**SCHEDULE OF AUTHORIZED NON-REPRESENTED JOBS**
**SALARY RANGES EFFECTIVE JANUARY 1, 2027**
**Annual Base Salary Range (Hourly equivalent in parentheses)**

Item Number: 10b_exhibit A
Meeting Date: November 23, 2026

| Grade | Minimum | Market Reference Point | Maximum |
|---|---|---|---|
| **50** | **$47,120 ($22.65)** | **$51,278 ($24.65)** | **$63,751 ($30.64)** |
| **51** | **$51,833 ($24.91)** | **$56,406 ($27.11)** | **$70,126 ($33.71)** |
| | Office Assistant | | Pier 69 Mail & Shipping Specialist |
| **52** | **$57,015 ($27.41)** | **$62,047 ($29.83)** | **$77,138 ($37.08)** |
| | AOB Facilities & Mail Specialist On-Call | | Pier 69 Security Specialist |
| | Landside Cruise Transportation Coordinator | | |
| **53** | **$62,717 ($30.15)** | **$68,251 ($32.81)** | **$84,853 ($40.79)** |
| | AOB Facilities & Mail Specialist | | Marine Maintenance Accounts Clerk |
| | Duwamish Valley Hub Coordinator - LDT | | Pier 69 Facilities Specialist |
| **54** | **$68,989 ($33.16)** | **$75,076 ($36.09)** | **$93,337 ($44.87)** |
| | Accountant I - Credit | | Landside Parking Services Administrator |
| | Administrative Staff Assistant | | Marine Maintenance Business Operations Specialist |
| | Airport Customer Service Representative I | | Marine Maintenance Material & Inventory Specialist |
| | Assistant Civil Engineering Technician | | Marine Maintenance Operations Specialist |
| | Aviation Conference Center Specialist | | Maritime Lease Specialist I |
| | Aviation Lease Specialist I | | Total Rewards Assistant |
| | Aviation Receiving Dock Operations Specialist | | Workers' Compensation Administrative Assistant |
| | Harbor Operations Specialist | | |
| **55** | **$75,888 ($36.48)** | **$82,583 ($39.70)** | **$102,671 ($49.36)** |
| | Accountant I - Accounts Receivable | | Harbor Coordinator-Bell Harbor Marina |
| | Accountant I - Billing | | Harbor Customer Service Specialist |
| | Accountant I - Capital Services | | Harbor Customer Service Specialist - Fishing |
| | Accounts Payable Specialist | | ICT Project Coordinator |
| | Administrative Assistant | | ICT Service Desk Technician |
| | Airport Customer Service Representative II | | Landside Transportation Specialist |
| | AV F&I Utility Analyst | | Marine Maintenance Intake Admin Specialist |
| | Aviation Conference Center Sales & Operations Specialist | | Marine Maintenance Time Administrator/Admin |
| | Aviation Lease Specialist II | | Maritime Lease Specialist II |
| | Aviation Maintenance Time Administrator | | On-Call SEA Customer Support Representative |
| | Business Intelligence Assistant | | Pier 69 Facilities Lead |
| | Business Intelligence Field Interviewer | | Port Construction Services Time Administrator |
| | Civil Engineering CAD Specialist | | Public Art Technician |
| | Commission Staff Assistant | | Safety Management System Assurance Specialist |
| | Construction Safety Administrator | | Seaport Finance Admin and Invoicing Specialist |
| | CPO Systems and Data Analyst I | | Subsurface Utility Engineering Technician I |
| | CPO Tech Business Analyst I | | Talent Acquisition Coordinator |
| | Customer Communications Representative | | Technical Support Engineer I |
| | Engineering Facility Specialist | | Waterfront Project Management Project Assistant |
| | Engineering Invoice & Asset Specialist | | |
| **56** | **$83,476 ($40.13)** | **$90,841 ($43.67)** | **$112,938 ($54.29)** |
| | Accountant II - Accounts Receivable | | Harbor Moorage Coordinator |
| | Accountant II - Billing | | Harbor Moorage Coordinator - Fishing |
| | Accountant II - Capital Services | | HR Business Technology Specialist |
| | Accountant II - Credit | | ICT Associate Client Engineer |
| | Air Service Administrative & Program Specialist | | ICT Contract/Software Administrator |
| | Art Program Coordinator | | ICT Software Support Specialist |
| | Assistant Construction Manager - Major Construction | | Lead Harbor Operations Specialist |
| | Assistant Project Manager | | Marine Maintenance Logistics Specialist |
| | Associate Financial Analyst | | Maritime Lease Specialist III |
| | Associate Financial Analyst - Mitigation & Recovery | | MM Business Systems and Operations Specialist |
| | Aviation Lease Specialist III | | Payroll Specialist |
| | Aviation Program Controls Business Systems Administrator | | PCS Purchasing Specialist |
| | Business Intelligence Analyst I | | Procurement Officer I |
| | Business Intelligence Market Research Analyst I | | Project Assistant – Major Construction |
| | Capital Development & Planning Specialist | | Project Controls Engineer I |
| | Construction Safety Specialist | | Records Management Specialist |
| | Customer Experience Information Specialist- LTD 4/27 | | Records Program Specialist |
| | Duwamish Valley Program Coordinator - LDT | | Risk Claims & Driver Safety Coordinator |
| | Engineering Design Technician | | Senior Harbor Facilities Coordinator |
| | Equity, Diversity & Inclusion Metrics & Evaluation Program Assistant | | Senior Landside Transportation Specialist |
| | External Relations Event Specialist | | Subsurface Utility Engineering Technician II |
| | External Relations Graphic Designer | | WPM Associate Project Controls Engineer |
| | Fishermen's Terminal Billing Analyst | | |
| **57** | **$92,196 ($44.32)** | **$99,925 ($48.04)** | **$124,232 ($59.72)** |
| | Accountant III - Accounts Receivable | | Department Contract Specialist |
| | Accountant III - Billing | | Department Contract Specialist - Maritime |

