

EXHIBIT A TO RESOLUTION NO. 3739
SCHEDULE OF AUTHORIZED NON-REPRESENTED JOBS
SALARY RANGES EFFECTIVE JANUARY 1, 2018
Annual Base Salary Range (Hourly equivalent in parentheses)¹

Grade	Minimum	Midpoint	Maximum
42	\$193,811 (\$93.18)	\$242,264 (\$116.47)	\$290,717 (\$139.77)
	*Chief Operating Officer		*Managing Director, Aviation
41	\$183,782 (\$88.36)	\$229,728 (\$110.45)	\$275,674 (\$132.54)
	*Managing Director, Economic Development		*Chief Financial Officer
40	\$174,140 (\$83.72)	\$217,675 (\$104.65)	\$261,210 (\$125.58)
	*Managing Director, Maritime *General Counsel/Chief Compliance Officer		*Senior Director, Capital Development
38	\$156,265 (\$75.13)	\$195,331 (\$93.91)	\$234,397 (\$112.69)
	*Senior Director, Environment & Sustainability *Senior Director, Human Resources		*Senior Director, Public Affairs *Senior Director, Strategic Initiatives
37	\$147,916 (\$71.11)	\$184,895 (\$88.89)	\$221,874 (\$106.67)
	*Senior Director, Labor Relations		Chief Information Officer
36	\$140,088 (\$67.35)	\$175,110 (\$84.19)	\$210,132 (\$101.03)
	Chief Engineer/Director Engineering Services Director, Airport Operations Director, Aviation Facilities & Capital Programs		Director, Aviation Maintenance Director, Aviation Project Management Group Senior Manager, Information Security
35	\$132,510 (\$63.71)	\$165,638 (\$79.63)	\$198,766 (\$95.56)
	Deputy General Counsel Director Maritime Environmental and Planning Director, Accounting & Financial Reporting Director, Aviation Business Development Director, Aviation Environmental Services Director, Aviation Security		Director, Central Procurement Office Director, ICT Infrastructure Services Director, ICT Technology Delivery Director, Real Estate & Economic Development Director, Seaport Project Management Group Senior Capital Program Leader
34	\$125,321 (\$60.25)	\$156,651 (\$75.31)	\$187,981 (\$90.38)
	*Chief of Staff, Commission Services Assistant Engineering Director-Construction Assistant Engineering Director-Design Director EDD Business Development Director, Aviation Finance & Budget Director, Cruise Operations Director, Human Resources - Organization and Talent Development		Director, Human Resources - Total Rewards *Director, Internal Audit Director, Port Construction Services Director, Real Estate Asset Management Director, Social Responsibility Senior Manager, Aviation Facilities & Infrastructure Senior Port Counsel
33	\$118,518 (\$56.98)	\$148,147 (\$71.22)	\$177,776 (\$85.47)
	*Executive Chief of Staff AFR Asst. Director, Financial Reporting Revenue Services AFR Asst. Director, General Accounting/Business Technology Capital Program Leader Chief Aviation Technologist Director, Business Intelligence Director, Community Engagement Director, Fishing & Commercial Operations Director, Government Relations		Director, HR Talent Acquisition & Business Partner Director, Human Resources - Employee Health & Safety Director, Marine Maintenance Director, Public Affairs Communications Director, Tourism Development Senior Manager, Airport Dining & Retail Senior Manager, Airport Operations Senior Manager, Aviation Properties Senior Manager, ICT Project Management
32	\$111,983 (\$53.84)	\$139,979 (\$67.30)	\$167,975 (\$80.76)
	Assistant Director, Real Estate Asset Management Aviation Capital Project Liaison Aviation Facilities & Infrastructure Manager Director, Capital Project Delivery Director, Corporate Finance Director, Seaport Finance & Budget GIS Architect		Senior Manager, Civil Structural Design Services Senior Manager, Emergency Preparedness Senior Manager, Employee Relations Senior Manager, Environmental Programs Senior Manager, Mechanical/Electrical Design Services Senior Manager, Purchasing Sr Construction Manager

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

*At-will Jobs: Employees hired, or appointed, into at-will jobs after January 1, 2014 will be designated as at-will.

