#### RESOLUTION NO. 2655

A RESOLUTION of the Port Commission of the Port of Seattle modifying certain rates, rules, and regulations in Seattle Terminals Tariff No. 2-F, F.M.C.-T No. 3

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

SECTION 1. The Port of Seattle does hereby establish and adopt rules, regulations, and charges shown in:

Seattle Terminals Tamiff No. 2-F, F.M.C.-T No. 3
4th Revised Page No. 5, Item No. 10010
7th Revised Page No. 13-A, Item No. 20100
6th Revised Page No. 16, Item No. 20150
5th Revised Page No. 20, Item No. 30080
14th Revised Page No. 21, Item No. 30090
10th Revised Page No. 29, Item No. 30580
8th Revised Page No. 35, Item No. 40050
3rd Revised Page No. 41, Item No. 50050
12th Revised Page No. 51, Item No. 70030
9th Revised Page No. 51, Item No. 90000

copies of which are hereby annexed and made a part of this Resolution, said rules, regulations and charges to take effect on the date thereon.

SECTION 2. All rules, regulations, and charges conflicting with the provisions of the above-listed pages in Seattle Terminals Tariff No. 2-F, F.M.C,-T No. 3, are hereby repealed.

SECTION 3. That the Traffic Manager be and is hereby directed to file said schedules with the Federal Maritime Commission.

day of November, 1976, and duly authenticated in open session by the signatures of the Commissioners voting in favor thereof and the Seal of the Commission duly affixed.

Port Commissioners

3RD REVISED PAGE No. 5

F.M.C.-T No. 3

| SECTION 1  GENERAL APPLICATION OF TARIFF AND GENERAL DEFINITIONS   | ITEM NO.                              |
|--|---------------------------------------|
| THIS TARIFF IS PUBLISHED AND FILED AS REQUIRED BY LAW AND IS, THEREFORE, NOTICE THAT THE RATES, CHARGES, RULES, TERMS, REGULATIONS, AND DEFINITIONS APPLY TO ALL TRAFFIC AND CARGO WITHOUT SPECIFIC NOTICE, QUOTATION, OR ARRANGEMENT.   | 10000                                 |
| CONDITIONS FOR CONDUCTING ANY BUSINESS ON PORT OF SEATTLE PROPERTIES IS SUBJECT TO SPECIFIC AUTHORIZATION BY MANAGER OF MARINE TERMINALS AND NAY INCLUDE PROVISIONS TO PROTECT PUBLIC SAFETY, SECURITY, ENVIRONMENT AND HEALTH. IT IS INCLUMBENT UPON PERSONS CONDUCTING BUSINESS ON PORT OF SEATTLE PROPERTIES TO FULLY COMPLY WITH PROVISIONS OF APPLICABLE FEDERAL, STATE, LOCAL AND PORT STATUTES AND/OR REGULATIONS.  | Notices<br>To                         |
| THE USE OF WHARVES, FACILITIES, OR BERVICES SHALL BE DEEMED COMPLETE ACCEPTANCE OF THIS TARIFF AND THE TERMS AND CONDITIONS NAMED HEREIN.  | Pustic                                |
| CARGO IS RECEIVED FOR SHIPMENT WHEN DOCK RECEIPT OR OTHER DOCUMENT APPROVED OR ISSUED BY THE VESSEL HAS BEEN ACCOMPLISHED. CARGO IS DELIVERED WHEN DELIVERY ORDER OR OTHER DOCUMENT APPROVED BY THE VESSEL HAS BEEN ACCOMPLISHED. CARGO RECEIVED IN OR ON THE TERMINAL AWAITING DELIVERY TO VESSEL OR INLAND CARRIER IS IN TRANSIT UNTIL OTHER SPECIFIC ARRANGEMENTS FOR ITS CARE AND CUSTODY ARE MADE BY THE CARGO OWNER AND VESSEL OR INLAND CARRIER WITH THE TERMINAL. NOT—WITHSTANDING TERMS OF SALE AND OTHER CONSIDERATIONS OR AGREEMENTS, CARGO IN TRANSIT IN OR ON THE TERMINAL IS UNDER CONTROL OF THE VESSEL INVOLVED AND SUB—JECT TO THE FULL FORCE AND TERMS OF ITS BILL OF LADING OR CONTRACT OF AFFREIGHT—MENT ISSUED OR TO BE ISSUED UNTIL LOADED ON BOARD, RELEASED BY ACCOMPLISHMENT OF DELIVERY OR RELEASED TO AND ACCEPTED BY THE TERMINAL FOR OTHER CUSTODY.  REQUESTS OR COMPLAINTS ON MATTERS CONTAINED MAY BE DIRECTED TO THE EXECUTIVE SECRETARY, NORTHWEST MARINE TERMINALS ASSOCIATION, INC., P. O. BOX 20394, PORTLAND, OREGON 97220. |                                       |
| THE RATES, RULES, AND REGULATIONS OR SUPPLEMENTS THERETO SHALL APPLY ON ALL CARGO RECEIVED AT TERMINALS ON OR AFTER EFFECTIVE DATE OF THIS TARIFF OR EFFECTIVE DATES OF SUPPLEMENTS THERETO, PROVIDED, HOWEVER, THAT WHEN TERMINAL CHARGES HAVE BEEN PREPAID AT POINT OF ORIGIN, AT THE TARIFF RATES IN EFFECT ON DATE OF SHIPPING, SUCH RATES SHALL PREVAIL EVEN THOUGH THE SHIPMENT IS RECEIVED.  AFTER EFFECTIVE DATE OF THE NEW TARIFF OR SUPPLEMENTS.   | 10010<br>***<br>Tariff<br>Effective   |
| MEANS CARGO SECURED TO PALLET OR SKIOS, WHEN THE INDIVIDUAL COMPONENT SHIPPING PACKAGES ARE BANDED OR OTHERWISE SECURELY HELD TOGETHER TO FORM A SINGLE UNIT THAT HAS BEEN PREPARED BY THE SHIPPER AND WHICH CAN BE HANDLED WITH MECHANICAL FORK-LIFT EQUIPMENT AS ONE UNIT.   | 10020<br>Unitized<br>Cargo<br>Defined |
| MEANS SPECIALLY CONSTRUCTED STEEL OVERSIZE CARGO PLATFORMS OWNED OR CONTROLLED<br>BY VESSELS WITH FORK POCKETS AND SUITABLE FOR MECHANICAL HANDLING,   | 10030<br>Whaleback<br>Defined         |

ISSUED: NOVEMBER 23, 1976 (2655)

EFFECTIVE: JANUARY 1, 1977

ISSUED BY DAVID C. HARRINGTON, AGENT, PORT OF SEATTLE, P.O. BOX 1209, SEATTLE, WASHINGTON 98111

CORRECTION NO.

SEATTLE TERMINALS TARIFF NO. 2-F 6TH REVISED PAGE No. 13-A F.M.C. - T No. 3 CONDITIONS AND CHARGES FOR MISCELLANEOUS SERVICES ITEM NO. DESCRIPTION RATE PER HOUR (EXCEPT AS NOTED) CHASSIS, CONTAINER, 201 (2) \$ 7.50 PER DAY 4 CRANES MOBILE, WHEEL MOUNTED, 50,000 LBS. CAPACITY \$45.00 GANTRY, TRAVELING, UP TO 80,000 LBS. CAPACITY \$50.00 20100 GANTRY, TRAVELING, OVER 80,000 LBS. CAPACITY \$55.00 CRANES, FULLY AUTOMATED WITH TOP LIFT BEAMS GANTRY TYPE, OVER 80,000 LBS. CAPACITY, 201 BEAM \$55.00 BRIDGE TYPE, 201 THRU 401 BEAMS \$190.00 EQUIPMENT PERFORMING A SPECIFIC CUSTOMIZED ① SERVICE NOT OTHERWISE PROVIDED IN NORMAL PORT ACTIVITIES MAGNETS, ELECTRIC, SUBJECT TO MINIMUM RENTAL OF \$50.00 EACH OPERATION \$25.00 **EQUIPMENT** MOBILE CAR SPOTTER (TRACKMOBILE) \$25.00 RENTAL STRADDLE CARRIERS, FULLY AUTOMATED WITH TOP LIFT BEAM 44,800 LBS, CAPACITY, 201 BEAM \$50,00 50,000 LBS. CAPACITY, AND ABOVE, 201 THRU 401 BEAMS \$60.00 SWEEPERS, DOCK \$25.00 TRACTORS, SHALL DOCK (JITNEY) \$ 5.00 TRACTORS, HEAVY DUTY DOCK (CAR PUSHERS) \$ 7.00 TRUCKS, LIFT UP TO AND INCLUDING 6,000 LBS, CAPACITY \$ 5.00 OVER 6,000 LBS. TO AND INCLUDING 30,000 LBS. CAPACITY \$20.00 OVER 30,000 LBS. CAPACITY \$40.00 TRUCKS, LIFT, FULLY AUTOMATED WITH TOP LIFT BEAM CAPACITY 33,200 L83., 201 BEAM \_ .. \$40.00 CAPACITY OVER 67,200 LBS., 201 TO 401 VARIABLE BEAM \$50.00 NOTE: WEEKLY RATES WILL BE QUOTED ON REQUEST WHEN ALL FACTORS ARE KNOWN TO THE TERMINAL OPERATOR. TRUCKS, YARD TRACTOR \$20.00

(1) SUBJECT TO QUOTATION.

(2) USAGE CONFINED TO SEATTLE COMMERCIAL ZONE.

ISSUED: NOVEMBER 23, 1976 (2655)

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DAVID C. HARRINGTON, AGENT, PORT OF SEATTLE, P.O. BOX 1209, SEATTLE, WASHINGTON

CORRECTION NO.

F.M.C.-T No. 3 5TH REVISED PAGE No. 16 SEATTLE TERMINALS TARIFF NO. 2-F CONDITIONS AND CHARGES FOR MISCELLANEOUS SERVICES ITEM NO. LABOR RATES: 20150 (A) OVERTIME RATES NAMED IN THIS TARIFF, FOR SERVICES INVOLVING LABOR, ARE PREDICATED UPON STRAIGHT TIME WAGES AND A GUARANTEED EIGHT HOUR MINIMUM WORK DAY FOR LABOR BETWEEN THE HOURS OF 8:00 A.M. AND 5:00 P.M. WHEN SERVICES ARE PERFORMED ON SATURDAYS, SUNDAYS, OR HOLIDAYS, OR WHEN PAYMENT OF OVERTIME OVERTIME, WAGES TO LABOR IS NECESSARY, RATES ARE SUBJECT TO THE DIFFERENCE BETWEEN STRAIGHT TIME WAGE RATE AND THE ACTUAL WAGE RATE PAID LABOR, PLUS 35 PER-STANDBY, CENT, WHICH IS ASSESSED AGAINST THE PARTY A RECEIVING SUCH SERVICES. AND (B) STANDBY OR WAITING TIME WHEN LABOR IS ORDERED FOR A SPECIFIED TIME AND IS ON THE JOB READY FOR PENALTY WORK, OR HAVING STARTED WORK IS DELAYED FOR PERIODS OF OR EXCEEDING 15 CONSECUTIVE MINUTES AT ANY TIME DURING THAT WORK, SUCH DELAYS BEING TIME CAUSED THROUGH NO INABILITY OR FAULT OF THE TERMINAL OPERATORS, STANDBY OR WAITING TIME FOR THE MEN WILL BE CHARGED AT WAGE RATE PAID LABOR, PLUS 70 PERCENT AGAINST THE PARTY GAUSING SUCH DELAY. LABOR REQUIRING OFF-PLUS 70 PERCENT PLUS SHORE INSURANCE WILL BE ASSESSED AT WAGE RATE 25 PERCENT. (C) SERVICES REQUIRING LABOR FOR A MINIMUM NUMBER OF HOURS: WHEN TERMINALS ARE REQUIRED TO FURNISH LABOR FOR A SPECIFIC SERVICE, AND SUCH SERVICE IS COMPLETED BEFORE THE EXPIRATION OF THE MINIMUM TIME ALLOWED UNDER LABOR'S WORKING AGREEMENTS AND AWARDS, THE PARTIES AUTHORIZING SUCH WORK SHALL BE ASSESSED FOR THE TIME OF SUCH LABOR WHICH ACCRUES AFTER THE SPECIFIC SERVICE IS COMPLETED AND UNTIL THE END OF THE MINIMUM TIME ALLOWED, AT ACTUAL WAGE RATE PAID LABOR PLUS 70 PERCENT. WHEN MAN-HOUR RATES APPLY Unless otherwise provided, Man-Hour Rates, plus charges for equipment RENTAL (ITEM 20100) WILL BE CHARGED FOR: 20160 (1) ALL SERVICES NOT SPECIFICALLY DESCRIBED IN TARIFF. (2) SERVICES OF LOADING, UNLCADING, OR TRANSFERRING CARGO FOR WHICH NO SPECIFIC COMMODITY RATES ARE PROVIDED AND WHICH CANNOT BE PERFORMED AT THE RATES NAMED UNDER N.O.S. AND CARGO IN PACKAGES MAN-HOUR OR UNITS OF SUCH UNUSUAL BULK, SIZE, SHAPE, OR WEIGHT AS TO PRE-CLUDE PERFORMING SUCH SERVICES AT RATES NAMED UNDER INDIVIDUAL ITEMS OF THE TARIFF. (3) Services of Loading or unloading cargo and any other terminal ser-RATES VICES FOR WHICH SPECIFIC RATES ARE NAMED IN THE TARIFF BUT WHICH SECAUSE OF UNUSUAL CONDITIONS OR REQUIREMENTS OF SHIPPERS NOT NOR-MALLY INCIDENTAL TO SUCH SERVICES, PRECLUDE THE PERFORMANCE OF SUCH SERVICES AT RATES NAMED. (4) Services of Extra Sorting, Special Checking, Inspection, Recoop-ERING, RECONDITIONING, OR FOR ANY OPERATION DELAYED ON ACCOUNT THEREOF. (5) SERVICES OF CLEANING OR PREPARING CARS, TRUCKS, OR CONTAINERS FOR LOADING. (CONT. ON (CONTINUED ON PAGE No. 17) PAGE No. 17) ISSUED: NOVEMBER 23, 1976 (2655) **JANUARY 1, 1977** EFFECTIVE:

ISSUED BY DAVID C. HARRINGTON, AGENT, PORT OF SEATTLE, P.O. BOX 1209, SEATTLE, WASHINGTON 98111

CORRECTION No.

| AND RAILROAD CARS. THE SERVICES INCLUDE ORDINARY BREAKING DOWN, SORTING, AND STACKING.  CHARGES ARE ASSESSED AGAINST THE CARGO WHEN NOT ABSORBED BY CARRIERS.  CARGO MOVING ON LOCAL SWITCH BILLS OF LADING OR ORDERS, IS ACCEPTED BY RAIL CARRIERS AT "SHIPPER'S COUNT AND LOAD". TERMINALS AT WHICH CARGO IS LOADED TO RAILROAD CARS FOR LOCAL SWITCH MOVEMENT WILL NOT BE RESPONSIBLE FOR THE COUNT, CONDITION, OR OUTTURN OF SUCH CARGO.  IN ADDITION TO "LOADING", A CHARGE BASED ON ACTUAL COST OF MATERIALS WILL BE ASSESSED FOR ALL CAR STAKES AND DUNNAGE MATERIALS FURNISHED IN STAKING CARS AND PREPARING CARS FOR LOADING, AND IN BLOCKING AND DUNNAGING CARGO ON OR IN CARS. LABOR WILL BE FURNISHED IN ACCORDANCE WITH PROVISIONS OF ITEM 2016O.  (A) EXCEPT AS OTHERWISE PROVIDED IN INDIVIDUAL ITEMS, THE MINIMUM CHARGE FOR ANY SINGLE SHIPMENT SHALL BE: WHARFAGE, N.O.S., \$\$2.25 LOADING OR UN- LOADING, \$5.00.  (B) ON TRANSPACIFIC-OVERLAND SPLIT SHIPMENTS THE APPLICATION OF MINIMUM CHARGES SHALL BE GOVERNED BY THE OCEAN BILL OF LADING.  MINIMUC CHARGES SHALL BE GOVERNED BY THE OCEAN BILL OF LADING.   | DAD I NG<br>PI NG |
|---|-------------------|
| AND RAILROAD CARS. THE SERVICES INCLUDE ORDINARY BREAKING DOWN, SORTING, AND STACKING.  CHARGES ARE ASSESSED AGAINST THE CARGO WHEN NOT ABSORBED BY CARRIERS.  CARGO MOVING ON LOCAL SWITCH BILLS OF LADING OR ORDERS, IS ACCEPTED BY RAIL CARRIERS AT "SHIPPER'S COUNT AND LOAD". TERMINALS AT WHICH CARGO IS LOADED TO CARRIERS AT "SHIPPER'S COUNT AND LOAD". TERMINALS AT WHICH CARGO IS LOADED TO CONDITION, OR OUTTURN OF SUCH CARGO.  IN ADDITION TO "LOADING", A CHARGE BASED ON ACTUAL COST OF MATERIALS WILL BE ASSESSED FOR ALL CAR STAKES AND DUNNAGE MATERIALS FURNISHED IN STAKING CARS AND PREPARING CARS FOR LOADING, AND IN BLOCKING AND DUNNAGING CARGO ON OR IN CARS. LABOR WILL BE FURNISHED IN ACCORDANCE WITH PROVISIONS OF ITEM 2016O.  (A) EXCEPT AS OTHERWISE PROVIDED IN INDIVIOUAL ITEMS, THE MINIMUM CHARGE FOR ANY SINGLE SHIPMENT SHALL BE: WHARFAGE, N.O.S., \$\$2.25 LOADING OR UN- LOADING, \$5.00.  (B) ON TRANSPACIFIC-OVERLAND SPLIT SHIPMENTS THE APPLICATION OF MINIMUM CHARGES SHALL BE GOVERNED BY THE OCEAN BILL OF LADING.  MINIMUM CHARGES SHALL BE GOVERNED BY THE OCEAN BILL OF LADING.  CAR LOADING, AND IN SCREETING AND DOWN, SORTING AND SOR | R<br>DING<br>D    |
| CARRIERS AT "SHIPPER'S COUNT AND LOAD". TERMINALS AT WHICH CARGO IS LOADED TO RAILROAD CARS FOR LOCAL SWITCH MOVEMENT WILL NOT BE RESPONSIBLE FOR THE COUNT, CONDITION, OR OUTTURN OF SUCH CARGO.  IN ADDITION TO "LOADING", A CHARGE BASED ON ACTUAL COST OF NATERIALS WILL BE ASSESSED FOR ALL CAR STAKES AND DUNNINGE MATERIALS FURNISHED IN STAKING CARS AND PREPARING CARS FOR LOADING, AND IN BLOCKING AND DUNNAGING CARGO ON OR IN CARS. LABOR WILL BE FURNISHED IN ACCORDANCE WITH PROVISIONS OF ITEM 20160.  (A) Except as otherwise provided in individual items, the minimum charge for ANY SINGLE SHIPMENT SHALL BE: WHARFAGE, N.O.S., \$\$2.25 LOADING OR UNLOADING, \$5.00.  (B) On transpacific-overland Split SHIPMENTS THE APPLICATION OF MINIMUM CHARGE SHALL BE GOVERNED BY THE OCEAN BILL OF LADING.  MINIMUM CHARGES SHALL BE GOVERNED BY THE OCEAN BILL OF LADING.  | 1                 |
| ASSESSED FOR ALL CAR STAKES AND DUNNINGE MATERIALS FURNISHED IN STAKING CARS  AND PREPARING CARS FOR LOADING, AND IN BLOCKING AND DUNNAGING CARGO ON OR IN  CARS. LABOR WILL BE FURNISHED IN ACCORDANCE WITH PROVISIONS OF ITEM 20160.  (A) EXCEPT AS OTHERWISE PROVIDED IN INDIVIDUAL ITEMS, THE MINIMUM CHARGE FOR ANY SINGLE SHIPMENT SHALL BE: WHARFAGE, N.O.S., \$\$2.25 LOADING OR UN-  LOADING, \$5.00.  (B) ON TRANSPACIFIC-OVERLAND SPLIT SHIPMENTS THE APPLICATION OF MINIMUM CHARGES SHALL BE GOVERNED BY THE OCEAN BILL OF LADING.  MINIMUM CHARGES SHALL BE GOVERNED BY THE OCEAN BILL OF LADING.  CAR  CAR  SOURCE  CAR  CAR  SOURCE  CAR  SOURCE  AND THE MINIMUM CHARGES SHALL BE GOVERNED BY THE OCEAN BILL OF LADING.  CHARGES  CAR  CAR  CAR  CAR  CAR  CAR  CAR  SOURCE  CAR  CAR  CAR  CAR  CAR  CAR  CAR  | الأزمالي ويوديون  |
| ANY SINGLE SHIPMENT SHALL BE: WHARFAGE, N.O.S., \$2.25 LOADING OR UN- LOADING, \$5.00.  (B) ON TRANSPACIFIC-OVERLAND SPLIT SHIPMENTS THE APPLICATION OF MINIMUM CHARGES SHALL BE GOVERNED BY THE OCEAN BILL OF LADING.  CHARGE  | NG                |
| CHARGES SHALL BE GOVERNED BY THE OCEAN BILL OF LADING. CHARGE   |                   |
|   |                   |
| VESSELS ARE ADVISED TO ARRANGE FOR CAR CLEANING AT THE TIME DIRECT TRANSFER IS  PERFORMED (REFER TO ITEM 10040). When the Terminal is required by Rail Carriers  CLEANING CLEAN RAIL CARS WORKED IN DIRECT TRANSFER, CHARGES WILL BE ASSESSED IN AN ACCORDANCE WITH ITEM 20160 (M.H. & E.) PLUS COST OF DEBRIS DISPOSAL FOR ACCOUNT DIRECT TRANSF   | NG<br>ARS         |
| ① DEPARTURE FROM DEFINITION PRESCRIBED IN F.M.C. DOCKET NO. 875. GENERAL ORDER NO. 15, READING AS FOLLOWS:  |                   |
| NTHE SERVICE OF LOADING OR UNLOADING CARGO BETWEEN ANY PLACE ON THE TERMINAL AND RAILROAD CARS, TRUCKS, LIGHTERS OR BARGES OR ANY OTHER MEANS OF CONVEYANCES TO OR FROM THE TERMINAL FACILITY. "  |                   |
|   | <del></del>       |

