

SCHEDULE OF AUTHORIZED NON-REPRESENTED JOBS
SALARY RANGES EFFECTIVE JANUARY 1, 2026
Annual Base Salary Range (Hourly equivalent in parentheses)

Item Number: 10c_exhibit A, Attach 4
Meeting Date: November 11, 2025

Grade	Minimum	Market Reference Point	Maximum
50	\$45,672 (\$21.95)	\$49,702 (\$23.89)	\$61,792 (\$29.70)
51	\$50,240 (\$24.15)	\$54,673 (\$26.28)	\$67,971 (\$32.67)
Office Assistant		Pier 69 Mail & Shipping Specialist	
52	\$55,263 (\$26.56)	\$60,141 (\$28.91)	\$74,768 (\$35.94)
AOB Mail & Facilities Specialist On-Call Landside Cruise Transportation Coordinator		Pier 69 Security Specialist	
53	\$60,790 (\$29.22)	\$66,154 (\$31.80)	\$82,246 (\$39.54)
AOB Facilities & Mail Specialist Marine Maintenance Accounts Clerk		Pier 69 Facilities Specialist	
54	\$66,869 (\$32.14)	\$72,769 (\$34.98)	\$90,469 (\$43.49)
Accountant I - Credit Administrative Staff Assistant Airport Customer Service Representative I Assistant Civil Engineering Technician Aviation Conference Center Specialist Aviation Lease Specialist I Aviation Receiving Dock Operations Specialist Harbor Operations Specialist		Landside Parking Services Administrator Marine Maintenance Business Operations Specialist Marine Maintenance Material & Inventory Specialist Marine Maintenance Operations Specialist Maritime Lease Specialist I Total Rewards Assistant Workers' Compensation Administrative Assistant	
55	\$73,556 (\$35.36)	\$80,046 (\$38.48)	\$99,516 (\$47.84)
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 Business Intelligence Assistant Business Intelligence Field Interviewer Civil Engineering CAD Specialist Commission Staff Assistant Construction Safety Administrator CPO Systems and Data Analyst I CPO Tech Business Analyst I Customer Communications Representative		Engineering Facility Specialist Engineering Invoice & Asset Specialist Harbor Customer Service Specialist Harbor Customer Service Specialist - Fishing ICT Project Coordinator ICT Service Desk Technician Landside Transportation Specialist Marine Maintenance Intake Admin Specialist Marine Maintenance Time Administrator/Admin Maritime Lease Specialist II On-Call SEA Customer Support Representative PCS Time Administrator Pier 69 Facilities Lead Public Art Technician Safety Management System Assurance Specialist Subsurface Utility Engineering Technician I Talent Acquisition Coordinator Technical Support Engineer I Waterfront Project Management Project Assistant	
56	\$80,911 (\$38.89)	\$88,050 (\$42.33)	\$109,468 (\$52.62)
Accountant II - Accounts Receivable Accountant II - Billing Accountant II - Capital Services Accountant II - Credit 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 Specialist III Aviation Program Controls Business Systems Administrator Business Intelligence Analyst I Business Intelligence Market Research Analyst I Capital Projects Estimator Concession Internal Auditor Construction Safety Specialist Customer Experience Information Specialist- LTD 4/27 Duwamish River Community Hub Coordinator 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 Harbor Moorage Coordinator - Fishing HR Business Technology Specialist ICT Associate Client Engineer ICT Contract/Software Administrator ICT Software Support Specialist Marine Maintenance Logistics Specialist Maritime Lease Specialist III MM Business Systems and Operations Specialist Payroll Specialist PCS Purchasing Specialist Procurement Officer I Project Assistant – Major Construction Project Controls Engineer I Records Management Specialist Records Program Specialist Risk Claims & Driver Safety Coordinator Senior Harbor Facilities Coordinator Senior Landside Transportation Specialist Subsurface Utility Engineering Technician II WPM Associate Project Controls Engineer	

