

EXHIBIT A TO RESOLUTION NO. 3686  
SCHEDULE OF AUTHORIZED NON-REPRESENTED POSITION TITLES  
SALARY RANGES EFFECTIVE JANUARY 1, 2014  
Annual Base Salary Range (Hourly equivalent in parentheses)

<b>Grade</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>42</b>	<b>\$176,436 (\$90.48)</b>	<b>\$220,545 (\$113.10)</b>	<b>\$264,654 (\$135.72)</b>
	Managing Director, Aviation		Deputy CEO
<b>41</b>	<b>\$167,310 (\$85.80)</b>	<b>\$209,138 (\$107.25)</b>	<b>\$250,965 (\$128.70)</b>
	Chief Financial & Administrative Officer		
<b>40</b>	<b>\$158,516 (\$81.29)</b>	<b>\$198,159 (\$101.62)</b>	<b>\$237,783 (\$121.94)</b>
	General Counsel Managing Director, Capital Development		Managing Director, Real Estate Managing Director, Seaport
<b>37</b>	<b>\$134,648 (\$69.05)</b>	<b>\$168,324 (\$86.32)</b>	<b>\$201,981 (\$103.58)</b>
	Chief Information Officer		Director, Public Affairs
<b>36</b>	<b>\$127,530 (\$65.40)</b>	<b>\$159,413 (\$81.75)</b>	<b>\$191,295 (\$98.10)</b>
	Director Aviation Facilities & Capital Programs		Director, Human Resources & Development
<b>35</b>	<b>\$120,647 (\$61.87)</b>	<b>\$150,794 (\$77.33)</b>	<b>\$180,960 (\$92.80)</b>
	Assistant Director - ICT Business Services Assistant Director - ICT Infrastructure Services Chief Engineer/Director Engineering Services Director, Accounting & Financial Reporting Director, Airport Operations		Director, Aviation Business Development Director, Aviation Security & Emergency Preparedness Director, Aviation Project Management Group Director, Central Procurement Office
<b>34</b>	<b>\$114,075 (\$58.50)</b>	<b>\$142,604 (\$73.13)</b>	<b>\$171,113 (\$87.75)</b>
	Chief of Staff, Commission Services Deputy General Counsel Director, Aviation Community Partnerships Director, Aviation Finance & Budget Director, Aviation Planning & Environmental Services Director, Cruise & Maritime Operations		Director, Labor Relations Director, Seaport Commercial Strategy Director, Seaport Environment & Planning Director, Seaport Leasing & Asset Management Director, Seaport Project Management Group
<b>33</b>	<b>\$107,894 (\$55.33)</b>	<b>\$134,862 (\$69.16)</b>	<b>\$161,831 (\$82.99)</b>
	Assistant Director, HRD Diversity & Consulting Services Assistant Director, HRD Total Rewards Assistant Engineering Director-Design Assistant Engineering Director-Construction Chief Aviation Technologist Director, Harbor Services Director, Internal Audit Director, Real Estate Portfolio & Asset Management		Director, Social Responsibility Director, Port Construction Services General Manager, Aviation Maintenance Senior Manager, ICT Service Delivery Senior Manager, Information Security Senior Port Counsel Workplace Responsibility Officer
<b>32</b>	<b>\$101,946 (\$52.28)</b>	<b>\$127,433 (\$65.35)</b>	<b>\$152,900 (\$78.41)</b>
	Assistant Director, Accounting Capital Program Leader Director, Corporate Finance Director, Real Estate Development Director, Seaport Finance & Budget Employment Manager General Manager, Marine Maintenance GIS Architect		Manager, Concessions Management Manager, Government Relations/Puget Sound/WA Manager, ICT Project Management Senior Manager, Airport Operations Senior Manager, Public Works Contracting Senior Manager, Purchasing Senior Manager, Seaport Security

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<b>31</b>	<b>\$96,350 (\$49.41)</b>	<b>\$120,432 (\$61.76)</b>	<b>\$144,515 (\$74.11)</b>
Airport Facilities & Infrastructure Systems Manager			Manager, Internal Audit
Capital Project Manager V			Manager, Security & Public Safety Technology
CLG and Labor Relations Manager			Senior Manager, Airport Building & Facilities Services
Development QA Manager / Sr. Software Architect			Senior Manager, Airport Operations/Capital Coord Liaison
Employee Relations Manager			Senior Manager, Aviation Security
