

**PORT OF SEATTLE
RESOLUTION NO. 3831**

A RESOLUTION of the Port of Seattle Commission amending policy directive for salaries and benefits for employees not covered by a collective bargaining agreement established by Resolution No. 3823 and providing an effective date for all amendments as of January 1, 2025.

WHEREAS, the Port of Seattle Commission has authority pursuant to RCW 53.08.170 to create and fill positions, fix wages, salaries, and establish other benefits of employment including retirement, health insurance and similar benefits; and

WHEREAS, the Port of Seattle Commission is the legally constituted governing body of the Port of Seattle; and

WHEREAS, approval of this salary and benefits resolution shall satisfy Commission Order 2024-09 that directed the Executive Director to return to Commission for approval of the second phase of the compensation plan to allow for more employee engagement and transparency in advance of finalization.

NOW, THEREFORE, BE IT RESOLVED by the Port of Seattle Commission as follows:

SECTION 1. Amendment of Policy Directive. The policy directive established by Resolution No. 3739 adopted November 28, 2017, establishing jobs, pay grades, pay ranges, and pay practices for employees not covered by a collective bargaining agreement and authorizing legally required and other benefits, is hereby amended as follows:

SECTION 2-5. The amendments provided in this resolution shall be effective starting January 1, 2025.

SECTION 2. Adjust the definition “Seasonal Employee” and “Pay Equity” along with the addition of the definition “Similar Work Experience.” The “Seasonal Employee” definition will be modified from a *6 month* to *9-month* duration within the definition. The “Pay Equity” definition will be described as *compensating employees similarly when they perform similar work, and that pay differences between employees performing similar work can be explained by bona fide job-related factors that are consistent with business necessity.* The “Similar Work Experience” definition will be added and be described as *the performance of the job requires similar skill, effort, and level of responsibility, and the jobs are performed under similar working conditions.*

SECTION 5.1.C. The Non-Represented Employee Graded Salary Range Structure and the Executive Leadership Graded Salary Range Structure will be replaced to show a 3.85% increase to the range structures to maintain market competitive pay for each range. In addition, each Graded Salary Range Structure will have the midpoint column removed, as this has been replaced by Market Reference Point.

SECTION 5.2.C(2)(a). Removing this entire section as it is no longer valid due to Port Policy requiring employees hired must be residents within the State of Washington.

SECTION 2-5. Technical edits to clarify a point, remove redundancy, or otherwise make the information clearer and easier to read.

ADOPTED by the Port of Seattle Commission at a duly noticed public meeting thereof, held this 19th day of November 2024, and duly authenticated in open session by the signatures of the commissioners voting in favor thereof and the seal of the commission.

Port of Seattle Commission













Port of Seattle Commission Policy Directive

Salaries and Benefits for Employees Not Covered by a Collective Bargaining Agreement

**As Amended
November 19, 2024**

Document last updated November 19, 2024, and Effective January 1, 2025

Section 1. Purpose.....	5
Section 2. Definitions.....	5
Section 3. Scope and Applicability	7
Section 4. Responsibilities	8
Section 5.1. Policy Establishing Jobs, Pay Grades, Graded Salary Range Structure, Pay Practices and Pay Types	8
A. Reporting requirements for certain positions	8
(1) General Counsel	8
(2) External Relations Senior Director	8
(3) Internal Audit Director	9
(4) Commission Chief of Staff	9
B. Filling Vacant Positions and Transferring Positions and/or Employees	9
C. Graded Salary Range Structure.....	10
D. Job Assessment Process	11
E. Pay Practices.....	11
(1) Pay Considerations.....	11
(2) Payroll	12
(3) Initial Pay Rates.....	12
F. Pay Types.....	12
(1) Overtime	12
(2) Stand-by Pay	12
(3) Cost of Living Adjustment (COLA)	12
(4) Cost of Living Adjustment Plus (COLA Plus).....	12
(5) Multilingual Premium	12
(6) Emergency Pay	12
(7) Other Pay Adjustments	13
(8) Special Pay Adjustments	13
(9) Provisional Pay	13
(10) Pay for Performance	13
(a) Base Pay Component	13
(11) Pay for Executive Director	13
G. Pay Rates and Pay Ranges for Non-Assessed Jobs.....	14
(1) High School, College, and Graduate Intern Positions.....	14

(2) Veteran Fellows Positions	14
(3) Executive Director	14
H. Amending Authorized Jobs, Pay Grades, and Pay Ranges	14
Section 5.2. Policy Regarding Benefit Programs Offered to Employees	14
A. Competitive Benefit Package.....	14
B. Mandated Benefits	14
(1) Social Security (FICA) Insurance	14
(2) Industrial Insurance/Workers Compensation Coverage	14
(3) Unemployment Compensation	14
(4) Military Leave.....	14
(5) Faith and Conscience Days.....	15
(6) Pregnancy Disability Leave.....	15
(7) Family and Medical Leave Act (FMLA) of 1993	15
(8) The Family Care Act (FCA) of 2002	15
(9) State Mandated, Long-Term Care Insurance Program, the Long-Term Service and Supports Trust Act (LTSS)	15
(10) Washington State Paid Sick Leave.....	15
C. Additional Benefits for Employees	15
(1) Paid Leave	15
(2) Retirement	17
(3) Healthcare.....	17
(4) Life and Disability Insurance	18
(5) Flexible Work Arrangements.....	18
(6) Relocation	18
D. <i>Repealed</i>	18
E. Benefits for the Executive Director.....	18
Section 5.3. Policy Regarding Benefits Offered to Port of Seattle Retirees.....	18
A. Benefits for Qualified Retirees.....	18
B. Repealed (Res. 3752)	19
C. Repealed (Res. 3752)	19
D. Retiree Life Insurance	19
E. Retiree Parking	19
F. Authorization to Amend Benefits Offered to Port of Seattle Retirees	19

Section 5.4. Policy Regarding Benefits Offered to Port of Seattle Commissioners..... [19](#)

 A. Benefits for Port Commissioners [19](#)

 B. Healthcare [19](#)

 (1) Medical and Pharmacy Benefits for Commissioners..... [19](#)

 (2) Vision Benefits for Commissioners..... [19](#)

 (3) Dental Benefits for Commissioners..... [20](#)

 (4) Healthcare Premiums..... [20](#)

 C. Life Insurance..... [20](#)

 D. Right to Modify or Terminate Coverage [21](#)

Section 5.5. Policy Regarding Special Programs and Commission Notification..... [21](#)

SECTION 1. Purpose.

The Port of Seattle Commission has authority pursuant to RCW 53.08.170 to create and fill positions, fix wages, salaries, and establish other benefits of employment including retirement, insurance, and similar benefits. The intent of this policy directive is to administer pay and benefits in accordance with state and federal law. (*Res. 3739, §7, 2017*)

SECTION 2. Definitions.

Except as otherwise provided, the following definitions apply to this policy directive:

“At-will” means a designation given to some non-represented jobs or positions at the port where the employment relationship may be terminated by the port or employee at any time and for any or no reason. Employees hired as at-will are not subject to progressive discipline.

“Commissioner” means an individual who is elected to the office of Port of Seattle Commissioner and is eligible for benefits as provided in the relevant provisions of Section [5.4](#). This definition includes a Commissioner who may be appointed mid-term due to an unanticipated vacancy.

“Cost of Living Adjustments ‘COLA’” means an increase to an employee’s compensation based on changes to the Consumer Price Index as defined in the Total Rewards Program Guide.

“DRS-retired employee” means an employee who is receiving a pension from any retirement plan administered by the State of Washington Department of Retirement Systems (DRS). Refer to the DRS web site or brochures for specific information about any limitations on working after retirement.

“Emergency hire employee” means an employee hired without a competitive hiring process whose initial employment term is limited to three months and whose emergency hire status may be extended for no more than two additional months.

“Employee” means an individual who performs personal services for the port and receives a paycheck from the port payroll system with employment taxes withheld. Employees of temporary agencies or independent contractors are not employees.

“Employment Date/Date of Hire” means the first day an employee comes to work and receives pay for time worked.

“Executive Director” means an employee who is appointed by the Commission and who is subject to the terms and conditions of this policy directive. In the event of any conflicting or inconsistent terms and conditions between this policy directive and the employment agreement, the employment agreement will prevail. This includes any terms, conditions, adjustments to pay, pay range, or benefits for the Executive Director adopted in open session by the Port of Seattle Commission.