Grade	Minimum	Midpoint	Maximum
31	\$105,834 (\$50.88)	\$132,293 (\$63.60)	\$158,752 (\$76.32)
	Assistant Finance Director - Budget Aviation Facilities & Infrastructure Principal Engineer Capital Project Manager V Construction Manager Design Program Manager Development QA Manager / Sr. Software Architect Director, Small Business Development Enterprise GIS Manager Manager, Internal Audit Manager, Security & Public Safety Technology Manager, Strategic Communications Manager, Survey & Mapping Services OSR Workforce Development Program Manager Senior Controls Manager-Aviation Project Management Group Senior Labor Relations Manager		Senior Manager Federal & International Government Relations Senior Manager, Airport Building Services Senior Manager, Aviation Maintenance Senior Manager, Aviation Maintenance Assets & Logistics Senior Manager, Aviation Maintenance Custodial Services Senior Manager, Aviation Security Senior Manager, Construction Contracting Senior Manager, Disbursements Senior Manager, Risk Management Senior Manager, Service Agreements Senior Manager, Workplace Responsibility Talent Acquisition Manager Talent Development and Diversity Manager Treasury Manager
30	\$99,888 (\$48.02)	\$124,860 (\$60.03)	\$149,832 (\$72.03)
	AFR Manager Financial Systems & Lean Initiatives Airport Public Affairs Manager AV Maintenance Manager, Capital Project Liaison Benefits Manager Capital Project Manager IV Commission Policy Manager Compensation Manager Data Scientist Database Engineering Manager Design Project Manager Director, Recreational Boating Engineering Quality Manager ERP Manager Federal Government Relations Manager ICT Business Case Manager ICT Contract Vendor & IP Manager ICT Senior Project Manager International Tourism Development Manager Labor Relations Manager Local Government Relations Manager Manager, Air Cargo Operations and Development Manager, Air Services Development Manager, Aviation Business Development & Analysis		Manager, Aviation Finance & Budget Manager, Cruise Services Manager, HR Information System Manager, Regional Transportation Manager, Seaport PMG Program Controls Manager, Windows Server Engineering Marine Maintenance Senior Program Manager Network Engineering Manager Organizational Development Manager Principal Design Engineer Regional Government Affairs Manager Resident Engineer V Senior Environmental Program Manager Senior Manager, AFR Revenue Services Senior Manager, Aviation Communications Marketing Senior Manager, Marine Maintenance Senior Systems Architect Server Engineering Manager Software Development Manager State Government Relations Manager Systems Engineering Manager Technology Economist Utility Business Manager
29	\$94,277 (\$45.33)	\$117,846 (\$56.66)	\$141,415 (\$67.99)
	Aviation Facilities & Infrastructure Senior Engineer Aviation Program Controls Manager Aviation Training & Development Manager Business Intelligence Program Manager - Analytics Business Intelligence Program Manager - Research Business Technology Consultant Construction Labor Manager ERP Developer/Programmer Financial Controls & Reporting Manager GIS Software Engineer ICT Operations & Services Manager Lead Software Developer Manager Editorial & Marketing Communication Manager, Airfield Operations Manager, Airline Scheduling Systems Manager, Airline Systems & Services Manager, Airport Communications Center Manager, Airport Landside Operations Manager, Airport Operations Manager, Airport Operations & Passenger Experience Manager, Airport Parking Revenue Manager, Airport Wildlife Manager, Aviation Maintenance		Manager, Aviation Maintenance Business Systems Manager, Aviation Maintenance Logistics Manager, Aviation Noise Programs Manager, Aviation Safety Management Systems Manager, Construction Safety Management Manager, ICT Client Services & Support Manager, International Operations Manager, Maritime Operations Manager, PCS Construction Port Counsel Principal Engineer Real Estate Development Manager Resident Engineer IV Senior Design Engineer - Structural Senior Infrastructure Systems Engineer - Conservation Senior Manager, Police Administrative Services & Communication Senior Real Estate Manager Small Business Program & Policy Manager Sr Mgr, Marine Maintenance Business Operations & Systems Sr Mgr, Marine Maintenance Compliance & Fleet Sr Mgr, Marine Maintenance Logistics & Financial Services Sr Mgr, PCS Construction Operations Strategic Planning Program Manager

