

EXHIBIT A TO RESOLUTION NO. 3727
SCHEDULE OF AUTHORIZED NON-REPRESENTED JOBS
SALARY RANGES EFFECTIVE JANUARY 1, 2017
Grades and Titles effective October 1, 2016
Annual Base Salary Range (Hourly equivalent in parentheses)¹

Grade	Minimum	Midpoint	Maximum
42	\$188,166.00 (\$90.46)	\$235,208.00 (\$113.08)	\$282,249.00 (\$135.70)
	*Chief Operating Officer		*Managing Director, Aviation
41	\$178,430.00 (\$85.78)	\$223,037.00 (\$107.23)	\$267,644.00 (\$128.68)
	*Managing Director, Economic Development		Chief Financial & Administrative Officer
40	\$169,068.00 (\$81.28)	\$211,335.00 (\$101.60)	\$253,601.00 (\$121.92)
	*Managing Director, Maritime General Counsel/Chief Compliance Officer		Senior Director, Capital Development
38	\$151,714.00 (\$72.94)	\$189,642.00 (\$91.17)	\$227,571.00 (\$109.41)
	*Senior Director, Environment & Sustainability *Senior Director, Human Resources		*Senior Director, Public Affairs *Senior Director, Strategic Initiatives
37	\$143,608.00 (\$69.04)	\$179,510.00 (\$86.30)	\$215,412.00 (\$103.56)
	*Senior Director, Labor Relations		Chief Information Officer
36	\$136,008.00 (\$65.39)	\$170,010.00 (\$81.74)	\$204,011.00 (\$98.08)
	Director, Airport Operations Director, Aviation Facilities & Capital Programs		Director, Aviation Project Management Group
35	\$128,651.00 (\$61.85)	\$160,814.00 (\$77.31)	\$192,977.00 (\$92.78)
	Assistant ICT Director - Infrastructure Services Assistant ICT Director-Tech Delivery Chief Engineer/Director Engineering Services Deputy General Counsel Director, Accounting & Financial Reporting		Director, Aviation Business Development Director, Central Procurement Office Director, Real Estate & Economic Development Director, Seaport Project Management Group Senior Capital Program Leader
34	\$121,671.00 (\$58.50)	\$152,088.00 (\$73.12)	\$182,506.00 (\$87.74)
	*Chief of Staff, Commission Services Director Human Resources - Organization and Talent Development Director Human Resources -Total Rewards Director, Aviation Finance & Budget Director, Aviation Maintenance Director, Aviation Planning & Environmental Services		Director, Cruise & Maritime Operations Director, Real Estate Asset Management Director, Seaport Planning & Environmental Services Director, Social Responsibility Senior Manager, Aviation Facilities & Infrastructure Senior Port Counsel
33	\$115,066.00 (\$55.32)	\$143,832.00 (\$69.15)	\$172,599.00 (\$82.98)
	*Executive Chief of Staff AFR Asst. Director, Financial Reporting Revenue Services AFR Asst. Director, General Accounting/Business Technology Assistant Engineering Director-Construction Assistant Engineering Director-Design Capital Program Leader Chief Aviation Technologist Director, Business Intelligence Director, Community Engagement Director, Fishing & Commercial Operations Director, Government Relations		Director, Human Resources - Employee Health & Safety Director, HR Talent Acquisition & Business Partner Director, Internal Audit Director, Marine Maintenance Director, Port Construction Services Director, Public Affairs Communications Director, Tourism Development Senior Manager, Airport Dining & Retail Senior Manager, Airport Operations Senior Manager, Information Security
32	\$108,721.00 (\$52.27)	\$135,902.00 (\$65.34)	\$163,082.00 (\$78.40)
	Aviation Capital Project Liaison Director, Corporate Finance Director, Public Affairs Capital Project Delivery Director, Seaport Finance & Budget GIS Architect		Manager, Aviation Properties Manager, ICT Project Management Senior Manager, Emergency Preparedness Senior Manager, Employee Relations Senior Manager, Purchasing

¹ Hourly rates are rounded. To calculate the actual hourly rate divide the annualized rate by 2080.