57	\$89,002 (\$42.78)	\$96,855 (\$46.56)	\$120,415 (\$57.89)
Accountant III - Accounts Receivable		Design Engineer/Architect I	
Accountant III - Billing		Economic Development Division Senior Lease Specialist	
Accountant III - Capital Services		Economic Development Division Utility Analyst	
Accountant III - General Ledger		Engineering Standards & Specifications Administrator	
Accountant III - Credit		Executive Assistant - Executive Department	
Accounts Payable Analyst		External Relations Community Programs Support Specialist	
Airport Recognition & Event Specialist		External Relations Digital Production Specialist	
Airport Training Specialist		External Relations Visual Storyteller	
Airport Training Systems Analyst		Financial Reporting & Controls Analyst I	
Airport Volunteer Specialist		Ground Transportation Customer Support Specialist	
Associate Content Solution and Communication Engineer		Human Resources Communications & Media Producer	
Associate Database Engineer		ICT Infrastructure Operations Technician	
Associate Software Development Engineer		ICT Mobility Specialist	
Associate Software Test Engineer		ICT Service & Reporting Analyst	
Associate Systems Engineer		Internal Auditor	
Aviation Activity Specialist		Investigation Specialist	
Aviation Associate Planner		Marine Maintenance Asset Analyst/CAD Specialist	
Aviation Facilities & Infrastructure Architect/Engineer I		Maritime Marketing Project Manager	
Aviation Lease Management Coordinator		Maritime Operations Billing Analyst	
Aviation Maintenance Planner/Coordinator		Maritime Senior Lease Specialist	
Aviation Project Management Group Project Administrator		Maritime Utility Analyst	
Aviation Senior Utility Analyst		Payroll Analyst	
BIM Technology Specialist		SEA Visual Communicator	
Building Permit Coordinator		Senior Administrative Assistant	
Bus Driver Trainer		Supervisor, Customer Care	
CAD Standard Review Technician		Talent Acquisition Recruiter	
Civil Engineering Technician		Talent Connections Program Manager	
Commission Executive Assistant		Technical Support Engineer II	
Construction Inspector I - Major Construction		Total Rewards Specialist	
CPO Database Integration Analyst II		Tourism Development Specialist	
CPO Tech Business Analyst II		Travel & Expense Analyst	
Department Contract Specialist		Waterfront Project Management Project Specialist	
Department Contract Specialist - Maritime		Workforce Development Contract & Budget Specialist	
Deputy Commission Clerk			
58	\$97,902 (\$47.06)	\$106,541 (\$51.22)	\$132,455 (\$63.68)
AFR Business Technology Analyst		ICT Asset Management Analyst	
Apprenticeship/Priority Hire Specialist		ICT Business Analyst	
Assistant to Managing Director, Aviation		ICT Client Engineer	
Assistant to Maritime Managing Director's Office		ICT Senior Service Desk Technician	
Assistant to Senior Director, Equity Diversity & Inclusion		Innovation Business Analyst	
Assistant to Senior Director, External Relations		International Protocol Specialist	
Assistant to Senior Director, Labor Relations		Landside Business Analyst	
AV Facilities & Infrastructure Asset Document Specialist		Lead Total Rewards Specialist	
AV Facilities & Infrastructure Direct Digital Control Specialist		Marine Maintenance Facilities Compliance Program Manager	
AV Lease Management Business Systems Analyst		Marine Maintenance Facilities Manager I	
Aviation Capital Development Manager I		Marine Maintenance Fleet Asset Project Manager	
Aviation Customer Communication Specialist		Marine Maintenance Systems Analyst	
Aviation Maintenance Asset Management Analyst		Maritime Environmental Contract Specialist	
Aviation Maintenance Business Analyst		Operational Readiness, Activation & Transition Specialist	
Aviation Maintenance Lead Planner/Coordinator		Operations Project Development Specialist	
Aviation Maintenance Systems Analyst		Paralegal	
Aviation Program Controls Business Systems Analyst		PCS Construction Project Manager I	
Aviation Real Estate & Portfolio Manager I		PCS Construction Project Manager I - RMM	
Aviation Security Business Systems Analyst		PCS Contract Specialist	
Background Compliance Specialist		Procurement Officer II	
Business Intelligence Analyst II		Project Controls Engineer II	
Business Intelligence Market Research Analyst II		Public Disclosure Analyst	
Capital Project Manager I		Real Estate Development Associate	
Construction Inspector II - Major Construction		Real Estate Development Planning Specialist	
Construction Labor Specialist I		Real Estate Property Manager I	
Construction Management Contract Administrator		Risk Claims Specialist	
Construction Manager I - Major Construction		Senior Building Permit Coordinator	
CPO Systems and Data Analyst II		Senior Civil Engineering CAD Specialist	
Cruise Operations Specialist		Senior Engineering Design Technician	
Customer Care & Construction Coordinator		Signage & Wayfinding - Technical Designer	
Div in Contracting Community Engagement & Training Prog Spec		Signage & Wayfinding Specialist	
Diversity in Contracting Coordinator		Signage Specialist - Digital Systems	
Environmental Finance Business Analyst		Strategic Aide	
Environmental Finance Invoice Systems Specialist		Supervisor, Administrative Professional	
Environmental Management Specialist		Supervisor, AOB Facilities	
Executive Assistant to Deputy Executive Director		Supervisor, Aviation Maintenance Procurement & Inventory	
External Relations Capital Projects Marketing Specialist		Supervisor, Landside Billing	
External Relations Marketing and Communications Project Manager		Telecommunications Specialist	