Enterprise GIS Manager			Senior Manager, Civil Structural Design Services
Government Relations Manager Federal			Senior Manager, Disbursements
International Business Protocol Liaison			Senior Manager, Employee Health & Safety
Learning and Leadership Manager			Senior Manager, Environmental Programs
Manager, Aviation Properties			Senior Manager, Revenue Services
Manager, Business and Corporate Communications			Senior Manager, Risk Management
Manager, Community Engagement			Senior Manager, Service Agreements
Manager, Financial Reporting & Controls			Treasury Manager
<b>30</b>	<b>\$90,929 (\$46.63)</b>	<b>\$113,666 (\$58.29)</b>	<b>\$136,383 (\$69.94)</b>
AFR Business Technology Manager			Manager, Environmental Programs
Air Services Development Manager			Manager, HR Information System
Aviation Planning Program Manager			Manager, Regional Transportation
Benefits Manager			Manager, Seaport Planning
Capital Project Manager IV			Manager, Windows Server Engineering
Compensation Manager			Manager, Survey & Mapping Services
Construction Manager			Mechanical / Electrical Manager
Corporate Budget Manager			Network Engineering Manager
Cruise Services/Emergency Preparedness Manager			Organizational Development Manager
Database Engineering Manager			Seaport Client Manager
Director, Commission Services			Senior Controls Mgr-Aviation Project Mgmt Group
Engineering Quality Manager			Senior Manager Aviation Maint. Assets & Logistics
ERP Manager			Senior Manager, Aviation Maintenance
Government Relations Manager - State			Senior Manager, Fishing Vessel Services
ICT Business Case Manager			Senior Manager, Recreational Boating Services
ICT Contract Vendor & IP Manager			Senior Manager, Marine Maintenance
International Tourism Development Manager			Senior Systems Architect
Labor Relations Manager			Server Engineering Manager
Manager, Aviation Business Development & Analysis			Systems Engineering Manager
Manager, Aviation Planning & Business Intelligence			Technology Economist
<b>29</b>	<b>\$85,820 (\$44.01)</b>	<b>\$107,270 (\$55.01)</b>	<b>\$128,739 (\$66.02)</b>
Airport Media & Public Affairs Manager			Manager, Maritime Operations
Aviation F&I Senior Systems Engr/Utility Business Manager			Manager, Seaport Leasing & Industrial Properties
Business Technology Consultant			Manager, Strategic Communications & Corp. Media
Inland Cargo Development Manager			Office of Social Responsibility-Policy Manager
Lead Software Developer			Police Department Administrative Manager
Manager, Air Cargo Operations and Development			Principal Engineer
Manager, Airline Systems & Services			Real Estate Development Manager
Manager Airport Operations			Resident Engineer 3
Manager, Airport Operations & Passenger Experience			Senior Environmental Program Manager
Manager, Aviation Finance & Budget			Senior Manager, PCS Construction Operations
Manager, Aviation Noise Programs			Small Business Program & Policy Manager
Manager, ICT Client Services & Support			Tax Manager
Manager, Construction Safety Management			

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Grade	Minimum	Midpoint	Maximum
<b>28</b>	<b>\$80,964 (\$41.52)</b>	<b>\$101,205 (\$51.90)</b>	<b>\$121,446 (\$62.28)</b>
Accounting Manager			Manager, Harbor Business and Operations
Aviation Community Relations Manager			Mgr, Marine Maintenance Inventory & Financial Services
Aviation Emergency Preparedness Manager			Manager, Marine Maintenance Compliance & Fleet
Aviation Maintenance CIP Liaison & Small Works Manager			Manager, Seaport Finance & Budget
Capital Project Manager III			Manager, Seaport Project Management Support Services
Container Operations Manager			Marketing Manager, Seaport Carrier Accounts
Contract Administration Manager			Marketing Manager, Seaport National Accounts