* At-Will Employee

Grade	Minimum	Midpoint	Maximum
31	\$102,752.00 (\$49.40)	\$128,440.00 (\$61.75)	\$154,128.00 (\$74.10)
Airport Facilities & Infrastructure Systems Manager			Senior Manager, Aviation Maintenance Assets & Logistics
Assistant Finance Director - Budget			Senior Manager, Aviation Maintenance Custodial Services
Aviation Planning Program Manager			Senior Manager, Aviation Security
Capital Project Manager V			Senior Manager, Civil Structural Design Services
Development QA Manager / Sr. Software Architect			Senior Manager, Construction Contracting
Enterprise GIS Manager			Senior Manager, Disbursements
Manager, Internal Audit			Senior Manager, Environmental Programs
Manager, Security & Public Safety Technology			Senior Manager, Risk Management
Manager, Strategic Communications			Senior Manager, Service Agreements
Senior Controls Manager-Aviation Project Management Group			Small Business Development Dir
Senior Labor Relations Manager			Talent Acquisition Manager
Senior Manager, Airport Building & Facilities Services			Talent Development and Diversity Manager
Senior Manager, Aviation Maintenance			Treasury Manager
30	\$96,978.00 (\$46.62)	\$121,223.00 (\$58.28)	\$145,467.00 (\$69.94)
AFR Manager Financial Systems & Lean Initiatives			Manager, Air Cargo Operations and Development
Airport Public Affairs Manager			Manager, Air Services Development
AV Maintenance Manager, Capital Project Liaison			Manager, Aviation Business Development & Analysis
Benefits Manager			Manager, Aviation Finance & Budget
Capital Project Manager IV			Manager, Environmental Programs
Compensation Manager			Manager, HR Information System
Construction Manager			Manager, Regional Transportation
Cruise Services/Emergency Preparedness Manager			Manager, Survey & Mapping Services
Data Scientist			Manager, Windows Server Engineering
Database Engineering Manager			Marine Maintenance Senior Program Manager
Director, Recreational Boating			Mechanical / Electrical Manager
Engineering Quality Manager			Network Engineering Manager
ERP Manager			Organizational Development Manager
Federal Government Relations Manager			Regional Government Affairs Manager
Government Relations Manager - State			Senior Manager, AFR Revenue Services
ICT Business Case Manager			Senior Manager, Marine Maintenance
ICT Contract Vendor & IP Manager			Senior Systems Architect
ICT Senior Project Manager			Server Engineering Manager
International Tourism Development Manager			Systems Engineering Manager
Labor Relations Manager			Technology Economist
29	\$91,531.00 (\$44.01)	\$114,414.00 (\$55.01)	\$137,296.00 (\$66.01)
Aviation Program Controls Manager			Manager, Aviation Maintenance Logistics
Aviation Training & Development Manager			Manager, Aviation Noise Programs
Business Intelligence Program Manager - Analytics			Manager, Construction Safety Management
Business Intelligence Program Manager - Research			Manager, ICT Client Services & Support
Business Technology Consultant			Manager, International Operations
ERP Developer/Programmer			Manager, Maritime Operations
Financial Controls & Reporting Manager			Manager, Seaport PMG Program Controls
GIS Software Engineer			OSR Workforce Development Program Manager
ICT Operations & Services Manager			Principal Engineer
Lead Software Developer			Real Estate Development Manager
Manager, Airline Scheduling Systems			Resident Engineer 3
Manager, Airline Systems & Services			Senior Environmental Program Manager
Manager, Airport Communications Center			Senior Real Estate Manager
Manager, Airport Landside Operations			Small Business Program & Policy Manager
Manager, Airport Operations			Sr Mgr, Marine Maintenance Business Operations & Systems