External Relations Video Producer
Financial Analyst
Financial Analyst - Mitigation & Recovery
Human Resources Data Analyst

Unified Pest Management Program Manager
Waterfront Project Management Contract Specialist
Waterfront Project Management Facilities Project Manager I

59	\$107,693 (\$51.77)	\$117,195 (\$56.34)	\$145,702 (\$70.04)
Accounts Payable Operations and Systems Analyst		Information Security Engineer/Analyst I	
Air Service Development Analyst		Labor Relations Analyst	
Airline Scheduling Systems Specialist		Learning/Development Consultant	
Assistant to Managing Director, Economic Development		Legal Department Administrator	
Assistant to Senior Director, Environment & Sustainability		Linux Server Engineer	
Assistant to Senior Director, Human Resources		Manager, Fire Department Support Services	
Associate Process Improvement Program Manager		Marine Maintenance Asset Management Coordinator	
Aviation Capital Development Manager II		Marine Maintenance Business Analyst	
Aviation Drawing & Data System Specialist		Marine Maintenance Regulatory Compliance Coordinator	
Aviation Facilities & Infrastructure Architect/Engineer II		Maritime Marketing Program Manager	
Aviation Facilities & Infrastructure Fire Alarm Specialist		Mental Health Professional	
Aviation Maintenance Duty Baggage Manager		Network Engineer	
Aviation Maintenance Facilities Services Assistant Manager		Payroll Operations & Systems Analyst	
Aviation Planner		Records Program Manager	
Aviation Security Compliance Analyst		Safety Management System Program Manager	
Building Inspector/Plan Examiner		Senior Accountant - Accounts Receivable	
Commission Office Strategic Advisor		Senior Accountant - Billing	
Construction Labor Specialist II		Senior Accountant - Capital Services	
Construction Safety Manager I		Senior Accountant - Disbursements	
CPO Database Integration Analyst III		Senior Accountant- General Ledger	
CPO Systems and Data Analyst III		Senior Civil Engineering Technician	
CPO Tech Business Analyst III		Senior Commission Specialist	
Crime Analyst		Senior Environmental Management Specialist	
Cyber Security and Safety Tech Consultant		Senior Grant Accountant - Capital Services	
Database Engineer		Senior Payroll Analyst	
Design Engineer/Architect II		Software Test Engineer	
Driver Safety Program Manager		Subsurface Utility Engineering Project Manager	
Economic Development Program Manager		Supervisor, Aviation Lease Administration	
Engineering Geographic Information System Data Specialist		Supervisor, Aviation Security	
Enterprise Resource Planning Developer/Programmer I		Supervisor, Aviation Security Administration	
Executive Assistant to Executive Director		Supervisor, Credentialing Center	
External Relations Digital Producer		Supervisor, Credit	
External Relations Social Media Program Manager		Supervisor, Harbor Operations - Fishing	
Financial Reporting & Controls Analyst II		Supervisor, Harbor Operations - Recreational Boating	
Geographic Information System Analyst		Systems Engineer	
Grant Administrator Waterfront Project Management		Talent Acquisition Senior Recruiter	
Harbor Business Analyst		Tax Analyst	
Human Resources Business Technology Analyst		Technical Support Engineer III	
ICT Senior Infrastructure Operations Technician		Waterfront Project Management Facilities Project Manager II	
ICT Senior Mobility Specialist		Windows Server Engineer	