“For cause” means a designation given to most non-represented Port of Seattle jobs and positions where the employment relationship can be terminated by the port for reasons that conform to previously defined standards of unacceptable conduct or performance.

“Full-time employee” means an employee who is regularly scheduled to work 80 hours per bi-weekly pay period.

“Hourly employee” means an employee working in a non-exempt job, one that is eligible for overtime per the provisions of the Fair Labor Standards Act (FLSA) and the Washington Minimum Wage Act (WMWA).

“Intern” means a temporary employee who is hired in accordance with the Intern Program Guidelines, is considered a student per the program guidelines and is performing duties in accordance with the student’s course of study.

“Limited duration employee” means an employee who is hired for more than 90 days in a job with a planned end date.

“Non-represented employee” means a salaried or hourly employee not represented by a labor union.

“On-call employee” means an employee who does not have a regular work schedule and whose work hours can vary from week to week indefinitely.

“Part-time employee” means an employee who is regularly scheduled to work less than 80 hours per bi-weekly pay period.

“Pay equity” means compensating employees similarly when they perform similar work, and that pay differences between employees performing similar work can be explained by bona fide job-related factors that are consistent with business necessity.

“Pay rate” means an employee’s hourly pay rate as specified in the compensation rate field contained in HCM, the port’s HRIS system.

“Probationary Employee” means a newly hired or rehired employee who has not yet successfully completed their probationary period and is expected to establish a consistent, acceptable level of performance and behavior that is sufficient to retain their employment. If hired into a regular position, temporary employees (Veteran Fellows, Interns, Emergency Hires) are subject to a probationary period starting at the time of hire into the regular position.

“Probationary period” means an extension of the hiring process, the period of time from the day a newly hired or rehired employee begins work at the Port of Seattle through the end of the sixth month of employment unless the employee is selected for a new position before completing their

probationary period. In this case, the employee's probationary period will restart beginning with the date of transfer through the end of the sixth month of employment in the new position.

"Project-related temporary assignment" means an assignment for a full-time or part-time employee that is generally expected to last no longer than four years. Extensions to these types of assignments are only allowed in special circumstances with approval from Human Resources management.

"Regular employee" means an employee hired to perform a job without a specified end date.

"Salaried employee" means an employee working in an exempt job, one that is not eligible for overtime per the provisions of the Fair Labor Standards Act (FLSA) and the Washington Minimum Wage Act (WMWA).

"Seasonal Employee" means an employee hired to perform a job that exists on a seasonal basis where the season begins and ends at approximately the same time each year and lasts 9 months or less. Seasonal employees initially hired into a seasonal job through a competitive hire process may return to work subsequent seasons without being hired through a subsequent competitive hire process.

"Similar Work Experience Employee" means the performance of the job requires similar skill, effort, and level of responsibility, and the jobs are performed under similar working conditions.

"Temporary assignment" means an assignment for a full-time or part-time employee that is generally expected to last no longer than six months. A temporary assignment may only be extended one time for a maximum of six additional months with the approval of Human Resources management.

"Temporary employee" means an employee hired to perform a job with a specified end date.

"Veteran fellow" means an employee who is hired and receives pay and benefits in accordance with the Veteran Fellowship Program.

(Res. 3831, 2024, Res. 3823(AM), 2024, Res. 3807, §2, 2022, Res. 3795, §2, 2021, Res. 3790, §2, 2021; Res. 3781; Res. 3765, §1, 2019; Res. 3752, §1, 2018; Res. 3739, §1, 2017)

SECTION 3. Scope and Applicability.

A. This policy directive pertains to port employees not represented by a labor union. The Port of Seattle retains the right to modify or terminate any benefits and/or modify the cost charged to employees or dependents for benefits coverage at any time, for any reason. *(Res. 3765, §1, 2019; Res. 3739, 2017)*

B. The Port of Seattle reserves the right to amend or terminate any employee welfare benefit plan and/or pay practice. *(Res. 3739, §7, 2017)*

SECTION 4. Responsibilities.

A. The Executive Director is authorized to take necessary action to make effective all terms, provisions, and conditions contained within this policy directive. Should any part of this policy directive require a change to pay or benefit administration practices by reason of any existing or subsequently enacted local, state, or federal legislation, such change(s) will be incorporated without the need for Commission action. *(Res. 3739, §7, 2017)*

B. All policies related to the Salary and Benefits Policy Directive are subject to approval by the Executive Director. *(Res. 3765, §1, 2019; Res. 3739, §3, 2017)*

SECTION 5.1. Policy Establishing Jobs, Pay Grades, Graded Salary Range Structure, and Pay Practices and Pay Types.

A. Reporting requirements for certain positions.

- (1) General Counsel. The General Counsel will have a dual direct reporting relationship with the Executive Director and the Commission by way of the Commission President. The Executive Director will have, in consultation with the Commission, responsibility for review and approval of performance expectations for the General Counsel and legal department staff. Legal department staff will report to the General Counsel.
- (2) External Relations Senior Director. The External Relations Senior Director will report jointly to the Commission President and the Executive Director. The Commission President and the Executive Director will have responsibility for review and joint approval of performance expectations for the External Relations Senior Director and External Relations Department staff and will each provide direct input for the External Relations Senior Director performance review. Decisions regarding hiring, firing, or re-positioning the External Relations Senior Director will receive concurrence from the Commission President and the Executive Director. External Relations will have direct accountability to both the Commission and the Executive Director's office and will independently execute judgment on external affairs strategies based on ethical and professional support of overall port objectives and the port's role as a public agency. External Relations department staff will report to the External Relations Senior Director.
- (3) Internal Audit Director. The Commission, through the Audit Committee, oversees the internal audit function. The Internal Audit Director reports functionally to the Commission, delegated to the Audit Committee, and administratively to the Executive Director. The Audit Committee is charged with making

recommendations to the Commission on the appointment, replacement, or dismissal of the Internal Audit Director; provides input to the Executive Director on the Internal Audit Director's performance evaluation; oversees the Internal Audit Director's plans and activities; and reviews with the Internal Audit Director the staffing and organizational structure of the internal audit function. The Internal Audit Director will have direct accountability to both the Commission (through the Audit Committee) and the Executive Director and will independently execute judgment on internal audit affairs based on the scope of the audit function. The internal audit department staff will report to the Internal Audit Director.

- (4) Commission Chief of Staff. The Commission Chief of Staff is appointed by the Commission pursuant to an employment agreement. The Commission Chief of Staff is subject to the terms and conditions of this policy directive. In the event of any conflicting or inconsistent terms and conditions between this policy directive and the employment agreement, the employment agreement will prevail.

(Res. 3807, §5, 2022, Res. 3795, §5, 2021; Res. 3781; Res. 3752, §1, 2018; Res. 3739, §2, 2017)

B. Filling Vacant Positions and Transferring Positions and/or Employees. The Executive Director is hereby authorized to:

- (1) Recruit and fill authorized positions (except that of Executive Director) up to the fulltime-equivalent number of positions authorized;
- (2) Set salaries within pay ranges established below;
- (3) Transfer positions and/or employees from one work unit to another and to reorganize functions to promote organizational effectiveness;
- (4) Approve non-competitive placements in select circumstances;
- (5) Establish additional positions, provided that funding is available in the Commission approved budget; and
- (6) Establish an additional position on a temporary basis when an employee has given notice of termination or retirement in order to provide overlap and effective business continuity.

(Res. 3739, §2, 2017)

C. Graded Salary Range Structures. All non-represented jobs shall be assessed and assigned a pay grade according to their essential responsibilities, minimum qualifications, and other factors as explained in subsection (D). Each job will have a pay range that corresponds to its pay grade.