Environmental Program Manager			Parking Revenue Manager
ICT Financial Services Manager			PCS Lead Construction Manager
ICT Project Manager			PCS Lead RMM Construction Manager
Manager, Airline Scheduling Systems			Port Counsel
Manager, Airport Facility Services			Purchasing Manager
Manager, Airport Landside Operations			Regional Transportation Program Planner
Manager, Airport Security Access			Resident Engineer 2
Manager, Airport Training			Seaport Environmental Compliance & Strategy Manager
Manager, Airport Wildlife			Seaport Environmental Finance Manager
Manager, Aviation Finance & Budget Administrative Services			Senior Aviation Infrastructure Engineer
Manager, Aviation Maintenance Business Systems			Senior Design Engineer
Manager, Aviation Maintenance			Senior Infrastructure Systems Engineer - Conservation
Manager, Aviation Maintenance Logistics			Senior Marine Maintenance Project Manager
Manager, Construction Planning & Coordination			Senior Organizational Development Consultant
Manager, Corporate Facilities			
<b>27</b>	<b>\$76,323 (\$39.14)</b>	<b>\$95,394 (\$48.92)</b>	<b>\$114,485 (\$58.71)</b>
Air Cargo Operations Manager			Performance Auditor
Airline and Passenger Systems Manager			Police/Fire Communications Mgr/Technical Liaison
Airport Duty Manager			Process Improvement Program Manager
Airport Operations Development Manager			Real Estate Manager
Aviation PMG Cost Estimator			Seaport Property Manager III
Aviation Project Planner			Seaport/Real Estate Media Officer
Aviation Property Manager 3			Seaport Security Program Manager
Capital Project Estimator			Seaport Transportation Program Planner
Construction Management Cost Estimator			Senior Business Analyst - ICT
Engineering Facility & Financial Manager			Senior CLG Program Manager
ERP Administrator			Senior Database Engineer
ERP Developer/Programmer			Software Developer
Facilities Maintenance Mgr, Cruise & Industrial Properties			Senior Internal Auditor
Facilities Maintenance Mgr, Container Operations			Senior Linux Server Engineer
Health & Safety Management Lead			Senior Network Engineer
Manager, Lease Administration & Utility Management			Senior Public Affairs Program Manager
Mapping Manager			Senior Systems Engineer
Marine Facilities Maintenance Manager			Senior Windows Server Engineer
Network Operations Manager			Survey Crew Manager

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<b>26</b>	<b>\$71,897 (\$36.87)</b>	<b>\$89,876 (\$46.09)</b>	<b>\$107,855 (\$55.31)</b>
Accounts Receivable Manager			Manager, Airport Customer Service
AFR Records & Administration Manager			Manager, Credentialing Center
Assistant Stormwater Project Manager			Manager, ICT Administration
Audio Visual Services Manager			Manager, PCS Controls & Support Services
Aviation Maintenance Asset Manager			Maritime Operations Superintendent
Aviation Property & Lease Admin Manager			Marine Maintenance Business Systems Manager
Aviation Property Manager 2			Marine Maintenance Project Manager
Aviation PMG Project Scheduler			Public Affairs Events & Education Manager
Aviation Infrastructure System Engineer			Public Affairs Policy/Research Analyst
Billing Manager			Public Affairs Program Manager
Capital Project Manager II			Resident Engineer 1
Communications Project Manager-Public Affairs			Risk Claims Manager
Concessions Manager			Risk Management Specialist
Construction Safety Manager			Seaport Real Estate Specialist
CPO Cost Price Analyst			Seaport Strategic Business Analyst
Database Engineer			Senior Business Development Analyst - Aviation
Environmental Management Specialist 2			Senior Buyer
Erosion Control / Storm Water Engineer			Senior Contract Administrator - Construction
Employment Consultant			Senior Planner, Aviation
Financial Analyst III - Corporate			Senior Planner, Seaport