ISSUED NOVEMBER 23, 1976 (2655)

EFFECTIVE JANUARY 1, 1977

ISSUED BY DAVID C. HARRINGTON, AGENT, PORT OF SEATTLE, P.O. BOX 1209, SEATTLE, WASHINGTON 98111

CORRECTION NO.

0

13TH REVISED PAGE No. 21

F.M.C.-T No. 3

# SCHEDULE OF RATES WHARFAGE, CAR LOADING AND CAR UNLOADING

| COMMOD I TY  | WHARFAGE       | CAR LOADING<br>OR UNLOADING | ITEM NO. |
|--|----------------|-----------------------------|----------|
|  | RATES IN CENTS | RATES IN CENTS              |          |
| LL CARGO, N.O.S. TRANS-PACIFIC, TRANS-CONTINENTAL TRAFFIC: |                |                             | 30090    |
| EXPORT TRAFFIC   | 225            | 1065 ①                      |          |
| IMPORT TRAFFIC   | 225            | 1065 ①                      |          |
| TRANS-PACIFIC TRAFFIC                                      | 225            | 1065 ①                      |          |
| (SEE NOTES 1, 2, & 3) OFFSHORE TRAFFIC                     | 225            | 1065 ①                      | }        |
| (SEE NOTES 1, 2 & 3) ALL OTHER TRADE ROUTES                | <b>225</b> ,   | 1065 ①                      |          |

- 1) WHEN CARGO IS UNITIZED OR PACKAGED BY THE SHIPPER IN UNITS OF 2,000 LBS. OR MORE TO PERMIT A COMPLETELY MECHANIZED CAR LOADING OR UNLOADING OPERATION, THE RATE WILL BE \$3.70.
- Note 1: Except as otherwise provided, rate applies per 2,000 LBS. or 40 cu. ft., as manifested by vessel for revenue purposes. When no specific commodity rate is named in this Tariff, cargo manifested by vessel on a per-W unit or per-package basis will be assessed applicable N.O.S. rate per 2,000 LBS. or 40 cu. ft., whichever creates the greater revenue.
- NOTE 2: WHEN CHARGES FOR WHARFAGE ARE ASSESSED PER 40 CU. FT., THEY WILL NOT EXCEED THE CHARGES WHICH WOULD APPLY AT FOUR (4) TIMES THE RATE PER 2,000 LBS.
- Note 3: When charges for car loading and unloading are assessed at 40 cu. ft., they will not exceed the charges which would apply at double the rate per 2,000 LBS.
- NOTE 4: CAR UNLOADING PER 2,000 LBS.

EXCEPT AS OTHERWISE PROVIDED IN INDIVIDUAL ITEMS, RATES ARE IN CENTS PER 2,000 LBS.

| COMMODITY  | WHARFAGE          | CAR LOADING OR UNLOADING | ITEM NO. |
|--|-------------------|--------------------------|----------|
| AGRICULTURAL IMPLEMENTS AND PARTS                                  | (*)               | 1693                     | 30100    |
| ALUMINUM, SEE METALS   |                   |                          |          |
| APPLIANCES, ELECTRICAL AND PARTS, VIZ: Household                   | 32 <sup>1</sup> 4 | 2382                     | 30110    |
| ASPHALT, INCLUDING GILSONITE; IN BAGS, BARRELS, DRUMS, OR PACKAGES | (*)               | 854                      | 30120    |

(\*) APPLY CARGO, N.O.S., ITEM 30090

ISSUED: NOVEMBER 23, 1976 (2655)

EFFECTIVE: JANUARY 1, 1977

ISSUED BY DAVID C. HARRINGTON, AGENT, PORT OF SEATTLE, P.O.BOX 1209, SEATTLE, WASHINGTON 98111

REGION:

F.M.C.-T No. 3

# SCHEDULE OF RATES WHARFAGE, CAR LOADING AND CAR UNLOADING

EXCEPT AS OTHERWISE PROVIDED IN INDIVIDUAL ITEMS, RATES ARE IN CENTS PER 2,000 LBS.

|   |                                       |                                       | <del> </del> | Conta            | <del></del> |
|---|---------------------------------------|---------------------------------------|--------------|------------------|-------------|
| Counce                                    | V217V                                 | •                                     | Muspesse     | CAR LOADING      | ITEM NO     |
| Сомис                                     | 1,31,17                               | · · · · · · · · · · · · · · · · · · · | WHARFAGE     | OR UNLOADING     | ITEM NO     |
| PAPER AND PAPER PRODUCT                   | S OR ARTICLES                         |                                       |              |                  | 30580       |
| N. O. S                                   | •••••                                 | *****                                 | 135          | 512              |             |
| BAGS, IN BALES, BUN                       | DLES OR PACKAGES                      |                                       | 135          | 512              | }           |
| HEAVY                                     |                                       |                                       |              |                  | 1           |
| ADDING, ROLLS                             | LABEL                                 | ***                                   |              |                  |             |
| BLOTTI NG                                 | MATRIX                                | WRAPPI NG                             |              |                  |             |
| Britolwa                                  | NEWSPRINT                             | WRAPPING,                             |              |                  |             |
| COATED                                    | PHOTOGRAPH C                          | FRUIT, PACKED                         | ľ            |                  | į           |
| DRAWING                                   | PRINTING                              | WRITING .                             |              | <b>~</b> 11      | ł           |
| GUMMED                                    | ***                                   | ••••                                  | 101          | ① <sup>441</sup> |             |
| LIGHTWEIGHT AND PRO                       | DUCTS OR ARTICLES O                   | F LIGHTWEIGHT                         |              | ·                |             |
| PAPER, PAPERBOARD O                       | R CELLULOSE, VIZ:                     |                                       |              |                  | · ·         |
| BOTTLES                                   | DOILIES                               | STRAWS, FOUN-                         |              |                  |             |
| BUCKETS OR PAILS                          | DISHES                                | TAIN                                  |              |                  |             |
| CARTONS, S. U.                            | GARLANDS                              | STREAMERS                             |              |                  |             |
| CASES, EGG AND                            | HANDKERCHIEFS                         | TRAYS, FOOD                           |              |                  |             |
| FILLERS                                   | NAPERY                                | AND FRUIT                             |              |                  | İ           |
| Cores                                     | PAPETERIES                            | WALLPAPER                             |              |                  | 1           |
| COVERS, SEAT                              | SERPENTINE                            | WAXED, SMALL                          |              |                  |             |
| CREPE                                     | SHADE, LAMP                           | ROLLS                                 | 195          | ① 512            | l           |
| PAPERBOARD                                |                                       |                                       |              |                  | İ           |
| Вох                                       | FIBRE                                 | WASTEPAPER                            |              |                  |             |
| CARD                                      | KRAFT                                 | WOODPULP                              |              | ,                |             |
| Снів                                      | STRAW                                 | ,                                     |              |                  |             |
| IN BUNDLES, PACKAGE                       | 5 OR ROLLS, CORRUGAT                  | TED                                   | 195          | ① 512            | <b>,</b>    |
| · ·                                       | •••••                                 |                                       | 101          | ① 512<br>① 441   |             |
| APERBOARD, FIBREBOARD,                    | Viz:                                  |                                       |              |                  |             |
|   | . D., FLAT OR FOLDED                  | ) FLAT                                |              | _                |             |
| CORRUGATED                                | • • • • • • • • • • • • • • • • • • • |                                       | 135          | ② 512<br>② 366 · |             |
| NOT CORRUGATED                            | • • • • • • • • • • • • • • • • •     |                                       | 135          |                  |             |
| BOTTLES, K. D., FLA                       | T OR FOLDED FLAT                      | ••••••                                | 135          | ② 512            |             |
| APER ARTICLES, VIZ:                       |                                       |                                       |              |                  |             |
| TISSUE AND TOWELING                       | , N. O. S                             |                                       | 195          | 640              |             |
| TOILET PAPER, TOWELS                      | s                                     |                                       | 195          | 640              |             |
| JUMBO ROLLS .                             | • • • • • • • • • • • • • • • • • • • |                                       | 101          | 640              | •           |
| ) WHEN IN JUMBO ROLLS.                    | UNIT LOADS OF PALL                    | CTIZED, PROPERLY                      |              |                  |             |
| LOADED TO PERMIT MED                      |                                       | 1                                     |              |                  |             |
| WHEN MOVING IN ALASI FESTED FOR REVENUE I |                                       | -INAM CA M\W Y.                       |              |                  |             |
| LOADED TO PERMIT MED                      | HANICAL UNLOADING,                    | APPLY 309.                            |              |                  |             |

ISSUED NOVEMBER 23, 1976 (2655)

EFFECTIVE JANUARY 1, 1977

ISSUED BY DAVID C. HARRINGTON, AGENT, PORT OF SEATTLE, P.O.BOX 1209, SEATTLE, WASHINGTON 98111

CORRECTION NO.

# 8th Revised Page No. 35

SEATTLE TERMINALS TARIFF NO. 2-F 7TH REVISED PAGE No. 35 F.M.C.-T No. 3 RULES, REGULATIONS AND CHARGES PERTAINING TO CONTAINERS AND CONTAINERIZED CARGO ITEM NO. CONTAINERIZED CARGO, SEE NOTE: (A) APPLY CHARGE FOR CARGO, N.O.S., SECTION 3, ITEM 30090, EXCEPT WHEN A 40050 SPECIFIC COMMODITY RATE IS NAMED IN SECTION 3, THE SPECIFIC COMMODITY RATE WILL APPLY. (B) APPLIES ONLY WHEN SPECIFIC REFERENCE IS MADE TO THIS ITEM. PER 24-FOOT CONTAINER PER 40-FOOT CONTAINER PER 20-FOOT CONTAINER GENERAL GENERAL GENERAL COMMODITIES COMMODITIES WOODPULP COMMODITIES WOODPULP WHARFAGE, \$25.40 \$49.50 \$24.75 \$11.15 \$22.35 CONTAINER-CONTAINERS, EMPTY, SEE NOTE: IZED (A) WHEN FREIGHT CHARGES ARE ASSESSED PER TON WEIGHT OR MEASURE, APPLY CARGO, W/M as manifested ..... \$2.80 CNA (B) WHEN SHIPPED FREIGHT FREE AND WHEN NOT SUBJECT TO SERVICE AND FACILITIES CHARGE, ITEM 40070, ASSESS CHARGE PER UNIT, AS PER **EMPTY** SCHEOULE BELOW: CONTAINERS OVERALL LENGTH IN FEET UNIT CHARGE NOT OVER OVER ٥ 15 \$2.25 \$4.50 15 22 26 \$5.40 22 26 \$6.05 32 32 \$7.85 37 42 \$9.00 37 NOTE: Refer to Rules and Regulations, Section 3. The provisions of Item 30010 Do NOT APPLY TO TRAFFIC AS NAMED IN THIS ITEM. 40060 MATTER TRANSFERRED TO ITEM 40050. EFFECTIVE JANUARY 1, 1977 ISSUED NOVEMBER 23, 1976 (2655) ISSUED BY DAVID C. HARRINGTON, AGENT, PORT OF SEATTLE, P.O.BOX 1209, SEATTLE, WASHINGTON 98111

# 3RD REVISED PAGE NO. 41 CANCELS

2ND REVISED PAGE No. 41 SEATTLE TERMINALS TARIFF NO. 2-F

F.M.C.-T No. 3

| FREE TIME AND WHARF DEMURRAGE   |  |
|---|--|
| SPECIFIC RULES AND REGULATIONS PERTAINING TO FREE TIME AND WHARF DEMURRAGE.   | ITEM NO.   |
| Exception 3: Cargo moving through Port of Seattle owned refrigeration van type boxes or fruit cold storage warehouses or refrigeration lockers is restricted to free time period, 5 days.  NOTE 1: After expiration of free time, cargo is subject to Item 50040.   | 50020<br>(CONTINUED<br>FROM<br>PAGE NO. 41<br>FREE TIME<br>PERIODS |
| WHEN SPACE CONDITIONS PERMIT, ASSEMBLING TIME UP TO 20 CALENDAR DAYS BEYOND THE REGULAR FREE TIME ALLOWANCE MAY BE GRANTED SHIPPERS FOR ASSEMBLING LOTS OF 200 TONS OR MORE FOR A PARTICULAR VESSEL OR SHIPMENT.  | 50030<br>Assembline<br>Time  |
| A CHARGE ASSESSED AGAINST CARGO REMAINING IN OR ON TERMINAL FACILITIES AFTER THE EXPIRATION OF FREE TIME UNLESS ARRANGEMENTS HAVE BEEN MADE FOR STORAGE.  | 50040<br>Wharf Demui<br>RAGE DEFIN                                 |
| EXCEPT AS OTHERWISE PROVIDED IN NOTES 1, 2 AND 3, WHARF DEMURRAGE WILL BE ASSESSED AT THE FOLLOWING RATES:  PER DAY, PER 2,000 LBS. OR 40 CU. FT., WHICHEVER PRODUCES  THE GREATER REVENUE  ALL CARGO, N.O.S INBOUND OR OUTEIOUND  \$0.15 \cdot \$0.1 | 50050<br>•   |
| NOTE 1: Lumber or Logs, softwood - Wharf Demurrage Will Be assessed at the rate of \$0.10 per M ft. B.M. per day in or on open areas, and at the rate of \$0.20 per M ft. B.M. per day in covered areas.  NOTE 2: Automobiles, auto trucks, tractors, house or freight trailers, freight vans, military equipment and materiel on wheels or caterpillar tread, S.U. or K.D.   | WHARF<br>DEMURRAGE<br>RATES  |
| Boxed or crated   | AND<br>Charges   |
| NOTE 3: MINIMUM WHARF DEMURRAGE CHARGE \$5.00 PER MONTH PER OCEAN B/L   |  |

ISSUED NOVEMBER 23, 1976 (2655)

EFFECTIVE JANUARY 1, 1977

ISSUED BY DAVID C. HARRINGTON, AGENT, PORT OF SEATTLE, P.O.BOX 1209, SEATTLE, WASHINGTON 98111

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CORRECTION NO.

SEATTLE TERMINALS TARIFF NO. 2-F

(1

11TH REVISED PAGE No. 46

DOCKAGE RATES AND CHARGES

ITEM NO.

F.M.C.-T No.

Dockage charges are assessed upon length-over-all (LOA) of the vessel. Length-over-all is defined as the linear distance, in feet, from the most forward point at the stem to the aftermost part of the stern of the vessel, measured parallel to the base line of the vessel.

70030

LENGTH-OVER-ALL OF THE VESSEL AS PUBLISHED IN "LLOYDS REGISTER OF SHIPPING" WILL BE USED AND WHEN NOT PUBLISHED, THE PORT RESERVES THE RIGHT TO: (A) OBTAIN THE LENGTH-OVER-ALL FROM THE VESSEL'S REGISTER, OR (B) MEASURE THE VESSEL.

#### RATES IN DOLLARS PER 24-HOUR PERIOD OR PORTION THEREOF

| LENGTH   | -OVER-ALL   |   |   | LENGT   | H-OVER-ALL  |  |  |  |
|--|---|---|---|---|---|--|--|--|
|  | BUT NOT   | REFER   | NOTE  |   | But Not   | REFER NOTE   |  |  |
| OVER   | OVER  | Α   | В   | OVER  | OVER  | Α  | ₿  |  |
| 350<br>375<br>400<br>425<br>450<br>475<br>500<br>525<br>550<br>575 | 350<br>375<br>400<br>425<br>450<br>475<br>500<br>525<br>550<br>575<br>600 | 185<br>229<br>253<br>281<br>312<br>337<br>369<br>419<br>450<br>489<br>543 | 367<br>414<br>460<br>488<br>560<br>612<br>672<br>759<br>814<br>883<br>979 | 600<br>625<br>650<br>675<br>700<br>725<br>750<br>775<br>800<br>850<br>900 | 625<br>650<br>675<br>700<br>725<br>750<br>775<br>800<br>850<br>900<br>950 | 620<br>721<br>820<br>925<br>1072<br>1227<br>1389<br>1561<br>1793<br>2041<br>2299 | 1126<br>1305<br>1489<br>1678<br>1945<br>2225<br>2313<br>2830<br>3252<br>3704<br>4231 |  |

NOTE A: COLUMN A APPLIES TO ALL TERMINALS EXCEPT PIER 86.

NOTE B: COLUMN B APPLIES TO PIER 86 GRAIN TERMINAL.

for vessels exceeding 950 ft. and \$290 -- Note A, or \$528 -- Note B, per 50 ft. or portion thereof of length-over-all exceeding 950 ft. to dockage rate for vessel 950 ft. length-over-all.

#### RATES ON LIGHTERS FOR LASH VESSELS

LASH LIGHTERS - \$24.92 PER 24-HOUR PERIOD, OR PORTION THEREOF.