Accountant III - Capital Services
Accountant III - Credit
Accountant III - General Ledger
Accounts Payable Analyst
Airport Dining and Retail Program Coordinator
Airport Recognition & Event Specialist
Airport Training Specialist
Airport Training Systems Analyst
Airport Volunteer Specialist
Art Program Support 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 Maintenance Planner/Coordinator
Aviation Program Controls Administrator
Aviation Program Controls Design Review Specialist
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
Construction Inspector I - Major Construction
CPO Database Integration Analyst II
CPO Tech Business Analyst II
Department Contract Specialist - Program Controls
Deputy Commission Clerk
Design Engineer/Architect I
Engineering Business Services Specialist
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
Technical Support Engineer II
Total Rewards Specialist
Tourism Development Specialist
Waterftont Project Management Project Specialist
Workforce Development Contract & Budget Specialist

| 58 | $101,005 ($48.56) | $109,918 ($52.84) | $136,654 ($65.69) |
|---|---|---|---|

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 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
Executive Assistant to the Commission Office
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
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
Port Construction Services Business Systems Analyst
Procurement Officer II
Project Controls Engineer II
Public Disclosure Analyst
Real Estate Development Planning Specialist
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 | $111,107 ($53.41) | $120,910 ($58.12) | $150,321 ($72.26) |
|---|---|---|---|

Air Service Development Analyst
Airline Scheduling Systems Specialist
Assistant to Managing Director, Economic Development
Legal Department Administrator
Linux Server Engineer
Manager, Fire Department Support Services