Financial Analyst III - Aviation			Supervisor, Corporate Financial Analysis
Financial Analyst III - Seaport			Systems Engineer
Information Security Engineer / Analyst			Telecommunications Infrastructure Engineer
Learning / Development Consultant			Workers Compensation Manager
<b>25</b>	<b>\$67,704 (\$34.72)</b>	<b>\$84,630 (\$43.40)</b>	<b>\$101,537 (\$52.07)</b>
Accounts Payable Supervisor			HRD Business Technology Analyst
Advertising/Communication Specialist			Intake and Investigations Specialist
AFR Business Technology Analyst			Internal Auditor
Airfield / Airspace Planner			Lead Desktop Support Engineer
Assistant Resident Engineer			Linux Server Engineer
Aviation Conference Services Supervisor			Marketing Representative - Harbor Services Group
Aviation Emergency Technical Training Developer			Network Engineer
Aviation Maintenance Assistant Fleet Manager			P-Card Administrator
Aviation Maintenance Sr. Business Systems Analyst			PCS Resident RMM Construction Manager
Aviation Planning Business Intelligence Analyst			PCS Resident Construction Manager
Building Inspector / Plan Examiner			PCS RMM Construction Manager
Communications Project Specialist, Public Affairs			Payroll Supervisor
Construction Coordination Supervisor			Project Management System Analyst
Concessions Facility Program Manager			Research & Policy Analyst
Content Services Manager			Software Test Engineer
Customer Service Project Manager			Seaport Property Manager II
Design Engineer			Senior Accountant
Employee Relations & Investigator / Analyst			Senior Contract Administrator - Service Agreements
Environmental Management Technician			Senior Corporate Budget Analyst
E911 CAD/GIS Systems Engineer			Senior Learning/Training Specialist, Aviation Operations
Financial Analyst II - Aviation			Senior Total Compensation Analyst
Financial & Cost Recovery Specialist			Telecommunications Engineer
Financial Reporting & Controls Analyst			Wildlife Biologist
Harbor Operations Supervisor			Windows Server Engineer
Health & Safety Management Specialist			

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<b>24</b>	<b>\$63,668 (\$32.65)</b>	<b>\$79,599 (\$40.82)</b>	<b>\$95,511 (\$48.98)</b>
Art Program Manager, Aviation Assistant to the CEO Assistant Manager, AVM Distribution Center Assistant Manager, Corporate Facilities Aviation Planner Aviation Maintenance Project Coordinator Aviation Security Compliance Coordinator Century Agenda Liaison Communications Specialist HRD Concessions Program Manager Contract Administrator - Construction Desktop Support Engineer Financial Analyst I - Corporate Financial Analyst I - Seaport GIS Analyst ICT Client Services Architect			ICT Service & Reporting Analyst Junior Design Engineer Landside Supervisor Landside Supervisor - Air Transit Operations Learning / Development Specialist Manager, Signage & Graphics Marine Maintenance Planner/Estimator Operations Supervisor Airport Security OSR Small Business Analyst Real Estate Liaison & Research Analyst Seaport Liaison & Research Analyst Seaport Market Data Analyst Senior Aviation Planning Research & Data Analyst Senior Cost Engineer Senior Employment Representative
<b>23</b>	<b>\$59,846 (\$30.69)</b>	<b>\$74,822 (\$38.37)</b>	<b>\$89,778 (\$46.04)</b>
Accountant III Assistant/ Liaison to Managing Director-Aviation Assistant PCS Resident Construction Manager Aviation Maintenance Business Systems Analyst Aviation Maintenance Lead Planner / Coordinator Business Development Analyst AV 2 Buyer Capital Project Manager I Commission Executive Assistant Contract Administrator - Service Agreements Credit Analyst Environmental Data Specialist			Environmental Management Specialist 1 Health & Safety Technology Analyst ICT Administrative Services Supervisor ICT Senior Mobile Device Specialist Lease Administration Supervisor Legal Administrator Marine Maintenance Regulatory Compliance Specialist Real Estate Property Manager 1 Senior Engineering Design Technician Senior ICT Service Desk Technician Survey Project Manager Web Coordinator