ICT Service Technician Lead		Workers' Compensation Adjuster	
60	\$118,462 (\$56.95)	\$128,914 (\$61.97)	\$160,272 (\$77.05)
Affirmative Action Program Manager		Field Survey Project Manager	
AFR Business Technology Consultant		Financial Reporting & Controls Analyst III	
Air Cargo Facilities Manager		Fire Protection Engineer	
Air Cargo Operations Manager		Geographic Information System Software Engineer	
Airline & Passenger Systems Specialist		Health & Safety Program Manager	
Airport Dining & Retail Business Operations Manager		ICT Lead Mobility Specialist	
Airport Dining & Retail Program Manager		ICT Senior Business Analyst	
Airport Operations Development Manager - Landside Ops		ICT Senior Client Engineer	
Assistant Manager Airport Landside Operations		Information Security Engineer/Analyst II	
Assistant Manager, Airport Communications Center		Labor Compensation Analyst	
Assistant Manager, Airport Operations Certification		Learning & Leadership Program Manager	
Assistant Manager, Aviation Maintenance - Fleet		Manager, AFR Records & Administration	
Assistant Manager, Aviation Maintenance Distribution Center		Manager, Airport Accessibility & Volunteer Program	
AV Commercial Management Project Development Manager		Manager, Airport Building Department	
AV Communications and Marketing Program Manager		Manager, Aviation & Compliance Training	
Aviation Facilities & Infrastructure Accessibility 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 Facilities Services Program Manager		Manager, Police Records	
Aviation Maintenance Senior Business Analyst		Manager, Public Disclosure	
Aviation Maintenance Senior Duty Baggage Manager		Manager, Records Program	
Aviation Maintenance Senior Systems Analyst		Manager, Safety Management System Assurance	
Aviation Maintenance Small Works Proj Manager/Controls Coord		Manager, SEA Customer Experience Programs	
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
 Aviation Real Estate & Portfolio Manager II
 Aviation Security and Safety Program Manager
 Aviation Security Capital Project Liaison
 Aviation Senior Planner
 Biometrics Program Manager
 Business Intelligence Analyst III
 Business Intelligence Market Research Analyst III
 Business Systems Analyst
 Business Systems Analyst - General Accounting
 Capital Project Manager II
 Capital Projects Estimator II
 Certified Occupational Health Nurse
 Civil Rights Program Manager LTD 12/26
 Commission Clerk
 Community Investments Program Manager
 Construction and Operational Readiness Manager
 Construction Inspector III - Major Construction
 Construction Labor Priority Hire Program Manager
 Construction Management Systems Analyst
 Construction Manager II - Major Construction
 Construction Safety Manager II
 Content Solution and Communication Engineer
 CPO Systems and Data Analyst IV
 Deputy Executive Chief of Staff
 Design Engineer/Architect III
 Diversity in Contracting Compliance Specialist
 Diversity in Contracting Women-owned and Minority Business Enterprise Advisor
 Economic Development Innovation Program Manager
 EDI Training and Engagement Program Manager
 Emergency Preparedness Program Mgr - Logistics & Systems
 Emergency Preparedness Program Mgr - Policy & Planning
 Emergency Preparedness Program Mgr - Training & Exercise
 Engineering Systems & Data Analyst
 External Relations Aviation Environmental Program Manager
 External Relations Maritime Environmental Engagement Program Manager