Assistant to Senior Director, Environment & Sustainability
Assistant to Senior Director, Human Resources
Associate Process Improvement Program Manager
Aviation Capital Development Manager II
Aviation Drawing & Data System Specialist
Aviation Facilities & Infrastructure Architect/Engineer II
Aviation Facilities and Infrastructure Fire Alarm Specialist
Aviation Maintenance Duty Baggage Manager
Aviation Maintenance Facilities Services Assistant Manager
Aviation Planner
Aviation Security Compliance Analyst
Building Inspector/Plan Examiner
Capital Development & Planning Senior Specialist
Commission Office Strategic Advisor
Construction Labor Specialist II
Construction Safety Manager I
CPO Database Integration Analyst III
CPO Systems and Data Analyst III
CPO Tech Business Analyst III
Crime Analyst
Cyber Security and Safety Tech Consultant
Database Engineer
Design Engineer/Architect II
Driver Safety Program Manager
Engineering Geographic Information System Data Specialist
Enterprise Resource Planning Administrator
Enterprise Resource Planning Developer/Programmer I
External Relations Digital Producer
External Relations Social Media Program Manager
Financial Reporting & Controls Analyst II
Geographic Information System Analyst
Grant Administrator Waterfront Project Management
Harbor Business Analyst
Human Resources Business Technology Analyst
ICT Senior Infrastructure Operations Technician
ICT Senior Mobility Specialist
ICT Service Technician Lead
Information Security Engineer/Analyst I
Labor Relations Analyst
Learning/Development Consultant
Marine Maintenance Asset Management Coordinator
Marine Maintenance Business Analyst
Marine Maintenance Regulatory Compliance Coordinator
Marine Maintenance Systems Analyst
Maritime Marketing Program Manager
Mental Health Professional
Network Engineer
Payroll Operations & Systems Analyst
Records Program Manager
Safety Management System Program Manager
Senior Accountant - Accounts Receivable
Senior Accountant - Billing
Senior Accountant - Capital Services
Senior Accountant - Disbursements
Senior Accountant- General Ledger
Senior Civil Engineering Technician
Senior Commission Specialist
Senior Environmental Management Specialist
Senior Grant Accountant - Capital Services
Senior Payroll Analyst
Software Test Engineer
Subsurface Utility Engineering Project Manager
Supervisor, Accounts Payable
Supervisor, Aviation Lease Management and Airlines Statistics
Supervisor, Aviation Security
Supervisor, Aviation Security Administration
Supervisor, Credentialing Center
Supervisor, Credit
Supervisor, Harbor Operations - Fishing
Supervisor, Harbor Operations - Recreational Boating
Supervisor, Marine Maintenance Business Operations
Systems Engineer
Talent Acquisition Senior Recruiter
Talent Connections Program Manager
Tax Analyst
Technical Support Engineer III
Waterfront Project Management Facilities Project Manager II
Windows Server Engineer
Workers' Compensation Adjuster

| 60 | $122,217 ($58.75) | $133,001 ($63.94) | $165,353 ($79.49) |
|---|---|---|---|

Accounting Business Systems Analyst
AFR Business Technology Consultant
Air Cargo Facilities Manager
Air Cargo Operations Manager
Airline & Passenger Systems Specialist
Airport Dining & Retail Business Operations Manager
Airport Dining & Retail Program Manager
Airport Operations Development Manager - Landside Ops
Assistant Manager, Airport Communications Center
Assistant Manager, Airport Landside Operations
Assistant Manager, Airport Operations Certification
Assistant Manager, Aviation Maintenance - Fleet
Assistant Manager, Aviation Maintenance Distribution Center
AV Communications and Marketing Program Manager
Aviation Commercial Management Project Development Manager
Aviation Facilities & Infrastructure Accessibility Program Manager
Aviation Facilities & Infrastructure Architect/Engineer III
Aviation Facilities & Infrastructure Utility Program Manager
Aviation Maintenance Capital Project Liaison
Aviation Maintenance Facilities Services Program Manager
Aviation Maintenance Senior Business Analyst
Aviation Maintenance Senior Duty Baggage Manager
Aviation Maintenance Senior Systems Analyst
Aviation Maintenance Small Works Proj Manager/Controls Coord
Aviation Parking & Ecommerce Customer Relationship Manager
Aviation Parking & Ecommerce Marketing Manager
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
Capital Project Manager II
Certified Occupational Health Nurse
Civil Rights Program Manager LTD
Commission Clerk
External Relations Maritime Environmental Engagement Program Manager
Field Survey Project Manager
Financial Reporting & Controls Analyst III
Fire Protection Engineer
Geographic Information System Software Engineer
Health & Safety Program Manager
ICT Lead Mobility Specialist
ICT Senior Business Analyst
ICT Senior Client Engineer
Information Security Engineer/Analyst II
Labor Compensation Analyst
Learning & Leadership Program Manager
Manager, AFR Records & Administration
Manager, Airport Building Department
Manager, Aviation & Compliance Training
Manager, Corporate Facilities
Manager, Customer Service Learning & Recognition
Manager, Harbor Customer Service
Manager, Police Records
Manager, Public Disclosure
Manager, Records and Legal Technology
Manager, Safety Management System Assurance
Manager, SEA Customer Experience Programs
Marine Maintenance Facilities Manager II
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
Police Recruiting Specialist
Procurement Officer III
Project Controls Engineer III
Real Estate Development Associate
Real Estate Manager
Risk Analyst
Safety Management System Risk Manager
Senior BIM Technology Specialist
Senior Business Development Analyst - Aviation