Manager, Airport Operations & Passenger Experience			Sr Mgr, Marine Maintenance Compliance & Fleet
Manager, Airport Parking Revenue			Sr Mgr, Marine Maintenance Logistics & Financial Services
Manager, Airport Wildlife			Sr Mgr, PCS Construction Operations
Manager, Aviation Maintenance			Strategic Planning Program Manager
Manager, Aviation Maintenance Business Systems			Utility Business Manager

Grade	Minimum	Midpoint	Maximum
28	\$86,344.00 (\$41.51)	\$107,930.00 (\$51.89)	\$129,517.00 (\$62.27)
Accounting Manager			Manager, Corporate Facilities
Airport Operations Development Manager			Manager, Harbor Business and Operations
Aviation Community Relations Manager			Manager, Seaport Finance & Budget
Aviation Property Manager 3			Payroll Manager
Capital Project Manager III			PCS Lead Construction Manager
Commission Issues & Policy Manager			PCS Lead RMM Construction Manager
Contract Administration Manager			Police/Fire Communications Mgr./Technical Liaison
Cost Estimating Manager			Principal Business Intelligence Analyst
CPO Planning & Analysis Manager			Purchasing Manager
Environmental Program Manager			Resident Engineer 2
Human Resources Business Partner			Seaport Environmental Finance Manager
ICT Financial Services Manager			Senior Aviation Infrastructure Engineer
ICT Project Manager			Senior Business Manager, Airport Dining & Retail
Manager, Airport Facility Services			Senior Design Engineer
Manager, Airport Security Access			Senior Infrastructure Systems Engineer - Conservation
Manager, Construction Planning & Coordination			Senior Organizational Development Consultant
27	\$81,386.00 (\$39.13)	\$101,732.00 (\$48.91)	\$122,079.00 (\$58.69)
Air Cargo Operations Manager			Passenger Experience Project Manager
Airline and Passenger Systems Manager			Process Improvement Program Manager
Airport Duty Manager			Real Estate Manager
Airport Media Officer			Seaport Security Program Manager
Aviation PMG Cost Estimator			Seaport Senior Cost Engineer / Analyst
Aviation Project Planner			Seaport/Real Estate Media Officer
Aviation Property Manager 2			Senior AFR Business Technology Analyst
Aviation Senior Cost Engineer / Scheduler			Senior Business Analyst - ICT
AVM CIP & Expense Project Liaison			Senior CLG Program Manager
Business Intelligence Analyst III			Senior Database Engineer
Business Manager, Airport Dining & Retail			Senior HR Business Technology Analyst
Capital Project Estimator			Senior Internal Auditor
Construction Management Cost Estimator			Senior Linux Server Engineer
Engineering Facility & Financial Manager			Senior Network Engineer
ERP Administrator			Senior Public Affairs Program Manager
Facilities Maintenance Manager, Cruise & Industrial Properties			Senior Systems Engineer
Health & Safety Management Lead			Senior Windows Server Engineer
ICT Quality Assurance Manager			Software Developer
Manager, Airport Customer Service			Survey Crew Manager
Manager, Lease Administration & Utility Management			Total Rewards Consultant
Manager, PCS Controls & Support Services			Utility Program Manager
Mapping Manager			Workers Compensation Manager

Grade	Minimum	Midpoint	Maximum
26	\$76,689.00 (\$36.87)	\$95,861.00 (\$46.09)	\$115,033.00 (\$55.30)
Accounts Receivable Manager			Manager, ICT Administration
AFR Records & Administration Manager			Manager, Public Affairs Events & Engagement
Airfield / Airspace Planner			Marine Maintenance Asset Manager
Airport Dining & Retail Project & Facilities Manager			Marine Maintenance Project Manager
Assistant Storm Water Project Manager			Maritime Operations Superintendent
Audio Visual Services Manager			Organizational Development Consultant