Grade	Minimum	Midpoint	Maximum
28	\$88,934 (\$42.76)	\$111,168 (\$53.45)	\$133,402 (\$64.14)
Accounting Manager			Manager, Construction Planning & Coordination
Airport Operations Development Manager			Manager, Corporate Facilities
Aviation Community Relations Manager			Manager, Harbor Business and Operations
Aviation Property Manager 3			Manager, PCS Controls & Support Services
Capital Project Manager III			Manager, Seaport Finance & Budget
Construction Management Cost Estimator			Payroll Manager
Contract Administration Manager			Principal Business Intelligence Analyst
Cost Estimating Manager			Purchasing Manager
CPO Planning & Analysis Manager			Resident Engineer III
Environmental Program Manager			Seaport Environmental Finance Manager
Human Resources Business Partner			Seaport/Real Estate Media Officer
ICT Financial Services Manager			Senior Business Manager, Airport Dining & Retail
ICT Project Manager			Senior Cost Engineer/Scheduler Supervisor
Information Security Manager			Senior Design Engineer
Manager, Airport Employee Screening			Senior Organizational Development Consultant
Manager, Airport Facility Services			Terminal Operations Project Development Manager
Manager, Airport Security Access			
27	\$83,827 (\$40.30)	\$104,784 (\$50.38)	\$125,741 (\$60.45)
Accounts Receivable Manager			Manager, Lease Administration & Utility Management
Air Cargo Operations Manager			Mapping Manager
Airline and Passenger Systems Manager			Marine Maintenance Regulatory Compliance Program Manager
Airport Duty Manager			PCS Construction Mgr III
Airport Media Officer			PCS RMM Construction Mgr III
AV F&I Architecture Specialist			PMG System Admin/Cost Engineer
Aviation Facilities & Infrastructure Engineer			Process Improvement Program Manager
Aviation PMG Cost Estimator			Real Estate Manager
Aviation Project Planner			Seaport Security Program Manager
Aviation Property Manager 2			Seaport Senior Cost Engineer / Analyst
Aviation Senior Cost Engineer / Scheduler			Senior AFR Business Technology Analyst
AVM CIP & Expense Project Liaison			Senior Business Analyst - ICT
Billing Manager			Senior Database Engineer
Business Intelligence Analyst III			Senior HR Business Technology Analyst
Business Manager, Airport Dining & Retail			Senior Internal Auditor
CAD Design Manager			Senior Linux Server Engineer
Capital Project Estimator			Senior Marketing & Communications Manager Maritime
Cruise Facilities Maintenance Manager			Senior Network Engineer
Engineering Facility & Financial Manager			Senior Planner - Maritime
Erosion Control / Storm Water Engineer			Senior Public Affairs Program Manager
ERP Administrator			Senior Systems Engineer
Facilities Maintenance Manager, Cruise & Industrial Properties			Senior Windows Server Engineer
Fire Protection Engineer			Software Developer
Health & Safety Management Lead			Survey Crew Manager
ICT Quality Assurance Manager			Total Rewards Consultant
Information Security Senior Analyst			Utility Program Manager
Manager, Airport Customer Service			Workers Compensation Manager