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
Economic Development Program Manager
Emergency Preparedness Program Mgr - Logistics & Systems
Emergency Preparedness Program Mgr - Policy & Planning
Emergency Preparedness Program Mgr - Training & Exercise
Employee Relations Program Consultant
Engineering Systems and Data Analyst
Engineering Technology Applications Administrator
Equity, Diversity & Inclusion Training and Engagement Program Manager
Executive Assistant to Executive Director
External Relations Aviation Environmental Program Manager
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
Travel & Expense Analyst
Waterfront Project Management Project Controls Coordinator
Waterfront Project Management Systems/Data Analyst
Wildlife Biologist
Workforce Development Program Manager & Data Analyst

| 61 | $134,438 ($64.63) | $146,301 ($70.33) | $181,888 ($87.44) |
|---|---|---|---|

Airfield Operations Manager
Assistant Manager, Airport Landside Operations, Employee Parking
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 Development & Planning Program Manager
Capital Project Estimator
Capital Project Manager 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
Environmental Program Manager
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 Service Development
Manager, Airport Customer Communications and Experience
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 Development and Services – Ship Canal
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
Police Technology Manager
Principal Financial Analyst
Principal Financial Analyst - Mitigation & Recovery
Process Improvement Program Manager
Procurement Officer IV
Senior Content Solution and Communication Engineer
Senior Enterprise Resource Planning Administrator
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 Business Planning Program Manager
Sustainability Reporting and Communications Program Manager
Terminal Operations Manager
Waterfront Project Management Facilities Project Manager III

| 62 | $147,882 ($71.09) | $160,931 ($77.37) | $200,078 ($96.19) |
|---|---|---|---|

Assistant Director, Customer Communications
Assistant Director, Customer Engagement
Aviation Capital Development Manager IV
Aviation Facilities & Infrastructure Communication Prog Mgr
Aviation Facilities & Infrastructure Senior Architect/Engineer
Aviation Operations Project Development Manager
Business Technology Consultant
Capital Project Manager IV
Commission Deputy Chief of Staff
Manager, Business Intelligence Program - Analytics
Manager, Business Intelligence Program - Research
Manager, Construction Safety Services
Manager, Content Services
Manager, Corporate Budget & Systems
Manager, Corporate Finance
Manager, Cruise Operations & Business Development
Manager, Customer Programs & Volunteer Engagement
Manager, Diversity in Contracting Women/Minority Business Enterprise