Maritime Sustainability Government Relations Program Manager
 P-card Administrator
 PCS Construction Cost Engineer/Scheduler
 PCS Construction Project Manager II
 PCS Construction Project Manager II - RMM
 Procurement Officer III
 Project Controls Engineer III
 Real Estate Manager
 Risk Analyst
 Safety Management System Risk Manager
 Senior BIM Technology Specialist
 Senior Business Development Analyst - Aviation
 Senior Employee Relations Consultant
 Senior Financial Analyst
 Senior Financial Analyst - Mitigation & Recovery
 Senior HR Business Technology Consultant
 Senior Internal Auditor
 Senior Investigation Specialist
 Senior Labor Relations Analyst
 Senior Telecommunication Specialist
 Senior Treasury Analyst
 Software Development Engineer
 Supervisor, Accounting - Capital Services
 Supervisor, Landside
 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	\$130,307 (\$62.64)	\$141,806 (\$68.17)	\$176,299 (\$84.75)
Airfield Operations Manager			Manager, Design Quality - Engineering
Assistant Manager, Aviation Maintenance Mechanical Systems			Manager, Diversity in Contracting Community Engagement & Training Program
Assistant Manager, Aviation Security			Manager, Employee Communications
Aviation Capital Development Manager III			Manager, Engineering Support Services
Aviation Operations Technology Manager			Manager, External Relations Events and Engagement
Aviation Planning Program Leader			Manager, Harbor Business and Operations - Fishing
Aviation Principal Planner			Manager, ICT Client Services
Aviation Real Estate & Portfolio Manager III			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 Asset Program
Construction Management Cost Estimator			Manager, Marine Maintenance Logistics
Construction Manager III - Major Construction			Manager, Marine Maintenance Regulatory Compliance Program
Corporate Budget Manager			Manager, PCS Construction Operations
CPO Database Integration Analyst IV			Manager, Subsurface Utility Engineering
CPO Tech Business Analyst IV			Manager, Workers' Compensation
Cruise Technical and Systems Operations Manager			Maritime Operations Manager
Design Production Manager			PCS Construction Project Manager III
Enterprise Resource Planning Administrator			PCS Construction Project Manager III - RMM
Environmental Program Manager			Principal Financial Analyst
External Relations East King Cty Community & Gov't Rel Mgr			Principal Financial Analyst - Mitigation & Recovery
External Relations Senior Pgrm Mgr-Aviation Engagement			Process Improvement Program Manager
External Relations Senior Pgrm Mgr-Aviation Env Engagement			Procurement Officer IV
External Relations Senior Pgrm Mgr-Maritime Engagement			Real Estate Manager
External Relations Senior Pgrm Mgr-Maritime Env Engagement			Senior Content Solution and Communication Engineer
External Relations Senior Pgrm Mgr-Maritime Industrial Engage			Senior Information Technology Auditor
Human Resources Project Manager			Senior Linux Server Engineer
ICT Lead Client Engineer			Senior Manager, Airport Facility Services
ICT Mobility Manager			Senior Manager, Maritime Marketing
ICT Project Manager			Senior Manager, Maritime Security
Innovation Program Manager			Senior Media Officer
Internal Audit Program Manager			Senior Network Engineer
International Terminal Operations Manager			Senior Public Safety Technology Consultant
Manager, 911 Communications			Senior Software Development Engineer
Manager, Accounts Payable			Senior Software Test Engineer
Manager, Air Services Development			Senior Survey Project Manager
Manager, Airport Dining & Retail-Business Dev and Operations			Senior Systems Engineer
Manager, Art Program			Senior Windows Server Engineer

Manager, Aviation Business and Property Assets
Manager, Aviation Conference Center Services
Manager, Aviation Maintenance Facilities Services
Manager, Aviation Parking and Ecommerce Revenue Mgmt
Manager, Creative Services

Strategic Planning Program Manager
Sustainability Reporting and Communications Program Manager
Terminal Operations Manager
Waterfront Project Management Facilities Project Manager III