The following pay grades and pay ranges for non-represented jobs at the Port of Seattle are hereby established:

**NON-REPRESENTED EMPLOYEE GRADED SALARY RANGE STRUCTURE
(Effective January 1, 2025)**

Proposed 2025 Non-Represented Graded Salary Range Structure						
Grade	Hourly			Minimum	Market Reference Point	Maximum
	Minimum	Market Reference Point	Maximum			
50	\$21.21	\$23.09	\$28.70	\$44,136	\$48,031	\$59,714
51	\$23.34	\$25.40	\$31.57	\$48,550	\$52,834	\$65,685
52	\$25.67	\$27.94	\$34.73	\$53,405	\$58,118	\$72,254
53	\$28.24	\$30.73	\$38.21	\$58,746	\$63,929	\$79,480
54	\$31.06	\$33.80	\$42.03	\$64,620	\$70,322	\$87,427
55	\$34.17	\$37.18	\$46.23	\$71,082	\$77,354	\$96,169
56	\$37.59	\$40.90	\$50.85	\$78,190	\$85,089	\$105,787
57	\$41.35	\$44.99	\$55.94	\$86,009	\$93,598	\$116,365
58	\$45.48	\$49.49	\$61.53	\$94,610	\$102,958	\$128,001
59	\$50.03	\$54.44	\$67.69	\$104,071	\$113,254	\$140,802
60	\$55.03	\$59.89	\$74.46	\$114,478	\$124,579	\$154,882
61	\$60.54	\$65.88	\$81.90	\$125,925	\$137,037	\$170,370
62	\$66.59	\$72.47	\$90.10	\$138,518	\$150,740	\$187,408
63	\$73.25	\$79.71	\$99.10	\$152,371	\$165,815	\$206,148
64	\$80.58	\$87.69	\$109.02	\$167,608	\$182,396	\$226,763
65	\$88.63	\$96.45	\$119.92	\$184,368	\$200,636	\$249,439
66	\$97.50	\$106.10	\$131.91	\$202,805	\$220,700	\$274,383
67	\$107.25	\$116.71	\$145.10	\$223,085	\$242,769	\$301,821
68	\$117.97	\$128.38	\$159.61	\$245,393	\$267,046	\$332,003
69	\$129.77	\$141.22	\$175.57	\$269,933	\$293,751	\$365,204
70	\$142.75	\$155.34	\$193.13	\$296,927	\$323,126	\$401,724
*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.						

EXECUTIVE LEADERSHIP GRADED SALARY RANGE STRUCTURE
Effective January 1, 2025)

2025 Executive Leadership Graded Salary Range Structure

Grade	Hourly			Annual		
	Minimum	Market Reference Point	Maximum	Minimum	Market Reference Point	Maximum
101	\$93.48	\$101.66	\$126.20	\$194,443	\$211,456	\$262,497
102	\$102.82	\$111.82	\$138.82	\$213,886	\$232,602	\$288,748
103	\$113.11	\$123.01	\$152.70	\$235,275	\$255,863	\$317,622
104	\$124.42	\$135.31	\$167.97	\$258,804	\$281,448	\$349,384
105	\$136.86	\$148.84	\$184.77	\$284,683	\$309,593	\$384,323
106	\$150.55	\$163.72	\$203.24	\$313,151	\$340,552	\$422,755
107	\$165.60	\$180.09	\$223.57	\$344,467	\$374,608	\$465,030

*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.

(Res. 3831, 2024, Res. 3823(AM), Res. 3807, §5, 2022, Res. 3795, §5, 2021; Res. 3781; Res. 3765, §1, 2019; Res. 3752, §1, 2018; Res. 3739, §2, 2017)

D. Job Assessment Process. It is the policy of the Commission to pay port employees based on the port’s Total Rewards philosophy. It is also the policy of the Commission to establish a job assessment process that assesses jobs based on essential responsibilities and minimum qualifications, such as knowledge and skills, among other characteristics, of each job. Jobs shall be assessed on an on-going basis and administered by Human Resources management under the direction of the Executive Director. The results of the job assessment process shall be considered in determining the appropriate pay grade for each job as well as the appropriate exempt or non-exempt status of each job according to the criteria of the Federal Fair Labor Standards Act (FLSA). The Senior Director of Human Resources, under the supervision of the Executive Director, shall have the final approval authority for all job assessment outcomes and title changes except for jobs in the Human Resources department and that of the Executive Director. Job assessment outcomes and title changes for jobs in the Human Resources department will be approved by the Executive Director. This authority shall include re-assessment of existing jobs and establishment and assessment of new jobs. *(Res. 3823(AM), Res. 3765, §1, 2019; Res. 3739, §2, 2017)*

E. Pay Practices.

(1) Pay Considerations. An employee’s work schedule shall consist of their normal daily and weekly work schedule during a two-week pay period. A full-time employee’s work schedule is 80 hours each bi-weekly pay period. Full-time

employees work between 8 and 10 hours each day and salaried, exempt, employees are expected to work the hours necessary to complete assigned work.

- (2) Payroll. Employees shall be paid bi-weekly, typically on Friday. The port's payroll week shall begin Sunday at 12:01 a.m. and end Saturday at midnight. Employees are required to complete a direct deposit authorization form upon hire and to keep such information current so that electronic paycheck deposits can be made automatically to the employee's designated financial institution. The port shall have the right and obligation per the Washington State Constitution Article VIII, Section 7, to recover any amounts paid in error.
- (3) Initial Pay Rates. Pay rates for newly hired employee will be within the pay ranges set forth in the above graded Salary Range Structure. A newly hired employee's placement within the pay grade will be based on similar experience they bring the port. (*Res. 3823(AM)*)

F. Pay Types.

- (1) Overtime. Full-time and part-time hourly employees, those whose jobs are classified as non-exempt, shall receive overtime pay in accordance with prevailing state and federal laws.
- (2) Stand-by Pay. Hourly, non-exempt, employees who are required to be available during non-work hours to resolve problems or otherwise perform work during non-work hours may be eligible for stand-by pay.
- (3) Cost of Living Adjustment (COLA). The port may provide a compensation increase for regular, non-temporary, non-represented employees based on changes to the Consumer Price Index.
- (4) Cost of Living Adjustment Plus (COLA Plus). The port may provide a compensation increase to certain employees with lower pay rates in addition to the COLA increases they may receive as defined in the Total Rewards Program Guide.
- (5) Multilingual Premium. The port may provide a multilingual pay premium to employees with proven proficiency in another language for language services to the port at the port's request.
- (6) Emergency Pay. In the event of an emergency (e.g. a major snow event, an earthquake, a significant power outage, etc.) that has an adverse impact on port operations, employees working in exempt jobs who are not eligible for overtime and are required to work more than their normal work schedule may be eligible for Emergency Pay.

- (7) Other Pay Adjustments. Other pay adjustments including, but not limited to, promotional increases and temporary assignment adjustments may be awarded to employees consistent with the Port Policy HR-21.
- (8) Special Pay Adjustments. The Executive Director, or Human Resources management under the supervision of the Executive Director, may approve special pay adjustments for reasons deemed appropriate. Special adjustments provide flexibility in ensuring appropriate compensation in unusual situations and circumstances that are not otherwise addressed by port pay administration policies or procedures.
- (9) Provisional Pay. When unique circumstances (as determined by the Executive Director) result in a subset of port employees incurring an additional cost or liability that is associated with their assigned in-person work location, the port (at the Executive Director's discretion) may provide to that affected subset of port employees additional compensation in the form of a one-time lump sum payment or multiple periodic payments to minimize (but not necessarily completely offset) such additional cost or liability for the then-current calendar year, provided that such amounts are within the approved budget.
- (10) Pay for Performance. The Pay for Performance program is comprised of the two components, a base pay increase component and an incentive pay plan component. The incentive pay plan may be addressed in a separate resolution.
- (a) Base Pay Component. This component permits eligible non-represented employees to earn increases to their compensation that are based on performance ratings earned during the previous performance review period. The amount of the base pay increases shall be approved by the Commission as part of the port budget process and administered according to a plan approved by the executive director and implemented by Human Resources management.
1. Consistent with the general delegation of authority, the Commission shall provide input to the executive director regarding performance of those employees that report directly to the executive director for the executive director's benefit in rating the performance of the executive director's direct reports. Such input shall be provided in executive session no later than the last Commission meeting in January.
- (11) Pay for the Executive Director. Pay and performance evaluation for the executive director shall be approved by the Commission in public session. The Commission shall have discretion in determining pay of the executive director.

(Res. 3820, §9, 2024, Res. 3807, §5, 2022, Res. 3765, §1, 2019; Res. 3739, §2, 2017)

G. Pay Rates and Pay Ranges for Non-Assessed Jobs. Pay rates, pay ranges, and a provision for a special allowance for non-assessed jobs shall be as follows:

- (1) High School, College, and Graduate Intern Positions. Pay rates and employment conditions for students employed under provisions of the Port of Seattle Intern Program shall be determined by human resources staff based upon state or local minimum wage regulations.
- (2) Veteran Fellows Positions. Veteran fellowship jobs are not assessed, and ranges shall be determined by human resources staff to facilitate appropriate pay administration based on the work performed and in accordance with the Veteran Fellowship Program guidelines.
- (3) Executive Director. This job is not assessed, and no pay range is established. The executive director's pay is established by the Port Commission.