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|---|---|---|---|
| | Construction Labor Manager | | Manager, Engineering Mapping Services |
| | CPO Systems and Data Analyst V | | Manager, Equity, Diversity & Inclusion Policy and Communications |
| | CPO Tech Business Analyst V | | Manager, Equity, Diversity & Inclusion System Change Program |
| | Div in Contracting Disadvantaged Business Enterprise Prog Mgr | | Manager, Finance and Budget |
| | Enterprise Resource Planning Developer/Programmer II | | Manager, Financial & Cost Recovery |
| | Environmental Justice Program Manager | | Manager, Human Resources Data Analytics |
| | External Relations East King Cty Community & Gov't Rel Mgr | | Manager, ICT Financial Services |
| | ICT Contracts and Compliance Advisor | | Manager, International Relations and Protocol |
| | ICT Partnerships Manager | | Manager, Lease Administration & Utility Management |
| | ICT Project Intake Program Manager | | Manager, Marine Maintenance Programs |
| | ICT Senior Project Manager | | Manager, Payroll |
| | ICT Solutions Architect | | Manager, PCS Construction |
| | Indoor Navigation Program Manager | | Manager, PCS Construction RMM |
| | Information Security Engineer/Analyst III | | Manager, PCS Cost Estimating |
| | Information Security Operational Technology and Industrial Control System Specialist | | Manager, Process Improvement Program |
| | Information Security Resiliency Analyst | | Manager, Risk Claims |
| | Labor Relations Manager | | Manager, Seaport Environmental Finance |
| | Lead Senior Employee Relations Consultant | | Manager, Signage and Wayfinding |
| | Local Government Relations Manager | | Manager, Survey Crew |
| | Manager, Accounting - Accounts Receivable | | Manager, Talent Acquisition |
| | Manager, Accounting - Billing | | Manager, Talent Connections |
| | Manager, Accounting - Capital Services | | Manager, Talent Development and Diversity |
| | Manager, Accounting - General Ledger | | Manager, Terminal Operations Project Development |
| | Manager, Accounting - Grants | | Manager, Waterfront Cost Estimating |
| | Manager, Air Cargo | | Principal Business Intelligence Analyst |
| | Manager, Airline Scheduling Systems | | Procurement Officer V |
| | Manager, Airport Communications Center | | Project Controls Engineer IV |
| | Manager, Airport Duty Manager Operations | | Real Estate Development Manager |
| | Manager, Airport Landside Operations | | Regional Government Relations Manager |
| | Manager, Airport Operations - Certification | | Senior AFR Business Technology Consultant |
| | Manager, Aviation Maintenance - Field Crew/Civil Infrastructure | | Senior Construction Manager – Major Construction |
| | Manager, Aviation Maintenance - Fleet | | Senior Database Engineer |
| | Manager, Aviation Maintenance Asset | | Senior Design Engineer/Architect |
| | Manager, Aviation Maintenance Business Systems | | Senior Fire Protection Engineer |
| | Manager, Aviation Maintenance Capital Project Liaison | | Senior Manager, Content, Marketing and Digital Communication |
| | Manager, Aviation Maintenance Carpenter, Paint, & Lock Shop | | Senior Organizational Business Partner |
| | Manager, Aviation Maintenance Logistics | | Senior Program Manager, Duwamish Valley Engagement |
| | Manager, Aviation Maintenance Mechanical Systems | | Senior Real Estate Manager |
| | Manager, Aviation Maintenance Planning & Small Works | | Server Engineering Lead |
| | Manager, Aviation Planning | | State Government Relations Manager |
| | Manager, Aviation Program Controls Business Systems | | Supervisor, Telecommunication Infrastructure Engineer |
| | Manager, Aviation Program Controls Cost Estimating | | Tourism Development Manager |
| | Manager, Aviation Security - Compliance | | Tribal Relations Senior Program Manager |
| | Manager, Aviation Security - Employee Screening/Physical Security | | Waterfront Project Management Facilities Project Manager IV |
| | Manager, Aviation Security Systems and Access | | Waterfront Project Management Project Controls Engineer |
| **63** | **$162,672 ($78.20)** | **$177,024 ($85.10)** | **$220,084 ($105.80)** |
| | Assistant Director, Aviation Business Development | | Manager, Fire Protection Engineering |
| | Assistant Director, Aviation Employee Experience & Learning | | Manager, Human Resources Technology |
| | Assistant Director, Aviation Parking & Ecommerce Revenue Management | | Manager, ICT Business Services |
| | Assistant Director, Aviation Planning | | Manager, ICT Project Initiation |
| | Assistant Director, Labor Relations | | Manager, ICT Quality Assurance |
| | Aviation Facilities & Infrastructure Principal Architect/Engineer | | Manager, Internal Audit |
| | Capital Development & Planning Senior Program Manager | | Manager, Procurement |
| | Capital Project Manager V | | Manager, Server Engineering |
| | Chief of Maritime Staff | | Manager, Strategic Business Planning Initiatives |
| | Cyber Risk & Compliance Program Manager | | Manager, Total Rewards |
| | Data Scientist | | Principal Business Intelligence Data Engineer |
| | Enterprise Resource Planning Administrator Lead | | 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 |
| | Information Security Lead Cloud Security Architect | | Regional Transportation Senior Manager |
| | Information Security Technical Lead | | Senior Designer (Multi-credential) |
| | Lead Network Engineer | | Senior Environmental Program Manager |
| | Lead Software Development Engineer | | Senior Labor Relations Manager |
| | Lead Systems Engineer | | Senior Manager, Airport Building Department |
| | Manager, Aviation Capital Programs | | Senior Manager, Art Program |
| | Manager, Aviation Maintenance - Electrical and Electronic | | Senior Manager, Federal & International Government Relations |
| | Manager, Aviation Maintenance and Operations | | Senior Manager, Operations Readiness & Activation |
| | Manager, Business Technology | | Senior Manager, Survey, Mapping and Utility Locating Services |
| | Manager, CPO Planning & Analysis | | Senior Manager, Workplace Responsibility |
| | Manager, Financial Reporting & Controls | | |
| **64** | **$178,939 ($86.02)** | **$194,726 ($93.61)** | **$242,093 ($116.39)** |
| | Assistant Director, Air Services Development | | Construction Program Leader - Major Construction (CPL) |
| | Assistant Director, Airline Affairs & Aviation Properties | | Design Program Manager - Engineering |
| | Assistant Director, Airport Dining & Retail | | Director, External Relations Capital Project Delivery |