Grade	Minimum	Midpoint	Maximum
26	\$78,990 (\$37.98)	\$98,737 (\$47.47)	\$118,484 (\$56.96)
	AFR Records & Administration Manager		Maritime Operations Superintendent
	Airfield / Airspace Planner		Organizational Development Consultant
	Airport Dining & Retail Project & Facilities Manager		PCS Construction Mgr II
	Audio Visual Services Manager		PCS RMM Construction Mgr II
	Aviation Maintenance Asset Manager		Project Management System Analyst
	Aviation Maintenance Assistant Fleet Manager		Public Affairs Program Manager
	Aviation Security Systems Manager		Resident Engineer II
	Aviation Security, Capital Project Liaison		Risk Claims Manager
	Aviation Training & Development Asst. Manager		Risk Management Specialist
	Capital Project Manager II		Senior Business Development Analyst - Aviation
	Communications Project Manager-Public Affairs		Senior Buyer
	Construction Coordination Supervisor		Senior Contract Administrator - Construction
	Construction Safety Manager		Senior Employee Relations Consultant
	Database Engineer		Senior Environmental Management Specialist
	Design Engineer III		Senior Planner, Aviation
	Financial Analyst III - Aviation		Senior Port Budget Analyst
	Financial Analyst III - Seaport		Social Media Program Manager
	Financial Analyst III Corporate		Supervisor, Corporate Financial Analysis
	Information Security Engineer / Analyst		Systems Engineer
	Intl Business Protocol Liaison		Talent Acquisition Consultant
	Manager, Credentialing Center		Tax Analyst
	Manager, ICT Administration		Telecommunications Infrastructure Engineer
	Manager, Public Affairs Events & Engagement		Visual Communications Program Manager
	Marine Maintenance Asset Manager		Workplace Responsibility Manager
	Marine Maintenance Project Manager		
25	\$74,370 (\$35.75)	\$92,963 (\$44.69)	\$111,556 (\$53.63)
	Accounts Payable Supervisor		Health & Safety Management Specialist
	AFR Business Technology Analyst		ICT Desktop SCCM Administrator
	Airline Scheduling Systems Specialist		Information Security Analyst
	Airport Dining & Retail Program Manager		Internal Auditor
	Airport Parking Marketing Manager		International Operations Supervisor
	Art Program Manager, Aviation		Landside Supervisor
	Assistant Manager, AVM Distribution Center		Lead Desktop Support Engineer
	Aviation Conference Center Business & Marketing Manager		Learning / Development Specialist
	Aviation Conference Center Sales & Operations Manager		Manager, Signage & Graphics
	Aviation Facilities & Infrastructure Intermediate Engineer		Marine Maintenance Budget & Financial Reporting Analyst
	Aviation Lease Administration Manager		Network Engineer
	Aviation Maintenance Planner/Coordinator Supervisor		OSR Small and Disadvantaged Business Coordinator
	Aviation Maintenance Sr. Business Systems Analyst		P-Card Administrator
	Aviation Project Management Group Systems Administrator		PCS Resident Construction Manager
	Aviation Security Operations Supervisor		Program Manager Airport Landside Operations
	Aviation Senior Internal Controls Analyst		Public Disclosure Manager
	Baggage Systems Specialist		Real Estate Property Manager II
	Building Inspector / Plan Examiner		Resident Engineer I
	Business Intelligence Analyst II		Safety Management System Specialist
	Commission Specialist		Seaport Financial Analyst II
	Construction Inspector III		Seaport Property Manager II
	Content Services Manager		Senior Accountant
	CPO Systems Administrator		Senior Contract Administrator - Service Agreements
	Design Engineer II		Senior Survey Project Manager
	E911 CAD/GIS Systems Engineer		Software Test Engineer
	Economic Development Analyst		Telecommunications Engineer
	Emergency Preparedness Training & Exercise Coordinator		Total Rewards Analyst
	Financial & Cost Recovery Specialist		Utility Locate Manager
	Financial Reporting & Controls Analyst II		Wildlife Biologist
	Harbor Operations Supervisor		Windows Server Engineer