(Res. 3823(AM), Res. 3739, §2, 2017)

H. Amending Authorized Jobs, Pay Grades, and Pay Ranges. Pay ranges may be amended by ordinary motion approved by the Commission at any regular or special meeting when the changes are the result of provisions contained in this policy directive. Exhibit A may be amended by human resources management when the changes are the result of provisions contained in this policy directive (e.g., on-going job assessments or technical errors). *(Res. 3739, §2, 2017)*

SECTION 5.2. Policy Regarding Benefit Programs Offered to Employees.

A. The Port Commission supports providing a competitive benefit package for employees and their families that assists the port in retaining and attracting employees with the skills and abilities essential to carry out the port's work. As such, the Commission authorizes the following benefits programs. *(Res. 3739, §3, 2017)*

B. Mandated Benefits. The port will make benefits required by federal, state, or local laws available to employees and ensure they are administered consistent with the governing laws. These benefits include, but are not limited to, the following:

- (1) Social Security (FICA) insurance
- (2) Industrial insurance/Workers Compensation coverage
- (3) Unemployment compensation
- (4) Military leave (based on both federal and state requirements)

- (5) Faith and Conscience Days
- (6) Pregnancy disability leave.
- (7) Family and Medical Leave Act (FMLA) of 1993
- (8) The Family Care Act (FCA) of 2002
- (9) State mandated, Long Term Care insurance program, the Long-Term Service and Supports Trust Act (LTSS)
- (10) Washington State Paid Sick Leave

(Res. 3807, §5, 2022, Res. 3795, §5, 2021; Res. 3739, §3, 2017)

C. Additional Benefits for Employees. The following benefits shall be administered consistent with port eligibility requirements.

- (1) Paid Leave. The following paid leave plans shall be administered.
 - (a) Paid Time Off (PTO). Employees are encouraged to take at least two weeks of paid time away from work for vacation or personal reasons each year.
 - (b) Sick Leave. Paid time away from work in the event of illness, injury, or other specified reasons.
 - (c) Holidays. The port shall observe the following 11 holidays:
 - 1. New Year's Holiday
 - 2. Martin Luther King, Jr., Day
 - 3. Presidents Day
 - 4. Memorial Day
 - 5. Juneteenth
 - 6. Independence Day
 - 7. Labor Day

8. Thanksgiving Day
 9. Native American Heritage Day, the day after Thanksgiving
 10. Port Designated Floater (in lieu of Veterans Day)
 11. Christmas Day.
- (d) Personal Day. One full day each year based on the payroll calendar with no accrual and no carry forward.
- (e) Bereavement Leave. Time off to attend or make arrangements for funeral or memorial services of a close family member.
- (f) Supplemental Military Leave. Additional partially paid military leave in response to an involuntary deployment resulting from Presidential Recall or a declared State of Emergency.
- (g) Civic Duty Leave. Paid time away from work to serve on jury duty, or in limited circumstances appear in court as a subpoenaed witness.
- (h) Awarded Time. Paid time granted to salaried employees to recognize extra work hours necessary to meet critical deadlines, assure coverage, or otherwise accomplish port objectives.
- (i) Shared Leave. Accrued leave donated by one employee to another to prevent the receiving employee from taking leave without pay due to a serious health condition.
- (j) Paid Parental Leave. Fully paid time away from work following the birth, adoption, or placement for foster care of a new child.
- (k) Port Paid Medical Leave. Partially paid time away from work for the employee's serious medical condition. As approved by Washington State in lieu of the mandated Washington State Paid Family and Medical Leave.
- (l) Port Paid Family Leave. Partially paid time away from work for the employee to care for a family member with a serious medical condition, inclusive of the birth, adoption, or placement for foster care of a new child. As approved by Washington State in lieu of the mandated Washington State Paid Family and Medical Leave.

(Res. 3823(AM), Res. 3795, §5, 2021)

(2) Retirement. Pension benefits that provide vested employees with post-retirement income shall be as described in this section. Employees (other than DRS-retired employees receiving a pension from any State of Washington DRS pension plan) will become members of the Washington Public Employees Retirement System (PERS) or Law Enforcement Officers and Fire Fighters Retirement System (LEOFF) based on their job responsibilities. Retirement benefits will be administered consistent with applicable Washington state laws.

(a) (Repealed by Res. 3831, Adopted 2024)

(b) Police Department employees in non-represented management jobs hired into LEOFF eligible positions who are excluded as stated in RCW 41.04.270 from LEOFF membership as a result of their previous employment will receive port contributions to an alternative plan. These port contributions will be equal to the contributions the port would have made to the LEOFF plan the Police Department employee would have been eligible to enroll in.

Any port retirement contributions made consistent with authority and prior to January 1, 2018, are hereby ratified and confirmed.

(c) Police and Fire Department non-represented management employees are covered under the Police and Fire Department FICA alternative plans in lieu of Social Security.

(Res. 3831, 2024, Res. 3823(AM), Res. 3795, §5, 2021)

(3) Healthcare. Medical, pharmacy, dental, and vision coverage offered to eligible employees consistent with Patient Protection and Affordable Care Act (ACA) requirements shall be as follows:

(a) The port shall maintain at least two medical plan options.

(b) Employees will have the ability to enroll their eligible dependents in the same medical, pharmacy, dental, and vision plans the employee elects.

(c) Employees may be required to pay all or a portion of their healthcare premiums by payroll deduction.

(d) The port retains the right to modify or terminate healthcare benefits.

(4) Life and Disability Insurance. Benefits to protect against unexpected loss shall be as follows:

- (a) Life Insurance. Benefits paid to beneficiaries in the event of death. The port will provide basic life insurance for employees and limited life insurance for employees' dependents. Employees will have the ability to purchase additional life insurance for themselves and/or their dependents.
 - (b) Accidental Death and Dismemberment (AD&D). Benefits paid to employees in the event they lose a limb or to their beneficiaries in the event of accidental death. Employees will have the ability to purchase additional AD&D insurance for themselves and/or their dependents.
 - (c) Long-Term Disability. Partial income continuation benefits paid to employees unable to work for extended periods of time.
- (5) Flexible Work Arrangements. Work schedules that include varied start and stop times, flex time, as well as longer work days combined with a non-work day each week or pay period, compressed work week arrangements. Teleworking is another form of flexible work arrangement. Flexible work arrangements and teleworking include a limited Teleworking Equipment Reimbursement Program in years that the reimbursement program is funded.
- (6) Relocation. Reimbursement to newly hired salaried employees for pre-approved moving expenses related to their relocation to the Seattle area as a result of accepting a job with the Port of Seattle.

(Res. 3823(AM), Res. 3807, §5, 2022, Res. 3795, §5, 2021; Res. 3781; Res. 3765, §1, 2019; Res. 3752, §1, 2018; Res. 3739, §3, 2017)

D. Repealed by Resolution No. 3765.

E. Benefits for the Executive Director. The Executive Director will be offered the same benefits package other eligible employees are offered as provided in subsections (B) and (C). The port Commission may also authorize different or additional benefits for the Executive Director. *(Res. 3739, §3, 2017)*

SECTION 5.3. Policy Regarding Benefits Offered to Port of Seattle Retirees.

A. In addition to pension benefits offered to Port of Seattle retirees, the Port Commission authorizes the following benefits and conditions for qualified retirees. *(Res. 3739, §4, 2017)*

B. Repealed by Resolution No. 3752.

C. Repealed by Resolution No. 3752.

D. Retiree Life Insurance. Retirees are eligible for enrollment in the retiree life insurance plan if they have at least five consecutive years of credited service in a non-represented position with the Port of Seattle immediately preceding retirement and are eligible to begin receiving a pension, based at least in part upon Port of Seattle employment, within one month following departure from the port. *(Res. 3752, §1, 2018; Res. 3739, §4, 2017)*

E. Retiree Parking. Retirees are eligible for free vacation parking at the north employee parking lot at SEA (the airport in SeaTac, WA owned and operated by the Port of Seattle). A valid retiree identification badge is required to access the north employee parking lot and can be obtained from the front desk at Pier 69. *(Res. 3795, §5, 2021; Res. 3739, §4, 2017)*

F. Authorization to Amend Benefits Offered to Port of Seattle Retirees. The port is authorized to amend the benefits in this section as necessary to comply with any changes in statutory regulations, to require retirees to contribute all or a portion of the premium, and to amend or terminate governing vendor or insurance contracts at any time for any reason. *(Res. 3765, §1, 2019; Res. 3739, §4, 2017)*

SECTION 5.4. Policy Regarding Benefits Offered to Port of Seattle Commissioners.