| | | | |
|---|---|---|---|
| | Assistant Director, Airport Operations - Business Unit | | Director, Workforce Development |
| | Assistant Director, Airport Operations Risk & Safety | | Manager, Aviation Facilities & Infrastructure Discipline |
| | Assistant Director, Aviation Finance and Budget | | Manager, Aviation Program Controls |
| | Assistant Director, Aviation Maintenance | | Manager, Database Engineering |
| | Assistant Director, Aviation Maintenance Assets & Logistics | | Manager, Enterprise Geographic Information System |
| | Assistant Director, Aviation Maintenance Facilities Services | | Manager, Enterprise Resource Planning |
| | Assistant Director, Capital Services and Financial Systems | | Manager, ICT Project Management |
| | Assistant Director, Central Procurement Office | | Manager, Information Security Resiliency |
| | Assistant Director, CPO Strategic Partnerships & Analytics | | Manager, Network Engineering |
| | Assistant Director, Credentialing and Access | | Manager, Software Development |
| | Assistant Director, Disbursements Administration | | Manager, Systems Engineering |
| | Assistant Director, Emergency Preparedness | | Manager, Waterfront Project Management Program Controls |
| | Assistant Director, General Accounting | | Program Leader, Waterfront Project Management |
| | Assistant Director, Information Security | | Senior Manager, Fishing Vessel Services |
| | Assistant Director, PCS Business Operations | | Senior Manager, Marine Maintenance |
| | Assistant Director, PCS Construction Operations | | Senior Manager, Marine Maintenance Business Operations, Systems & Logistics |
| | Assistant Director, Revenues Administration | | Senior Manager, Marine Maintenance Fleet & Facilities |
| | Assistant Director, Security Operations | | Senior Manager, Maritime Operations |
| | Assistant Director, Security Strategy & Intelligence | | Senior Manager, Recreational Boating |
| | Capital Program Leader | | Senior Manager, Seaport Environmental Finance |
| | Chief of Aviation Staff | | Senior Manager, Seaport Finance & Budget |
| **65** | **$196,832 ($94.63)** | **$214,199 ($102.98)** | **$266,301 ($128.02)** |
| | Assistant Director, Aviation Capital Programs | | Director, Corporate Budget |
| | Assistant Director, Aviation Facilities & Infrastructure | | Director, Corporate Finance |
| | Assistant Director, Aviation Program Controls | | Director, Real Estate Development |
| | Assistant Director, Aviation Project Management Group | | Director, Risk Management |
| | Assistant Director, Engineering Construction Management | | Director, Small Business Development |
| | Assistant Director, Treasury | | Director, Tourism Development |
| | Assistant Director, Waterfront Capital Development & Planning | | Senior Manager, Design Services |
| | Assistant Director, Waterfront Program Controls | | Senior Manager, Design Technology |
| | Assistant Director, Waterfront Project Management Group | | Senior Manager, Environmental Programs |
| | Director, Aviation Innovation | | Senior Port Counsel |
| **66** | **$216,516 ($104.09)** | **$235,620 ($113.27)** | **$292,933 ($140.83)** |
| | *Chief of Staff, Commission Services | | Director, External Relations Communications & Marketing |
| | Director, Accounting & Financial Reporting | | Director, External Relations Community Engagement |
| | Director, Aviation Business & Properties | | Director, Human Resources - Health & Safety |
| | Director, Aviation Commercial Management | | Director, Human Resources - Organizational Effectiveness |
| | Director, Aviation Facilities & Capital Programs | | Director, Human Resources - Talent Management |
| | Director, Aviation Finance & Budget | | Director, Human Resources, EEO & Professional Standards |
| | Director, Business Intelligence | | Director, ICT Infrastructure Services |
| | Director, Central Procurement Office | | Director, ICT Technology Delivery |
| | Director, Customer Experience & Brand Strategy | | Director, Information Security/Chief Information Security Officer |
| | Director, Customer Experience Initiatives | | 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** | **$238,166 ($114.50)** | **$259,181 ($124.60)** | **$322,225 ($154.91)** |
| | Chief Engineer | | Director, Cruise Business and Elliott Bay Operations |
| | Deputy Chief Financial Officer | | Director, Government Relations |
| | Director, Airport Operations | | Director, Human Resources - Total Rewards |
| | Director, Aviation Capital Portfolio | | Director, ICT Product Engineering |
| | Director, Aviation Environment & Sustainability | | Director, Maritime Environment & Sustainability |
| | Director, Aviation Maintenance | | Director, Real Estate Asset Management |
| | Director, Aviation Project Management Group | | Director, Waterfront Project Management Group |
| | Director, Aviation Security and Emergency Preparedness | | |
| **68** | **$261,983 ($125.95)** | **$285,099 ($137.06)** | **$354,448 ($170.40)** |
| | Aviation Chief Development Officer | | Chief Information Officer |
| | Aviation Chief Operating Officer | | Chief Operating Officer, Maritime |
| | Aviation Chief Revenue & Business Officer | | Deputy General Counsel |
| | Chief Development Officer, Maritime | | |
| **69** | **$288,182 ($138.54)** | **$313,610 ($150.77)** | **$389,893 ($187.44)** |
| **70** | **$317,000 ($152.40)** | **$344,971 ($165.85)** | **$428,882 ($206.19)** |

