

EXHIBIT A TO RESOLUTION NO. 3671
 SCHEDULE OF AUTHORIZED NON-REPRESENTED POSITION TITLES
 SALARY RANGES EFFECTIVE JANUARY 1, 2013
 Annual Base Salary Range (Hourly equivalent in perentheses)

ITEM NO: 6d
 Date of Meeting:
 November 27, 2012

Grade	Minimum	Midpoint	Maximum
42	\$172,695 (\$88.70)	\$216,216 (\$110.88)	\$259,448 (\$133.05)
Managing Director, Aviation			
40	\$155,415 (\$79.70)	\$194,259 (\$99.62)	\$233,103 (\$119.54)
Chief Financial & Administrative Officer General Counsel Managing Director, Capital Development Managing Director, Real Estate Managing Director, Seaport			
39	\$147,264 (\$75.52)	\$184,080 (\$94.40)	\$220,877 (\$113.27)
Chief of Staff			
37	\$132,015 (\$67.70)	\$165,009 (\$84.62)	\$198,023 (\$101.55)
Chief Information Officer Director, Public Affairs			
36	\$125,015 (\$64.11)	\$156,273 (\$80.14)	\$187,512 (\$96.16)
Director Aviation Facilities and Capital Programs Director, Human Resources & Development			
35	\$118,268 (\$60.65)	\$147,830 (\$75.81)	\$177,392 (\$90.97)
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			
34	\$111,833 (\$57.35)	\$139,796 (\$71.69)	\$167,759 (\$86.03)
Deputy General Counsel Director, AV Community Partnerships Director, AV Finance & Budget Director, Aviation Planning & Environmental Services Director, Cruise and Maritime Operations Director, Labor Relations Director, Seaport Commercial Strategy Director, Seaport Environment and Planning Director, Seaport Leasing and Asset Management Director, Seaport Project Management Group			
33	\$105,768 (\$54.24)	\$132,210 (\$67.80)	\$158,652 (\$81.36)
Assistant Director, HRD Diversity & Consulting Services Assistant Director, HRD Total Rewards Assistant Engineering Director-Design Assistant Engineering Director-Construction Director, Harbor Services Director, Internal Audit 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			
32	\$99,938 (\$51.25)	\$124,917 (\$64.06)	\$149,897 (\$76.87)
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, Government Relations/Puget Sound/WA Manager, ICT Project Management Senior Manager, Airport Operations Senior Manager, Asian Business Development Senior Manager, Public Works Contracting Senior Manager, Purchasing Senior Manager, Seaport Security			

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Grade	Minimum	Midpoint	Maximum
31	\$94,439 (\$48.43)	\$118,053 (\$60.54)	\$141,668 (\$72.65)
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, Aviation Security
Employee Relations Manager			Senior Manager, Civil Structural Design Services
Enterprise GIS Manager			Senior Manager, Disbursements
Government Relations Manager Federal			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
30	\$89,135 (\$45.71)	\$111,423 (\$57.14)	\$133,692 (\$68.56)
AFR Business Technology Manager			Manager, HR Information System
Air Services Development Manager			Manager, Regional Transportation
Aviation Planning Program Manager			Manager, Seaport Commercial Development
Benefits Manager			Manager, Seaport Planning
Capital Project Manager IV			Manager, Windows Server Engineering
Construction Manager			Manager, Survey & Mapping Services
Corporate Budget Manager			Mechanical / Electrical Manager
Cruise Services/SP Emergency Preparedness Manager			Network Engineering Manager
Database Engineering Manager			Organizational Development 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
Manager, Aviation Business Development & Analysis			Server Engineering Manager
Manager, Aviation Planning & Business Intelligence			Systems Engineering Manager
Manager, Concessions Management			Technology Economist
Manager, Environmental Programs			
29	\$84,143 (\$43.15)	\$105,164 (\$53.93)	\$126,204 (\$64.72)
Airport Media & Public Affairs Manager			Manager, Maritime Operations
AV 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			Marine Maintenance Resource Manager, North Office
Labor Relations 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 and Services			Real Estate Development Manager
Manager Airport Operations			Resident Engineer 3
Manager, Airport Operations & Passenger Experience			Seaport Asset Manager
Manager, Aviation Finance & Budget			Senior Environmental Program Manager
Manager, Aviation Noise Programs			Senior Manager, PCS Construction Operations
Manager, ICT Client Services & Support			Tax Manager
Manager, Construction Safety Management			