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ISSUED BY DAVID C. HARRINGTON, AGENT, PORT OF SEATTLE, P.O.BOX 1209, SEATTLE, WASHINGTON 98111

CORRECTION NO.

(i

SECTION 9
TEMPORAHY NON-PREFERENTIAL ASSIGNMENT

TEMPORAHY NON-PREFERENTIAL ASSIGNMENT RULES AND REGULATIONS PERTAINING TO TEMPORARY NON-PREFERENTIAL ASSIGNMENT ITEM NO. AT PORT OF SEATTLE TERMINALS, WHEN THE PORT DOES NOT PROVIDE ANY SERVICES IN CON-NECTION WITH THE RECEIPT, DELIVERY, CHECKING, CARE, CUSTODY AND CONTROL OF CARGO, THE PORT OF SEATTLE, ON SPACE-AVAILABLE BASIS, MAY GRANT PARTICIPANTS NAMED IN THIS TARIFF TEMPORARY NON-PREFERENTIAL ASSIGNMENT OF WHARF AREAS AND PRIVILEGES: (A) To moor vessels owned or operated by assignee or other vessels which may be ASSIGNED BY THE PORT TO SUCH WHARF AREAS; (B) TO ASSEMBLE AND DISTRIBUTE MER-90000 CHANDISE AND CARGOES OF, OR FOR, SUCH VESSELS; AND (C) TO PERFORM SUCH OTHER RELATED ACTIVITIES IN TRANSITING CARGO AS MAY BE NECESSARY. Assignees and vessels, their owners or agents, are subject to the rates, charges, TEMPORARY RULES, AND REGULATIONS OF PORT OF SEATTLE TARIFFS. # FOR WHARFAGE, SEE ITEM 40050. NON-THE REMOVAL OF DUNNAGE AND ORDINARY SWEEPING AND CLEANING TO MAINTAIN THE WHARF PREFERENTIAL AREA IN SAFE AND ORDERLY CONDITION IS THE RESPONSIBILITY OF THE ASSIGNEE. **ASSIGNMENT** THE PORT WILL MAINTAIN BERTH, WHARF, BUILDINGS AND FACILITIES, WILL SUPPLY UTIL!-TIES, EXCEPT UTILITIES REQUIRED BY VESSELS, AND WILL MAINTAIN AND FUEL PORT-OWNED CRANES AND CARGO HANDLING EQUIPMENT. Vessel reservations and assignments will be arranged by the Port of Seattle. The TERMS OF THIS ITEM APPLY ON VESSEL-TO-VESSEL BASIS AND CHARGES WILL BE ASSESSED TO THE ASSIGNEE. ALL BOOKS, RECORDS, AND ACCOUNTS OF THE ASSIGNEE PERTAINING TO THE OPERATION OF THE BUSINESS HEREIN AUTHORIZED WHICH ARE MATERIAL OR RELEVANT IN COMPUTING AND VERIFYING THE ASSESSMENT OF TERMINAL CHARGES PROVIDED FOR HEREIN SHALL BE OPEN TO INSPECTION AND AUDITING BY A REPRESENTATIVE OR REPRESENTATIVES OF THE PORT AT ANY REASONABLE TIME FOR THE PURPOSE OF VERIFYING THE AMOUNT(S) PAYABLE HEREUNDER. TEMPORARY NON-PREFERENTIAL ASSIGNMENT RATES RATE \$0.82 \$0.82 LUMBER AND CANTS, SOFTWOOD, PER M.B.M., AS FREIGHTED ...... PILING, POLES, LOGS, PER M.B.M., BRERETON SCALE.......... DEFINITION CONTAINERIZED CARGO AND EMPTY CONTAINERS AS DEFINED IN ITEM 40000, UNIT RATES AS UNDER: AND OVERALL LENGTH IN FEET PER UNIT. PER UNIT, OVER NOT OVER LOADED EMPTY CHARGES \$ 2.65 0 15 \$ 3.25 \$ 7.85 \$ 2,65 15 22 26 \$ 2.65 55 \$10.55 \$11.85 \$ 2.65 26 32 \$13.20 \$ 2.65 32 37 \$ 2,65 42 \$14.45 37

ISSUED NOVEMBER 23, 1976 (2655)

EFFECTIVE JANUARY 1, 1977

ISSUED BY DAVID C. HARRINGTON, AGENT, PORT OF SEATTLE, P.O.BOX 1209, SEATTLE, WASHINGTON 98111



# SCHEDULE OF AUTHORIZED SALARIED POSITIONS

SCHEDULE "A" - EXEMPT POSITIONS: Al - Menagement (Salary Grades 1-15 and \*) A2 - Administrative/Professional (Salary Grades 1-12 and \*)

SCHEDULE "B" - NONEXEMPT POSITIONS: (Salary Grades 1-15 and \*)

|          | Salary |     |  | Auth'd     | SALARY RANGES     |                          |                   |  |
|----------|--------|-----|--|------------|-------------------|--------------------------|-------------------|--|
|          | Gra    | •   | Position Title                               | No.        | Minimum           | Midpoint<br>Over Mont    | Maximum           |  |
|          | EXE    | CUI | IVE DEPARTMENT                               |            |                   |                          |                   |  |
| Schedule | A1     | *   | Executive Director                           | 1          | \$46,452<br>3,871 | \$55,068<br>4,589        | \$63,684<br>5,307 |  |
|          |        | •   | Deputy Executive Director                    | ] <b>1</b> | 35,808<br>2,984   | 42,456                   | 49,104<br>4,092   |  |
| :        |        | *   | Senior Director, Planning and Port Relations | • 1        | 32,292<br>2,691   | 38,280<br>3,1 <b>9</b> 0 | 44,268<br>3,689   |  |
|          |        | *   | Senior Director, Finance and Administration  | 1          | 31,728<br>2,644   | 37,620<br>3,135          | 43,500<br>3,625   |  |
|          |        | *   | Senior Director, Operations and Facilities   | 1          | 30,048<br>2,504   | 35,628<br>2,969          | 41,208<br>3,434   |  |
|          |        | 4   | Executive Assistant                          | 1          | 16,752<br>1,396   | 19,872<br>1,656          | 22,992<br>1,916   |  |
|          | A2     | 12  | Legal Officer                                | 1          | 21,492<br>1,791   | 25,488<br>2,124          | 29,472<br>2,456   |  |
|          |        | 11  | Director, Budget and Internal Audit          | 1          | 20,448<br>1,704   | 24,252<br>2,021          | 28,044<br>2,337   |  |
|          |        | 10  | Director, Special Services                   | 1          | 19,368<br>1,614   | 22,980<br>1,915          | 26,580<br>2,215   |  |
|          |        | 7   | Safety Coordinator & Claims Agent            | 1          | 16,464<br>1,372   | 19,524<br>1,627          | 22,584<br>1,882   |  |
|          |        | 6   | Senior Staff Auditor                         | 1          | 15,576<br>1,298   | 18,456<br>1,538          | 21,324<br>1,777   |  |
|          |        | 5   | Management Controls Analyst                  | 1          | 14,652<br>1,221   | 17,376<br>1,448          | 20,100            |  |
|          |        | 3   | World Trade Center Administrator             | i          | 13,044<br>1,087   | 15,468<br>1,289          | 17,892<br>1,491   |  |
|          |        | 3   | Administrative Assistant                     | 1          | 13,044<br>1,087   | 15,468<br>1,289          | 17,892<br>1,491   |  |
| Schedule | В      | 11  | Assistant Claims Agent                       | 1          | 1,058             | 1,257                    | 1,455             |  |
| 05/02/77 |        | 9   | Management Intern                            | 1          | 926               | 1,095                    | 1,264             |  |
|          |        | 9   | Staff Assistant                              | 3          | 926               | 1,095                    | 1,264             |  |
|          |        | 8   | Graduate Intern                              | 1          | 865               | 1,027                    | 1,188             |  |
|          |        | 8   | Senior Clerk                                 | 1          | 865               | 1,027                    | 1,188             |  |
|          |        | 7   | Secretary                                    | 1          | 811               | 961                      | 1,110             |  |
|          |        | 6   | Senior Stenographe:                          | 1          | 759               | 899                      | 1,038             |  |
|          |        | 5   | Clerk A                                      | 1          | 709               | 838                      | 967               |  |

\*Nongraded positions - explained in Section I.C.3.

Note: Additional positions listed on page 16 may be requested.

EXECUTIVE DEPARTMENT

Last General Increase: 06/05/77

Exhibit A Page 1 of 16

# DEPARTMENT

|          |     | lary    | Donibio Minis                              | Auth'd  | وانتصب بسيني فكالمن في من يتماريه | LARY RANGE        |                   |
|----------|-----|---------|--|---------|-----------------------------------|-------------------|-------------------|
|          |     | ide     | Position Title                             | No.     | Minimum                           | Midpoint          | Max1mum           |
|          | Pub | lic     | Information Section                        |         |                                   |                   |                   |
| Schedule | Al  | 8       | Director, Public Information               | 1       | \$21,972<br>1,831                 | \$26,052<br>2,171 | \$30,132<br>2,511 |
|          |     | 6       | Assistant Director, Public Information     | 1       | 19,236<br>1,603                   | 22,800<br>1,900   | 26,352<br>2,196   |
|          | • • | •       | ,    | • • • • | • • • •                           | • • • • •         | • • • •           |
|          | A2  | 7       | Editor                                     | 1       | 16,464                            | 19,524<br>1,627   | 22,584<br>1,882   |
|          |     | 5       | Public Information Assistant               | 1       | 14,652<br>1,221                   | 17,376<br>1,448   | 20,100<br>1,675   |
|          |     | 5       | Photographer                               | 1       | 14,652<br>1,221                   | 17,376<br>1,448   | 20,100<br>1,675   |
|          |     | 3       | Assistant Editor                           | 1       | 13,044<br>1,087                   | 15,468<br>1,289   | 17,892<br>1,491   |
| Cabadula |     | <b></b> | Acadatant Dhatacashau                      | 1       | 011                               | 061               | 1 110             |
| Schedule | В   | 7       | Assistant Photographer Senior Stenographer | 1       | 811<br>759                        | 961<br>899        | 1,110<br>1,038    |
|          |     |         | Clerk A                                    | 1       | 709                               | 838               | 967               |
|          |     | 4       |  | 1       | 664                               | 785               | 906               |
|          |     | 2       | -  | 1       | 582                               | 688               | 793               |
|          | ACC | TNUO    | ING DEPARTMENT                             |         |                                   |                   |                   |
| Schedule | Al  | 9       | Director of Accounting and Port Auditor    | 1       | 23,460<br>1,955                   | 27,828<br>2,319   | 32,196<br>2,683   |
|          |     | 3       | Supervisor, General Accounting             | 1       | 15,708<br>1,309                   | 18,612<br>1,551   | 21,504<br>1,792   |
|          |     | 3       | Supervisor, Customer Accounting            | 1       | 15,708<br>1,309                   | 18,612<br>1,551   | 21,504<br>1,792   |
|          | • • | • •     |  | • • • • | • • • •                           | • • • •           | • • • •           |
|          | A2  | 6       | Accounting Systems Analyst                 | 1       | 15,576<br>1,298                   | 18,456<br>1,538   | 21,324<br>1,777   |
|          |     | 4       | Senior Accountant                          | 4       | 13,860<br>1,155                   | 16,452<br>1,371   | 19,032<br>1,586   |
|          |     | 3       | Accountant                                 | 4       | 13,044<br>1,087                   | 15,468<br>1,289   | 17,892<br>1,491   |
| Schedule | В   | 9       | Staff Assistant                            | 1       | 926                               | 1,095             | 1,264             |
| Schedute | D   | 8       | Graduate Intern                            | 1       | 865                               | 1,027             | 1,188             |
|          |     | 8       | Senior Clerk                               | 6       | 865                               | 1,027             | 1,188             |
|          |     | 6       | Senior Stenographer                        | 1       | 759                               | 899               | 1,038             |
|          |     | 5       | Clerk A                                    | 16      | 709                               | 838               | 967               |
|          |     | 4       | Stenographer                               | 1       | 664                               | 785               | 906               |
|          |     | 2       | Clerk B                                    | 1       | 582                               | 688               | 793               |
|          |     |         |  |         |                                   |                   |                   |

| 4        | Salary |     |   | A             | SALARY RANGES     |                          |                   |  |
|----------|--------|-----|---|---------------|-------------------|--------------------------|-------------------|--|
|          | Grade  | •   | Position Title  | Auth'd<br>No. |                   | Midpoint                 | <u>Maximum</u>    |  |
|          | AVIAT  | TIO | ON DEPARTMENT   |               |                   |                          |                   |  |
| Schedule | A1 1   | 13  | Director of Aviation                                      | 1             | \$30,780<br>2,565 | \$36,516<br>3,043        | \$42,252<br>3,521 |  |
|          | 1      | 10  | Deputy Director of Aviation - Operations and Maintenance  | 1             | 25,152<br>2,096   | 29,808<br>2,484          | 34,464<br>2,872   |  |
|          |        | 9   | Deputy Director of Aviation - Administration              | 1             | 23,460<br>1,955   | 27,828<br>2,319          | 32,196<br>2,683   |  |
|          |        | 9   | Superintendent of Maintenance - Airport                   | 1             | 23,460<br>1,955   | 27,828<br>2,319          | 32,196<br>2,683   |  |
|          |        | 9   | Superintendent of Operations                              | 1             | 23,460<br>1,955   | 27,828<br>2,319          | 32,196<br>2,683   |  |
|          |        | 8   | Electrical Superintendent                                 | 1             | 21,972<br>1,831   | 26,052<br>2,171          | 30,132<br>2,511   |  |
|          | ı      | 8   | Electronics Superintendent                                | 1             | 21,972<br>1,831   | 26,052<br>2,171          | 30,132<br>2,511   |  |
|          | (      | 8   | Mechanical Superintendent                                 | 1             | 21,972<br>1,831   | 26,052<br>2,171          | 30,132<br>2,511   |  |
|          | (      | 6   | Assistant Superintendent of Operations                    | 2             | 19,236<br>1,603   | 22,800<br>1,900          | 26,352<br>2,196   |  |
|          | (      | 6   | Parking Superintendent                                    | 1             | 19,236<br>1,603   | 22,800<br>1, <b>90</b> 0 | 26,352<br>2,196   |  |
|          | 5      | 5   | Operations Supervisor                                     | 6             | 17,892<br>1,491   | 21,240<br>1,770          | 24,576<br>2,048   |  |
|          | 5      | 5   | Field Superintendent                                      | 1             | 17,892<br>1,491   | 21,240<br>1,770          | 24,576<br>2,048   |  |
|          | 5      | 5   | Assistant Electrical Superintendent                       | 1             | 17,892<br>1,491   | 21,240<br>1,770          | 24,576<br>2,048   |  |
|          | 5      | 5   | Assistant Electronics Superintendent                      | 1             | 17,892<br>1,491   | 21,240<br>1,770          | 24,576<br>2,048   |  |
|          | 5      | 5   | Assistant Mechanical Superintendent                       | 1             | 17,892<br>1,491   | 21,240<br>1,770          | 24,576<br>2,048   |  |
|          | 4      | 4   | Building Superintendent                                   | 1             | 16,752<br>1,396   | 19,872<br>1,656          | 22,992<br>1,916   |  |
|          | 4      | 4   | Transit System Reliability and Quality Control Supervisor | 1             | 16,752<br>1,396   | 19,872<br>1,656          | 22,992<br>1,916   |  |
|          | 2      | 2   | Asst. Parking Superintendent                              | 1             | 1,220             | 17,376<br>1,448          | 1,676             |  |
|          | • • •  | •   | •                   | • • • •       | • • • •           | • • • • •                | • • • •           |  |
|          | A2 11  | l   | Transit System Specialist - Electronic                    | 1             | 20,448<br>1,704   | 24,252<br>2,021          | 28,044<br>2,337   |  |
|          | 11     | L   | Transit System Specialist - Electrical/<br>Mechanical     | 1             | 20,448<br>1,704   | _                        | 28,044<br>2,337   |  |
|          | 3      | 3 , | Administrative Assistant                                  | 1             | 13,044<br>1,087   | 15,468<br>1,289          | 17,892<br>1,491   |  |

Exhibit A Page 3 of 16

|          | Salary  |                               | Auth'd | SA      | LARY RANGE | <u>S</u> |
|----------|---------|-------------------------------|--------|---------|------------|----------|
|          | Grade   | Position Title                | No.    | Minimum | Midpoint   | Maximum  |
|          | AVIATIO | ON DEPARTMENT, Cont'd.        |        |         |            |          |
| Schedule | B 13    | Maintenance Shift Coordinator | 9      | \$1,216 | \$1,442    | \$1,667  |
|          | 12      | Inspector, Fire Alarm Systems | 1      | 1,135   | 1,346      | 1,556    |
|          | 12      | Operations Controller         | 10     | 1,135   | 1,346      | 1,556    |
|          | 12      | Maintenance Storekeeper       | 1      | 1,135   | 1,346      | 1,556    |
|          | . 11    | Lead Waste Plant Operator     | 1      | 1,058   | 1,257      | 1,455    |
|          | 10      | Waste Plant Operator          | 2      | 991     | 1,176      | 1,360    |
|          | 10      | Ramp Controller               | 9      | 991     | 1,176      | 1,360    |
|          | 9       | Staff Assistant               | 1      | 926     | 1,095      | 1,264    |
|          | 8       | Senior Clerk                  | 4      | 865     | 1,027      | 1,188    |
|          | 7       | Secretary                     | 1      | 811     | 961        | 1,110    |
|          | 7       | Stock Room Clerk              | 4      | 811     | 961        | 1,110    |
|          | 6       | Senior Stenographer           | 3      | 759     | 899        | 1,038    |
|          | 6       | Fire Dept. Clerk              | 2      | 759     | 899        | 1,038    |
|          | 5       | Clerk A                       | 7      | 709     | 838        | 967      |
|          | 4       | Stenographer                  | 1      | 664     | 785        | 906      |
|          | 2       | Clerk B                       | 2      | 582     | 688        | 793      |
|          | 2       | Messenger                     | 1      | 582     | 688        | 793      |

| 1                             | Sala<br>Grad | ry<br><u>Position</u> | n Title                | Auth'd<br>No. | Salary<br>Rate      |  |
|-------------------------------|--------------|-----------------------|------------------------|---------------|---------------------|--|
|                               | AV LA        | TION DEPARTM          | ENT, Cont'd.           |               |                     |  |
|                               | Poli         | ce Departmen          | <u>nt</u>              |               |                     |  |
| Schedule                      | Al           | P Chief of            | Port Police            | 1             | \$27,144<br>2,262   |  |
|                               | ]            | P Assistan            | t Chief of Port Police | 2             | 24,900<br>2,075     |  |
|                               | 1            | ° Captain             |                        | 5             | 23,136<br>1,928     |  |
| ***************************** | I            | Lieutena              | nt                     | 3             | 21,480<br>1,790     |  |
|                               |              |                       |                        |               | Base<br>Salary Rate |  |
| Schedule                      | в Р          | *Sergeant             |                        | 11            | <b>*\$1,605</b>     |  |

|          | <u>Fir</u> | e D | )epartment           |   | Salar<br>Rate                | -                 |
|----------|------------|-----|----------------------|---|------------------------------|-------------------|
| Schedule | Al         | F   | Fire Chief           | 1 | \$27,14<br>2,26              |                   |
|          |            | F   | Assistant Fire Chief | 1 | 24,90<br>2,07                |                   |
|          |            | F   | Captain              | 5 | 22,84<br>1,90                |                   |
|          |            |     |                      |   | B <b>a</b> se<br>Salary Rate | **Rate<br>with 5% |
| Schedule | В          | F   | *Lieutenant          | 5 | *\$1,605                     | \$1,685           |
|          |            | F   | *Firefighter A)      |   | * 1,473                      | 1,547             |
|          |            | T2  | Witness albert       |   | 1 (02                        | 1 /70             |
|          |            | F   | Firefighter B)       |   | 1,402                        | 1,472             |

F Firefighter D)

F

Firefighter E)

1,335

1,242

1,271

1,183

<sup>\*</sup>These classifications are eligible for longevity premiums as detailed in Section IV.B.2.b.

