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 17, 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
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 - Maritime
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
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
Legal Department Administrator
Linux Server Engineer
Manager, Fire Department Support Services
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
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

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
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
Real Estate Development Associate
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
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
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
External Relations East King Cty Community & Gov't Rel Mgr
ICT Contracts and Compliance Advisor
ICT Partnerships Manager
ICT Project Intake Program Manager
ICT Senior Project Manager
ICT Solutions Architect
Indoor Navigation Program Manager
Information Security Engineer/Analyst III
Information Security Operational Technology and Industrial Control System Specialist
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 - Field Crew/Civil Infrastructure
Manager, Aviation Maintenance - Fleet
Manager, Aviation Maintenance Asset
Manager, Aviation Maintenance Business Systems
Manager, Aviation Maintenance Capital Project Liaison
Manager, Aviation Maintenance Carpenter, Paint, & Lock Shop
Manager, Aviation Maintenance Logistics
Manager, Aviation Maintenance Mechanical Systems
Manager, Aviation Maintenance Planning & Small Works
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, 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
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 Analytics
Manager, ICT Financial Services
Manager, International Relations and Protocol
Manager, Lease Administration & Utility Management
Manager, Marine Maintenance Programs
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	$162,672 ($78.20)	$177,024 ($85.10)	$220,084 ($105.80)

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 Facilities & Infrastructure Principal Architect/Engineer
Capital Development & Planning Senior Program Manager
Capital Project Manager V
Chief of Maritime Staff
Cyber Risk & Compliance Program Manager
Data Scientist
Enterprise Resource Planning Administrator Lead
Enterprise Resource Planning Developer/Programmer III
ICT Principal Engineer
ICT Program Manager
Information Security Lead Cloud Security Architect
Information Security Technical Lead
Lead Network Engineer
Lead Software Development Engineer
Lead Systems Engineer
Manager, Aviation Capital Programs
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
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 Labor Relations Manager
Senior Manager, Airport Building Department
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		*Senior Director, Labor Relations
	*Senior Director, Equity Diversity & Inclusion		
104	**$276,300 ($132.83)**	**$300,474 ($144.45)**	**$373,004 ($179.32)**
	*Chief Financial Officer		*Senior Director, Environment & Sustainability
	*General Counsel/Chief Compliance Officer		*Senior Director, External Relations
	*Managing Director, Maritime		*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		Deputy Police Chief
	Assistant Fire Chief - Operations		
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.