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Annual Base Salary Range (Hourly equivalent in perentheses)

Grade	Minimum	Midpoint	Maximum
28	\$79,385 (\$40.71)	\$99,216 (\$50.88)	\$119,067 (\$61.06)
Accounting Manager			Manager, Corporate Facilities
Aviation Community Relations Manager			Manager Harbor Business and Operations
Aviation Emergency Preparedness Manager			Mgr, Marine Maintenance Inventory & Finance Services
Aviation Operations Business & Finance Manager			Mgr, Marine Maintenance Compliance & Fleet
Aviation Maintenance CIP Liaison & Small Works Mgr			Manager Seaport Finance & Budget
Capital Project Manager III			Mgr, 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 Building Department			Purchasing Manager
Manager, Airport Facility Services			Regional Transportation Program Planner
Manager, Airport Landside Operations			Resident Engineer 2
Manager, Airport Security Access			Seaport Environmental Compliance & Strategy Mgr
Manager, Airport Training			Seaport Environmental Finance Manager
Manager, Airport Wildlife			Senior Aviation Infrastructure Engineer
Manager Aviation Maintenance Business & Finance			Senior Design Engineer
Manager, Aviation Maintenance Business Systems			Senior Infrastructure Systems Engineer - Conservation
Manager, Aviation Maintenance			Senior Marine Maintenance Project Manager
Manager, Aviation Maintenance Logistics			Senior Organizational Development Consultant
Manager, Construction Planning & Coordination			
27	\$74,822 (\$38.37)	\$93,522 (\$47.96)	\$112,223 (\$57.55)
Air Cargo Operations Manager			Process Improvement Program Manager
Airline and Passenger Systems Manager			Seaport Real Estate Manager
Airport Duty Manager			Seaport Property Manager III
Airport Operations Development Manager			Seaport/Real Estate Media Officer
Aviation Project Planner			Seaport Security Program Manager
Aviation Property Manager 3			Seaport Transportation Program Planner
Compensation Supervisor			Senior Business Analyst - ICT
ERP Administrator			Senior CLG Program Manager
ERP Developer/Programmer			Senior Database Engineer
Facilities Maintenance Mgr, Cruise & Industrial Properties			Software Developer
Facilities Maintenance Mgr, Container Operations			Senior Internal Auditor
Health & Safety Management Lead			Senior Linux Server Engineer
Manager, Airline Scheduling			Senior Network Engineer
Mapping Manager			Senior Public Affairs Program Manager
Marine Facilities Maintenance Manager			Senior Systems Engineer
Network Operations Manager			Senior Windows Server Engineer
Performance Auditor			Survey Crew Manager
Police/Fire Communications Mgr/Technical Liaison			

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SALARY RANGES EFFECTIVE JANUARY 1, 2013

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Annual Base Salary Range (Hourly equivalent in parentheses)