<sup>\*\*</sup>These salaries include 5% work schedule differential explained in Section IV.B.4.a.

| 1        | ,            |  |        |                   |                   |                   |  |
|----------|--------------|--|--------|-------------------|-------------------|-------------------|--|
|          | Salary       |  | Auth'd | SALARY RANGES     |                   |                   |  |
|          | <u>Grade</u> | Position Title                                     | No.    | Minimum           | Midpoint          | Maximum           |  |
|          | ENG INE      | ERING DEPARTMENT                                   |        |                   |                   |                   |  |
| Schedule | A1 13        | Chief Engineer                                     | 1      | \$30,780<br>2,565 | \$36,516<br>3,043 | \$42,252<br>3,521 |  |
|          | 10           | Assistant Chief Engineer                           | 1      | 25,152<br>2,096   | 29,808<br>2,484   | 34,464<br>2,872   |  |
|          | 10           | Chief Construction Engineer                        | 1      | 25,152<br>2,096   | 29,808<br>2,484   | 34,464<br>2,872   |  |
|          | 9            | Manager - Electrical and Mechanical<br>Engineering | 1      | 23,460<br>1,955   | 27,828<br>2,319   | 32,196<br>2,683   |  |
|          | 9            | Managing Architect                                 | 1      | 23,460<br>1,955   | 27,828<br>2,319   | 32,196<br>2,683   |  |
|          | 9            | Manager - Waterfront Engineering                   | 1      | 23,460<br>1,955   | 27,828<br>2,319   | 32,196<br>2,683   |  |
|          | 9            | Manager - Airport Engineering                      | 1      | 23,460<br>1,955   | 27,828<br>2,319   | 32,196<br>2,683   |  |
|          | 9            | Chief Facilities Engineer                          | 1      | 23,460<br>1,955   | 27,828<br>2,319   | 32,196<br>2,683   |  |
|          | 9            | Superintendent of Maintenance - Waterfront         | 1      | 23,460<br>1,955   | 27,828<br>2,319   | 32,196<br>2,683   |  |
|          | 8            | Construction Manager                               | 1      | 21,972<br>1,831   | 26,052<br>2,171   | 30,132<br>2,511   |  |
|          | 8            | Chief Administrative Engineer                      | 1      | 21,972<br>1,831   | 26,052<br>2,171   | 30,132<br>2,511   |  |
|          | 8            | Supervisor - Cargo Handling Equipment              | 1      | 21,972<br>1,831   | 26,052<br>2,171   | 30,132<br>2,511   |  |
|          | 8            | Supervisor - Buildings and Grounds                 | 1      | 21,972<br>1,831   | 26,052<br>2,171   | 30,132<br>2,511   |  |
|          | 7            | Resident Engineer                                  | 5      | 20,568<br>1,714   | 24,384<br>2,032   | 28,200<br>2,350   |  |
|          | 5            | Chief of Surveys                                   | 1      | 17,892<br>1,491   | 21,240<br>1,770   | 24,576<br>2,048   |  |
|          | 5            | Night Maintenance Supervisor                       | 1      | 17,892<br>1,491   | 21,240<br>1,770   | 24,576<br>2,048   |  |
|          | 4            | Maintenance Supervisor                             | 6      | 16,752<br>1,396   | 19,872<br>1,656   | 22,992<br>1,916   |  |
|          | 3            | Drafting Manager                                   | 1      | 15,708<br>1,309   | 18,612<br>1,551   | 21,504<br>1,792   |  |
|          | 2            | Engineering Administration Supervisor              | 1      | 14,640<br>1,220   | 17,376<br>1,448   | 20,112<br>1,676   |  |

|          | Salary |     |                                    |     | SALARY RANGES     |                   |                   |
|----------|--------|-----|------------------------------------|-----|-------------------|-------------------|-------------------|
|          | Grade  | e   | Position Title                     | No. | Minimum           | Midpoint          | Maximum           |
|          | ENGI   | NEE | RING DEPARTMENT, Cont'd.           |     |                   |                   |                   |
| Schedule | A2 :   | 12  | Architect                          | 2   | \$21,492<br>1,791 | \$25,488<br>2,124 | \$29,472<br>2,456 |
|          | :      | 12  | Senior Engineer                    | 9   | 21,492<br>1,791   | 25,488<br>2,124   | 29,472<br>2,456   |
|          | 3      | 10  | Senior Contracts Administrator     | 1   | 19,368<br>1,614   | 22,980<br>1,915   | 26,580<br>2,215   |
|          |        | 9   | Associate Architect                | 2   | 18,360<br>1,530   | 21,780<br>1,815   | 25,200<br>2,100   |
|          |        | 9   | Associate Engineer                 | 9   | 18,360<br>1,530   | 21,780<br>1,815   | 25,200<br>2,100   |
|          |        | 9   | Senior Designer                    | 3   | 18,360<br>1,530   | 21,780<br>1,815   | 25,200<br>2,100   |
|          |        | 8   | Small Works Contract Administrator | 1   | 17,328<br>1,444   | 20,568<br>1,714   | 23,796<br>1,983   |
|          |        | 7   | Contracts Administrator            | 3   | 16,464<br>1,372   | 19,524<br>1,627   | 22,584<br>1,882   |
|          |        | 6   | Assistant Engineer                 | 3   | 15,576<br>1,298   | 18,456<br>1,538   | 21,324<br>1,777   |
|          |        | 6   | Associate Designer                 | 4   | 15,576<br>1,298   | 18,456<br>1,538   | 21,324<br>1,777   |
|          |        | 5   | Junior Engineer                    | 6   | 14,652<br>1,221   | 17,376<br>1,448   | 20,100<br>1,675   |
|          |        | 3   | Administrative Assistant           | 1   | 13,044<br>1,087   | 15,468<br>1,289   | 17,892<br>1,491   |

|          | Salary  |                                       | Auth'd |         | LARY RANGE |          |
|----------|---------|---------------------------------------|--------|---------|------------|----------|
| 4        | Grade   | Position Title                        | No.    | Minimum | Midpoint   | Maximum  |
|          | ENGINEE | RING DEPARTMENT, Cont'd.              |        |         |            |          |
|          |         | Administrative                        |        |         |            |          |
| Schedule | В 9     | Work Order Administrator              | 1      | \$ 926  | \$ 1,095   | \$ 1,264 |
|          | 9       | Staff Assistant                       | 2      | 926     | 1,095      | 1,264    |
|          | 8       | Senior Clerk                          | 2      | 865     | 1,027      | 1,188    |
|          | 6       | Senior Stenographer                   | 2      | 759     | 899        | 1,038    |
|          | 5       | Clerk A                               | 5 .    | 709     | 838        | 967      |
|          | 4       | Stenographer                          | 1      | 664     | 785        | 906      |
|          | 2       | Clerk B                               | 1      | 582     | 688        | 793      |
|          |         | Design                                |        |         |            |          |
|          | 11      | Designer                              | 2      | 1,058   | 1,257      | 1,455    |
|          | 9       | Senior Drafter                        | 6      | 926     | 1,095      | 1,264    |
|          |         | Drafter II                            | 2      | 865     | 1,027      | 1,188    |
|          |         |                                       | 1      | 759     | 899        | 1,038    |
|          | 6       | Engineering Reproduction Technician   | 1      | 759     | 899        | 1,038    |
|          |         |                                       |        |         |            |          |
|          |         | Construction                          |        |         |            |          |
|          | 15      | Senior Construction Inspector         | 5      | 1,388   | 1,645      | 1,902    |
|          | 12      | Associate Construction Inspector      | 6      | 1,135   | 1,346      | 1,556    |
|          | 10      | Assistant Construction Inspector      | 8      | 991     | 1,176      | 1,360    |
|          |         | Survey                                |        |         |            |          |
|          | 14      | _                                     | 2      | 1,297   | 1,538      | 1,779    |
|          | 13      | Senior Survey Technician              | 2      | 1,216   | 1,442      | 1,667    |
|          | 12      | Survey Instrument Technician          | 3      | 1,135   | 1,346      | 1,556    |
|          | 10      | Survey Head Chainer                   | 3      | 991     | 1,176      | 1,360    |
|          | 9       | Survey Rear Chainer                   | 2      | 926     | 1,095      | 1,264    |
|          | 9       | Survey Technician                     | 1      | 926     | 1,095      | 1,264    |
|          |         |                                       |        |         |            |          |
|          |         | Maintenance                           |        |         |            |          |
|          | 12      | Maintenance Storekeeper               | 1      | 1,135   | 1,346      | 1,556    |
|          | 8       | Maintenance Dispatch and Supply Clerk | 3      | 865     | 1,027      | 1,188    |
|          | 7       | Stock Room Clerk                      | 3      | 811     | 961        | 1,110    |

| •          | Sala<br>Grad | -           | Position Title                                       | Auth'd<br>No. | والمساوية بالمناف وبرواجه | LARY RANGE      |                 |
|------------|--------------|-------------|--|---------------|---------------------------|-----------------|-----------------|
|            |              |             | DEPARTMENT   |               |                           |                 |                 |
| C h = 11 = |              | <del></del> |  | 1             | \$28,752                  | \$34,104        | \$39,456        |
| Schedule   | A1           | 12          | Director, Marine Department                          | 1             | 2,396                     | 2,842           | 3,288           |
|            |              | 10          | Manager, Marine Terminals and Warehousing Operations | 1             | 25,152<br>2,096           | 29,808<br>2,484 | 34,464<br>2,872 |
|            |              | 8           | Manager, Warehousing                                 | 1             | 21,972<br>1,831           | 26,052<br>2,171 | 30,132<br>2,511 |
|            |              | 8           | Manager, Container Operations                        | 1             | 21,972<br>1,831           | 26,052<br>2,171 | 30,132<br>2,511 |
|            |              | 7           | Terminal Superintendent                              | 4             | 20,568<br>1,714           | 24,384<br>2,032 | 28,200<br>2,350 |
|            |              | 4           | Marina Superintendent                                | 2             | 16,752<br>1,396           | 19,872<br>1,656 | 22,992<br>1,916 |
|            |              | 3           | Assistant Terminal Superintendent                    | 6             | 15,708<br>1,309           | 18,612<br>1,551 | 21,504<br>1,792 |
|            |              | 3           | Assistant Warehouse Superintendent                   | 3             | 15,708<br>1,309           | 18,612<br>1,551 | 21,504<br>1,792 |
|            | A2           | 5           | Marine Terminals Assistant                           | 1             | 14,652<br>1,221           | 17,376<br>1,448 | 20,100<br>1,675 |
|            |              | 4           | Assistant Marina Superintendent                      | 2             | 13,860<br>1,155           | 16,452<br>1,371 | 19,032<br>1,586 |
|            |              | 4           | Sanitarian   | 1             | 13,860<br>1,155           | 16,452<br>1,371 | 19,032<br>1,586 |
| Schedule   | В            | 12          | Floor Supervisor                                     | 1             | 1,135                     | 1,346           | 1,556           |
|            |              | 11          | Chief Freight Agent                                  | 10            | 1,058                     | 1,257           | 1,455           |
|            |              | 10          | Dispatcher   | 2             | 991                       | 1,176           | 1,360           |
|            |              | 10          | Freight Agent  | 12            | 991                       | 1,176           | 1,360           |
|            |              | 10          | Marina Maintenance Foreman                           | 1             | 991                       | 1,176           | 1,360           |
|            |              | 9           | Staff Assistant                                      | 1             | 926                       | 1,095           | 1,264           |
|            |              | 8           | Marina Attendant II                                  | 8             | 865                       | 1,027           | 1,188           |
|            |              | 8           | Senior Clerk   | 6             | 865                       | 1,027           | 1,188           |
|            |              | 6           | Marina Attendant I                                   | 16            | 759                       | 899             | 1,038           |
|            |              | 6           | Marina Clerk   | 2             | 759                       | 899             | 1,038           |
|            |              | 6           | Moorage Clerk  | 1             | 759                       | 899             | 1,038           |
|            |              | 6           | Freight Clerk  | 10            | 759                       | 899             | 1,038           |
|            |              | 6           | Security Guard                                       | 1             | 759                       | 899             | 1,038           |
|            |              | 6           | Senior Stenographer                                  | 1             | 759                       | 899             | 1,038           |
|            |              | 5           | Custodian  | 1             | 709                       | 838             | 967             |
|            |              | 5           | Data Control Technician                              | 4             | 709                       | 838             | 967             |
|            |              | 5           | Clerk A  | 27            | 709                       | 838             | 967             |
|            |              | 4           | Stenographer   | 1             | 664                       | 785             | 906             |
|            |              | 2           | Clerk B  | 8             | 582                       | 688             | 793             |

|                  | Salary |      |   | Auth d | SALARY RANGES                 |                   |                   |  |
|------------------|--------|------|---|--------|-------------------------------|-------------------|-------------------|--|
|                  | Gra    | •    | Position Title                              | No.    | المراجع المناف المستحد المناف | Midpoint          |                   |  |
|                  | MAR    | KET] | ING DEPARTMENT                              |        |                               |                   |                   |  |
| Schedu <b>le</b> | Al     | 12   | Director, Marketing                         | 1      | \$28,752<br>2,396             | \$34,104<br>2,842 | \$39,456<br>3,288 |  |
|                  |        | 11   | Deputy Director, Marketing                  | 1      | 26,892<br>2,241               | 31,872<br>2,656   | 36,852<br>3,071   |  |
| 4-25-77          |        | 7    | Manager, Traffic Services                   | 1      | 20,568<br>1,714               | 24,384<br>2,032   | 28,200<br>2,350   |  |
| 4-25-77          |        | 6    | Manager, Pricing and Tariffs                | 1      | 19,236<br>1,603               | 22,800<br>1,900   | 26,352<br>2,196   |  |
|                  |        | 6    | Senior Traffic Coordinator                  | 1      | 19,236<br>1,603               | 22,800<br>1,900   | 26,352<br>2,196   |  |
|                  | • •    | • •  | •     | • • •  | • • • • •                     |                   | • • • •           |  |
|                  | A2     | *    | Regional Manager (Midwest)                  | 1      | 21,312<br>1,776               | 26,988<br>2,249   | 32,664<br>2,722   |  |
|                  |        | *    | Regional Manager (Inland Empire)            | 1      | 20,292<br>1,691               | 26,052<br>2,171   | 31,800<br>2,650   |  |
|                  |        | *    | Regional Manager (California/Southwest)     | 1      | 20,292<br>1,691               | 26,052<br>2,171   | 31,800<br>2,650   |  |
|                  |        | *    | Regional Manager (Hong Kong)                | 1      | 20,292<br>1,691               | 26,052<br>2,171   | 31,800<br>2,650   |  |
|                  |        | *    | Regional Manager (Far East)                 | 1      | 18,360<br>1,530               | 21,780<br>1,815   | 25,200<br>2,100   |  |
|                  |        | 9    | Regional Manager (Seattle)                  | 2      | 18,360<br>1,530               | 21,780<br>1,815   | 25,200<br>2,100   |  |
|                  |        | 9    | Regional Manager (Alaska)                   | 1      | 18,360<br>1,530               | 21,780<br>1,815   | 25,200<br>2,100   |  |
|                  |        | 8    | Manager, Inland Traffic Services            | 1      | 17,328<br>1,444               | 20,568<br>1,714   | 23,796<br>1,983   |  |
|                  |        | 8    | Manager, Ocean Traffic Services             | 1      | 17,328<br>1,444               | 20,568<br>1,714   | 23,796<br>1,983   |  |
|                  |        | 8    | Traffic Coordinator                         | 5      | 17,328<br>1,444               | 20,568<br>1,714   | 23,796<br>1,983   |  |
|                  |        | *    | Asst. Regional Manager (Midwest/East Coast) | 3      | 15,648<br>1,304               | 19,080<br>1,590   | 22,500<br>1,875   |  |
|                  |        | 3    | Administrative Assistant                    | 1      | 13,044<br>1,087               | 15,468<br>1,289   | 17,892<br>1,491   |  |

<sup>\*</sup> Nongraded positions - explained in Section I.C.2.