62	\$143,338 (\$68.91)	\$155,986 (\$74.99)	\$193,930 (\$93.23)
Assistant Director, Customer Communications		Manager, Business Intelligence Program - Research	
Assistant Director, Customer Engagement		Manager, Construction Safety Services	
Aviation Capital Development Manager IV		Manager, Content Services	
Aviation Facilities & Infrastructure Communication Prog Mgr		Manager, Corporate Budget & Systems	
Aviation Facilities & Infrastructure Senior Architect/Engineer		Manager, Corporate Finance	
Business Technology Consultant		Manager, Cruise Operations & Business Development	
Capital Project Manager IV		Manager, Diversity in Contracting Women/Minority Business Enterprise	
Commission Deputy Chief of Staff		Manager, Engineering Mapping Services	
Construction Labor Manager		Manager, Equity, Diversity & Inclusion Policy and Communications	
CPO Systems and Data Analyst V		Manager, Equity, Diversity & Inclusion System Change Program	
CPO Tech Business Analyst V		Manager, Finance and Budget	
Div in Contracting Disadvantaged Business Enterprise Prog Mgr		Manager, Financial & Cost Recovery	
Enterprise Resource Planning Developer/Programmer II		Manager, Human Resources Data Analyst	
Environmental Justice Program Manager		Manager, ICT Financial Services	
ICT Contracts and Compliance Advisor		Manager, International Relations and Protocol	
ICT Project Intake Program Manager		Manager, Lease Administration & Utility Management	
ICT Senior Project Manager		Manager, Marine Maintenance Fleet & Transportation	
ICT Solutions Architect		Manager, Payroll	
Indoor Navigation Program Manager		Manager, PCS Construction	
Information Security Engineer/Analyst III		Manager, PCS Construction RMM	
Information Security Resiliency Analyst		Manager, PCS Cost Estimating	
Labor Relations Manager		Manager, Process Improvement Program	
Lead Senior Employee Relations Consultant		Manager, Risk Claims	
Local Government Relations Manager		Manager, Seaport Environmental Finance	
Manager, Accounting - Accounts Receivable		Manager, Signage and Wayfinding	
Manager, Accounting - Billing		Manager, Survey Crew	
Manager, Accounting - Capital Services		Manager, Talent Acquisition	
Manager, Accounting - General Ledger		Manager, Talent Connections	
Manager, Accounting - Grants		Manager, Talent Development and Diversity	
Manager, Air Cargo		Manager, Terminal Operations Project Development	
Manager, Airline Scheduling Systems		Manager, Waterfront Cost Estimating	
Manager, Airport Communications Center		Principal Business Intelligence Analyst	
Manager, Airport Duty Manager Operations		Procurement Officer V	
Manager, Airport Landside Operations		Project Controls Engineer IV	
Manager, Airport Operations - Certification		Real Estate Development Manager	
Manager, Aviation Maintenance Capital Project Liaison		Regional Government Relations Manager	
Manager, Aviation Maintenance - Field Crew/Civil Infrastructure		Senior AFR Business Technology Consultant	
Manager, Aviation Maintenance - Fleet		Senior Construction Manager – Major Construction	
Manager, Aviation Maintenance Asset		Senior Database Engineer	
Manager, Aviation Maintenance Business Systems		Senior Design Engineer/Architect	
Manager, Aviation Maintenance Carpenter, Paint, & Lock Shop		Senior Fire Protection Engineer	
Manager, Aviation Maintenance Logistics		Senior Manager, Content, Marketing and Digital Communication	
Manager, Aviation Maintenance Mechanical Systems		Senior Organizational Business Partner	
Manager, Aviation Maintenance Planning & Small Works		Senior Program Manager, Duwamish Valley Engagement	
Manager, Aviation Operations Project Development		Senior Real Estate Manager	
Manager, Aviation Planning		Server Engineering Lead	
Manager, Aviation Program Controls Business Systems		State Government Relations Manager	
Manager, Aviation Program Controls Cost Estimating		Supervisor, Telecommunication Infrastructure Engineer	
Manager, Aviation Security - Compliance		Tourism Development Manager	
Manager, Aviation Security - Employee Screening/Physical Security		Tribal Relations Senior Program Manager	
Manager, Aviation Security Systems and Access		Waterfront Project Management Facilities Project Manager IV	
Manager, Business Intelligence Program - Analytics		Waterfront Project Management Project Controls Engineer	
63	\$157,674 (\$75.80)	\$171,585 (\$82.49)	\$213,322 (\$102.55)
Assistant Director, Aviation Business Development		Manager, ICT Business Services	
Assistant Director, Aviation Employee Experience & Learning		Manager, ICT Project Initiation	
Assistant Director, Aviation Parking & Ecommerce Revenue Management		Manager, ICT Quality Assurance	
Assistant Director, Aviation Planning		Manager, Internal Audit	
Assistant Director, Labor Relations		Manager, Procurement	
Aviation Capital Portfolio Risk Manager		Manager, Server Engineering	
Aviation Facilities & Infrastructure Principal Architect/Engineer		Manager, Strategic Business Planning Initiatives	
Capital Project Manager V		Manager, Total Rewards	
Chief of Maritime Staff		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, Art Program	
Manager, Aviation Maintenance and Operations		Senior Manager, Federal & International Government Relations	

