

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: 6b
Date of Meeting:
December 4, 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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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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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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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

Grade	Minimum	Midpoint	Maximum
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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Grade	Minimum	Midpoint	Maximum
24	\$62,420 (\$32.01)	\$78,020 (\$40.01)	\$93,620 (\$48.01)
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 Specialist Commission Office Administrator Communications Specialist HRD 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 Operations Supervisor Airport Security OSR Small Business Analyst Real Estate Liaison & Research Analyst Rental Car Facility Employment Consultant Risk Claims Specialist Seaport Liaison and Research Analyst Seaport Market Data Analyst Senior Aviation Planning Research & Data Analyst Senior Cost Engineer Senior Employment Representative
23	\$58,676 (\$30.09)	\$73,340 (\$37.61)	\$86,004 (\$45.13)
Accountant III Admin. Supervisor, Attorney Services Assistant PCS Resident Construction Manager Aviation Maintenance Business Systems Analyst Aviation Maintenance Lead Planner / Coordinator Aviation Operations Budget & Administrative Coordinator Aviation Property Manager 1 Business Development Analyst AV 2 Buyer Capital Project Manager I Century Agenda Liaison Contract Administrator - Service Agreements Credit Analyst Environmental Data Specialist			Environmental Management Specialist 1 Health & Safety Technology Analyst Health & Safety Management Technician ICT Administrative Services Supervisor ICT Senior Mobile Device Specialist Lease Administration Supervisor Marine Maintenance Regulatory Compliance Specialist Real Estate Property Manager 1 Seaport Property Manager 1 Senior Engineering Design Technician Senior ICT Service Desk Technician Survey Project Manager Web Coordinator
22	\$55,107 (\$28.26)	\$68,894 (\$35.33)	\$82,661 (\$42.39)
Assistant to Managing Director Assistant to Managing Director, CDD Aviation Noise Programs Community Specialist Commission Records Coordinator Concessions Specialist Construction Coordinator Cost Engineer CPO Systems Administrator Employment Representative - Uniformed Services Engineering Design Technician Homeowner Relations Administrator Human Resources Administrator			Human Resources Specialist ICT Asset Management Analyst Learning / Training Specialist - Aviation Maintenance Planner / Coordinator - AV Marine Maintenance Procurement Supervisor PCS RMM O&M Program Coordinator Public Affairs Media Specialist Records Program Manager Software Test Analyst Senior Civil Engineering Technician Senior Construction Inspector 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 Administrative Supervisor Air Services Development Analyst Assistant Finance/Cost Recovery Controls Specialist Aviation Conference Services & Sales Coordinator Aviation Emergency Preparedness Specialist Aviation Operations Audit Coordinator AV Maintenance Procurement & Inventory Supervisor Business Development Analyst Aviation 1 CAD Standards Review Technician Construction Management Assistant Desktop Support Specialist Engineering Archive Systems Administrator Employment Program Coordinator Executive Assistant to the Commission Executive Assistant Noise Program Specialist On Site Properties Representative Public Affairs Planner/Project Assistant Survey CAD Technician Total Compensation Analyst 1 Travel Card Administrator AFR			
20	\$49,413 (\$25.34)	\$61,776 (\$31.68)	\$74,120 (\$38.01)
Accounts Payable Lead Aviation Maintenance Expense Analyst Aviation Maintenance CMMS Administrator Aviation Statistical Specialist Aviation Project Controls Analyst Building Permit Coordinator Civil Engineering Technician Customer Service Analyst Executive Assistant, AV Director's Office Fire Dept. System Administrator ICT Infrastructure Operations Technician ICT Mobile Device Specialist Marine Maintenance CMMS Administrator Real Estate Development Project Assistant Risk Analyst			
19	\$47,307 (\$24.26)	\$59,124 (\$30.32)	\$70,941 (\$36.38)
Assistant Buyer Assistant Survey and Mapping Technician Aviation Contract Administrative Specialist Aviation Operations Training Systems Specialist Construction Inspector Engineering Contract Specialist Harbor Facilities Coordinator Harbor Moorage Coordinator ICT Asset Management Specialist Lead Ground Transportation Controller Marine Maintenance CAD Records Specialist Marine Maintenance Contract Specialist Marine Maintenance Employee & Budget Specialist Marketing Assistant, Harbor Services Group Paralegal Payroll Analyst Project Assistant - Engineering Project Management Assistant Public Disclosure Specialist Seaport PMG Contract Specialist Seaport Environmental Contract Specialist Seaport Graphics Specialist Senior Administrative Assistant Signing & Graphics Designer Specialist Total Compensation Specialist			
18	\$45,260 (\$23.21)	\$56,570 (\$29.01)	\$67,899 (\$34.82)
Aviation Document Control Specialist Aviation Maintenance Assistant Planner-Coordinator Aviation Maintenance Fiscal Specialist II Construction Safety Administrator Contract Administrative Assistant Credentialing Center Background Specialist ICT Service Desk Technician Lead Airport Customer Service Representative Records Management Specialist Senior Lease Administration Specialist Senior Utilities & Lease Specialist			

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17	\$43,388 (\$22.25)	\$54,230 (\$27.81)	\$65,072 (\$33.37)
Accounts Payable Specialist			Marina Operations Specialist
Administrative Assistant			ICT Staff Assistant
Assistant Civil Engineering Technician			Lease Administration Specialist
Billing Specialist - Landside Operations			Marine Maintenance Purchasing Specialist
Commission Records Specialist			Marine Maintenance Scheduler
Employment Assistant			On-call Marketing Coordinator
Executive Staff Assistant			Payroll Specialist
Group Transportation Controller			PCS Field Operations Administrator
Harbor Customer Service Specialist			Project Labor Agreement Specialist
Harbor Facilities Specialist			Revenue Specialist
16	\$41,516 (\$21.29)	\$51,909 (\$26.62)	\$62,283 (\$31.94)
Airport Customer Service Representative			Lease Administration Support Specialist
Aviation Maintenance Fiscal Specialist I			Marine Maintenance Dispatcher
Aviation Receiving Dock Operations Coordinator			Revenue Service Support Specialist
Contract Document Specialist			Time Reporting Administrator - Fire Department
15	\$39,722 (\$20.37)	\$49,647 (\$25.46)	\$59,592 (\$30.56)
Aviation Operations Audit Assistant			Senior Administrative Staff Assistant
Legal Documentation Specialist			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			