A. Benefits contained in this section are available to port Commissioners. *(Res. 3739, §5, 2017)*

B. Healthcare. Port Commissioners shall have the same healthcare, medical, pharmacy, dental, and vision benefits choices offered to port employees.

(1) Medical and Pharmacy Benefits for Commissioners.

(a) Coverage for Commissioners. Port Commissioners are eligible to elect medical coverage effective on the first of the month following one calendar month as a Port Commissioner. They shall be eligible for healthcare coverage in such amounts and in such manner as the port has established with organizations selected to provide or administer such benefits. Commissioners who elect port-sponsored medical coverage must elect coverage via approved methods.

(b) Coverage for Commissioners' Dependents. Port Commissioners are eligible to elect medical benefits for their dependents on the first of the month following one calendar month as a port Commissioner. Coverage for dependents shall be provided by the same medical plan that the Commissioner has chosen.

(2) Vision Benefits for Commissioners.

(a) Coverage for Commissioners. Port Commissioners are eligible to elect vision coverage effective on the first of the month following one calendar month as a Port Commissioner. They shall be eligible for vision coverage in such amounts

and in such manner as the port has established with organizations selected to provide or administer such benefits. Commissioners who elect port-sponsored vision coverage must elect coverage via approved methods.

- (b) Coverage for Commissioners' Dependents. Port Commissioners are eligible to elect vision coverage for their dependents on the first of the month following one calendar month as a Port Commissioner. Coverage for dependents shall be provided by the same vision plan that the Commissioner has chosen.

(3) Dental Benefits for Commissioners.

- (a) Coverage for Commissioners. Port Commissioners who so elect coverage shall receive these benefits effective the first of the month following one calendar month as a Port Commissioner. Dental coverage will be provided in such amounts and in such manner as the port has established with organizations providing or administering such benefits. The eligibility and other conditions of coverage are established with the organization selected by the port to provide such benefits.

- (b) Coverage for Commissioners' Dependents. Port Commissioners are eligible to elect dental benefits for their dependents on the first of the month following one calendar month as a Port Commissioner. Coverage for dependents shall be provided by the same dental plan that the Commissioner has chosen.

- (4) Healthcare Premiums. Commissioners will be responsible for paying a share of their healthcare premiums by payroll deduction in the same manner as non-represented employees. Commissioners are responsible for notifying the port by an approved enrollment method of their coverage elections and eligible dependents. Any additional healthcare costs associated with a lack of notification shall be the Commissioner's responsibility.

(Res. 3752, §1, 2018; Res. 3739, §5, 2017)

C. Life Insurance. Commissioners shall be eligible to elect life insurance coverage as specified below.

- (1) For Commissioners. Port Commissioners who so elect shall have coverage under a \$50,000 basic life insurance policy and/or \$100,000 business travel accident insurance policy on a self-paid basis on the first of the month following one calendar month as a Port Commissioner subject to provisions of contracts with organizations selected by the port to provide such benefits.

For purposes of optional, self-paid basic life insurance and business travel accident insurance benefits, Port Commissioners are included in the definition of eligible employee.

(a) For Commissioners Eligible for Retiree Life Insurance. A Commissioner is eligible for enrollment in the retiree life insurance plan if the service requirements listed in subsection (B)(1)(b) are satisfied and the Commissioner elected and was covered by the \$50,000 basic life insurance policy immediately prior to the expiration of their term as a Port Commissioner.

(Res. 3739, §5, 2017)

D. Right to Modify or Terminate Coverage. The port retains the right to modify or terminate benefits and/or to modify the cost charged to Commissioners or dependents for such coverage. *(Res. 3739, §5, 2017)*

SECTION 5.5. Policy Regarding Special Programs and Commission Notification.

The Executive Director is authorized to establish and implement voluntary separation, furlough, or other similar programs deemed necessary to benefit the financial health of the port and amend benefits provided for in this policy directive as necessary to execute the provisions of these programs. The Commission shall be notified of any amendments to benefits prior to implementation of any special programs not currently provided for in this policy directive. The Commission shall be notified of any material changes in the administrative details of the programs authorized by this policy directive before changes are implemented. *(Res. 3739, §6, 2017)*

Revision History

- November 19, 2024 Resolution No. 3831 adjusted definitions of “Seasonal Employee” and “Pay Equity,” and added the definition of “Similar Work Experience.” It also modified the non-represented employee graded salary range structure and the executive leadership graded salary range structure. Section 5.2.C(2)(a) was repealed in its entirety, and technical edits were made throughout the document as necessary for general clean up.
- June 11, 2024 Resolution No. 3823(AM) changed definitions for ‘at-will’ and ‘seasonal employee;’ replaced grade salary range structure with non-represented employee graded salary range structure and added executive leadership graded salary range structure; changed ‘job evaluation system’ to ‘job assessment process;’ changed initial pay rates provision; removed chief of police, fire chief, deputy chief of police, and assistant fire chief from pay rates and pay ranges for non-assessed jobs; modified veteran fellows positions provision; removed reference to ‘or family member’s’ from port paid medical leave and clarified port paid family leave. Adoption of Resolution No. 3823(AM) included a directive from the Commission through Order No. 2024-09 requiring the Executive Director to return to the Commission for approval of the second phase of the implementation of the Compensation Program.
- March 12, 2024 Resolution No. 3820 added a new Section 5.1.F, Provisional Pay, and renumber the remaining section in numeric order.
- November 29, 2022 Resolution No. 3807 adding new definition for ‘Cost of Living Adjustments ‘COLA’ and ‘Pay Equity’; updating section title, striking language referring to Workplace Responsibility staff; adjusting the Graded Salary Range Structure by 4 percent and removing Grade 7 and 8; updating and/or modifying sections related to pay practices, initial pay rates, Information and Communication Technology Stand-by Pay; adding COLA and COLA Plus; adding Multilingual Pay and Emergency Pay; updating Other Pay Adjustments provision; adding ‘Washington State Paid Sick Leave’ reference, and removing reference to COVID-19 Vaccination Verification Incentive Day.

- November 16, 2021 Resolution No. 3795 adding new definition for ‘pay rate’ and modify ‘probationary employee;’ adjusting graded salary range structure; amending mandated benefits, paid leave, and retirement; updating flex time and alternative work arrangement provisions; and making other general technical edits to the policy directive.
- June 8, 2021 Resolution No. 3790 amended the definitions of “Probationary Employee” and “Probationary Period.”
- November 17, 2020 Resolution 3781 added the definition of “Project-related Temporary Assignment;” amended Section 5.1.A(3) relating to the Internal Audit Director; adjusted the graded salary range structure by 2 percent; and amended Section 5.2.C(c), holidays, to add Juneteenth to the list of port holidays.
- November 19, 2019 Resolution 3765 added and removed definitions in Section 2, reorganized language on the port’s right to modify or terminate benefits and policy in Sections 3 and 4 and removed several cross-references. In Section 5.1, salary ranges were updated and language about the job evaluation system was clarified. New provisions for paid medical and family leave were created in Section 5.2(C).
- November 27, 2018 Resolution 3752 revised definitions of “at-will” and “probationary period”; updated the title of External Relations Senior Director; clarified administrative and functional reporting of the Internal Audit Director; revised the graded salary range structure; added a floating personal day to the port’s holiday schedule; provided for separate medical, dental, pharmacy, and vision benefits; and repealed medical benefits for retirees and their dependents. A new exhibit listing port job titles by salary range was provided at this time also.
- November 28, 2017 Resolution 3739 restated the salary and benefits program for the Port of Seattle for 2018. It provided no expiration date, thereby effectively establishing the first non-expiring Salary and Benefits Policy Directive of the Port of Seattle.