Exhibit A Page 10 of 16

|                  | Sala | ary      |  | Auth'd | SA              | LARY RANGE      | S                        |
|------------------|------|----------|--|--------|-----------------|-----------------|--------------------------|
|                  | Grad |          | Position Title   | No.    | Minimum         | Midpoint        | Maximum                  |
|                  | MARI | ŒT I     | ING DEPARTMENT, Cont'd.  |        |                 |                 |                          |
| Schedule         | : В  | 9        | Advertising Coordinator  | 1      | \$ 926          | \$1,095         | \$1,264                  |
|                  |      | 9        | Staff Assistant  | 3      | 926             | 1,095           | 1,264                    |
|                  |      | 8        | Data Control Supervisor  | 1      | 865             | 1,027           | 1,188                    |
|                  |      | 8        | Senior Clerk   | 3      | 865             | 1,027           | 1,188                    |
|                  |      | 6        | Senior Data Control Technician   | 1      | 759             | 899             | 1,038                    |
|                  |      | 6        | Senior Stenographer  | 2      | 759             | 899             | 1,038                    |
|                  |      | 6        | Senior Transportation Clerk  | 3      | 759             | 89 <del>9</del> | 1,038                    |
|                  |      | 5        | Data Control Technician  | 4      | 709             | 838             | 967                      |
|                  |      | 5        | Transportation Clerk   | 5      | 709             | 838             | 967                      |
|                  |      | 5        | Clerk A  | 9      | 709             | 838             | 967                      |
|                  |      | 4        | Stenographer   | 1      | 664             | 785             | 906                      |
| Sch <b>edule</b> |      | 0NN<br>9 | EL AND INDUSTRIAL RELATIONS DEPARTMENT  Director, Personnel and Industrial Relations | 1      | 23,460<br>1,955 | 27,828<br>2,319 | 32,196<br>2,683          |
|                  |      | 4        | Employee Relations and Equal Employment<br>Manager                                   | 1      | 16,752<br>1,396 | 19,872<br>1,656 | 22,992<br>1,916          |
|                  | • •  | • •      |  |        | • • • •         |                 | • • • •                  |
|                  | A2   | 6        | Personnel Administrator  | 3      | 15,576<br>1,298 | 18,456<br>1,538 | 21,324<br>1,777          |
|                  |      | 5        | Employee Relations Representative  | 1      | 14,652<br>1,221 | 17,376<br>1,448 | 20,100<br>1, <b>6</b> 75 |
|                  |      | 3        | Assistant Personnel Administrator  | 3      | 13,044<br>1,087 | 15,468<br>1,289 | 17,892<br>1,491          |
| Sch <b>edule</b> | В    | 8        | Senior Clerk   | 4      | 865             | 1,027           | 1,188                    |
|                  |      | 7        | Secretary  | 1      | 811             | 961             | 1,110                    |
|                  |      | 6        | Senior Stenographer  | 1      | 759             | 89 <b>9</b>     | 1,038                    |
|                  |      | 5        | Clerk A  | 4      | 709             | 838             | 967                      |
|                  |      | 4        | Stenographer   | 1      | 664             | 785             | 906                      |
|                  |      | 2        | Clerk B  | 1      | 582             | 688             | 793                      |

MARKETING DEPARTMENT

Last General Increase: 06/05/77

Exhibit A
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PERSONNEL AND INDUSTRIAL RELATIONS DEPARTMENT

|          | Sal | afu   |                                   | Auth'd  | SALARY RANGES     |                   |                   |
|----------|-----|-------|-----------------------------------|---------|-------------------|-------------------|-------------------|
|          | Gra | -     | Position Title                    | No.     |                   | Midpoint          | Maximum           |
|          | PLA | NN IN | G AND RESEARCH DEPARTMENT         |         |                   |                   |                   |
| Schedule |     |       | Director of Planning and Research | 1       | \$25,152<br>2,096 | \$29,808<br>2,484 | \$34,464<br>2,872 |
|          |     | 7     | Assistant Director - Planning     | 1       | 20,568<br>1,714   | 24,384<br>2,032   | 28,200<br>2,350   |
|          | • • | • •   |                                   | • • • • | • • • •           | • • • •           | • • • •           |
|          | A2  | 12    | Senior Economic Advisor           | 1       | 21,492<br>1,791   | 25,488<br>2,124   | 29,472<br>2,456   |
|          |     | 9     | Senior Environmental Planner      | 1       | 18,360<br>1,530   | 21,780<br>1,815   | 25,200<br>2,100   |
|          |     | 9     | Senior Project Planner            | 1       | 18,360<br>1,530   | 21,780<br>1,815   | 25,200<br>2,100   |
|          |     | 9     | Senior Long-Range Analyst         | 1       | 18,360<br>1,530   | 21,780<br>1,815   | 25,200<br>2,100   |
|          |     | 8     | Economist                         | 1       | 17,328<br>1,444   | 20,568<br>1,714   | 23,796<br>1,983   |
|          |     | 7     | Planner II                        | 3       | 16,464<br>1,372   | 19,524<br>1,627   | 22,584<br>1,882   |
|          |     | 6     | Research Economist                | 2       | 15,576<br>1,298   | 18,456<br>1,538   | 21,324<br>1,777   |
|          |     | 5     | Planner I                         | 2       | 14,652<br>1,221   | 17,376<br>1,448   | 20,100<br>1,675   |
|          |     | 4     | Environmentalist                  | 1       | 13,860<br>1,155   | 16,452<br>1,371   | 19,032<br>1,586   |
| Schedule | В   | 9     | Staff Assistant                   | 1       | 926               | 1,095             | 1,264             |
|          | _   | 8     | Research Specialist               | 1       | 865               | 1,027             | 1,188             |
|          |     |       | Assistant Planner                 | 2       | 865               | 1,027             | 1,188             |
|          |     |       | Graduate Intern                   | 2       | 865               | 1,027             | 1,188             |
|          |     | 8     | Senior Clerk                      | 1       | 865               | 1,027             | 1,188             |
|          |     | 6     | Senior Stenographer               | 1       | 759               | 899               | 1,038             |
|          |     |       | Clerk A                           | 2       | 709               | 838               | 967               |
|          |     |       | Stenographer                      | 1       | 664               | 785               | 906               |
|          |     | 2     | Clerk B                           | 1       | 582               | 688               | 793               |

|          | Sal | lary       |   | Auth'd | SA   | LARY RANGE      | S                                  |
|----------|-----|------------|---|--------|--|-----------------|------------------------------------|
|          |     | <u>sde</u> | Position Title  | No.    | The Real Property lies and the Person lies are the Person lies and the Person lies are | Midpoint        | فالتقارب والمجبر بالكافي والمناوات |
|          | PUF | CHAS       | SING AND OFFICE SERVICES DEPARTMENT   |        |  |                 |                                    |
| Schedule | A1  | 7          | Director, Purchasing and Office Services  | 1      | \$20,568<br>1,714  | •               | \$28,200<br>2,350                  |
|          |     | 2          | Assistant Director, Purchasing and Office<br>Services   | 1      | 14,640<br>1,220  | 17,376<br>1,448 | 20,112<br>1,676                    |
|          | • • | • •        |   |        |  |                 | 17.000                             |
|          | A2  | 3          | Buyer   | 3      | 13,044<br>1,087  | <u>₹</u>        | 17,892<br>1,491                    |
|          |     |            | ر قا من ش ہیں جا گافت من میں بہا آپ کا کاف شہاں اس منامی کا بنا شاہ من شہار اس میں میں آپ ایٹ ش میں میں ایک ا |        | شو شد. هو ريته احد حد دي بين حب  |                 |                                    |
| Schedule | В   | 10         | Property Room Custodian   | 1      | 991  | 1,176           | 1,360                              |
|          |     | 10         | Print Shop Supervisor   | 1      | 991  | 1,176           | 1,360                              |
|          |     | 10         | Word Processing Center Supervisor   | 1      | 991  | 1,176           | 1,360                              |
|          |     | 10         | Records Librarian   | 1      | 991  | 1,176           | 1,360                              |
|          |     | 8          | Senior Clerk  | 2      | 865  | 1,027           | 1,188                              |
|          |     | 7          | Word Processing Center Sr. Operator   | 2      | 811  | 961             | 1,110                              |
|          |     | 7          | Stock Room Clerk  | 1      | 811  | 961             | 1,110                              |
|          |     | 7          | Sr. Multilith Operator  | 1      | 811  | 961             | 1,110                              |
|          |     | 6          | Multilith Operator  | 1      | 759  | 899             | 1,038                              |
|          |     | 6          | Word Processing Center Operator   | 5      | 759  | 899             | 1,038                              |
|          |     | 5          | Clerk A   | 5      | 709  | 838             | 967                                |
|          |     | 5          | Chief Switchboard Operator  | 1      | 70 <b>9</b>  | 838             | 967                                |
|          |     | 4          | Stenographer  | 1      | 664  | 785             | 906                                |
|          |     | 4          | Word Processing Center Trainee  | 1      | 664  | 785             | 906                                |
|          |     | 3          | Print Shop Assistant  | 1      | 618  | 734             | 850                                |
|          |     | 2          | Relief Switchboard Operator   | 2      | 582  | 688             | 793                                |
|          |     | 2          | Messenger   | 1      | 582  | 688             | 793                                |
|          |     | 2          | Clerk B   | 1      | 582  | 688             | 793                                |
|          |     | 1          | Mail Clerk  | 1      | 522  | 631             | 740                                |

|          | Salary  |                                   |         | SALARY RANGES                     |  |                 |  |
|----------|---------|-----------------------------------|---------|-----------------------------------|--|-----------------|--|
|          | Grade   | Position Title                    | No.     | Minimum                           | Midpoint                               | Maximum         |  |
|          | REAL ES | TATE DEPARTMENT                   |         |                                   |  |                 |  |
| Schedule | A1 8    | Manager, Real Estate Services -   | 1       | \$21,972                          | -                                      | \$30,132        |  |
|          |         | Technical and Administrative      |         | 1,831                             | 2,171                                  | 2,511           |  |
|          | 7       | Manager, Airport Real Estate      | 1       | 20,568                            | •                                      | 28,200          |  |
|          |         |                                   |         | 1,714                             | 2,032                                  | 2,350           |  |
|          | 7       | Manager, Waterfront Real Estate   | 1       | 20,568<br>1,714                   | <del>-</del>                           | 28,200<br>2,350 |  |
|          | _       |                                   | _       | •                                 | •                                      | -               |  |
|          | 5       | Manager, General Services         | 1       | 17,892<br>1,491                   | 21,240<br>1,770                        | 24,576<br>2,048 |  |
|          |         |                                   | • • • • |                                   |  | • • •           |  |
|          | A2 10   | Airport Acquisition Specialist    | 1       | 19,368                            | 22,980                                 | 26,580          |  |
|          |         |                                   |         | 1,614                             | 1,915                                  | 2,215           |  |
|          | 8       | Rental Management Specialist      | 5       | 17,328                            | -                                      | 23,796          |  |
|          |         |                                   |         | 1,444                             | 1,714                                  | 1,983           |  |
|          | 6       | Airport Relocation Supervisor     | 1       | 15,576<br>1,298                   | 18,456<br>1,538                        | 21,324<br>1,777 |  |
|          | _       |                                   | •       | -                                 | •                                      |                 |  |
|          | 2       | Airport Acquisition Assistant     | 1       | 12,300<br>1,025                   | 14,604<br>1,217                        | 16,908<br>1,409 |  |
|          | 2       | Airport Relocation Representative | 3       | 12,300                            | 14,604                                 | 16,908          |  |
|          | 2       | Allpoit Melocation Repleaentative | J       | 1,025                             | 1,217                                  | 1,409           |  |
|          |         |                                   |         | و جود خود همه همه همه همه محمد مس | ر ها دی دی. دی های دی این دی این دی دی |                 |  |
| Schedule | B 9     | Real Estate Assistant             | 1       | 926                               | 1,095                                  | 1,264           |  |
|          | 9       | Staff Assistant                   | 1       | 926                               | 1,095                                  | 1,264           |  |
|          | 8       | Custodial Supervisor              | 2       | 865                               | 1,027                                  | 1,188           |  |
|          | 7       | Secretary                         | 1       | 811                               | 961                                    | 1,110           |  |
|          | 7       | Security Supervisor               | 1       | 811                               | 961                                    | 1,110           |  |
|          | 6       | Security Guard                    | 5       | 759                               | 899                                    | 1,038           |  |
|          | 6       | Utilities Monitor                 | 1       | 759                               | 899                                    | 1,038           |  |
|          | 6       | Senior Stenographer               | 1       | 759                               | 899                                    | 1,038           |  |
|          | 5       | Clerk A                           | 2       | 709                               | 838                                    | 967             |  |
|          | 5       | Custodian                         | 7       | 709                               | 838                                    | 967             |  |
|          | 4       | Stenographer                      | 2       | 664                               | 785                                    | 906             |  |
|          | 2       | Clerk B                           | 1       | 582                               | <b>6</b> 88                            | 793             |  |
|          |         |                                   |         |                                   |  |                 |  |

| •        |        | ary |                                       | Auth d  | فبالتحيير وفسي البروي فبوي | LARY RANGE        |                   |
|----------|--------|-----|---------------------------------------|---------|----------------------------|-------------------|-------------------|
|          | Gra    |     | Position Title                        | No.     | Minimum                    | Midpoint          | Maximum           |
|          |        |     | AND DATA PROCESSING DEPARTMENT        |         |                            |                   |                   |
| Schedule | Al     | 11  | Director, Systems and Data Processing | 1       | \$26,892<br>2,241          | \$31,872<br>2,656 | \$36,852<br>3,071 |
|          |        | 7   | Manager of Systems                    | 1       | 20,568<br>1,714            | 24,384<br>2,032   | 28,200<br>2,350   |
|          |        | 6   | Manager of Data Processing            | 1       | 19,236<br>1,603            | 22,800<br>1,900   | 26,352<br>2,196   |
|          |        | 2   | Computer Operations Supervisor        | 1       | 14,640<br>1,220            | 17,376<br>1,448   | 20,112<br>1,676   |
|          | • •    | ů * |                                       | • • • • | • • • •                    | • • • •           | • • • •           |
|          | A2     | 10  | Systems Supervisor                    | 4       | 19,368<br>1,614            | 22,980<br>1,915   | 26,580<br>2,215   |
|          |        | 9   | Systems Analyst                       | 6       | 18,360<br>1,530            | 21,780<br>1,815   | 25,200<br>2,100   |
|          |        | 9   | Software Systems Analyst              | 5       | 18,360<br>1,530            | 21,780<br>1,815   | 25,200<br>2,100   |
|          |        | 8   | Analyst/Programmer                    | 9       | 17,328<br>1,444            | 20,568<br>1,714   | 23,796<br>1,983   |
|          |        | 5   | Programmer                            | 8       | 14,652<br>1,221            | 17,376<br>1,448   | 20,100<br>1,675   |
|          | . سجيب | 5   | Systems and Procedures Analyst        | 2       | 14,652<br>1,221            | 17,376<br>1,448   | 20,100            |
| Schedule | В      | 11  | Senior Computer Operator              | 4       | 1,058                      | 1,257             | 1,455             |
|          |        | 9   | Systems Analyst Trainee               | 3       | 926                        | 1,095             | 1,264             |
|          |        | 9   | Senior Control Supervisor             | 1       | 926                        | 1,095             | 1,264             |
|          |        | 9   | Staff Assistant                       | 1       | 926                        | 1,095             | 1,264             |
|          |        | 8   | Programmer Trainee                    | 1       | 865                        | 1,027             | 1,188             |
|          |        | 8   | Keypunch Supervisor                   | 1       | 865                        | 1,027             | 1,188             |
|          |        | 8   | Senior Clerk                          | 3       | 865                        | 1,027             | 1,188             |
|          |        | 8   | Computer Operator                     | 5       | 865                        | 1,027             | 1,188             |
|          |        | 6   | Computer Operator Trainee             | 2       | 759                        | 899               | 1,038             |
|          |        | 6   | Senior Keypunch Operator              | 2       | 759                        | 899               | 1,038             |
|          |        | 6   | Senior Stenographer                   | 1       | 759                        | 899               | 1,038             |
|          |        | 6   | Senior Data Control Technician        | 3       | 759                        | 899               | 1,038             |
|          |        | 5   | Keypunch Operator                     | 6       | 709                        | 838               | 967               |
|          |        | 5   | Data Control Technician               | 8       | 709                        | 838               | 967               |
|          |        | 5   | Clerk A                               | 2       | 709                        | 838               | 967               |
|          |        | 4   | Stenographer                          | 1       | 664                        | 785               | 906               |
|          |        | 2   | Clerk B                               | 'n      | 582                        | 688               | 793               |

SYSTEMS AND DATA PROCESSING DEPARTMENT

Exhibit A
Page 15 of 16

|          | Salary Grade Position Ti |         | Position Title                 | Auth'd<br>No. |                   | SALARY RANGE<br>Minimum Midpoint |                        |
|----------|--------------------------|---------|--------------------------------|---------------|-------------------|----------------------------------|------------------------|
|          | MUL                      | T I - I | DEPARTMENT                     |               |                   |                                  |                        |
| Schedule | A2                       | 3       | Administrative Assistant       | 4             | \$13,044<br>1,087 | \$15,468<br>1,289                | \$17,892<br>1,491      |
| Schedule | В                        | 9       | Staff Assistant                | 4             | 926               | 1,095                            | 1,264                  |
|          |                          | 8       | Graduate Intern                | 4             | 865               | 1,027                            | 1,188                  |
|          |                          | 8       | Senior Clerk                   | 6             | 865               | 1,027                            | 1,188                  |
|          |                          | 7       | Secretary                      | 6             | 811               | 961                              | 1,110                  |
|          |                          | 7       | Stock Room Clerk               | 2             | 811               | 961                              | 1,110                  |
|          |                          | 6       | Senior Data Control Technician | 4             | 759               | 899                              | 1,038                  |
|          |                          | 5       | Data Control Technician        | 6             | 709               | 838                              | 967                    |
|          |                          | 2       | Messenger                      | 2             | 582               | 688                              | 793                    |
|          |                          | 6       | Senior Stenographer)           | •             | 759               | 899                              | 1,038                  |
|          |                          | 4       | Stenographer )                 | 8             | 664               | 785                              | 906                    |
|          |                          | 5       | Clerk A)                       | •             | 709               | 838                              | 967                    |
|          |                          | 2       | Clerk B)                       | 16            | 582               | 688                              | 793                    |
|          |                          | *       | Student Intern                 | 6<br>(as      |                   | illing Rate                      | es Paid<br>ion I.C.4.) |

Note: When a department has used all authorized positions provided on a previous page, positions on this page may be requested from the Personnel Department, pending budgetary approval.

<sup>\*</sup>Nongraded position - explained in Section I.C.3.

# PORTOF SEATTLE MEMORANDUM

DATE

March 2, 1977

TO

Lawrence R. Wheeler, Director of Personnel

FROM

Iola M. Umphrey, Executive Assistant

SUBJECT

Minutes of Commission Meeting (for your files)

Attached is an excerpt from the minutes of the meeting of the Port Commission held on February 24, 1977

This excerpt relates to the agenda item which originated in your department and is furnished for your information, necessary follow-through, and files.

cc: Messrs. Hogan, Benett, Yoshioka, Muller, Levinger, Boyle, Rooth, Shay, and Ljungren

POS A-1

# Amendment 1

4

# A. Reevaluation and Title Change - Deputy Executive Director

This position is responsible for the direction of the Operations and Facilities group (Aviation, Marine, Real Estate and Engineering Departments). This position serves as the Executive Director in the absence of the Executive Director. The former title for this position was Deputy General Manager.

| •          |              | Present  |          | Proposed     |          |          |
|------------|--------------|----------|----------|--------------|----------|----------|
| Authorized | Salary Range |          |          | Salary Range |          |          |
| No.        | Min.         | Mid.     | Max.     | Min.         | Mid.     | Max.     |
| 1          | \$37,668     | \$44,652 | \$51,636 | \$34,164     | \$40,512 | \$46,848 |
|            | 3,139        | 3,721    | 4,303    | 2,841        | 3,376    | 3,904    |

# B. Reevaluation and Title Change - Senior Director, Operations and Facilities

This position manages the Real Estate Department and is under the direction of the Deputy Executive Director. The position is responsible for negotiations of major acquisitions and leases and for developing and implementing the Port plan for facility utilization. The Senior Director, Operations and Facilities serves in the absence of the Deputy Executive Director to perform the duties of that position. The former title for the position was Director of Real Estate.

| Authorized | Sal               | Present Salary Range |                   |      | Proposed Salary Range |                   |  |
|------------|-------------------|----------------------|-------------------|------|-----------------------|-------------------|--|
| No.        | Min.              | mrg.                 | Max.              | Min. | MId.                  | Max.              |  |
| 1          | \$27,432<br>2,286 | \$32,544<br>2,712    | \$37,644<br>3,137 | •    | \$33,996<br>2,833     | \$39,312<br>3,276 |  |

# C. Reevaluation and Title Change - Senior Director, Finance and Administration

This position provides overall financial management and management of the Port's administrative activities, including direction of the Accounting Department, the Systems and Data Processing Department, the Department of Purchasing and Office Services, in addition to Financial Planning and Budget, Insurance, Claims and Safety, and Internal Audit. The former title of this position was Director of Finance and Administration.

| Authorized | Sal               | Present<br>Lary Ran | ge   |      | Proposed<br>Lary Ran | ge                |
|------------|-------------------|---------------------|------|------|----------------------|-------------------|
| No.        | Min.              | Mrg.                | Max. | Min. | Mid.                 | Max.              |
| . 1        | \$30,012<br>2,501 | \$35,580<br>2,965   | •    | • •  | \$35,880<br>2,990    | \$41,496<br>3,458 |

# D. New Position - Senior Director, Planning and Port Relations

This position provides overall direction for those organizations and functions dealing with the Port's publics. This includes: Planning and Research Department, Marketing Department, Department of Personnel and Industrial Relations, and the Public Information, Special Services and legal staff sections. The position is also responsible for the intergovernmental relations functions of Port operations.

| •              | Si       | Proposed<br>alary Rai |          |
|----------------|----------|-----------------------|----------|
| Authorized No. | Min.     | Mid.                  | Max.     |
| 1              | \$30,804 | \$36,516              | \$42,228 |
| į.             | 2,567    | 3,043                 | 3,519    |

