

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

Item Number: 8i_exhibit A , Attach4
Meeting Date: November 18, 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
 Accountant III - Capital Services
 Accountant III - General Ledger
 Accountant III - Credit
 Accounts Payable Analyst
 Airport Recognition & Event Specialist
 Airport Training Specialist
 Airport Training Systems Analyst
 Airport Volunteer Specialist
 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 Planner/Coordinator
 Aviation Project Management Group Project Administrator
 Aviation Senior Utility Analyst
 BIM Technology Specialist
 Building Permit Coordinator
 Bus Driver Trainer
 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

Economic Development Division Senior Lease Specialist
 Economic Development Division Utility Analyst
 Engineering Standards & Specifications Administrator
 Executive Assistant - Executive Department
 External Relations Community Programs Support Specialist
 External Relations Digital Production Specialist
 External Relations Visual Storyteller
 Financial Reporting & Controls Analyst I
 Ground Transportation Customer Support Specialist
 Human Resources Communications & Media Producer
 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
 Maritime Senior Lease Specialist
 Maritime Utility Analyst
 Payroll Analyst
 SEA Visual Communicator
 Senior Administrative Assistant
 Supervisor, Customer Care
 Talent Acquisition Recruiter
 Talent Connections Program Manager
 Technical Support Engineer II
 Total Rewards Specialist
 Tourism Development Specialist
 Travel & Expense Analyst
 Waterfront Project Management Project Specialist
 Workforce Development Contract & Budget Specialist

58	\$97,902 (\$47.06)	\$106,541 (\$51.22)	\$132,455 (\$63.68)
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AFR Business Technology Analyst
 Apprenticeship/Priority Hire Specialist
 Assistant to Managing Director, Aviation
 Assistant to Maritime Managing Director's Office
 Assistant to Senior Director, Equity Diversity & Inclusion
 Assistant to Senior Director, External Relations
 Assistant to Senior Director, Labor Relations
 AV Facilities & Infrastructure Asset Document Specialist
 AV Facilities & Infrastructure Direct Digital Control Specialist
 AV Lease Management Business Systems Analyst
 Aviation Capital Development Manager I
 Aviation Customer Communication Specialist
 Aviation Maintenance Asset Management Analyst
 Aviation Maintenance Business Analyst
 Aviation Maintenance Lead Planner/Coordinator
 Aviation Maintenance Systems Analyst
 Aviation Program Controls Business Systems Analyst
 Aviation Real Estate & Portfolio Manager I
 Aviation Security Business Systems Analyst
 Background Compliance Specialist
 Business Intelligence Analyst II
 Business Intelligence Market Research Analyst II
 Capital Project Manager I
 Construction Inspector II - Major Construction
 Construction Labor Specialist I
 Construction Management Contract Administrator
 Construction Manager I - Major Construction
 CPO Systems and Data Analyst II
 Cruise Operations Specialist
 Customer Care & Construction Coordinator
 Div in Contracting Community Engagement & Training Prog Spec
 Diversity in Contracting Coordinator
 Environmental Finance Business Analyst
 Environmental Finance Invoice Systems Specialist
 Environmental Management Specialist
 Executive Assistant to Deputy Executive Director
 External Relations Capital Projects Marketing Specialist
 External Relations Marketing and Communications Project Manager
 External Relations Video Producer
 Financial Analyst
 Financial Analyst - Mitigation & Recovery
 Human Resources Data Analyst

ICT Asset Management Analyst
 ICT Business Analyst
 ICT Client Engineer
 ICT Senior Service Desk Technician
 Innovation Business Analyst
 International Protocol Specialist
 Landside Business Analyst
 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
 Operational Readiness, Activation & Transition Specialist
 Operations Project Development Specialist
 Paralegal
 PCS Construction Project Manager I
 PCS Construction Project Manager I - RMM
 PCS Contract Specialist
 Procurement Officer II
 Project Controls Engineer II
 Public Disclosure Analyst
 Real Estate Development Associate
 Real Estate Development Planning Specialist
 Real Estate Property Manager I
 Risk Claims Specialist
 Senior Building Permit Coordinator
 Senior Civil Engineering CAD Specialist
 Senior Engineering Design Technician
 Signage & Wayfinding - Technical Designer
 Signage & Wayfinding Specialist
 Signage Specialist - Digital Systems
 Strategic Aide
 Supervisor, Administrative Professional
 Supervisor, AOB Facilities
 Supervisor, Aviation Maintenance Procurement & Inventory
 Supervisor, Landside Billing
 Telecommunications Specialist
 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		Maritime Sustainability Government Relations Program Manager	
Aviation Real Estate & Portfolio Manager II		P-card Administrator	
Aviation Security and Safety Program Manager		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 Manager	