SCHEDULE OF AUTHORIZED NON-REPRESENTED JOBS
SALARY RANGES EFFECTIVE JANUARY 1, 2025
Annual Base Salary Range (Hourly equivalent in parentheses)

Grade	Minimum	Market Reference Point	Maximum
50	\$44,136 (\$21.21)	\$48,031 (\$23.09)	\$59,714 (\$28.70)
51	\$48,550 (\$23.34)	\$52,834 (\$25.40)	\$65,685 (\$31.57)
Office Assistant			Pier 69 Mail & Shipping Specialist
52	\$53,405 (\$25.67)	\$58,118 (\$27.94)	\$72,254 (\$34.73)
AOB Mail & Facilities Specialist □On-Call Landside Cruise Transportation Coordinator			Pier 69 Security Specialist
53	\$58,746 (\$28.24)	\$63,929 (\$30.73)	\$79,480 (\$38.21)
AOB Facilities & Mail Specialist Business Intelligence Field Interviewer Harbor Customer Service Specialist - Fishing			Marine Maintenance Accounts Clerk Pier 69 Facilities Specialist
54	\$64,620 (\$31.06)	\$70,322 (\$33.80)	\$87,427 (\$42.03)
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 Economic Development Division Lease Specialist I			Harbor Moorage Coordinator - Fishing Harbor Operations Specialist Landside Parking Services Administrator Marine Maintenance Business Operations Specialist Marine Maintenance Material & Inventory Specialist Marine Maintenance Operations Specialist Total Rewards Assistant Workers' Compensation Administrative Assistant
55	\$71,082 (\$34.17)	\$77,354 (\$37.18)	\$96,169 (\$46.23)
Accountant I - Accounts Receivable Accountant I - Billing Accountant I - Capital Services Accounts Payable Specialist Administrative Assistant Airport Customer Service Representative II Aviation Conference Center Sales & Operations Specialist Aviation F&I Utility Analyst Aviation Lease Specialist II Aviation Maintenance Time Administrator Aviation Program Controls Administrator Business Intelligence Assistant Civil Engineering CAD Specialist Commission Staff Assistant Construction Safety Administrator CPO Systems and Data Analyst I CPO Tech Business Analyst I Economic Development Division Lease Specialist II			Engineering Facility Specialist Engineering Invoice & Asset Specialist Harbor Customer Service Specialist ICT Project Coordinator ICT Service Desk Technician Landside Transportation Controller Marine Maintenance Intake Admin Specialist Marine Maintenance Time Administrator/Admin On-Call SEA Customer Support Representative PCS Time Administrator Public Art Technician Safety Management System Assurance Specialist SEA Customer Support Representative Subsurface Utility Engineering Technician I Talent Acquisition Coordinator Technical Support Engineer I Waterfront Project Management Project Assistant
56	\$78,190 (\$37.59)	\$85,089 (\$40.90)	\$105,787 (\$50.85)
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 I Concession Internal Auditor Construction Safety Specialist Duwamish River Community Hub Coordinator Economic Development Division Lease Specialist III Engineering Design Technician Equity, Diversity & Inclusion Metrics & Evaluation Program Assistant			External Relations Event Specialist External Relations Graphic Designer Fishermen's Terminal Billing Analyst Harbor Moorage Coordinator Human Resources Business Technology Specialist ICT Associate Client Engineer ICT Software Support Specialist Marine Maintenance Business Systems and Operations Specialist Marine Maintenance Fleet Program Analyst Marine Maintenance Logistics Specialist Payroll Specialist PCS Purchasing Specialist Procurement Officer I Project Assistant – Major Construction Project Controls Engineer I Records Management Specialist Senior Ground Transportation Controller Senior Harbor Facilities Coordinator Subsurface Utility Engineering Technician II Tourism Project Specialist

57	\$86,009 (\$41.35)	\$93,598 (\$44.99)	\$116,365 (\$55.94)
Accountant III - Accounts Receivable			Deputy Commission Clerk
Accountant III - Billing			Design Engineer/Architect I
Accountant III - Capital Services			Economic Development Division Senior Lease Specialist
Accountant III - General Ledger			Economic Development Division Utility Analyst
Accountant III - Credit			Executive Assistant - Executive Department
Accounts Payable Analyst			External Relations Community Programs Support Specialist
Accounts Payable Lead			External Relations Digital Production Specialist
Airport Recognition & Event Specialist			External Relations Visual Storyteller
Airport Training Specialist			Financial Reporting & Controls Analyst I
Airport Training Systems Analyst			Fire Department System Administrator
Airport Volunteer Specialist			Ground Transportation Customer Support Specialist
Associate Content Solution and Communication Engineer			Human Resources Communications & Media Producer
Associate Database Engineer			ICT Asset Management Analyst
Associate Software Development Engineer			ICT Contract/Software Administrator
Associate Software Test Engineer			ICT Infrastructure Operations Technician
Associate Systems Engineer			ICT Mobility Specialist
Aviation Activity Specialist			ICT Service & Reporting Analyst
Aviation Associate Planner			Internal Auditor
Aviation Facilities & Infrastructure Architect/Engineer I			Investigation Specialist
Aviation Lease Management Coordinator			Marine Maintenance Asset Analyst/CAD Specialist
Aviation Maintenance Planner/Coordinator			Maritime Marketing Project Manager
Aviation Project Management Group Project Administrator			Maritime Operations Billing Analyst
Aviation Senior Utility Analyst			Operational Readiness & Airport Transition Specialist
BIM Technology Specialist			Payroll Analyst
Building Permit Coordinator			Senior Administrative Assistant
Bus Driver Trainer			Supervisor, Customer Care
CAD Standard Review Technician			Talent Acquisition Recruiter
Civil Engineering Technician			Talent Connections Program Manager
Commission Executive Assistant			Technical Support Engineer II
Construction Inspector I - Major Construction			Total Rewards Specialist
CPO Database Integration Analyst II			Travel & Expense Analyst
CPO Tech Business Analyst II			Waterfront Project Management Project Specialist
Department Contract Specialist			Workforce Development Contract & Budget Specialist
Department Contract Specialist - Maritime			
58	\$94,610 (\$45.48)	\$102,958 (\$49.49)	\$128,001 (\$61.53)
AFR Business Technology Analyst			Financial Analyst
Apprenticeship/Priority Hire Specialist			Financial Analyst - Mitigation and Recovery
Assistant to Managing Director, Aviation			Fire Department Support Services Administrator
Assistant to Managing Director, Economic Development			Human Resources Data Analyst
Assistant to Senior Director, Environment & Sustainability			ICT Business Analyst
Assistant to Senior Director, Equity Diversity & Inclusion			ICT Client Engineer
Assistant to Senior Director, External Relations			ICT Senior Service Desk Technician
Assistant to Senior Director, Human Resources			International Protocol Specialist
Assistant to Senior Director, Labor Relations			Lead Total Rewards Specialist
AV Facilities & Infrastructure Asset Document Specialist			Marine Maintenance Facilities Compliance Program Manager
AV Facilities & Infrastructure Direct Digital Control Specialist			Marine Maintenance Facilities Manager I
Aviation Capital Development Manager I			Marine Maintenance Fleet Asset Project Manager
Aviation Customer Communication Specialist			Marine Maintenance Systems Analyst
Aviation Drawing & Data System Specialist			Maritime Environmental Contract Specialist
Aviation Maintenance Asset Management Analyst			Operations Project Development Specialist
Aviation Maintenance Business Analyst			Paralegal
Aviation Maintenance Lead Planner/Coordinator			PCS Construction Project Manager I
Aviation Maintenance Systems Analyst			PCS Construction Project Manager I - RMM
Aviation Program Controls Business Systems Analyst			PCS Contract Specialist
Aviation Real Estate & Portfolio Manager I			Procurement Officer II
Aviation Security Business Systems Analyst			Project Controls Engineer II
Background Compliance Specialist			Public Disclosure Specialist
Business Intelligence Analyst II			Real Estate Development Planning Specialist
Business Intelligence Market Research Analyst II			Real Estate Property Manager I
Business Systems Analyst			Risk Claims Specialist
Capital Project Manager I			Senior Building Permit Coordinator
Construction Inspector II - Major Construction			Senior Civil Engineering CAD Specialist
Construction Labor Specialist I			Senior Commission Executive Assistant
Construction Management Contract Administrator			Senior Engineering Design Technician
Construction Manager I - Major Construction			Signage & Wayfinding - Technical Designer
CPO Systems and Data Analyst II			Signage & Wayfinding Specialist
Cruise Operations Specialist			Signage Specialist - Digital Systems
Customer Care & Construction Coordinator			Strategic Aide

Div in Contracting Community Engagement & Training Prog Spec
 Diversity in Contracting Coordinator
 Engineering Geographic Information System Data Specialist
 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

Supervisor, Administrative Professional
 Supervisor, AOB Facilities
 Supervisor, Aviation Maintenance Procurement & Inventory
 Supervisor, Landside Billing
 Supervisor, Pier 69 Facilities
 Telecommunications Specialist
 Unified Pest Management Program Manager
 Waterfront Project Management Contract Specialist
 Waterfront Project Management Facilities Project Manager I