Aviation Infrastructure System Engineer			Public Affairs Program Manager
Aviation Maintenance Asset Manager			Resident Engineer 1
Aviation Maintenance Assistant Fleet Manager			Risk Claims Manager
Aviation Training & Development Asst. Manager			Risk Management Specialist
Billing Manager			Senior Business Development Analyst - Aviation
Capital Project Manager II			Senior Buyer
Communications Project Manager-Public Affairs			Senior Contract Administrator - Construction
Construction Coordination Supervisor			Senior Planner, Aviation
Construction Safety Manager			Senior Planner, Seaport
Database Engineer			Senior Port Budget Analyst
Employee Relations Consultant			Social Media Program Manager
Environmental Management Specialist 2			Supervisor, Corporate Financial Analysis
Erosion Control / Storm Water Engineer			Systems Engineer
Financial Analyst III - Aviation			Talent Acquisition Consultant
Financial Analyst III - Seaport			Tax Analyst
Information Security Engineer / Analyst			Telecommunications Infrastructure Engineer
Intl Business Protocol Liaison			Visual Communications Program Manager
Learning / Development Consultant			Workplace Responsibility Manager
Manager, Credentialing Center			
25	\$72,204.00 (\$34.71)	\$90,255.00 (\$43.39)	\$108,306.00 (\$52.07)
Accounts Payable Supervisor			ICT Desktop SCCM Administrator
AFR Business Technology Analyst			Internal Auditor
Airline Scheduling Systems Specialist			International Operations Supervisor
Airport Dining & Retail Program Manager			Landside Supervisor
Airport Parking Marketing Manager			Lead Desktop Support Engineer
Assistant Manager, AVM Distribution Center			Learning / Development Specialist
Assistant Resident Engineer			Marine Maintenance Budget & Financial Reporting Analyst
AV F&I Architecture Specialist			Marketing Rep - Maritime
Aviation Conference Center Business & Marketing Manager			Network Engineer
Aviation Conference Center Sales & Operations Manager			OSR Small and Disadvantaged Business Coordinator
Aviation Lease Administration Manager			P-Card Administrator
Aviation Maintenance Planner/Coordinator Supervisor			PCS Resident Construction Manager
Aviation Maintenance Sr. Business Systems Analyst			PCS Resident RMM Construction Manager
Aviation Senior Internal Controls Analyst			PCS RMM Construction Manager
Baggage Systems Specialist			Project Management System Analyst
Building Inspector / Plan Examiner			Public Disclosure Manager
Business Intelligence Analyst II			Real Estate Property Manager II
Content Services Manager			Seaport Property Manager II
CPO Systems Administrator			Senior Accountant
Design Engineer			Senior Contract Administrator - Service Agreements
E911 CAD/GIS Systems Engineer			Software Test Engineer
Economic Development Analyst			Telecommunications Engineer
Financial & Cost Recovery Specialist			Total Rewards Analyst
Fire Protection Engineer			Wildlife Biologist
Harbor Operations Supervisor			Windows Server Engineer
Health & Safety Management Specialist			

Grade	Minimum	Midpoint	Maximum
24	\$67,914.00 (\$32.65)	\$84,893.00 (\$40.81)	\$101,871.00 (\$48.98)
	Art Program Manager, Aviation AV Drawing & Data System Specialist Aviation Maintenance Project Coordinator Aviation Security Compliance Coordinator Commission Clerk Communications Specialist HR Construction Management Systems Analyst Contract Administrator - Construction Desktop Support Engineer Financial Analyst I - Aviation Financial Analyst I - Corporate Financial Analyst I - Seaport		GIS Analyst ICT Service & Reporting Analyst ICT Service Desk Supervisor Junior Design Engineer Junior Infrastructure Engineer - Aviation Manager, Signage & Graphics Marine Maintenance Planner/Estimator Marine Maintenance Regulatory Compliance Specialist Maritime Environmental Finance Specialist Operations Supervisor Airport Security Senior Talent Acquisition Representative