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

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 Assistant Manager, Aviation Maintenance Mechanical Systems Assistant Manager, Aviation Security Aviation Capital Development Manager III Aviation Operations Technology Manager Aviation Planning Program Leader Aviation Principal Planner Aviation Real Estate & Portfolio Manager III Capital Project Estimator Capital Project Manager III Capital Projects Estimator III Construction Management Cost Estimator Construction Manager III - Major Construction Corporate Budget Manager CPO Database Integration Analyst IV CPO Tech Business Analyst IV Cruise Technical and Systems Operations Manager Design Production Manager Enterprise Resource Planning Administrator Environmental Program Manager External Relations East King Cty Community & Gov't Rel Mgr External Relations Senior Pgrm Mgr-Aviation Engagement External Relations Senior Pgrm Mgr-Aviation Env Engagement External Relations Senior Pgrm Mgr-Maritime Engagement External Relations Senior Pgrm Mgr-Maritime Env Engagement External Relations Senior Pgrm Mgr-Maritime Industrial Engage Human Resources Project Manager ICT Lead Client Engineer ICT Mobility Manager ICT Project Manager Innovation Program Manager Internal Audit Program Manager International Terminal Operations Manager Manager, 911 Communications Manager, Accounts Payable Manager, Air Services Development Manager, Airport Dining & Retail-Business Dev and Operations Manager, Art Program 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			Manager, Design Quality - Engineering Manager, Diversity in Contracting Community Engagement & Training Program Manager, Employee Communications Manager, Engineering Support Services Manager, External Relations Events and Engagement Manager, Harbor Business and Operations - Fishing Manager, ICT Client Services Manager, ICT Service Desk Manager, Infrastructure Operations Manager, Lease Management and Airlines Statistics Manager, Marine Maintenance Asset Program Manager, Marine Maintenance Logistics Manager, Marine Maintenance Regulatory Compliance Program Manager, PCS Construction Operations Manager, Subsurface Utility Engineering Manager, Workers' Compensation Maritime Operations Manager PCS Construction Project Manager III PCS Construction Project Manager III - RMM Principal Financial Analyst Principal Financial Analyst - Mitigation & Recovery Process Improvement Program Manager Procurement Officer IV Real Estate Manager Senior Content Solution and Communication Engineer Senior Information Technology Auditor Senior Linux Server Engineer Senior Manager, Airport Facility Services Senior Manager, Maritime Marketing Senior Manager, Maritime Security Senior Media Officer Senior Network Engineer Senior Public Safety Technology Consultant Senior Software Development Engineer Senior Software Test Engineer Senior Survey Project Manager Senior Systems Engineer Senior Windows Server Engineer 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
 Aviation Capital Development Manager IV
 Aviation Facilities & Infrastructure Communication Prog Mgr
 Aviation Facilities & Infrastructure Senior Architect/Engineer
 Business Technology Consultant
 Capital Project Manager IV
 Commission Deputy Chief of Staff
 Construction Labor Manager
 CPO Systems and Data Analyst V
 CPO Tech Business Analyst V
 Div in Contracting Disadvantaged Business Enterprise Prog Mgr
 Enterprise Resource Planning Developer/Programmer II
 Environmental Justice Program Manager
 ICT Contracts and Compliance Advisor
 ICT Project Intake Program Manager
 ICT Senior Project Manager
 ICT Solutions Architect
 Indoor Navigation Program Manager
 Information Security Engineer/Analyst III
 Information Security Resiliency Analyst
 Labor Relations Manager
 Lead Senior Employee Relations Consultant
 Local Government Relations Manager
 Manager, Accounting - Accounts Receivable
 Manager, Accounting - Billing
 Manager, Accounting - Capital Services
 Manager, Accounting - General Ledger
 Manager, Accounting - Grants
 Manager, Air Cargo
 Manager, Airline Scheduling Systems
 Manager, Airport Communications Center
 Manager, Airport Duty Manager Operations
 Manager, Airport Landside Operations
 Manager, Airport Operations - Certification
 Manager, Aviation Maintenance Capital Project Liaison
 Manager, Aviation Maintenance - Field Crew/Civil Infrastructure
 Manager, Aviation Maintenance - Fleet
 Manager, Aviation Maintenance Asset
 Manager, Aviation Maintenance Business Systems
 Manager, Aviation Maintenance Carpenter, Paint, & Lock Shop
 Manager, Aviation Maintenance Logistics
 Manager, Aviation Maintenance Mechanical Systems
 Manager, Aviation Maintenance Planning & Small Works
 Manager, Aviation Operations Project Development
 Manager, Aviation Planning
 Manager, Aviation Program Controls Business Systems
 Manager, Aviation Program Controls Cost Estimating
 Manager, Aviation Security - Compliance
 Manager, Aviation Security - Employee Screening/Physical Security
 Manager, Aviation Security Systems and Access
 Manager, Business Intelligence Program - Analytics