<b>22</b>	<b>\$56,219 (\$28.83)</b>	<b>\$70,278 (\$36.04)</b>	<b>\$84,338 (\$43.25)</b>
Administrative Supervisor Assistant Financial Analyst Assistant to Managing Director, CDD Aviation Noise Programs Community Specialist Construction Coordinator Cost Engineer CPO Systems Administrator Employment Representative - Uniformed Services Engineering Design Technician Executive Assistant Corporate Homeowner Relations Administrator Human Resources Administrator			Human Resources Specialist ICT Asset Management Analyst Learning / Training Specialist - Aviation Maintenance Planner / Coordinator - Aviation Marine Maintenance Procurement Supervisor PCS RMM O&M Program Coordinator Public Affairs Media Specialist Records Program Manager Risk Claims Specialist Senior Civil Engineering Technician Senior Construction Inspector Total Compensation Analyst

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<b>21</b>	<b>\$52,709 (\$27.03)</b>	<b>\$65,891 (\$33.79)</b>	<b>\$79,053 (\$40.54)</b>
Accountant II			Desktop Support Specialist
Air Services Development Analyst			Engineering Archive Systems Administrator
Assistant Finance/Cost Recovery Controls Specialist			Employment Program Coordinator
Aviation Conference Services & Sales Coordinator			Noise Program Specialist
Aviation Emergency Preparedness Specialist			On Site Properties Representative
Aviation Operations Audit Coordinator			Public Affairs Planner/Project Assistant
AV Maintenance Procurement & Inventory Supervisor			Seaport Project Specialist
Business Development Analyst Aviation 1			Survey CAD Technician
CAD Standards Review Technician			Travel Card Administrator AFR
Construction Management Assistant			
<b>20</b>	<b>\$50,427 (\$25.86)</b>	<b>\$63,024 (\$32.32)</b>	<b>\$75,621 (\$38.78)</b>
Accounts Payable Lead			Fire Dept. System Administrator
Assistant Commission Clerk			ICT Infrastructure Operations Technician
Aviation Maintenance CMMS Administrator			ICT Mobile Device Specialist
Aviation Operations Systems Administrator			ICT Software Asset Analyst
Aviation Statistical Specialist			Marine Maintenance CMMS Administrator
Aviation Project Controls Analyst			Paralegal/Intake Specialist
Building Permit Coordinator			Project Labor Agreement Specialist
Civil Engineering Technician			Real Estate Development Project Assistant
Customer Service Analyst			Risk Analyst
Department Contract Specialist			Senior Administrative Assistant
Executive Assistant, Aviation Director's Office			
<b>19</b>	<b>\$48,263 (\$24.75)</b>	<b>\$60,314 (\$30.93)</b>	<b>\$72,384 (\$37.12)</b>
Accountant I			Marine Maintenance CAD Records Specialist
Assistant Buyer			Marine Maintenance Employee & Budget Specialist
Aviation Operations Training Systems Specialist			Marketing Assistant, Harbor Services Group
Construction Inspector			Payroll Analyst
Harbor Facilities Coordinator			Project Assistant - Engineering
Harbor Moorage Coordinator			Public Disclosure Specialist
Health & Safety Claims Support Administrative Assistant			Seaport Graphics Specialist
ICT Asset Management Contract Specialist			Signing & Graphics Designer Specialist
Lead Ground Transportation Controller			Total Compensation Specialist
<b>18</b>	<b>\$46,176 (\$23.68)</b>	<b>\$57,720 (\$29.60)</b>	<b>\$69,245 (\$35.51)</b>
Administrative Assistant			ICT Service Desk Technician
Aviation Document Control Specialist			Lead Airport Customer Service Representative
Aviation Maintenance Fiscal Specialist II			Public Affairs Event Specialist
Construction Safety Administrator			Records Management Specialist