Grade	Minimum	Midpoint	Maximum
26	\$70,493 (\$36.15)	\$88,101 (\$45.18)	\$105,729 (\$54.22)
Accounts Receivable Manager			Manager, Credentialing Center
AFR Records & Administration 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			Project Labor Agreement Compliance Manager
Aviation Infrastructure System Engineer			Project Labor Agreement Program Manager
Billing Manager			Public Affairs Events & Education Manager
Capital Project Estimator			Public Affairs Policy/Research Analyst
Capital Project Manager II			Public Affairs Program Manager
Communications Project Manager-Public Affairs			Resident Engineer 1
Concessions Manager			Risk Claims Manager
Construction Management Cost Estimator			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			Small Business Program Manager
Financial Analyst III - Seaport			Supervisor, Corporate Financial Analysis
Information Security Engineer / Analyst			Systems Engineer
Learning / Development Consultant			Telecommunications Infrastructure Engineer
Manager Airport Customer Service			Workers Compensation Manager
25	\$66,359 (\$34.03)	\$82,953 (\$42.54)	\$99,548 (\$51.05)
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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24	\$62,420 (\$32.01)	\$78,020 (\$40.01)	\$93,620 (\$48.01)
Art Program Manager, Aviation			Junior Design Engineer
Assistant to the CEO			Landside Supervisor
Assistant Manager, AVM Distribution Center			Landside Supervisor - Air Transit Operations
Assistant Manager, Corporate Facilities			Learning / Development Specialist
Aviation Planner			Manager, Signage & Graphics
Aviation Maintenance Project Coordinator			Operations Supervisor Airport Security
Aviation Security Compliance Specialist			OSR Small Business Analyst
Commission Office Administrator			Real Estate Liaison & Research Analyst
Communications Specialist HRD			Rental Car Facility Employment Consultant
Contract Administrator - Construction			Risk Claims Specialist
Desktop Support Engineer			Seaport Liaison and Research Analyst
Financial Analyst I - Corporate			Seaport Market Data Analyst
Financial Analyst I - Seaport			Senior Aviation Planning Research & Data Analyst
GIS Analyst			Senior Cost Engineer
ICT Client Services Architect			Senior Employment Representative
ICT Service & Reporting Analyst			
23	\$58,676 (\$30.09)	\$73,340 (\$37.61)	\$86,004 (\$45.13)
Accountant III			Environmental Management Specialist 1
Admin. Supervisor, Attorney Services			Health & Safety Technology Analyst
Assistant PCS Resident Construction Manager			Health & Safety Management Technician
Aviation Maintenance Business Systems Analyst			ICT Administrative Services Supervisor
Aviation Maintenance Lead Planner / Coordinator			ICT Senior Mobile Device Specialist
Aviation Operations Budget & Administrative Coordinator			Lease Administration Supervisor
Aviation Property Manager 1			Marine Maintenance Regulatory Compliance Specialist
Business Development Analyst AV 2			Real Estate Property Manager 1
Buyer			Seaport Property Manager 1
Capital Project Manager I			Senior Engineering Design Technician
Century Agenda Liaison			Senior ICT Service Desk Technician
Contract Administrator - Service Agreements			Survey Project Manager
Credit Analyst			Web Coordinator
Environmental Data Specialist			
22	\$55,107 (\$28.26)	\$68,894 (\$35.33)	\$82,661 (\$42.39)
Assistant to Managing Director			Human Resources Specialist
Assistant to Managing Director, CDD			ICT Asset Management Analyst
Aviation Noise Programs Community Specialist			Learning / Training Specialist - Aviation
Commission Records Coordinator			Maintenance Planner / Coordinator - AV
Concessions Specialist			Marine Maintenance Procurement Supervisor
Construction Coordinator			PCS RMM O&M Program Coordinator
Cost Engineer			Public Affairs Media Specialist
CPO Systems Administrator			Records Program Manager
Employment Representative - Uniformed Services			Software Test Analyst
Engineering Design Technician			Senior Civil Engineering Technician
Homeowner Relations Administrator			Senior Construction Inspector
Human Resources Administrator			Survey Data Specialist
			Total Compensation Analyst 2

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Grade	Minimum	Midpoint	Maximum
21	\$51,675 (\$26.50)	\$64,584 (\$33.12)	\$77,513 (\$39.75)
Accountant II			Desktop Support Specialist
Administrative Supervisor			Engineering Archive Systems Administrator
Air Services Development Analyst			Employment Program Coordinator
Assistant Finance/Cost Recovery Controls Specialist			Executive Assistant to the Commission
Aviation Conference Services & Sales Coordinator			Executive Assistant
Aviation Emergency Preparedness Specialist			Noise Program Specialist
Aviation Operations Audit Coordinator			On Site Properties Representative
AV Maintenance Procurement & Inventory Supervisor			Public Affairs Planner/Project Assistant
Business Development Analyst Aviation 1			Survey CAD Technician
CAD Standards Review Technician			Total Compensation Analyst 1
Construction Management Assistant			Travel Card Administrator AFR
20	\$49,413 (\$25.34)	\$61,776 (\$31.68)	\$74,120 (\$38.01)
Accounts Payable Lead			Executive Assistant, AV Director's Office
Aviation Maintenance Expense Analyst			Fire Dept. System Administrator
Aviation Maintenance CMMS Administrator			ICT Infrastructure Operations Technician
Aviation Statistical Specialist			ICT Mobile Device Specialist
Aviation Project Controls Analyst			Marine Maintenance CMMS Administrator
Building Permit Coordinator			Real Estate Development Project Assistant
Civil Engineering Technician			Risk Analyst
Customer Service Analyst			
19	\$47,307 (\$24.26)	\$59,124 (\$30.32)	\$70,941 (\$36.38)
Assistant Buyer			Marketing Assistant, Harbor Services Group
Assistant Survey and Mapping Technician			Paralegal
Aviation Contract Administrative Specialist			Payroll Analyst
Aviation Operations Training Systems Specialist			Project Assistant - Engineering
Construction Inspector			Project Management Assistant
Engineering Contract Specialist			Public Disclosure Specialist
Harbor Facilities Coordinator			Seaport PMG Contract Specialist
Harbor Moorage Coordinator			Seaport Environmental Contract Specialist
ICT Asset Management Specialist			Seaport Graphics Specialist
Lead Ground Transportation Controller			Senior Administrative Assistant
Marine Maintenance CAD Records Specialist			Signing & Graphics Designer Specialist
Marine Maintenance Contract Specialist			Total Compensation Specialist
Marine Maintenance Employee & Budget Specialist			
18	\$45,260 (\$23.21)	\$56,570 (\$29.01)	\$67,899 (\$34.82)
Aviation Document Control Specialist			ICT Service Desk Technician
Aviation Maintenance Assistant Planner-Coordinator			Lead Airport Customer Service Representative
Aviation Maintenance Fiscal Specialist II			Records Management Specialist
Construction Safety Administrator			Senior Lease Administration Specialist
Contract Administrative Assistant			Senior Utilities & Lease Specialist
Credentialing Center Background Specialist			