23	\$63,836.00 (\$30.69)	\$79,795.00 (\$38.36)	\$95,754.00 (\$46.04)
	Accountant III Air Services Development Analyst Assistant PCS Resident Construction Manager Assistant to Managing Dir / AV Assistant to Managing Director, CDD Aviation Maintenance Business Systems Analyst Business Intelligence Analyst I Buyer Capital Project Manager I Commission Executive Assistant Contract Administrator - Service Agreements Credentialing Center Supervisor Credit Analyst Economic Development Coordinator Environmental Data Specialist		Environmental Management Specialist 1 Executive Assistant/Executive Office Financial Reporting & Controls Analyst I Health & Safety Technology Analyst ICT Administrative Services Supervisor ICT Senior Mobile Device Specialist Legal Administrator Legal Systems Administrator Marine Maintenance Business Analyst Marine Maintenance Procurement Supervisor Real Estate Property Manager 1 Records Program Manager Senior Engineering Design Technician Survey Project Manager Web Coordinator
22	\$59,972.00 (\$28.83)	\$74,964.00 (\$36.04)	\$89,957.00 (\$43.25)
	Aviation Lease Administration Coordinator Administrative Supervisor Assistant Project Manager Assistant to Managing Director, EDD Assistant to Managing Director, Maritime Assistant to Senior Director, Human Resources Assistant to Senior Director, Labor Relations Assistant to Senior Director, Public Affairs Aviation E-learning Specialist Aviation Maintenance CMMS Administrator Aviation Maintenance Procurement & Inventory Supervisor Aviation Maintenance Sr. Time Admin/Process Coordinator Aviation Noise Programs Community Specialist Aviation Regulatory Training Specialist Construction Coordinator		Cost Engineer Engineering Design Technician ICT Asset Management Analyst ICT Software Asset Analyst Lead Infrastructure Operations Technician Maintenance Planner / Coordinator - Aviation Marine Maintenance Business Operations Supervisor Marine Maintenance Parks & Project Specialist Marine Maintenance Site Representative MM CMMS Administrator Risk Analyst Risk Claims Specialist Senior Civil Engineering Technician Senior Construction Inspector Software Test Analyst
21	\$56,220.00 (\$27.03)	\$70,275.00 (\$33.79)	\$84,330.00 (\$40.54)
	Accountant II Airline Statistical Specialist Airport Dining & Retail Specialist Assistant to Director Aviation Facilities & Capital Programs Aviation Emergency Preparedness Specialist Aviation Revenue Controls Analyst Construction Management Assistant Desktop Support Specialist Engineering Archive Systems Administrator ICT Mobile Device Specialist		Marine Maintenance Contract Compliance Specialist Marine Maintenance Fleet Asset Specialist Noise Program Specialist Passenger Experience Analyst Public Affairs Planner/Project Assistant Seaport Project Specialist Senior Harbor Facilities Coordinator Total Rewards Specialist Travel Card Administrator AFR

Grade	Minimum	Midpoint	Maximum
20	\$53,774.00 (\$25.85)	\$67,217.00 (\$32.32)	\$80,661.00 (\$38.78)
	Accounts Payable Lead Assistant Commission Clerk Aviation Operations Systems Administrator Aviation Project Controls Analyst Aviation Training Systems Specialist Building Permit Coordinator Civil Engineering Technician Department Contract Specialist Fire Dept. System Administrator		ICT Infrastructure Operations Technician Lead Senior Lease Admin Specialist Marine Maintenance CAD Asset Records Specialist Paralegal/Intake Specialist Project Labor Agreement Specialist Public Disclosure Specialist Senior Administrative Assistant Tourism Project Specialist