Manager, Construction Safety Services
 Manager, Content Services
 Manager, Corporate Budget & Systems
 Manager, Corporate Finance
 Manager, Cruise Operations & Business Development
 Manager, Diversity in Contracting Women/Minority Business Enterprise
 Manager, Engineering Mapping Services
 Manager, Equity, Diversity & Inclusion Policy and Communications
 Manager, Equity, Diversity & Inclusion System Change Program
 Manager, Finance and Budget
 Manager, Financial & Cost Recovery
 Manager, Human Resources Data Analyst
 Manager, ICT Financial Services
 Manager, International Relations and Protocol
 Manager, Lease Administration & Utility Management
 Manager, Marine Maintenance Fleet & Transportation
 Manager, Payroll
 Manager, PCS Construction
 Manager, PCS Construction RMM
 Manager, PCS Cost Estimating
 Manager, Process Improvement Program
 Manager, Risk Claims
 Manager, Seaport Environmental Finance
 Manager, Signage and Wayfinding
 Manager, Survey Crew
 Manager, Talent Acquisition
 Manager, Talent Connections
 Manager, Talent Development and Diversity
 Manager, Terminal Operations Project Development
 Manager, Waterfront Cost Estimating
 Principal Business Intelligence Analyst
 Procurement Officer V
 Project Controls Engineer IV
 Real Estate Development Manager
 Regional Government Relations Manager
 Senior AFR Business Technology Consultant
 Senior Construction Manager – Major Construction
 Senior Database Engineer
 Senior Design Engineer/Architect
 Senior Fire Protection Engineer
 Senior Manager, Content, Marketing and Digital Communication
 Senior Organizational Business Partner
 Senior Program Manager, Duwamish Valley Engagement
 Senior Real Estate Manager
 Server Engineering Lead
 State Government Relations Manager
 Supervisor, Telecommunication Infrastructure Engineer
 Tourism Development Manager
 Tribal Relations Senior Program Manager
 Waterfront Project Management Facilities Project Manager IV
 Waterfront Project Management Project Controls Engineer

63

\$157,674 (\$75.80)

\$171,585 (\$82.49)

\$213,322 (\$102.55)

Assistant Director, Aviation Business Development
 Assistant Director, Aviation Employee Experience & Learning
 Assistant Director, Aviation Parking & Ecommerce Revenue Management
 Assistant Director, Aviation Planning
 Assistant Director, Labor Relations
 Aviation Capital Portfolio Risk Manager
 Aviation Facilities & Infrastructure Principal Architect/Engineer
 Capital Project Manager V
 Chief of Maritime Staff
 Cyber Risk & Compliance Program Manager
 Data Scientist
 Enterprise Resource Planning Developer/Programmer III
 ICT Principal Engineer
 ICT Program Manager
 Lead Network Engineer
 Lead Software Development Engineer
 Lead Systems Engineer
 Manager, Aviation Capital Programs
 Manager, Aviation Maintenance - Electrical and Electronic
 Manager, Aviation Maintenance and Operations
 Manager, Business Technology
 Manager, CPO Planning & Analysis
 Manager, Financial Reporting & Controls
 Manager, Fire Protection Engineering
 Manager, Human Resources Technology

Manager, ICT Business Services
 Manager, ICT Project Initiation
 Manager, ICT Quality Assurance
 Manager, Internal Audit
 Manager, Procurement
 Manager, Server Engineering
 Manager, Strategic Business Planning Initiatives
 Manager, Total Rewards
 Manager, Treasury
 Principal Business Intelligence Data Engineer
 Principal Construction Manager - Major Construction
 Principal Design Engineer/Architect
 Principal Geographic Information System Architect
 Project Controls Engineer V
 Regional Transportation Senior Manager
 Senior Designer (Multi-credential)
 Senior Environmental Program Manager
 Senior Manager, Airport Building Department
 Senior Manager, Art Program
 Senior Manager, Federal & International Government Relations
 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)

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.