# II. The following new graded position is proposed:

# A. Director of Special Services

Under the general direction of the Senior Director, Planning and Port Relations, this position assists Port management by arranging special events and visits from representatives of business and government. The position plays a key role in the sensitive handling and scheduling of Port functions which have a significant impact on Port relations. This position supervises the World Trade Center staff at Sea-Tac International Airport and coordinates with the media as required.

|          |       | Authorized | Sa                | Proposed<br>Lary Rang |                   |
|----------|-------|------------|-------------------|-----------------------|-------------------|
| Schedule | Grade | No.        | Min.              | MIG.                  | Max.              |
| A2       | . 10  | 1          | \$18,480<br>1,540 | \$21,924<br>1,827     | \$25,356<br>2,113 |

#### III. Marine Department - Proposed Evaluations of Management Positions

# A. New Position - Manager, Container Operations

This position reports to the Manager, Marine Terminals and Warehousing Operations and is responsible for directing the operation of the Port's primary container terminals (18 and 102). The position is responsible for the efficient receipt and delivery of containerized cargo and for maintaining effective relationships with waterfront labor and related organizations. The position has direct responsibility over 23 employees and also indirectly supervises the employees of stevedoring companies and a large number of union employees. The evaluation was requested by Marine departmental management in recognition of the ever-increasing sophistication of knowledge and expertise required in management of the containerized cargo-handling function and because of the increasing relative importance and greater volume of containerized cargo.

|          |       | Authorized | Sa                | Proposed<br>Lary Rang |      |
|----------|-------|------------|-------------------|-----------------------|------|
| Schedule | Grade | No.        | Min.              | Mid.                  | Max. |
| Al       | 8     | 1          | \$20,964<br>1,747 | \$24,864<br>2,072     | •    |

# B. Reevaluation and Title Change - Manager, Warehousing

This position reports to the Manager, Marine Terminals and Warehousing Operations. The position directs the operation of the overland common point (O.C.P.) warehouses and represents the Port to import customers and waterfront unions associated with Port warehousing services. The position directly supervises 35 Port salaried employees and 80 to 90 union employees. A recognition of the necessity for creative and innovative approaches in meeting customer needs was an important consideration in the reevaluation of this position, along with the growing importance of O.C.P. warehousing to the Port's competitive position. The former title of this position was Warehouse Superintendent.

|          |          |       | Authorized | Salary Range            |                   |                   |
|----------|----------|-------|------------|-------------------------|-------------------|-------------------|
|          | Schedule | Grade | No.        | Min.                    | Mid.              | Max.              |
| Present  | Al       | 7     | 1          | \$19,620<br>1,635       | \$23,268<br>1,939 | \$26,904<br>2,242 |
| Proposed | A1       | 8     | 1          | 20,964<br><b>1,7</b> 47 | 24,864<br>2,072   | 28,752<br>2,396   |

### IV. Planning and Research Department

#### A. Reevaluation and Title Change - Senior Economic Advisor

This reevaluation takes into account a realignment and adjustment of supervisory relationships in the research section of the Planning and Research Department. The purpose of this change is to better utilize personnel resources of the department and to cover the increasing emphasis required in dealing with statistical and economic trade matters. The effect of this proposal is to focus the function of the position toward more sophisticated professional activity and away from the primary activity of management. The proposed position acts as Senior Economic Advisor to Port management in matters of economic research and in forecasting related to Port operations. The position also assists the Director of Planning and Research in performance of administrative tasks. The former title of this position was Assistant Director, Research.

|          |           |              | Authorized | Salary Range    |                   |                 |
|----------|-----------|--------------|------------|-----------------|-------------------|-----------------|
|          | Schedule  | <u>Grade</u> | No.        | llin.           | Mid.              | Max.            |
| Present  | AI        | 8            | 1          | •               | \$24,864<br>2,072 | •               |
| Proposed | <b>A2</b> | 12           | 1          | 20,508<br>1,709 | 24,312<br>2,026   | 28,116<br>2,343 |

# V. Systems and Data Processing Department

# A. New Position - Computer Operator Trainee

The purpose of this proposed position is to provide an entry-level opportunity in a specialized field without requiring previous related experience. This is consistent with the Port's Affirmative Action Plan. High school and two years of college with an Associate of Arts degree in Data Processing or equivalent business school is required. The individuals assigned to this position will be trained to operate a computer and other data processing production equipment.

|          |       |            | ]     | Proposed  |       |
|----------|-------|------------|-------|-----------|-------|
|          |       | Authorized | Sa    | lary Ran  | ge    |
| Schedule | Grade | No.        | Min.  | Mid. Max. |       |
| В        | · 6   | 2          | \$724 | \$857     | \$990 |

#### VI. Marketing Department

# A. New Position - Senior Transportation Clerk

This proposed position provides clerical support for the Traffic Coordinator, Senior Traffic Coordinator and Manager of OCP Traffic to facilitate the movement and billing of OCP cargo. The position also responds to customer inquiries and complaints. Inquiries handled include providing billing and pricing information. The position acts in a lead capacity regarding those employees classified as Transportation Clerks.

| •        |       | Authorized |       | Proposed<br>Lary Ra |       |
|----------|-------|------------|-------|---------------------|-------|
| Schedule | Grade | No.        | Min.  | Mid.                | Max.  |
| В        | 6     | 3          | \$724 | \$857               | \$990 |

### VII. Other Job Reevaluations and Title Changes

In compliance with the conditions set forth in Section II of Salary Resolution No. 2656, and in the interest of providing complete information, the Port Commission is notified of the following job reevaluations and title changes. (Commission approval for reevaluations is not required for any Schedule B positions, for Schedule A2 positions below Grade 11 or for Schedule A1 positions below Grade 7.)

#### A. Executive Department

#### 1. Reevaluation - Executive Assistant

|        | Schedule | Grade | Authorized - No. | Salary<br>Min. | Range - Mid. | Monthly<br>Max. |
|--------|----------|-------|------------------|----------------|--------------|-----------------|
| Former | A2       | 6     | 1                | \$1,238        | \$1,467      | \$1,695         |
| New    | Al       | 4     | 1                | 1,332          | 1,580        | 1,828           |

# B. Purchasing and Office Services Department

# 1. Reevaluation - Assistant Director, Purchasing and Office Services

|        | Schedule | Grade | Authorized No. | Salary<br>Min. | Range - Mid. | Monthly Max. |
|--------|----------|-------|----------------|----------------|--------------|--------------|
| Former | A2       | 5     | 1              | \$1,165        | \$1,382      | \$1,598      |
| New    | A1       | 2     |                | 1,164          | 1,382        | 1,599        |

# 2. Reevaluation - Print Shop Supervisor

|        |   |          |       | Authorized | Salary Range - Monthly |         |         |  |
|--------|---|----------|-------|------------|------------------------|---------|---------|--|
|        |   | Schedule | Grade | No.        | Min.                   | Mid.    | Max.    |  |
| Former | , | В        | 9     | 1          | \$883                  | \$1,045 | \$1,206 |  |
| . New  |   | В        | 10    | 1          | 945                    | 1,121   | 1,297   |  |

# 3. Reevaluation - Word Processing Center Supervisor

|        | Schedule | Grade | Authorized No. | Salary<br>Min. | Range - Mid. | Monthly<br>Max. |
|--------|----------|-------|----------------|----------------|--------------|-----------------|
| Former | B        | 9     | 1              | \$883          | \$1,045      | \$1,206         |
| New    | B        | 10    | 1              | 945            | 1,121        | 1,297           |

# 4. Reevaluation and Title Change - Librarian

New title is Records Librarian.

|        |          |       | Authorized | Salary Range - Monthly |         |         |  |
|--------|----------|-------|------------|------------------------|---------|---------|--|
|        | Schedule | Grade | No.        | Min.                   | Mid.    | Max.    |  |
| Former | В        | 9     | 1          | \$883                  | \$1,045 | \$1,206 |  |
| New    | B        | 10    | 1          | 945                    | 1,121   | 1,297   |  |

- C. <u>Public Relations Department</u> the title of this section has been changed to <u>Public Information</u>.
  - 1. Title change only Director, Public Relations; new title is Director, Public Information.
  - 2. Title change only Assistant Director, Public Relations; new title is Assistant Director, Public Information.
  - 3. Title change only Public Relations Assistant; new title is Public Information Assistant.
  - 4. Deletion of position Editorial Assistant.

# D. Aviation Department

# 1. Reevaluation - Parking Superintendent

|        |          |       | Authorized | Salary  | ry Range - Month |         |  |
|--------|----------|-------|------------|---------|------------------|---------|--|
|        | Schedule | Grade | No.        | Min.    | Mid.             | Max.    |  |
| Former | A1       | 5     | 1          | \$1,422 | \$1,688          | \$1,954 |  |
| New    | Al       | 6     | 1          | 1,529   | 1,812            | 2,095   |  |

# E. Engineering Department

# 1. Reevaluation and Title Change - Assistant Maintenance Superintendent; new title is Small Works Contract Administrator

|        |          |       | Authorized | Salary  | Range - | Monthly |
|--------|----------|-------|------------|---------|---------|---------|
|        | Schedule | Grade | No.        | Min.    | Mid.    | Max.    |
| Former | Al       | .5    | 1          | \$1,422 | \$1,688 | \$1,954 |
| New    | A2       | B     | 1          | 1,378   | 1,635   | 1,892   |

# F. Marine Department

# 1. Reevaluation and Title Change - Clerk A, Shilshole Marina; new title is Marina Clerk

|        | Schedule | Grade | Authorized No. | Salary<br>Min. | Range - Mid. | Monthly Max. |
|--------|----------|-------|----------------|----------------|--------------|--------------|
| Former | B        | 5     | 2              | \$676          | \$800        | \$923        |
| New    | B        | 6     | 2              | <b>7</b> 24    | 857          | <b>9</b> 90  |

# G. Planning and Research Department

# 1. Reevaluation - Research Economist

|        |           |       | Authorized | Salary Range - Monthly |         |         |  |
|--------|-----------|-------|------------|------------------------|---------|---------|--|
| •      | Schedule  | Grade | No.        | Min.                   | Mid.    | Max.    |  |
| Former | A2        | 5     | 2          | \$1,165                | \$1,382 | \$1,598 |  |
| New    | <b>A2</b> | 6     | 2          | 1,238                  | 1,467   | 1,695   |  |

# H. Systems and Data Processing Department

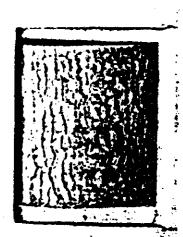
# 1. Reevaluation - Computer Operator

|        | Schedule | Grade | Authorized No. | Salary<br>Min. | Range - Mid. | Monthly<br>Max. |
|--------|----------|-------|----------------|----------------|--------------|-----------------|
| Former | B        | 7     | 5              | \$774          | \$917        | \$1,059         |
| New    | B        | 8     | 5              | 825            | 979          | 1,133           |

Port Commission Minutes, February 24, 1977, p. 9.

- I. Trade Development Department the title of this department has been changed to Marketing.
  - 1. Title change only Director of Trade Development; new title is Director, Marketing.
  - 2. Title change only Manager, Marketing; new title is Deputy Director, Marketing.

Motion unanimously carried.



# DEPARTMENT

|          | Sala<br>Grad    |     | Position Title                          | Auth'd<br>No. | SA<br>Minimum     | LARY RANGE        | S<br>Maximum      |
|----------|-----------------|-----|---|---------------|-------------------|-------------------|-------------------|
|          | Publ            | lic | Information Section                     |               |                   |                   |                   |
| Schedule | A1              | 8   | Director, Public Information            | 1             | \$20,964<br>1,747 | \$24,864<br>2,072 | \$28,752<br>2,396 |
|          |                 | 6   | Assistant Director, Public Information  | 1             | 18,348<br>1,529   | 21,744<br>1,812   | 25,140<br>2,095   |
|          | • •             | ٠., |   |               |                   | 10 604            | 01 540            |
|          | A2              | ,   | Editor                                  | 1             | 15,708<br>1,309   | 18,624<br>1,552   | 21,540<br>1,795   |
|          |                 | 5   | Public Information Assistant            | 1             | 13,980<br>1,165   | 16,584<br>1,382   | 19,176<br>1,598   |
|          |                 | 5   | Photographer                            | 1             | 13,980<br>1,165   | 16,584<br>1,382   | 19,176<br>1,598   |
|          | جنة هي خلد بجية | 3   | Assistant Editor                        | 1             | 12,444<br>1,037   | 14,760<br>1,230   | 17,064<br>1,422   |
| Schedule | В               | 7   | Assistant Photographer                  | 1             | 774               | 917               | 1,059             |
|          |                 | 6   | Senior Stenographer                     | 1             | 724               | 857               | 990               |
|          |                 | 5   | Clerk A                                 | 1             | 676               | 800               | 923               |
|          |                 | 4   | Stenographer                            | 1             | 633               | 749               | 864               |
|          |                 | 2   | Clerk B                                 | 1             | 555               | 656               | 757               |
|          | ACCO            | UNT | ING DEPARTMENT                          |               |                   |                   |                   |
| Schedule | A1              | 9   | Director of Accounting and Port Auditor | 1             | 22,380<br>1,865   | 26,556<br>2,213   | 30,720<br>2,560   |
|          |                 | 3   | Supervisor, General Accounting          | 1             | 14,988<br>1,249   | 17,760<br>1,480   | 20,520<br>1,710   |
|          |                 | 3   | Supervisor, Customer Accounting         | 1             | 14,988<br>1,249   | 17,760<br>1,480   | 20,520<br>1,710   |
|          | • •             | • • |   |               |                   | • • • • •         | • • • •           |
|          | A2              | 6   | Accounting Systems Analyst              | 1             | 14,856<br>1,238   | 17,604<br>1,467   | 20,340<br>1,695   |
|          |                 | 4   | Senior Accountant                       | 4             | 13,224<br>1,102   | 15,696<br>1,308   | 18,156<br>1,513   |
|          |                 | 3   | Accountant                              | 4             | 12,444            | 14,760<br>1,230   | 17,064            |
| Schedule | В               | 9   | Staff Assistant                         | 1             | 883               | 1,045             | 1,206             |
|          |                 | 8   | Graduate Intern                         | 1             | 825               | 979               | 1,133             |
|          |                 | 8   | Senior Clerk                            | 6             | 825               | 979               | 1,133             |
|          |                 | 6   | Senior Stenographer                     | 1             | 724               | 857               | 990               |
|          |                 | 5   | Clerk A                                 | 16            | 676               | 800               | 923               |
|          |                 |     | Stenographer                            | 1             | 633               | 749               | 864               |
|          |                 | 2   | Clerk B                                 | 1             | 555               | 656               | 757               |

Note: Additional positions listed on page 16 mmy be requested.

Public Information Section ACCOUNTING DEPARTMENT

Exhibit A Page 2 of 16

|          | Salary<br>Crade | Position Title  | Auth'd<br>No. | SALARY RANGE<br>Minimum Midpoint |                   | ES<br><u>Maximum</u> |  |
|----------|-----------------|---|---------------|----------------------------------|-------------------|----------------------|--|
|          | AVIATIO         | ON DEPARTMENT   |               |                                  |                   |                      |  |
| Schedule | A1 13           | Director of Aviation                                      | 1             | \$29,364<br>2,447                | \$34,836<br>2,903 | \$40,308<br>3,359    |  |
|          | 1.0             | Deputy Director of Aviation - Operations and Maintenance  | 1             | 24,000<br>2,000                  | 28,440<br>2,370   | 32,880<br>2,740      |  |
|          | 9               | Deputy Director of Aviation - Administration              | 1             | 22,380<br>1,865                  | 26,556<br>2,213   | 30,720<br>2,560      |  |
|          | 9               | Superintendent of Maintenance - Airport                   | 1             | 22,380<br>1,865                  | 26,556<br>2,213   | 30,720<br>2,560      |  |
|          | 9               | Superintendent of Operations                              | 1             | 22,380<br>1,865                  | 26,556<br>2,213   | 30,720<br>2,560      |  |
|          | 8               | Electrical Superintendent                                 | 1             | 20,964<br>1,747                  | 24,864<br>2,072   | 28,752<br>2,396      |  |
|          | 8               | Electronics Superintendent                                | 1             | 20,964<br>1,747                  | 24,864<br>2,072   | 28,752<br>2,396      |  |
|          | 8               | Mechanical Superintendent                                 | 1             | 20,964<br>1,747                  | 24,864<br>2,072   | 28,752<br>2,396      |  |
|          | 6               | Assistant Superintendent of Operations                    | 2             | 18,348<br>1,529                  | 21,744<br>1,812   | 25,140<br>2,095      |  |
|          | 6               | Parking Superintendent                                    | 1             | 18,348<br>1,529                  | 21,744<br>1,812   | 25,140<br>2,095      |  |
|          | 5               | Operations Supervisor                                     | 6             | 17,064<br>1,422                  | 20,256<br>1,688   | 23,448<br>1,954      |  |
|          | 5               | Field Superintendent                                      | 1             | 17,064<br>1,422                  | 20,256<br>1,688   | 23,448<br>1,954      |  |
|          | 5               | Assistant Electrical Superintendent                       | 1             | 17,064<br>1,422                  | 20,256<br>1,688   | 23,448<br>1,954      |  |
|          | 5               | Assistant Electronics Superintendent                      | 1             | 17,064<br>1,422                  | 20,256<br>1,688   | 23,448<br>1,954      |  |
|          | 5               | Assistant Mechanical Superintendent                       | 1             | 17,064<br>1,422                  | 20,256<br>1,688   | 23,448<br>1,954      |  |
|          | 4               | Building Superintendent                                   | 1             | 15,984<br>1,332                  | 18,960<br>1,580   | 21,936<br>1,828      |  |
|          | 4               | Transit System Reliability and Quality Control Supervisor | 1             | 15,984<br>1,332                  | 18,960<br>1,580   | 21,936<br>1,828      |  |
|          | 2               | Asst. Parking Superintendent                              | 1             | 13,968<br>1,164                  | 16,584<br>1,382   | 19,188<br>1,599      |  |
|          |                 | Manuals Oncas - O1-11-5                                   |               | 10 510                           | 22 126            | 26 760               |  |
|          |                 | Transit System Specialist - Electronic                    | 1             | 19,512                           | 23,136            | 26,760<br>2,230      |  |
|          | 11              | Transit System Specialist - Electrical/<br>Mechanical     | 1             | 19,512<br>1,626                  | 23,136<br>1,928   | 26,760<br>2,230      |  |
|          | 3               | Administrative Assistant                                  | 1             | 12,444<br>1,037                  | 14,760<br>1,230   | 17,064<br>1,422      |  |

|          | Sal. | -         |                               | Auth'd     | SA      | LARY RANGE | S       |
|----------|------|-----------|-------------------------------|------------|---------|------------|---------|
|          | Gra  | <u>de</u> | Position Title                | No.        | Minimum | Midpoint   | Maximum |
|          | AVI  | ATIO      | DEPARTMENT, Cont'd.           |            |         |            |         |
| Schedule | В    | 13        | Maintenance Shift Coordinator | 9          | \$1,160 | \$1,375    | \$1,590 |
|          |      | 12        | Inspector, Fire Alarm Systems | 1          | 1,083   | 1,284      | 1,484   |
|          |      | 12        | Operations Controller         | 10         | 1,083   | 1,284      | 1,484   |
|          |      | 12        | Maintenance Storekeeper       | 1          | 1,083   | 1,284      | 1,484   |
|          |      | 11        | Lead Waste Plant Operator     | 1          | 1,009   | 1,199      | 1,388   |
|          |      | 10        | Waste Plant Operator          | 2          | 945     | 1,121      | 1,297   |
|          |      | 10        | Ramp Controller               | 9          | 945     | 1,121      | 1,297   |
|          |      | 9         | Staff Assistant               | , <b>1</b> | 883     | 1,045      | 1,206   |
|          |      | 8         | Senior Clerk                  | 4          | 825     | 979        | 1,133   |
|          |      | 7         | Secretary                     | 1          | 774     | 917        | 1,059   |
|          |      | 7         | Stock Room Clerk              | 4          | 774     | 917        | 1,059   |
|          |      | 6         | Senior Stenographer           | 3          | 724     | 857        | 990     |
|          |      | 6         | Fire Dept. Clerk              | 2          | 724     | 857        | 990     |
|          |      | 5         | Clerk A                       | 7          | 676     | 800        | 923     |
|          |      | 4         | Stenographer                  | 1          | 633     | 749        | 864     |
|          |      | 2         | Clerk B                       | 2          | 555     | 656        | 757     |
|          |      | 2         | Messenger                     | 1          | 555     | 656        | 757     |

|           | <u></u> | de | Position Title ON DEPARTMENT, Cont'd. | Auth'd<br>No. | Salary<br>Rate      |
|-----------|---------|----|---------------------------------------|---------------|---------------------|
|           |         |    | Department                            |               |                     |
| Schedule  | Al      | P  | Chief of Port Police                  | 1             | \$25,896<br>2,158   |
|           |         | P  | Assistant Chief of Port Police        | 2             | 23,760<br>1,980     |
|           |         | P  | Captain                               | 5             | 22,068<br>1,839     |
|           |         | P  | Lieutenant                            | 3             | 20,496<br>1,708     |
|           |         | -  |                                       |               | Base<br>Salary Rate |
| Schedul.e | В       | P  | *Sergeant                             | 11            | <b>*\$1,531</b>     |

| ···        | <del></del> |                      |    |                          |                   |
|------------|-------------|----------------------|----|--------------------------|-------------------|
|            | Fire 1      | Department           |    | Salary<br>Rate           |                   |
| Schedule   | Al F        | Fire Chief           | 1  | \$25,896<br>2,158        |                   |
|            | f           | Assistant Fire Chief | 1  | 23,760<br>1, <b>9</b> 80 |                   |
|            | F           | Captain              | 5  | 21,792<br>1,816          |                   |
|            |             |                      |    | Base<br>Salary Rate      | **Rate<br>with 5% |
| Schedule 1 | B F         | *Lieutenant          | 5  | *\$1,531                 | \$1,608           |
|            | F           | *Firefighter A)      |    | * 1,405                  | 1,475             |
|            | F           | Firefighter B)       |    | 1,338                    | 1,405             |
|            | F           | Firefighter C)       | 42 | 1,274                    | 1,338             |
|            | F           | Firefighter D)       |    | 1,213                    | 1,274             |
|            | F           | Firefighter E)       |    | 1,129                    | 1,185             |