Grade	Minimum	Midpoint	Maximum
24	\$69,952 (\$33.63)	\$87,440 (\$42.04)	\$104,928 (\$50.45)
AV Drawing & Data System Specialist			Environmental Data Specialist
Aviation Facilities & Infrastructure Junior Engineer			Financial Analyst I - Aviation
Aviation Maintenance Project Coordinator			Financial Analyst I - Corporate
Aviation Security Compliance Coordinator			Financial Analyst I - Seaport
Aviation Security Screening Supervisor			GIS Analyst
Central Procurement Office Data Analyst			Human Resources, Outreach Program Manager
Central Procurement Office Planning Analyst			ICT Service & Reporting Analyst
Commission Clerk			ICT Service Desk Supervisor
Communications Specialist HR			Infrastructure Operations Technology Supervisor
Construction Management Systems Analyst			Legal Administrator
Contract Administrator - Construction			Marine Maintenance Planner/Estimator
Design Engineer I			Maritime Environmental Finance Specialist
Desktop Support Engineer			Senior Talent Acquisition Representative
Economic Development Coordinator			
23	\$65,751 (\$31.61)	\$82,189 (\$39.51)	\$98,627 (\$47.42)
Accountant III			Financial Reporting & Controls Analyst I
Air Services Development Analyst			Health & Safety Technology Analyst
Airport Noise Programs Coordinator			ICT Senior Mobile Device Specialist
Assistant Resident Engineer			Lease Administration Supervisor
Assistant to Managing Director, Aviation			Marine Maintenance Business Analyst
Assistant to Senior Director, CDD			Marine Maintenance Procurement Supervisor
Aviation Capital Program Coordinator			Marine Maintenance Regulatory Compliance Specialist
Aviation Cost Engineer/Scheduler			Project Labor Agreement Specialist
Aviation Maintenance Business Systems Analyst			Real Estate Property Manager 1
Business Intelligence Analyst I			Records Program Manager
Buyer			Senior Civil Engineering Technician
Capital Project Manager I			Senior Commission Executive Assistant
Construction Inspector II			Senior Engineering Design Technician
Contract Administrator - Service Agreements			Survey Data Specialist
Credentialing Center Supervisor			Survey Project Manager
Credit Analyst			Utility Analyst
Environmental Management Specialist			Web Coordinator
Executive Assistant/Executive Office			
22	\$61,770 (\$29.70)	\$77,213 (\$37.12)	\$92,656 (\$44.55)
Aviation Lease Administration Coordinator			Engineering Design Technician
Administrative Supervisor			ICT Asset Management Analyst
Assistant Financial Analyst			ICT Software Asset Analyst
Assistant Project Manager			Maintenance Planner / Coordinator - Aviation
Assistant to Managing Director, EDD			Marine Maintenance Business Operations Supervisor
Assistant to Managing Director, Maritime			Marine Maintenance Parks & Project Specialist
Assistant to Senior Director, Human Resources			Marine Maintenance Site Representative
Assistant to Senior Director, Labor Relations			MM CMMS Administrator
Assistant to Senior Director, Public Affairs			Noise Program Specialist
Aviation E-learning Specialist			PCS Construction Mgr I
Aviation Maintenance CMMS Administrator			PCS RMM Construction Mgr I
Aviation Maintenance Procurement & Inventory Supervisor			Risk Analyst
Aviation Maintenance Sr. Time Admin/Process Coordinator			Risk Claims Specialist
Aviation Regulatory Training Specialist			Software Test Analyst
CAD Standard Review Technician			Survey CAD Technician
Commission Executive Assistant			Talent Acquisition Representative
Construction Contract Specialist			