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17	\$43,388 (\$22.25)	\$54,230 (\$27.81)	\$65,072 (\$33.37)
Accounts Payable Specialist Administrative Assistant Assistant Civil Engineering Technician Billing Specialist - Landside Operations Commission Records Specialist Employment Assistant Executive Staff Assistant Group Transportation Controller Harbor Customer Service Specialist Harbor Facilities Specialist			Marina Operations Specialist ICT Staff Assistant Lease Administration Specialist Marine Maintenance Purchasing Specialist Marine Maintenance Scheduler On-call Marketing Coordinator Payroll Specialist PCS Field Operations Administrator Project Labor Agreement Specialist Revenue Specialist
16	\$41,516 (\$21.29)	\$51,909 (\$26.62)	\$62,283 (\$31.94)
Airport Customer Service Representative Aviation Maintenance Fiscal Specialist I Aviation Receiving Dock Operations Coordinator Contract Document Specialist			Lease Administration Support Specialist Marine Maintenance Dispatcher Revenue Service Support Specialist Time Reporting Administrator - Fire Department
15	\$39,722 (\$20.37)	\$49,647 (\$25.46)	\$59,592 (\$30.56)
Aviation Operations Audit Assistant Legal Documentation Specialist			Senior Administrative Staff Assistant Training Support Specialist - Aviation
14	\$38,084 (\$19.53)	\$47,600 (\$24.41)	\$57,135 (\$29.30)
Marine Maintenance CMMS Support Assistant			Marine Maintenance Accounts Payable Clerk
13	\$36,563 (\$18.75)	\$45,689 (\$23.43)	\$54,834 (\$28.12)
Administrative Staff Assistant			Marine Maintenance Material & Inventory Clerk
12	\$35,022 (\$17.96)	\$43,758 (\$22.44)	\$52,514 (\$26.93)
Customer Service Specialist, Landside Operations			Records Assistant
10	\$32,175 (\$16.50)	\$40,229 (\$20.63)	\$48,263 (\$24.75)
Senior Office Assistant			
9	\$30,908 (\$15.85)	\$38,630 (\$19.81)	\$46,371 (\$23.78)
Aviation Mail Messenger			
6	\$27,300 (\$14.00)	\$34,125 (\$17.50)	\$40,950 (\$21.00)
Interoffice Mail Specialist			
3	\$24,297 (\$12.46)	\$30,362 (\$15.57)	\$36,426 (\$18.68)
Office/Maintenance Clerk			

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Non-evaluated Jobs

Grade	Minimum	Midpoint	Maximum
94	\$135,819 (\$69.65)	\$169,774 (\$87.06)	\$203,728 (\$104.48)
Chief of Police		Fire Chief	
93	\$123,472 (\$63.32)	\$154,340 (\$79.15)	\$185,208 (\$94.98)
Assistant Fire Chief		Deputy Chief of Police	
92	\$33,053 (\$16.95)	\$38,006 (\$19.49)	\$42,959 (\$22.03)
Graduate Intern			
91	\$25,253 (\$12.95)	\$31,551 (\$16.18)	\$37,869 (\$19.42)
College Intern			
90	\$19,391 (\$9.94)	\$19,391 (\$9.94)	\$19,391 (\$9.94)
High School Intern			