<sup>\*</sup>These classifications are eligible for longevity premiums as detailed in Section IV.B.2.b.

<sup>\*\*</sup>These salaries include 5% work schedule differential explained in Section IV.B.4.a.

|          | Sala | ıry |  | Auth'd | SA              | LARY RANGE      | ES              |
|----------|------|-----|--|--------|-----------------|-----------------|-----------------|
|          | Grad | le  | Position Title                             | No.    | Minimum         | Midpoint        | Maximum         |
|          | ENGI | NEE | ERING DEPARTMENT                           |        |                 |                 |                 |
| Schedule | A1   | 13  | Chief Engineer                             | 1      | \$29,364        | \$34,836        | \$40,308        |
|          |      |     |  | _      | 2,447           | 2,903           | 3,359           |
|          |      | 10  | Assistant Chief Engineer                   | 1      | 24,000          | 28,440          | 32,880          |
|          |      |     | _  |        | 2,000           | 2,370           | 2,740           |
| •        |      | 10  | Chief Construction Engineer                | 1      | 24,000          | 28,440          | 32,880          |
|          |      |     |  |        | 2,000           | 2,370           | 2,740           |
|          |      | 9   | Manager - Electrical and Mechanical        | 1      | 22,380          | 26,556          | 30,720          |
|          |      |     | Engineering                                |        | 1,865           | 2,213           | 2,560           |
|          |      | 9   | Managing Architect                         | 1      | 22,380          | -               | 30,720          |
|          |      |     |  |        | 1,865           | 2,213           | 2,560           |
|          |      | 9   | Manager - Waterfront Engineering           | 1      | 22,380          | 26,556          | 30,720          |
|          |      |     |  |        | 1,865           | 2,213           | 2,560           |
|          |      | 9   | Manager - Airport Engineering              | 1      | 22,380<br>1,865 | 26,556<br>2,213 | 30,720<br>2,560 |
|          |      |     |  |        | ·               | -               | _               |
|          |      | 9   | Chief Facilities Engineer                  | 1      | 22,380<br>1,865 | 26,556<br>2,213 | 30,720<br>2,560 |
|          |      |     |  |        | •               | •               |                 |
|          |      | 9   | Superintendent of Maintenance - Waterfront | 1      | 22,380<br>1,865 | 26,556<br>2,213 | 30,720<br>2,560 |
|          |      | _   |  | _      | •               | -               |                 |
|          |      | 8   | Construction Manager                       | 1      | 20,964<br>1,747 | 24,864<br>2,072 | 28,752<br>2,396 |
|          |      | 0   |  | •      | •               | ·               |                 |
|          |      | 8   | Chief Administrative Engineer              | 1      | 20,964<br>1,747 | 24,864<br>2,072 | 28,752<br>2,396 |
|          |      | ٥   | Company Compa Namilian Paningan            | •      | ·               | •               |                 |
|          |      | 8   | Supervisor - Cargo Handling Equipment      | 1      | 20,964<br>1,747 | 24,864<br>2,072 | 28,752<br>2,396 |
|          |      | 8   | Curamitan Dudldings and Curanda            | 1      | 20.064          | 21. 061         | 20 752          |
|          |      | 0   | Supervisor - Buildings and Grounds         | 7      | 20,964<br>1,747 | 24,864<br>2,072 | 28,752<br>2,396 |
|          |      | 7   | Resident Engineer                          | 5      | 19,620          | 23,268          | 26,904          |
|          |      | •   | Westdene migrineer                         | ,      | 1,635           | 1,939           | 2,242           |
|          |      | 5   | Chief of Surveys                           | 1      | 17,064          | 20,256          | 23,448          |
|          |      | _   |  | •      | 1,422           | 1,688           | 1,954           |
|          |      | 5   | Night Maintenance Supervisor               | 1      | 17,064          | 20,256          | 23,448          |
|          |      | •   |  | _      | 1,422           | 1,688           | 1,954           |
|          |      | 4   | Maintenance Supervisor                     | 6      | 15,984          | 18,960          | 21,936          |
|          |      |     | •  |        | 1,332           | 1,580           | 1,828           |
|          |      | 3   | Drafting Manager                           | 1      | 14,988          | 17,760          | 20,520          |
|          |      |     |  |        | 1,249           | 1,480           | 1,710           |
|          |      | 2   | Engineering Administration Supervisor      | 1      | 13,968          | 16,584          | 19,188          |
|          |      |     | <del>-</del>                               |        | 1,164           | 1,382           | 1,599           |
|          |      |     |  |        |                 |                 |                 |

|          | Salary | •                                  | Auth'd | SALARY RANGES     |                   |                   |
|----------|--------|------------------------------------|--------|-------------------|-------------------|-------------------|
|          | Grade  | Position Title                     | No.    | Minimum           | Midpoint          | Maximum           |
|          | ENGINE | ERING DEPARTMENT, Cont'd.          |        |                   |                   |                   |
| Schedule | Λ2 12  | Architect                          | 2      | \$20,508<br>1,709 | \$24,312<br>2,026 | \$28,116<br>2,343 |
|          | 12     | Senior Engineer                    | 9      | 20,508<br>1,709   | 24,312<br>2,026   | 28,116<br>2,343   |
|          | 10     | Senior Contracts Administrator     | 1      | 18,480<br>1,540   | 21,924<br>1,827   | 25,356<br>2,113   |
|          | 9      | Associate Architect                | 2      | 17,520<br>1,460   | 20,784<br>1,732   | 24,036<br>2,003   |
|          | 9      | Associate Engineer                 | 9      | 17,520<br>1,460   | 20,784<br>1,732   | 24,036<br>2,003   |
|          | 9      | Senior Designer                    | 3      | 17,520<br>1,460   | 20,784<br>1,732   | 24,036<br>2,003   |
|          | 8      | Small Works Contract Administrator | 1      | 16,536<br>1,378   | 19,620<br>1,635   | 22,704<br>1,892   |
|          | 7      | Contracts Administrator            | 3      | 15,708<br>1,309   | 18,624<br>1,552   | 21,540<br>1,795   |
|          | 6      | Assistant Engineer                 | 3      | 14,856<br>1,238   | 17,604<br>1,467   | 20,340<br>1,695   |
|          | 6      | Associate Designer                 | 4      | 14,856<br>1,238   | 17,604<br>1,467   | 20,340<br>1,695   |
|          | 5      | Junior Engineer                    | 6      | 13,980<br>1,165   | 16,584<br>1,382   | 19,176<br>1,598   |
|          | 3      | Administrative Assistant           | 1      | 12,444<br>1,037   | 14,760<br>1,230   | 17,064<br>1,422   |

|          | Salary | ary Aut                               |     | SALARY RANGES |          |                                    |  |
|----------|--------|---------------------------------------|-----|---------------|----------|------------------------------------|--|
| •        | Grade  | Position Title                        | No. | Minimum       | Midpoint | صفيصنان مدود بين الإناسان الإنانات |  |
|          | ENGINE | ERING DEPARTMENT, Cont'd.             |     |               |          |                                    |  |
|          |        | Administrative                        |     |               |          |                                    |  |
| Schedule | B 9    | Work Order Administrator              | 1   | \$ 883        | \$ 1,045 | \$ 1,206                           |  |
|          | 9      | Staff Assistant                       | 2   | 883           | 1,045    | 1,206                              |  |
|          | 8      | Senior Clerk                          | 2   | 825           | 979      | 1,133                              |  |
|          | 6      | Senior Stenographer                   | 2   | 724           | 857      | 990                                |  |
|          | 5      | Clerk A                               | 5   | 676           | 800      | 923                                |  |
|          | 4      | Stenographer                          | 1   | 633           | 749      | 864                                |  |
|          | 2      | Clerk B                               | 1   | 555           | 656      | 757                                |  |
|          |        | Don or Laws                           |     |               | i        |                                    |  |
|          | 11     | Design                                | 2   | 1 000         | 1 100    | 1 200                              |  |
|          | 11     | Designer Souden Designer              | 2   | 1,009         | 1,199    | 1,388                              |  |
|          |        | Senior Drafter                        | 6   | 883           | 1,045    | 1,206                              |  |
|          | 8      | Drafter II                            | 2   | 825           | 979      | 1,133                              |  |
|          | 6      | Drafter I                             | 1   | 724           | 856      | 990                                |  |
|          | 6      | Engineering Reproduction Technician   | 1   | 724           | 856      | 990                                |  |
|          |        | Construction                          |     |               |          |                                    |  |
|          | 15     | Senior Construction Inspector         | 5   | 1,324         | 1,570    | 1,815                              |  |
|          | 12     | Associate Construction Inspector      | 6   | 1,083         | 1,284    | 1,484                              |  |
|          | 10     | Assistant Construction Inspector      | 8   | 945           | 1,121    | 1,297                              |  |
|          |        | Survey                                |     |               |          |                                    |  |
|          | 14     | Survey Party Chief                    | 2   | 1,237         | 1,467    | 1,697                              |  |
|          | 13     | Senior Survey Technician              | 2   | 1,160         | 1,375    | 1,590                              |  |
|          | 12     | Survey Instrument Technician          | 3   | 1,083         | 1,284    | 1,484                              |  |
|          | 10     | Survey Head Chainer                   | 3   | 945           | 1,121    | 1,297                              |  |
|          | 9      | Survey Rear Chainer                   | 2   | 883           | 1,045    | 1,206                              |  |
|          | 9      | Survey Technician                     | 1   | 883           | 1,045    | 1,206                              |  |
|          | ,      |                                       | -   | <b>400</b>    |          |                                    |  |
|          |        | Maintenance                           |     |               |          |                                    |  |
|          | 12     | Maintenance Storekeeper               | 1   | 1,083         | 1,284    | 1,484                              |  |
|          | 8      | Maintenance Dispatch and Supply Clerk | 3   | 825           | 979      | 1,133                              |  |
|          | 7      | Stock Room Clerk                      | 3   | 774           | 917      | 1,059                              |  |

| ,        | Sala | •          |   | Auth'd | SALARY RANGES Minimum Midpoint Maximum |  |                              |  |
|----------|------|------------|---|--------|--|--|------------------------------|--|
|          | Grad | <u>e</u>   | Position Title                          | No.    | Minimum                                | Midpoint                                 | Maximum                      |  |
|          | MARI | NE         | DEPARTMENT                              |        |  |  |                              |  |
| Schedule | Al   | 12         | Director, Marine Department             | 1      | \$27,432                               | \$32,544                                 | \$37,644                     |  |
|          |      |            |   |        | 2,286                                  | 2,712                                    | 3,137                        |  |
|          |      | 10         | Manager, Marine Terminals and           | 1      | 24,000                                 | 28,440                                   | 32,880                       |  |
|          |      |            | Warehousing Operations                  |        | 2,000                                  | 2,370                                    | 2,740                        |  |
|          |      | 8          | Manager, Warehousing                    | 1      | 20,964<br>1,747                        | 24,864<br>2,072                          | 28,752<br>2,396              |  |
|          |      | •          |   | _      | •                                      | ·  |                              |  |
|          |      | 8          | Manager, Container Operations           | 1      | 20,964<br>1,747                        | 24,864<br>2,072                          | 28,752<br>2,396              |  |
|          |      | 7          | Tarminal Suparintandans                 |        | •                                      | -  | 26,904                       |  |
|          |      | ,          | Terminal Superintendent:                | 4      | 19,620<br>1,635                        | 23,268<br>1,939                          | 2,242                        |  |
|          |      | 4          | Marina Superintendent                   | 2      | 15,984                                 | 18,960                                   | 21,936                       |  |
|          |      | •          |   | ~      | 1,332                                  | 1,580                                    | 1,828                        |  |
|          |      | 3          | Assistant Terminal Superintendent       | 6      | 14,988                                 | 17,760                                   | 20,520                       |  |
|          |      |            | •                                       |        | 1,249                                  | 1,480                                    | 1,710                        |  |
|          |      | 3          | Assistant Warehouse Superintendent      | 3      | 14,988                                 | 17,760                                   | 20,520                       |  |
|          |      |            | • |        | 1,249                                  | 1,480                                    | 1,710                        |  |
|          |      |            |   |        |  |  |                              |  |
|          | A2   | 5          | Marine Terminals Assistant              | 1      | 13,980<br>1,165                        | 16,584<br>1,382                          | 19,176<br>1,598              |  |
|          |      | <i>t</i> . | Acadetest Marine Cuparistaniant         | 2      | -                                      | •  |                              |  |
|          |      | 4          | Assistant Marina Superintendent         | 2      | 13,224<br>1,102                        | 15,696<br>1,308                          | 18,156<br>1,513              |  |
|          |      | 4          | Sanitarian                              | 1      | 13,224                                 | 15,696                                   | 18,156                       |  |
|          |      | •          |   | •      | 1,102                                  | 1,308                                    | 1,513                        |  |
|          |      |            | *************************************** |        |  | ا قلت خلت ۱۹۱۹ می خوندی ۱۹۱۸ ماله میم.ور | طبه دی دین است جیب دی شاه می |  |
| Schedule | B :  | 12         | Floor Supervisor                        | 1      | 1,083                                  | 1,284                                    | 1,484                        |  |
|          |      | 11         | Chief Freight Agent                     | 10     | 1,009                                  | 1,199                                    | 1,388                        |  |
|          |      | 10         | Dispatcher                              | 2      | 945                                    | 1,121                                    | 1,297                        |  |
|          |      | 10         | Freight Agent                           | 12     | 945                                    | 1,121                                    | 1,297                        |  |
|          | ,    | 10         | Marina Maintenance Foreman              | 1      | 945                                    | 1,121                                    | 1,297                        |  |
|          |      | 9          | Staff Assistant Marina Attendant II     | 1<br>8 | 883                                    | 1,045                                    | 1,206                        |  |
|          |      | 8          | Senior Clerk                            | 6      | 825<br>825                             | 979<br>979                               | 1,133<br>1,133               |  |
|          |      | 6          | Marina Attendant I                      | 16     | 724                                    | 857                                      | 990                          |  |
|          |      | 6          | Marina Clerk                            | 2      | 724                                    | 857                                      | 990                          |  |
|          |      | 6          | Moorage Clerk                           | 1      | 724                                    | 857                                      | 990                          |  |
|          |      | 6          | Freight Clerk                           | 10     | 724                                    | 857                                      | 990                          |  |
|          |      | 6          | Security Guard                          | 1      | 724                                    | 857                                      | 990                          |  |
|          |      | 6          | Senior Stenographer                     | 1      | 724                                    | 857                                      | 990                          |  |
|          |      | 5          | Custodian                               | 1      | 676                                    | 800                                      | 923                          |  |
|          |      | 5          | Data Control Technician                 | 4      | 676                                    | 800                                      | 923                          |  |
|          |      | 5          | Clerk A                                 | 27     | 676                                    | 800                                      | 923                          |  |
|          |      | 4          | Stenographer                            | 1      | 633                                    | 749                                      | 864                          |  |
|          |      | 2          | Clerk B                                 | 8      | 555                                    | 656                                      | 757                          |  |

|          | Salary |           |   | Auth'd  | SA                | LARY RANGE        | S                 |
|----------|--------|-----------|---|---------|-------------------|-------------------|-------------------|
|          | Gra    | <u>de</u> | Position Title                              | No.     | Min i mum         | Midpoint          | Maximum           |
|          | MARI   | KETI      | NG DEPARTMENT                               |         |                   |                   |                   |
| Schedule | A1     | 12        | Director, Marketing                         | 1       | \$27,432<br>2,286 | \$32,544<br>2,712 | \$37,644<br>3,137 |
|          |        | 11        | Deputy Director, Marketing                  | 1       | 25,656<br>2,138   | 30,408<br>2,534   | 35,160<br>2,930   |
|          |        | 7         | Manager, OCP Traffic                        | 1       | 19,620<br>1,635   | ='                | 26,904<br>2,242   |
|          |        | 6         | Traffic Manager, Rates and Tariffs          | 1       | 18,348<br>1,529   | 21,744<br>1,812   | 25,140<br>2,095   |
|          |        | 6         | Senior Traffic Coordinator                  | 1       | 18,348<br>1,529   | 21,744<br>1,812   | 25,140<br>2,095   |
|          | • •    | • •       |   | • • • • | • • • •           | • • • •           | • • •             |
|          | A2     | *         | Regional Manager (Midwest)                  | 1       | 20,592<br>1,716   | 26,076<br>2,173   | 31,560<br>2,630   |
|          |        | *         | Regional Manager (Inland Empire)            | 1       | 19,356<br>1,613   | 24,852<br>2,071   | 30,336<br>2,528   |
|          |        | *         | Regional Manager (California/Southwest)     | 1       | 19,356<br>1,613   | 24,852<br>2,071   | 30,336<br>2,528   |
|          |        | *         | Regional Manager (Hong Kong)                | 1       | 19,356<br>1,613   | 24,852<br>2,071   | 30,336<br>2,528   |
|          |        | *         | Regional Manager (Far East)                 | 1       | 17,520<br>1,460   | 20,784<br>1,732   | 24,036<br>2,003   |
|          |        | 9         | Regional Manager (Seattle)                  | 2       | 17,520<br>1,460   | 20,784<br>1,732   | 24,036<br>2,003   |
|          |        | 9         | Regional Manager (Alaska)                   | 1       | 17,520<br>1,460   | 20,784<br>1,732   | 24,036<br>2,003   |
|          |        | 8         | Manager, Inland Traffic Services            | 1       | 16,536<br>1,378   | 19,620<br>1,635   | 22,704<br>1,892   |
|          |        | 8         | Manager, Ocean Traffic Services             | 1       | 16,536<br>1,378   | 19,620<br>1,635   | 22,704<br>1,892   |
|          |        | 8         | Traffic Coordinator                         | 5       | 16,536<br>1,378   | 19,620<br>1,635   | 22,704<br>1,892   |
|          |        | *         | Asst. Regional Manager (Midwest/East Coast) | 3       | 15,132<br>1,261   | 18,444<br>1,537   | 21,756<br>1,813   |
|          |        | 3         | Administrative Assistant                    | 1       | 12,444<br>1,037   | 14,760<br>1,230   | 17,064<br>1,422   |