59 **\$104,071 (\$50.03)** **\$113,254 (\$54.44)** **\$140,802 (\$67.69)**

Air Service Development Analyst
 Airline Scheduling Systems Specialist
 Associate Process Improvement Program Manager
 Aviation Capital Development Manager II
 Aviation Facilities & Infrastructure Architect/Engineer II
 Aviation Facilities & Infrastructure BIM Program Manager
 Aviation Maintenance Duty Baggage Manager
 Aviation Maintenance Facilities Services Assistant Manager
 Aviation Planner
 Aviation Security Compliance Analyst
 Building Inspector / Plan Examiner
 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
 Database Engineer
 Design Engineer/Architect II
 Driver Safety Program Manager
 Economic Development Program Manager
 Emergency Preparedness Program Mgr - Logistics & Systems
 Enterprise Resource Planning Developer/Programmer I
 Equity, Diversity & Inclusion Training & Engagement Manager
 Executive Assistant to Executive Director
 External Relations Digital Producer
 External Relations Social Media Program Manager
 Field Survey Project 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, Airport Landside Operations Program
 Manager, Marine Maintenance Asset Program
 Manager, SEA Call Center
 Marine Maintenance Asset Management Coordinator
 Marine Maintenance Business Analyst
 Marine Maintenance Regulatory Compliance Coordinator
 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
 Senior Treasury Analyst
 Software Test Engineer
 Subsurface Utility Engineering Project Manager
 Supervisor, Aviation Lease Administration
 Supervisor, Aviation Security
 Supervisor, Aviation Security Administration
 Supervisor, Credentialing Center
 Supervisor, Credit
 Supervisor, Harbor Operations - Fishing
 Supervisor, Harbor Operations - Recreational Boating
 Systems Engineer
 Talent Acquisition Senior Recruiter
 Tax Analyst
 Technical Support Engineer III
 Waterfront Project Management Facilities Project Manager II
 Windows Server Engineer
 Workers' Compensation Administrator

60 **\$114,478 (\$55.03)** **\$124,579 (\$59.89)** **\$154,882 (\$74.46)**

Affirmative Action Program Manager
 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 Operations Certification
 Assistant Manager, Aviation Maintenance - Fleet
 Assistant Manager, Aviation Maintenance Distribution Center
 AV Communications and Marketing Program Manager
 Aviation Facilities & Infrastructure Accessibility Program Manager
 Aviation Facilities & Infrastructure Architect/Engineer III
 Aviation Facilities & Infrastructure Utility Program Manager
 Aviation Maintenance Capital Project Liaison

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 Accessibility & Volunteer Program
 Manager, Airport Building Department
 Manager, Aviation & Compliance Training
 Manager, Aviation Customer Communication
 Manager, Corporate Facilities
 Manager, Customer Service Learning & Recognition
 Manager, Harbor Customer Service
 Manager, Police Records

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 Capital Project Liaison
 Aviation Senior Planner
 Biometrics Program Manager
 Business Intelligence Analyst III
 Business Intelligence Market Research Analyst III
 Business Systems Analyst
 Capital Project Manager II
 Capital Projects Estimator II
 Certified Occupational Health Nurse
 Chief of Maritime Staff
 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
 Div in Contracting Community Engagement/Training Prog Mgr
 Diversity in Contracting Compliance Specialist
 Diversity in Contracting Women-owned and Minority Business Enterprise Advisor
 Economic Development Innovation Program Manager
 Emergency Preparedness Program Mgr - Policy & Planning
 Emergency Preparedness Program Mgr - Training & Exercise
 External Relations Aviation Environmental Program Manager
 Financial Reporting & Controls Analyst III
 Fire Protection Engineer

Manager, Public Disclosure
 Manager, Safety Management System Assurance
 Marine Maintenance Facilities Manager II
 Maritime Senior Planner
 Maritime Sustainability Government Relations Program Manager
 P-card Administrator
 PCS Construction Cost Engineer/Scheduler
 PCS Construction Project Manager II
 PCS Construction Project Manager II - RMM
 Procurement Officer III
 Project Controls Engineer III
 Real Estate Property Manager II
 Risk Analyst
 Safety Management System Risk Program 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 Telecommunication Specialist
 Software Development Engineer
 Supervisor, Accounting - Capital Services
 Supervisor, Landside
 Supervisor, Procurement
 Survey Project Manager
 Talent Acquisition Lead
 Technical Support Engineer IV
 Telecommunications Infrastructure Engineer
 Total Rewards Analyst
 Total Rewards Program Manager
 Transportation Access Program Manager
 Waterfront Project Management Project Controls Coordinator
 Waterfront Project Management Systems/Data Analyst
 Wildlife Biologist
 Workforce Development Program Manager & Data Analyst

61	\$125,925 (\$60.54)	\$137,037 (\$65.88)	\$170,370 (\$81.90)
-----------	----------------------------	----------------------------	----------------------------

Airfield Operations Manager
 Assistant Manager, Aviation Maintenance Mechanical Systems
 Assistant Manager, Aviation Security
 Aviation Business & Properties Asset Manager
 Aviation Capital Development Manager III
 Aviation Planning Program Leader
 Aviation Principal Planner
 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
 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 Engagement
 ICT Lead Client Engineer
 ICT Project Manager
 Innovation Program Manager
 Internal Audit Program Manager
 International Terminal Operations Manager
 Manager, 911 Communications

Manager, Engineering Operations & Finance
 Manager, Equity, Diversity & Inclusion Policy and Communications
 Manager, External Relations Events and Engagement
 Manager, Harbor Business and Operations - Fishing
 Manager, ICT Client Services
 Manager, ICT Mobility
 Manager, ICT Service Desk
 Manager, Infrastructure Operations
 Manager, Lease Management and Airlines Statistics
 Manager, Marine Maintenance Logistics
 Manager, Marine Maintenance Regulatory Compliance Program
 Manager, PCS Construction Operations
 Manager, Subsurface Utility Engineering
 Manager, Survey Crew
 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 Aviation Real Estate & Portfolio Manager
 Senior Content Solution and Communication Engineer
 Senior Information Technology Auditor
 Senior Linux Server Engineer
 Senior Manager, Maritime Marketing
 Senior Manager, Maritime Security
 Senior Media Officer

Manager, Accounts Payable
 Manager, Air Services Development
 Manager, Airport Dining & Retail-Business Dev and Operations
 Manager, Airport Facility Services
 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, Employee Communications
 Manager, Engineering Mapping Services

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	\$138,518 (\$66.59)	\$150,740 (\$72.47)	\$187,408 (\$90.10)
-----------	----------------------------	----------------------------	----------------------------

Assistant Director, Customer Communications
 Assistant Director, Customer Experience
 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
 Equity, Diversity & Inclusion System Change Program Manager
 ICT Contracts and Compliance Advisor
 ICT Project Intake Manager
 ICT Senior Project Manager
 ICT Solutions Architect
 Indoor Navigation Program Manager
 Information Security Engineer/Analyst III
 International Tourism Development Manager
 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, Air Cargo
 Manager, Airline Scheduling Systems
 Manager, Airport Communications Center
 Manager, Airport Landside Operations
 Manager, Airport Operations - Certification
 Manager, Art Program
 Manager, Aviation Finance
 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 Facilities - Carpenters, Lock Shop, Painters
 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, Business Intelligence Program - Research
 Manager, Construction Safety Services
 Manager, Content Services
 Manager, Corporate Budget & Systems
 Manager, Corporate Finance
 Manager, CPO Planning & Analysis
 Manager, Cruise Operations & Business Development
 Manager, Diversity in Contracting Women/Minority Business Enterprise
 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 Fleet & Transportation
 Manager, Payroll
 Manager, PCS Construction
 Manager, PCS Construction RMM
 Manager, PCS Cost Estimating
 Manager, Risk Claims
 Manager, Seaport Environmental Finance
 Manager, Seaport Finance & Budget
 Manager, Signage and Wayfinding
 Manager, Talent Acquisition
 Manager, Talent Connections
 Manager, Talent Development and Diversity
 Manager, Terminal Operations Project Development
 Manager, Waterfront Cost Estimating
 Manager, Waterfront Program Management Project Controls
 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 Manager, Real Estate
 Senior Organizational Business Partner
 Server Engineering Lead
 State Government Relations Manager
 Supervisor, Telecommunication Infrastructure Engineer
 Tribal Relations Senior Program Manager
 Waterfront Project Management Facilities Project Manager IV
 Waterfront Project Management Project Controls Engineer