Manager, Business Technology
 Manager, CPO Planning & Analysis
 Manager, Financial Reporting & Controls
 Manager, Fire Protection Engineering
 Manager, Human Resources Technology

Senior Manager, Maritime Planning
 Senior Manager, Operations Readiness & Activation
 Senior Manager, Survey, Mapping and Utility Locating Services
 Senior Manager, Workplace Responsibility

64	\$173,441 (\$83.38)	\$188,743 (\$90.74)	\$234,654 (\$112.81)
Assistant Director, Air Services Development		Design Program Manager - Engineering	
Assistant Director, Airline Affairs & Aviation Properties		Director, External Relations Capital Project Delivery	
Assistant Director, Airport Dining & Retail		Director, Workforce Development	
Assistant Director, Airport Operations - Business Unit		Manager, Aviation Facilities & Infrastructure Discipline	
Assistant Director, Airport Operations Risk & Safety		Manager, Aviation Program Controls	
Assistant Director, Aviation Finance and Budget		Manager, Database Engineering	
Assistant Director, Aviation Maintenance		Manager, Enterprise Geographic Information System	
Assistant Director, Aviation Maintenance Assets & Logistics		Manager, Enterprise Resource Planning	
Assistant Director, Aviation Maintenance Facilities Services		Manager, ICT Project Management	
Assistant Director, Capital Services and Financial Systems		Manager, Information Security Resiliency	
Assistant Director, Central Procurement Office		Manager, Network Engineering	
Assistant Director, CPO Strategic Partnerships & Analytics		Manager, Software Development	
Assistant Director, Credentialing and Access		Manager, Systems Engineering	
Assistant Director, Disbursements Administration		Manager, Waterfront Project Management Program Controls	
Assistant Director, Emergency Preparedness		Program Leader, Waterfront Project Management	
Assistant Director, General Accounting		Senior Manager, Fishing Vessel Services	
Assistant Director, Information Security		Senior Manager, Marine Maintenance	
Assistant Director, PCS Business Operations		Senior Manager, Marine Maintenance Business Operations, Systems & Logistics	
Assistant Director, PCS Construction Operations		Senior Manager, Marine Maintenance Fleet & Facilities	
Assistant Director, Revenues Administration		Senior Manager, Maritime Operations	
Assistant Director, Security Operations		Senior Manager, Recreational Boating	
Assistant Director, Security Strategy & Intelligence		Senior Manager, Seaport Environmental Finance	
Capital Program Leader		Senior Manager, Seaport Finance & Budget	
Construction Program Leader - Major Construction (CPL)			
65	\$190,784 (\$91.72)	\$207,618 (\$99.81)	\$258,119 (\$124.09)
Assistant Director, Aviation Capital Programs		Director, Corporate Finance	
Assistant Director, Aviation Facilities & Infrastructure		Director, Real Estate Development	
Assistant Director, Aviation Program Controls		Director, Risk Management	
Assistant Director, Aviation Project Management Group		Director, Small Business Development	
Assistant Director, Engineering Construction Management		Director, Tourism Development	
Assistant Director, Waterfront Program Controls		Senior Manager, Design Services	
Assistant Director, Waterfront Project Management Group		Senior Manager, Design Technology	
Director, Aviation Innovation		Senior Manager, Environmental Programs	
Director, Corporate Budget		Senior Port Counsel	
66	\$209,863 (\$100.89)	\$228,380 (\$109.79)	\$283,932 (\$136.50)
*Chief of Staff, Commission Services		Director, External Relations Communications & Marketing	
Director Customer Experience Initiatives		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, Marine Maintenance	
Director, Engineering - Construction Management		Director, Port Construction Services	
Director, Engineering - Design, Quality and BIM		Director, Seaport Finance & Budget	
Director, Engineering Department Operations			
67	\$230,848 (\$110.98)	\$251,217 (\$120.77)	\$312,324 (\$150.15)
Chief Engineer		Director, Cruise Business and Elliott Bay Operations	
Director, Airport Operations		Director, Government Relations	
Director, Aviation Capital Portfolio		Director, Human Resources - Total Rewards	
Director, Aviation Environment & Sustainability		Director, ICT Product Engineering	
Director, Aviation Maintenance		Director, Maritime Environment & Sustainability	
Director, Aviation Project Management Group		Director, Real Estate Asset Management	
Director, Aviation Security, Fire, and Emergency Preparedness		Director, Waterfront Project Management Group	
68	\$253,933 (\$122.08)	\$276,339 (\$132.85)	\$343,557 (\$165.17)
Aviation Chief Development Officer		Chief Information Officer	
Aviation Chief Operating Officer		Chief Operating Officer, Maritime	
Chief Development Officer, Maritime		Deputy General Counsel	
69	\$279,327 (\$134.29)	\$303,974 (\$146.14)	\$377,913 (\$181.68)