19	\$51,457.00 (\$24.74)	\$64,322.00 (\$30.92)	\$77,186.00 (\$37.11)
	Accountant I Assistant Buyer Background Compliance Specialist Construction Inspector Harbor Facilities Coordinator Harbor Moorage Coordinator ICT Asset Management Contract Specialist Marketing Assistant, Harbor Services Group		Payroll Analyst Project Assistant - Engineering Project Controls Support Specialist Senior Ground Transportation Controller Signing & Graphics Designer Specialist Utility Locate Technician Workers Comp Claims Assistant
18	\$49,256.00 (\$23.68)	\$61,570.00 (\$29.60)	\$73,884.00 (\$35.52)
	Administrative Assistant Aviation Document Control Specialist Aviation Lease Administration Specialist Aviation Maintenance Fiscal Specialist II Construction Safety Administrator ICT Service Desk Technician Lead Airport Customer Service Representative		Marine Maintenance Business Systems Specialist Public Affairs Event Specialist Records Management Specialist Senior Lease Administration Specialist Senior Utilities & Lease Specialist Talent Acquisition Assistant
17	\$47,201.00 (\$22.69)	\$59,001.00 (\$28.37)	\$70,801.00 (\$34.04)
	Accounts Payable Specialist Airport Dining & Retail Marketing Coordinator Assistant Civil Engineering Technician Billing Specialist - Landside Operations Facilities Coordinator Ground Transportation Controller Harbor Customer Service Specialist Harbor Operations Specialist		Invoice & Contract Support Specialist Legal Assistant Marina Operations Specialist Marine Maintenance Employee Liaison Marine Maintenance Purchasing Specialist Maritime Invoice & Billing Specialist Payroll Specialist PCS Purchasing Specialist
16	\$45,195.00 (\$21.73)	\$56,494.00 (\$27.16)	\$67,793.00 (\$32.59)
	Airport Customer Service Representative Aviation Receiving Dock Operations Coordinator Contract Document Specialist Fiscal Specialist I Lease Administration Support Specialist		Marine Maintenance Dispatcher Marine Maintenance Work Order Intake Specialist Revenue Service Support Specialist Senior Administrative Staff Assistant Time Reporting Administrator - Fire Department
15	\$43,205.00 (\$20.77)	\$54,006.00 (\$25.96)	\$64,807.00 (\$31.16)
	Conference Center Assistant Conference Center Assistant/On Call		Lead Customer Research Field Worker Training Support Specialist - Aviation

Grade	Minimum	Midpoint	Maximum
14	\$41,427.00 (\$19.92)	\$51,784.00 (\$24.90)	\$62,141.00 (\$29.88)
	Administrative Staff Assistant Customer Service Specialist, Landside Operations Lead RCF Bus Driver		Marine Maintenance Accounts Clerk Marine Maintenance Material & Inventory Clerk
13	\$39,763.00 (\$19.12)	\$49,704.00 (\$23.90)	\$59,645.00 (\$28.68)
	AOB Facilities Specialist		Facilities Specialist
11	\$36,551.00 (\$17.57)	\$45,688.00 (\$21.97)	\$54,826.00 (\$26.36)
	Customer Research Field Worker On Call AOB Receptionist		Traffic Support Specialist
9	\$33,631.00 (\$16.17)	\$42,038.00 (\$20.21)	\$50,446.00 (\$24.25)
	AOB Mail & Facilities Specialist		ICT Voice Communication Operator
6	\$29,700.00 (\$14.28)	\$37,126.00 (\$17.85)	\$44,551.00 (\$21.42)
	Interoffice Mail Specialist		
3	\$26,438.00 (\$12.71)	\$33,048.00 (\$15.89)	\$39,658.00 (\$19.07)
	Office/Maintenance Clerk		
94	\$141,999.40 (\$68.27)	\$177,498.74 (\$85.34)	\$212,998.08 (\$102.40)
	Chief of Police		Fire Chief
93	\$129,089.53 (\$62.06)	\$161,362.16 (\$77.58)	\$193,634.80 (\$93.09)
	Assistant Fire Chief		Deputy Chief of Police
92	\$39,000.00 (\$20.50)	\$44,855.00 (\$26.50)	\$50,710.00 (\$26.50)
	Graduate Intern		
91	\$31,200.00 (\$16.50)	\$39,000.00 (\$20.50)	\$46,800.00 (\$24.50)
	College Intern		
90	\$26,000.00 (\$15.00)	\$26,000.00 (\$15.00)	\$26,000.00 (\$15.00)
	High School Intern		