63	\$152,371 (\$73.25)	\$165,815 (\$79.71)	\$206,148 (\$99.10)
-----------	----------------------------	----------------------------	----------------------------

Assistant Director, Aviation Business Development
 Assistant Director, Aviation Employee Experience & Learning
 Assistant Director, Aviation Parking & Ecommerce Revenue Mgmt
 Aviation Facilities & Infrastructure Principal Architect/Engineer
 Capital Project Manager V
 Cyber Risk & Compliance Program Manager

Manager, Internal Audit
 Manager, Procurement
 Manager, Server Engineering
 Manager, Total Rewards
 Manager, Treasury
 Principal Business Intelligence Data Engineer

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, Financial Reporting & Controls
 Manager, Fire Protection Engineering
 Manager, Human Resources Technology
 Manager, ICT Business Services
 Manager, ICT Project Initiation
 Manager, ICT Quality Assurance

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, Aviation Planning
 Senior Manager, Design Technology
 Senior Manager, Federal & International Government Relations
 Senior Manager, Labor Relations
 Senior Manager, Maritime Planning
 Senior Manager, Operations Readiness & Activation
 Senior Manager, Strategic Initiatives/Chief Strategy Officer
 Senior Manager, Survey, Mapping and Utility Locating Services
 Senior Manager, Workplace Responsibility

64 **\$167,608 (\$80.58)** **\$182,396 (\$87.69)** **\$226,763 (\$109.02)**

Assistant Director, Air Services Development
 Assistant Director, Airline Affairs & Aviation Properties
 Assistant Director, Airport Dining & Retail
 Assistant Director, Airport Duty Manager Operations
 Assistant Director, Airport Operations - Business Unit
 Assistant Director, Airport Operations Risk & Safety
 Assistant Director, Capital Services and Financial Systems
 Assistant Director, Central Procurement Office
 Assistant Director, CPO Strategic Partnerships & Analytics
 Assistant Director, Credentialing and Access
 Assistant Director, Disbursements Administration
 Assistant Director, Emergency Preparedness
 Assistant Director, General Accounting
 Assistant Director, Revenues Administration
 Assistant Director, Security Operations
 Assistant Director, Security Strategy & Intelligence
 Capital Program Leader
 Construction Program Leader - Major Construction (CPL)
 Design Program Manager - Engineering
 Director, External Relations Capital Project Delivery
 Director, Workforce Development
 Manager, Aviation Facilities & Infrastructure Discipline
 Manager, Aviation Program Controls
 Manager, Database Engineering

Manager, Enterprise Geographic Information System
 Manager, Enterprise Resource Planning
 Manager, ICT Project Management
 Manager, Information Security
 Manager, Information Security Resiliency
 Manager, Network Engineering
 Manager, Software Development
 Manager, Systems Engineering
 Manager, Waterfront Project Management Program Controls
 Senior Manager, Aviation Finance and Budget
 Senior Manager, Aviation Maintenance
 Senior Manager, Aviation Maintenance Assets & Logistics
 Senior Manager, Aviation Maintenance Facilities Services
 Senior Manager, Fishing Vessel Services
 Senior Manager, Marine Maintenance
 Senior Manager, Marine Maintenance Business Ops, Systems & Logistics
 Senior Manager, Marine Maintenance Fleet & Facilities
 Senior Manager, Maritime Operations
 Senior Manager, PCS Business Operations
 Senior Manager, PCS Construction Operations
 Senior Manager, Recreational Boating
 Senior Manager, Seaport Environmental Finance
 Senior Manager, Waterfront Project Management

65 **\$184,368 (\$88.63)** **\$200,636 (\$96.45)** **\$249,439 (\$119.92)**

Assistant Director, Aviation Project Management Group
 Assistant Director, Engineering Construction Management
 Assistant Fire Chief - Administration
 Assistant Fire Chief - Operations
 Deputy Chief of Police
 Director, Aviation Innovation
 Director, Corporate Budget
 Director, Corporate Finance
 Director, Real Estate Development
 Director, Risk Management

Director, Small Business Development
 Director, Tourism Development
 Senior Manager, Aviation Capital Programs
 Senior Manager, Aviation Facilities & Infrastructure
 Senior Manager, Aviation Program Controls
 Senior Manager, Design Services
 Senior Manager, Environmental Programs
 Senior Manager, Waterfront Program Controls
 Senior Port Counsel

66 **\$202,805 (\$97.50)** **\$220,700 (\$106.10)** **\$274,383 (\$131.91)**

*Chief of Staff, Commission Services
 Director, Accounting & Financial Reporting
 Director, Aviation Business & Properties
 Director, Aviation Commercial Management
 Director, Aviation Facilities & Capital Programs
 Director, Aviation Finance & Budget
 Director, Business Intelligence
 Director, Central Procurement Office
 Director, Cruise Business & Maritime Marketing
 Director, Customer Experience & Brand Strategy
 Director, Engineering - Construction Management
 Director, Engineering - Design, Quality and BIM
 Director, External Relations Communications & Marketing

Director, External Relations Community Engagement
 Director, Human Resources - Health & Safety
 Director, Human Resources - Organizational Effectiveness
 Director, Human Resources - Talent Management
 Director, Human Resources, EEO & Professional Standards
 Director, ICT Infrastructure Services
 Director, ICT Technology Delivery
 Director, Information Security / Chief Information Security Officer
 Director, Marine Maintenance
 Director, Maritime Operations & Security
 Director, Port Construction Services
 Director, Seaport Finance & Budget
 Fire Chief

67	\$223,085 (\$107.25)	\$242,769 (\$116.71)	\$301,821 (\$145.10)
*Chief of Police Chief Engineer Director, Airport Operations Director, Aviation Capital Portfolio Director, Aviation Environment & Sustainability Director, Aviation Maintenance Director, Aviation Project Management Group			Director, Aviation Security Director, Government Relations Director, Human Resources - Total Rewards Director, ICT Product Engineering Director, Maritime Environmental & Sustainability Director, Real Estate Asset Management Director, Waterfront Project Management Group
68	\$245,393 (\$117.97)	\$267,046 (\$128.38)	\$332,003 (\$159.61)
Aviation Chief Development Officer Aviation Chief Operating Officer			Chief Information Officer Deputy General Counsel
69	\$269,933 (\$129.77)	\$293,751 (\$141.22)	\$365,204 (\$175.57)
70	\$296,927 (\$142.75)	\$323,126 (\$155.34)	\$401,724 (\$193.13)

SCHEDULE OF EXECUTIVE LEADERSHIP JOBS

Grade	Minimum	Market Reference Point	Maximum
101	\$194,443 (\$93.48)	\$211,456 (\$101.66)	\$262,497 (\$126.20)
102	\$213,886 (\$102.82)	\$232,602 (\$111.82)	\$288,748 (\$138.82)
*Director, Internal Audit			*Executive Chief of Staff
103	\$235,275 (\$113.11)	\$255,863 (\$123.01)	\$317,622 (\$152.70)
*Managing Director, Economic Development *Senior Director, Equity Diversity & Inclusion			*Senior Director, Labor Relations
104	\$258,804 (\$124.42)	\$281,448 (\$135.31)	\$349,384 (\$167.97)
*Chief Financial Officer *General Counsel/Chief Compliance Officer *Managing Director, Maritime			*Senior Director, Environmental & Sustainability *Senior Director, External Relations *Senior Director, Human Resources
105	\$284,683 (\$136.86)	\$309,593 (\$148.84)	\$384,323 (\$184.77)
*Managing Director, Aviation			
106	\$313,151 (\$150.55)	\$340,552 (\$163.72)	\$422,755 (\$203.24)
*Deputy Executive Director			
107	\$344,467 (\$165.60)	\$374,608 (\$180.09)	\$465,030 (\$223.57)

NON-EVALUATED JOBS

Grade	Minimum	Midpoint	Maximum
201	\$43,181 (\$20.76)	\$43,181 (\$20.76)	\$43,181 (\$20.76)
High School Intern			
202	\$45,261 (\$21.76)	\$53,061 (\$25.51)	\$60,861 (\$29.26)
College Intern			
203	\$61,901 (\$29.76)	\$63,981 (\$30.76)	\$66,061 (\$31.76)
Graduate Intern			

*At will positions

**The hourly rates presented here represents only two-digits following the decimal point. In the Port's human resources information system, the hourly rates are up to six-digits following the decimal point.