70	\$307,260 (\$147.72)	\$334,371 (\$160.75)	\$415,704 (\$199.85)
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SCHEDULE OF EXECUTIVE LEADERSHIP JOBS			
Grade	Minimum	Market Reference Point	Maximum
101	\$201,210 (\$96.73)	\$218,815 (\$105.19)	\$271,632 (\$130.59)
102	\$221,329 (\$106.40)	\$240,697 (\$115.71)	\$298,796 (\$143.65)
	*Director, Internal Audit		*Executive Chief of Staff
103	\$243,463 (\$117.04)	\$264,767 (\$127.29)	\$328,675 (\$158.01)
	*Managing Director, Economic Development *Senior Director, Equity Diversity & Inclusion		*Senior Director, Labor Relations
104	\$267,810 (\$128.75)	\$291,242 (\$140.02)	\$361,543 (\$173.81)
	*Chief Financial Officer *General Counsel/Chief Compliance Officer *Managing Director, Maritime		*Senior Director, Environmental & Sustainability *Senior Director, External Relations *Senior Director, Human Resources
105	\$294,590 (\$141.62)	\$320,367 (\$154.02)	\$397,697 (\$191.20)
	*Managing Director, Aviation		
106	\$324,049 (\$155.79)	\$352,403 (\$169.42)	\$437,467 (\$210.32)
	*Deputy Executive Director		
107	\$356,454 (\$171.37)	\$387,644 (\$186.36)	\$481,213 (\$231.35)

NON-EVALUATED JOBS			
Grade	Minimum	Midpoint	Maximum
201	\$44,304 (\$21.30)	\$44,304 (\$21.30)	\$44,304 (\$21.30)
	High School Intern		
202	\$46,384 (\$22.30)	\$54,184 (\$26.05)	\$61,984 (\$29.80)
	College Intern		
203	\$63,024 (\$30.30)	\$65,104 (\$31.30)	\$67,184 (\$32.30)
	Graduate Intern		
401	\$224,543 (\$107.95)	\$251,390 (\$120.86)	\$278,237 (\$133.76)
	Assistant Fire Chief - Administration Assistant Fire Chief - Operations		Deputy Police Chief
402	\$246,997 (\$118.74)	\$276,529 (\$132.94)	\$306,061 (\$147.14)
	Fire Chief		*Police Chief

* 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.