Grade	Minimum	Midpoint	Maximum
21	\$57,906 (\$27.84)	\$72,383 (\$34.80)	\$86,860 (\$41.76)
Accountant II Airline Statistical Specialist Airport Dining & Retail Specialist Assistant to Director Aviation Facilities & Capital Programs Aviation Emergency Preparedness Specialist Aviation Operations Internal Communications Specialist Aviation Project Controls Analyst Aviation Revenue Controls Analyst Construction Management Assistant Cost Recovery Specialist I Environmental Finance Invoice Systems Specialist Executive Assistant / ADO			ICT Mobile Device Specialist Marine Maintenance Contract Compliance Specialist Marine Maintenance Fleet Asset Specialist Passenger Experience Analyst Public Affairs Planner/Project Assistant Seaport Project Specialist Senior Harbor Facilities Coordinator Signing & Graphics Designer Specialist Total Rewards Specialist Travel Card Administrator AFR Workers Comp Claims Assistant
20	\$55,387 (\$26.63)	\$69,234 (\$33.29)	\$83,081 (\$39.94)
Accounts Payable Lead Assistant Commission Clerk Aviation Document Control Specialist Aviation Training Systems Specialist Building Permit Coordinator Civil Engineering Technician Construction Inspector I Department Contract Specialist Fire Dept. System Administrator			ICT Content Services & Administrative Assistant ICT Infrastructure Operations Technician Lead Senior Lease Admin Specialist Marine Maintenance CAD Asset Records Specialist Paralegal/Intake Specialist Public Disclosure Specialist Senior Administrative Assistant Tourism Project Specialist
19	\$53,002 (\$25.48)	\$66,252 (\$31.85)	\$79,502 (\$38.22)
Accountant I Assistant Buyer Background Compliance Specialist Harbor Moorage Coordinator ICT Asset Management Contract Specialist Marketing Assistant, Harbor Services Group			Payroll Analyst Project Assistant - Engineering Project Controls Support Specialist Public Affairs Event Specialist Senior Ground Transportation Controller Utility Locate Technician
18	\$50,734 (\$24.39)	\$63,417 (\$30.49)	\$76,100 (\$36.59)
Administrative Assistant 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 Maritime Billing & Administrative Specialist Records Management Specialist Senior Lease Administration Specialist Senior Utilities & Lease Specialist Talent Acquisition Assistant
17	\$48,617 (\$23.37)	\$60,771 (\$29.22)	\$72,925 (\$35.06)
Accounts Payable Specialist Airport Dining & Retail Marketing Coordinator 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	\$46,551 (\$22.38)	\$58,189 (\$27.98)	\$69,827 (\$33.57)
Airport Customer Service Representative Aviation Receiving Dock Operations Coordinator Bus Driver Trainer Contract Document Specialist Fiscal Specialist I Lease Administration Support Specialist			Marine Maintenance Business Systems 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	\$44,501 (\$21.39)	\$55,626 (\$26.74)	\$66,751 (\$32.09)
AOB Facilities Specialist Conference Center Assistant Conference Center Assistant/On Call			Lead Customer Research Field Worker Marine Maintenance Material & Inventory Clerk Training Support Specialist - Aviation
14	\$42,670 (\$20.51)	\$53,338 (\$25.64)	\$64,006 (\$30.77)
Administrative Staff Assistant Customer Service Specialist, Landside Operations			Marine Maintenance Accounts Clerk

Grade	Minimum	Midpoint	Maximum
13	\$40,956 (\$19.69)	\$51,195 (\$24.61)	\$61,434 (\$29.54)
	Facilities Specialist		
11	\$37,647 (\$18.10)	\$47,059 (\$22.62)	\$56,471 (\$27.15)
	Customer Research Field Worker On Call AOB Receptionist		Security Duty Officer Traffic Support Specialist
9	\$34,639 (\$16.65)	\$43,299 (\$20.82)	\$51,959 (\$24.98)
	AOB Mail & Facilities Specialist		ICT Voice Communication Operator
7	\$31,952 (\$15.36)	\$39,940 (\$19.20)	\$47,928 (\$23.04)
	Interoffice Mail Specialist		Office/Maintenance Clerk

Non-Evaluated Jobs			
Grade	Minimum	Midpoint	Maximum
94	\$146,259 (\$70.32)	\$182,824 (\$87.90)	\$219,388 (\$105.48)
	Chief of Police		Fire Chief
93	\$132,962 (\$63.92)	\$166,203 (\$79.91)	\$199,444 (\$95.89)
	Assistant Fire Chief		Deputy Chief of Police
92	\$44,200 (\$21.25)	\$50,440 (\$24.25)	\$56,680 (\$27.25)
	Graduate Intern		
91	\$35,880 (\$17.25)	\$44,200 (\$21.25)	\$52,520 (\$25.25)
	College Intern		
90	\$32,760 (\$15.75)	\$32,760 (\$15.75)	\$32,760 (\$15.75)
	High School Intern		