**SCHEDULE OF EXECUTIVE LEADERSHIP JOBS**

| Grade | Minimum | Market Reference Point | Maximum |
|---|---|---|---|
| **101** | **$207,588 ($99.80)** | **$225,751 ($108.53)** | **$280,243 ($134.73)** |
| **102** | **$228,345 ($109.78)** | **$248,327 ($119.38)** | **$308,268 ($148.20)** |
| | *Director, Internal Audit | | *Executive Chief of Staff |
| **103** | **$251,181 ($120.76)** | **$273,160 ($131.32)** | **$339,094 ($163.02)** |

| | | | |
|---|---|---|---|
| | *Managing Director, Economic Development<br>*Senior Director, Equity Diversity & Inclusion | | *Senior Director, Labor Relations |
| **104** | **$276,300 ($132.83)** | **$300,474 ($144.45)** | **$373,004 ($179.32)** |
| | *Chief Financial Officer<br>*General Counsel/Chief Compliance Officer<br>*Managing Director, Maritime | | *Senior Director, Environment & Sustainability<br>*Senior Director, External Relations<br>*Senior Director, Human Resources |
| **105** | **$303,929 ($146.11)** | **$330,523 ($158.90)** | **$410,304 ($197.26)** |
| | *Managing Director, Aviation | | |
| **106** | **$334,321 ($160.73)** | **$363,574 ($174.79)** | **$451,335 ($216.98)** |
| | *Deputy Executive Director | | |
| **107** | **$367,754 ($176.80)** | **$399,932 ($192.27)** | **$496,467 ($238.68)** |

**NON-EVALUATED JOBS**

| Grade | Minimum | Midpoint | Maximum |
|---|---|---|---|
| **201** | **$46,051 ($22.14)** | **$46,051 ($22.14)** | **$46,051 ($22.14)** |
| | High School Intern | | |
| **202** | **$48,131 ($23.14)** | **$55,931 ($26.89)** | **$63,731 ($30.64)** |
| | College Intern | | |
| **203** | **$64,771 ($31.14)** | **$66,851 ($32.14)** | **$68,931 ($33.14)** |
| | Graduate Intern | | |
| **401** | **$235,172 ($113.06)** | **$263,210 ($126.54)** | **$291,248 ($140.02)** |
| | Assistant Fire Chief - Administration<br>Assistant Fire Chief - Operations | | Deputy Police Chief |
| **402** | **$258,690 ($124.37)** | **$289,531 ($139.19)** | **$320,373 ($154.02)** |
| | 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.