Nongraded positions - explained in Section I.C.2.

|          | Salar    | v    |   | Auth'd  | SA              | LARY RANGE      | S               |
|----------|----------|------|---|---------|-----------------|-----------------|-----------------|
|          | Grade    | -    | Position Title                                  | No.     | Minimum         |                 | Maximum         |
|          | MARKE    | TI   | NG DEPARTMENT, Cont'd.                          |         |                 |                 |                 |
| Schedule | В        | 9    | Advertising Coordinator                         | 1       | \$ 883          | \$1,045         | \$1,206         |
|          | (        | 9    | Staff Assistant                                 | 3       | 883             | 1,045           | 1,206           |
|          |          | 8    | Data Control Supervisor                         | 1       | 825             | 979             | 1,133           |
|          | i        | 8    | Senior Clerk                                    | 3       | 825             | 979             | 1,133           |
|          | (        | 6    | Senior Data Control Technician                  | 1       | 724             | 857             | 990             |
|          | •        | 6    | Senior Stenographer                             | 2       | 724             | 857             | 990             |
|          | •        | 6    | Senior Transportation Clerk                     | 3       | 724             | 857             | 990             |
|          | 9        | 5    | Data Control Technician                         | 4       | 676             | 800             | 923             |
|          |          | 5    | Transportation Clerk                            | 5       | 676             | 800             | 923             |
|          |          | 5    | Clerk A   | 9       | 676             | 800             | 923             |
|          | 4        | 4    | Stenographer                                    | 1       | 633             | 749             | 864             |
|          |          |      |   |         |                 |                 |                 |
|          | DUDGO    | N/N/ | EL AND INDUSTRIAL RELATIONS DEPARTMENT          |         |                 |                 |                 |
|          |          | _    |   | •       | 22 220          | 06 556          | 20 720          |
| Schedule | AI ;     | 9    | Director, Personnel and Industrial Relations    | 1       | 22,380<br>1,865 | •               | 30,720<br>2,560 |
|          | 4        | 4    | Employee Relations and Equal Employment Manager | 1       | 15,984<br>1,332 | 18,960<br>1,580 | 21,936<br>1,828 |
|          | • • •    | •    |   | • • • • | • • • •         |                 | • • • •         |
|          | A2 (     | 6    | Personnel Administrator                         | 3       | 14,856<br>1,238 | -               | 20,340<br>1,695 |
|          |          | 5    | Employee Relations Representative               | 1       | 13,980<br>1,165 | 16,584<br>1,382 | 19,176<br>1,598 |
|          |          | 3    | Assistant Personnel Administrator               | 3       | 12,444<br>1,037 | 14,760<br>1,230 | 17,064<br>1,422 |
| Schedule | В (      | 8    | Senior Clerk                                    | 4       | 825             | 979             | 1,133           |
|          | ;        | 7    | Secretary                                       | 1       | 774             | 917             | 1,059           |
|          | •        | 6    | Senior Stenographer                             | 1       | 724             | 857             | 990             |
|          | <u>.</u> | 5    | Clerk A   | 4       | 676             | 800             | 923             |
|          | 4        | 4    | Stenographer                                    | 1       | 633             | 749             | 864             |
|          | 2        | 2    | Clerk B   | 1       | 555             | 656             | 757             |

MARKETING DEPARTMENT Last General PERSONNEL AND INDUSTRIAL RELATIONS DEPARTMENT

|          | Salary      | •                                       | Auth <sup>†</sup> d | SALARY RANGES     |                    | S                 |
|----------|-------------|---|---------------------|-------------------|--------------------|-------------------|
|          | Grade       | Position Title                          | No.                 | Minimum           | Midpoint           | Maximum           |
|          | PLANNI      | NG AND RESEARCH DEPARTMENT              |                     |                   |                    |                   |
| Schedule | A1 10       | Director of Planning and Research       | 1                   | \$24,000<br>2,000 | \$28,440<br>2,370  | \$32,880<br>2,740 |
|          | 7           | Assistant Director - Planning           | 1                   | 19,620<br>1,635   | 23,268<br>1,939    | 26,904<br>2,242   |
|          | • • •       | • | • • • •             | • • • • •         | • • • •            | • • • •           |
|          | A2 12       | Senior Economic Advisor                 | 1                   | 20,508<br>1,709   | 24,312<br>2,026    | 28,116<br>2,343   |
|          | 9           | Senior Environmental Planner            | 1                   | 17,520<br>1,460   | 20,784<br>1,732    | 24,036<br>2,003   |
|          | 9           | Senior Project Planner                  | 1                   | 17,520<br>1,460   | 20,784<br>1,732    | 24,036<br>2,003   |
|          | 9           | Senior Long-Range Analyst               | 1                   | 17,520<br>1,460   | 20,784<br>1,732    | 24,036<br>2,003   |
|          | 8           | Economist                               | 1                   | 16,536<br>1,378   | 19,620<br>1,635    | 22,704<br>1,892   |
|          | 7           | Planner II                              | 3                   | 15,708<br>1,309   | 18,624<br>1,552    | 21,540<br>1,795   |
|          | 6           | Research Economist                      | 2                   | 14,856<br>1,238   | 17,604<br>1,467    | 20,340<br>1,695   |
|          | 5           | Planner I                               | 2                   | 13,980<br>1,165   | 16,584<br>1,382    | 19,176<br>1,598   |
|          | 4           | Environmentalist                        | 1                   | 13,224<br>1,102   | 15,696<br>1,308    | 18,156<br>1,513   |
| Caba 1   | <i>b</i> •• |   | *                   |                   | 7 645              | 1 004             |
| Schedule |             | Staff Assistant                         | 1                   | 883               | 1,045              | 1,206             |
|          | 8           | Research Specialist                     | 1                   | 825               | 979<br>970         | 1,133             |
|          | -           | Assistant Planner                       | 2                   | 825               | 979                | 1,133             |
|          | 8<br>8      | Graduate Intern                         | 2                   | 825<br>825        | 979<br>979         | 1,133             |
|          | 6           | Senior Clerk Senior Stangarapher        | 1                   | 825<br>726        | 979<br>857         | 1,133             |
|          | 5           | Senior Stenographer                     | _                   | 724<br>676        | 857<br>800         | 990               |
|          |             | Clerk A                                 | 2<br>1              | 676<br>633        | 800<br>740         | 923<br>864        |
|          | 4 2         | Stenographer Clerk B                    | 1                   | 633<br>555        | 74 <u>9</u><br>656 | 864<br>757        |
|          | 4           | OTELY B                                 | Ŧ                   | دور               | סכם                | 131               |

PLANNING AND RESEARCH DEPARTMENT

Exhibit A
Page 12 of 16

|          | Sal | ary       |   | Auth'd  | والتكافأ المستراه التناقي والمراق والمناق والم |                   |                   |
|----------|-----|-----------|---|---------|--|-------------------|-------------------|
|          | Gra | <u>de</u> | Position Title  | No.     | Minimum  | Midpoint          | Maximum           |
|          | PUR | CHAS      | ING AND OFFICE SERVICES DEPARTMENT                    |         |  |                   |                   |
| Schedule | Al  | 7         | Director, Purchasing and Office Services              | 1       | \$19,620<br>1,635  | \$23,268<br>1,939 | \$26,904<br>2,242 |
|          |     | 2         | Assistant Director, Purchasing and Office<br>Services | 1       | 13,968<br>1,164  | ~                 | 19,188<br>1,599   |
|          | • • | • •       |   | • • • • |  | • • • •           | • • • •           |
|          | A2  | 3         | Buyer   | 3       | •  | 14,760<br>1,230   | 17,064<br>1,422   |
| Schedule | В   | 10        | Property Room Custodian                               | 1       | 945  | 1,121             | 1,297             |
|          |     | 10        | Print Shop Supervisor                                 | 1       | 945  | 1,121             | 1,297             |
|          |     | 10        | Word Processing Center Supervisor                     | 1       | 945  | 1,121             | 1,297             |
|          |     | 10        | Records Librarian                                     | 1       | 945  | 1,121             | 1,297             |
|          |     | 8         | Senior Clerk  | 2       | 825  | 979               | 1,133             |
|          |     | 7         | Word Processing Center Sr. Operator                   | 2       | 774  | 917               | 1,059             |
|          |     | 7         | Stock Room Clerk                                      | 1 :     | 774  | 917               | 1,059             |
|          |     | 7         | Sr. Multilith Operator                                | 1       | 774  | 917               | 1,059             |
|          |     | 6         | Multilith Operator                                    | 1       | 724  | 857               | 990               |
|          |     | 6         | Word Processing Center Operator                       | 5       | 724  | 857               | 990               |
|          |     | 5         | Clerk A   | 5       | 676  | 800               | 923               |
|          |     | 5         | Chief Switchboard Operator                            | 1       | 676  | 800               | 923               |
|          |     | 4         | Stenographer  | 1       | 633  | 749               | 864               |
|          |     | 4         | Word Processing Center Trainee                        | 1       | 633  | 749               | 864               |
|          |     | 3         | Print Shop Assistant                                  | 1       | 590  | 701               | 811               |
|          |     | 2         | Relief Switchboard Operator                           | 2       | 555  | 656               | 757               |
|          |     | 2         | Messenger   | 1       | 555  | 656               | 757               |
|          |     | 2         | Clerk B   | 1       | 555  | 656               | 757               |
|          |     | 1         | Mail Clerk  | 1       | 498  | 602               | 706               |

|                  | Salary                 |     |   | Auth'd  | SALARY RANGES   |                 |                 |  |
|------------------|------------------------|-----|---|---------|-----------------|-----------------|-----------------|--|
|                  | Gra                    | •   | Position Title  | No.     |                 | Midpoint        |                 |  |
|                  | REAL ESTATE DEPARTMENT |     |   |         |                 |                 |                 |  |
| Schedule         |                        | 8   | Manager, Real Estate Services -<br>Technical and Administrative | 1       | 20,964<br>1,747 | 24,864<br>2,072 | 28,752<br>2,396 |  |
|                  |                        | 7   | Manager, Airport Real Estate                                    | 1       | 19,620<br>1,635 | 23,268<br>1,939 | 26,904<br>2,242 |  |
|                  |                        | 7   | Manager, Waterfront Real Estate                                 | 1       | 19,620<br>1,635 | 23,268<br>1,939 | 26,904<br>2,242 |  |
|                  |                        | 5   | Manager, General Services                                       | 1       | 17,064<br>1,422 | 20,256<br>1,688 | 23,448<br>1,954 |  |
|                  | • •                    | • • |   | • • • • |                 | • • • •         | • • • •         |  |
|                  | A2                     | 10  | Airport Acquisition Specialist                                  | 1       | 18,480<br>1,540 | 21,924<br>1,827 | 25,356<br>2,113 |  |
|                  |                        | 8   | Rental Management Specialist                                    | 5       | 16,536<br>1,378 | 19,620<br>1,635 | 22,704<br>1,892 |  |
|                  |                        | 6   | Airport Relocation Supervisor                                   | 1       | 14,856<br>1,238 | 17,604<br>1,467 | 20,340<br>1,695 |  |
|                  |                        | 2   | Airport Acquisition Assistant                                   | 1       | 11,736<br>978   | 13,932<br>1,161 | 16,128<br>1,344 |  |
|                  |                        | 2   | Airport Relocation Representative                               | 3       | 11,736<br>978   | 13,932<br>1,161 | 16,128          |  |
| Schedul <b>e</b> | В                      | 9   | Real Estate Assistant   | 1       | 883             | 1,045           | 1,206           |  |
|                  |                        | 9   | Staff Assistant   | 1       | 883             | 1,045           | 1,206           |  |
|                  |                        | 8   | Custodial Supervisor  | 2       | 825             | 979             | 1,133           |  |
|                  |                        | 7   | Secretary   | 1       | 774             | 917             | 1,059           |  |
|                  |                        | 7   | Security Supervisor   | 1       | 774             | 917             | 1,059           |  |
|                  |                        | 6   | Security Guard  | 5       | 724             | 857             | 990             |  |
|                  |                        | 6   | Utilities Monitor   | 1       | 724             | 857             | 990             |  |
|                  |                        | 6   | Senior Stenographer   | 1       | 724             | 857             | 990             |  |
|                  |                        | 5   | Clerk A   | 2       | 676             | 800             | 923             |  |
|                  |                        | 5   | Custodian   | 7       | 676             | 800             | 923             |  |
|                  |                        | 4   | Stenographer  | 2       | 633             | 749             | 864             |  |
|                  |                        | 2   | Clerk B   | 1       | 555             | 656             | 757             |  |

| •        | Salary<br>Grade | Position Title                        | Auth'd<br>No. | the second section is not a second section of | LARY RANGE        | _                 |
|----------|-----------------|---------------------------------------|---------------|---|-------------------|-------------------|
|          |                 | AND DATA PROCESSING DEPARTMENT        |               |   |                   |                   |
| Schedule | A1 11           | Director, Systems and Data Processing | 1             | \$25,656<br>2,138                             | \$30,408<br>2,534 | \$35,160<br>2,930 |
|          | 7               | Manager of Systems                    | 1             | 19,620<br>1,635                               | 23,268<br>1,939   | 26,904<br>2,242   |
|          | 6               | Manager of Data Processing            | 1             | 18,348<br>1,529                               | 21,744<br>1,812   | 25,140<br>2,095   |
|          | 2               | Computer Operations Supervisor        | 1             | 13,968<br>1,164                               | 16,584<br>1,382   | 19,188<br>1,599   |
|          | • • • •         |                                       | • • • •       | • • • • •                                     | • • • •           | • • • •           |
|          | A2 10           | Systems Supervisor                    | 4             | 18,480<br>1,540                               | 21,924<br>1,827   | 25,356<br>2,113   |
|          | 9               | Systems Analyst                       | 6             | 17,520<br>1,460                               | 20,784<br>1,732   | 24,036<br>2,003   |
|          | 9               | Software Systems Analyst              | 5             | 17,520<br>1,460                               | 20,784<br>1,732   | 24,036<br>2,003   |
|          | 8               | Analyst/Programmer                    | 9             | 16,536<br>1,378                               | 19,620<br>1,635   | 22,704<br>1,892   |
|          | 5               | Programmer                            | 8             | 13,980<br>1,165                               | 16,584<br>1,382   | 19,176<br>1,598   |
|          | 5               | Systems and Procedures Analyst        | 2             | 13,980<br>1,165                               | -                 | 19,176<br>1,598   |
| Schedule | B 11            | Senior Computer Operator              | 4             | 1,009   | 1,199             | 1,388             |
|          | 9               | Systems Analyst Trainee               | 3             | 883   | 1,045             | 1,206             |
|          | 9               | Senior Control Supervisor             | 1             | 883   | 1,045             | 1,206             |
|          | 9               | Staff Assistant                       | 1             | 883   | 1,045             | 1,206             |
|          | 8               | Programmer Trainee                    | 1             | 825   | 979               | 1,133             |
|          | 8               | Keypunch Supervisor                   | 1             | 825   | 979               | 1,133             |
|          | 8               | Senior Clerk                          | 3             | 825   | 979               | 1,133             |
|          | 8               | Computer Operator                     | 5             | 825   | 979               | 1,133             |
|          | 6               | Computer Operator Trainee             | 2             | 724   | 857               | 990               |
|          | 6               | Senior Keypunch Operator              | 2             | 724   | 857               | 990               |
|          | 6               | Senior Stenographer                   | 1             | 724   | 857               | 990               |
|          | 6               | Senior Data Control Technician        | 3             | 724   | 857               | 990               |
|          | 5               | Keypunch Operator                     | 6             | 676   | 800               | 923               |
|          | 5               | Data Control Technician               | 8             | 676   | 800               | 923               |
|          | 5               | Clerk A                               | 2             | 676   | 800               | 923               |
|          | 4               | Stenographer                          | 1             | 633   | 749               | 864               |
|          | 2               | Clerk B                               | 1             | 555   | 656               | 757               |

SYSTEMS AND DATA PROCESSING DEPARTMENT

Exhibit A

|                   | Salary<br><u>Grade</u> |   | Position Title                 | Auth <sup>†</sup> d | SALARY RANGES     |                   |                        |
|-------------------|------------------------|---|--------------------------------|---------------------|-------------------|-------------------|------------------------|
|                   |                        |   |                                | No.                 | <u>Minimum</u>    | Midpoint          | Maximum                |
| MULT I-DEPARTMENT |                        |   |                                |                     |                   |                   |                        |
| Schedule          | A2                     | 3 | Administrative Assistant       | 4                   | \$12,444<br>1,037 | \$14,760<br>1,230 | \$17,064<br>1,422      |
| Schedule          | В                      | 9 | Staff Assistant                | 4                   | 883               | 1,045             | 1,206                  |
|                   |                        | 8 | Graduate Intern                | 4                   | 825               | 979               | 1,133                  |
|                   |                        | 8 | Senior Clerk                   | 6                   | 825               | 979               | 1,133                  |
|                   |                        | 7 | Secretary                      | 6                   | 774               | 917               | 1,059                  |
|                   |                        | 7 | Stock Room Clerk               | 2                   | 774               | 917               | 1,059                  |
|                   |                        | 6 | Senior Data Control Technician | 4                   | 724               | 857               | 990                    |
|                   |                        | 5 | Data Control Technician        | 6                   | 676               | 800               | 923                    |
|                   |                        | 2 | Messenger                      | 2                   | 555               | 656               | 757                    |
|                   |                        | 6 | Senior Stenographer)           | 0                   | 724               | 857               | 990                    |
|                   |                        | 4 | Stenographer )                 | 8                   | 633               | 749               | 864                    |
|                   |                        | 5 | Clerk A)                       | 16                  | 676               | 800               | 923                    |
|                   |                        | 2 | Clerk B)                       |                     | 555               | 656               | 757                    |
|                   |                        | * | Student Intern                 | 6<br>(as            |                   | ailing Rate       | es Paid<br>ion I.C.4.) |

Note: When a department has used all authorized positions provided on a previous page, positions on this page may be requested from the Personnel Department, pending budgetary approval.

(se determined in section 1.0.4.)

<sup>\*</sup>Nongraded position - explained in Section I.C.3.