Credentialing Center Background Specialist			Senior Lease Administration Specialist
Employment Assistant			Senior Utilities & Lease Specialist

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<b>17</b>	<b>\$44,265 (\$22.70)</b>	<b>\$55,322 (\$28.37)</b>	<b>\$66,378 (\$34.04)</b>
Accounts Payable Specialist Assistant Civil Engineering Technician Billing Specialist - Landside Operations Executive Staff Assistant Corporate Ground Transportation Controller Harbor Customer Service Specialist Harbor Facilities Specialist ICT Staff Assistant Invoice & Contract Support Specialist			Invoice & Control Support Specialist Lease Administration Specialist Marina Operations Specialist Marine Maintenance Purchasing Specialist Marine Maintenance Scheduler On-call Marketing Coordinator Payroll Specialist PCS Purchasing Specialist Revenue Specialist
<b>16</b>	<b>\$42,374 (\$21.73)</b>	<b>\$52,962 (\$27.16)</b>	<b>\$63,551 (\$32.59)</b>
Airport Customer Service Representative Aviation Receiving Dock Operations Coordinator Contract Document Specialist Fiscal Specialist I Lease Administration Support Specialist			Marine Maintenance Dispatcher Revenue Service Support Specialist Senior Administrative Staff Assistant Time Reporting Administrator - Fire Department
<b>15</b>	<b>\$40,521 (\$20.78)</b>	<b>\$50,642 (\$25.97)</b>	<b>\$60,782 (\$31.17)</b>
Aviation Operations Audit Assistant Legal Documentation Specialist			Training Support Specialist - Aviation
<b>14</b>	<b>\$38,844 (\$19.92)</b>	<b>\$48,555 (\$24.90)</b>	<b>\$58,266 (\$29.88)</b>
Administrative Staff Assistant Marine Maintenance CMMS Support Assistant			Marine Maintenance Accounts Payable Clerk
<b>13</b>	<b>\$37,284 (\$19.12)</b>	<b>\$46,605 (\$23.90)</b>	<b>\$55,926 (\$28.68)</b>
Conference Center Assistant Conference Center Assistant/On Call			Lead RCF Bus Driver Marine Maintenance Material & Inventory Clerk
<b>12</b>	<b>\$35,724 (\$18.32)</b>	<b>\$44,636 (\$22.89)</b>	<b>\$53,567 (\$27.47)</b>
Customer Service Specialist, Landside Operations			
<b>11</b>	<b>\$34,262 (\$17.57)</b>	<b>\$42,842 (\$21.97)</b>	<b>\$51,402 (\$26.36)</b>
On Call AOB Receptionist			
<b>10</b>	<b>\$32,838 (\$16.84)</b>	<b>\$41,048 (\$21.05)</b>	<b>\$49,257 (\$25.26)</b>
Senior Office Assistant			
<b>9</b>	<b>\$31,532 (\$16.17)</b>	<b>\$39,410 (\$20.21)</b>	<b>\$47,288 (\$24.25)</b>
Aviation Mail Messenger			
<b>6</b>	<b>\$27,846 (\$14.28)</b>	<b>\$34,808 (\$17.85)</b>	<b>\$41,769 (\$21.42)</b>
Interoffice Mail Specialist			
<b>3</b>	<b>\$24,785 (\$12.71)</b>	<b>\$30,986 (\$15.89)</b>	<b>\$37,167 (\$19.06)</b>
Office/Maintenance Clerk			

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**Non-evaluated Jobs**

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<b>94</b>	<b>\$135,819 (\$69.65)</b>	<b>\$169,774 (\$87.06)</b>	<b>\$203,728 (\$104.48)</b>
<i>*Rates based on L-1257 - 2013 Firefighter Battalion Chief pay rate; Fire and Police Chief rates will be adjusted (if necessary) upon establishment of 2014 Firefighter Battalion Chief rate.</i>			
	Chief of Police		Fire Chief
<b>93</b>	<b>\$123,472 (\$63.32)</b>	<b>\$154,340 (\$79.15)</b>	<b>\$185,208 (\$94.98)</b>
<i>*Rates based on L-1257 - 2013 Firefighter Battalion Chief pay rate; Fire and Police Chief rates will be adjusted (if necessary) upon establishment of 2014 Firefighter Battalion Chief rate.</i>			
	Assistant Fire Chief		Deputy Chief of Police
<b>To coincide with the typical Intern year, ranges 90 - 92 are effective June 1, 2014</b>			
<b>92</b>	<b>\$33,657 (\$17.26)</b>	<b>\$38,688 (\$19.84)</b>	<b>\$43,739 (\$22.43)</b>
	Graduate Intern		
<b>91</b>	<b>\$25,857 (\$13.26)</b>	<b>\$32,312 (\$16.57)</b>	<b>\$38,766 (\$19.88)</b>
	College Intern		
<b>90</b>	<b>\$19,991 (\$10.25)</b>	<b>\$19,991 (\$10.25)</b>	<b>\$19,991 (\$10.25)</b>
	High School Intern		