporate Budget			Senior Manager, Marine Maintenance Fleet & Facilities	
Director, External Relations Capital Project Delivery			Senior Manager, Maritime Operations	
Director, Workforce Development			Senior Manager, PCS Business Operations	
Manager, Aviation Facilities & Infrastructure Discipline			Senior Manager, PCS Construction Operations	
Manager, Aviation Program Controls			Senior Manager, Recreational Boating	
Manager, Database Engineering			Senior Manager, Seaport Environmental Finance	
Manager, Enterprise Geographic Information System			Senior Manager, Security Operations	
Manager, Enterprise Resource Planning			Senior Manager, Security Strategy & Intelligence	
Manager, ICT Project Management			Senior Manager, Waterfront Project Management	
65	\$177,533 (\$85.35)	\$193,198 (\$92.88)	\$208,862 (\$100.41)	\$240,192 (\$115.47)
Assistant Director, Aviation Project Management Group			Director, Small Business Development	
Assistant Director, Engineering Construction Management			Director, Tourism Development	
Assistant Fire Chief - Administration			Senior Manager, Aviation Capital Programs	
Assistant Fire Chief - Operations			Senior Manager, Aviation Facilities & Infrastructure	
Deputy Chief of Police			Senior Manager, Aviation Program Controls	
Director, Aviation Innovation			Senior Manager, Design Services	
Director, Corporate Finance			Senior Manager, Environmental Programs	
Director, Cruise Business & Maritime Marketing			Senior Manager, Waterfront Program Controls	
Director, Real Estate Development			Senior Port Counsel	
Director, Risk Management				
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 of Police			Director, Government Relations	
Chief Engineer			Director, Human Resources - Total Rewards	
Director, Airport Operations			Director, ICT Product Engineering	
Director, Aviation Environmental Services			Director, Marine Maintenance	
Director, Aviation Maintenance			Director, Maritime Environmental & Sustainability	
Director, Aviation Project Management Group			Director, Real Estate Asset Management	
Director, Aviation Security			Director, Waterfront Project Management Group	
68	\$236,296 (\$113.60)	\$257,146 (\$123.62)	\$277,996 (\$133.65)	\$319,695 (\$153.69)
Aviation Chief Development Officer			Chief Information Officer	
Aviation Chief Operating Officer			Deputy General Counsel	
69	\$259,926 (\$124.96)	\$282,861 (\$135.99)	\$305,795 (\$147.01)	\$351,665 (\$169.06)
70	\$285,919 (\$137.46)	\$311,147 (\$149.58)	\$336,375 (\$161.71)	\$386,831 (\$185.97)

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

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.