

EXHIBIT A TO RESOLUTION NO. 3712
SCHEDULE OF AUTHORIZED NON-REPRESENTED JOBS
SALARY RANGES EFFECTIVE JANUARY 1, 2016
Annual Base Salary Range (Hourly equivalent in parentheses)

Grade	Minimum	Midpoint	Maximum
42	\$183,577 (\$88.26)	\$229,471 (\$110.32)	\$275,366 (\$132.39)
Managing Director, Aviation			
41	\$174,077 (\$83.69)	\$217,597 (\$104.61)	\$261,116 (\$125.54)
Chief Financial & Administrative Officer		*Managing Director, Economic Development	
40	\$164,944 (\$79.30)	\$206,180 (\$99.12)	\$247,416 (\$118.95)
General Counsel/Chief Compliance Officer Senior Director, Capital Development		*Managing Director, Maritime	
38	\$148,013 (\$71.16)	\$185,017 (\$88.95)	\$222,020 (\$106.74)
*Senior Director, Human Resources *Senior Director, Strategic Initiatives		*Senior Director, Public Affairs	
37	\$140,106 (\$67.36)	\$175,132 (\$84.20)	\$210,158 (\$101.04)
Chief Information Officer		*Senior Director, Labor Relations	
36	\$132,691 (\$63.79)	\$165,863 (\$79.74)	\$199,036 (\$95.69)
Director Aviation Facilities & Capital Programs		Director, Airport Operations	
35	\$125,514 (\$60.34)	\$156,892 (\$75.43)	\$188,271 (\$90.51)
Assistant ICT Director - Business Services Assistant ICT Director - Infrastructure Services Chief Engineer/Director Engineering Services Deputy General Counsel Director, Accounting & Financial Reporting		Director, Aviation Business Development Director, Aviation Security & Emergency Preparedness Director, Aviation Project Management Group Director, Central Procurement Office	
34	\$118,704 (\$57.07)	\$148,379 (\$71.34)	\$178,055 (\$85.60)
*Chief of Staff, Commission Services Director, Aviation Community Partnerships Director, Aviation Finance & Budget Director, Aviation Planning & Environmental Services Director, Cruise & Maritime Operations Director, Labor Relations Director, Real Estate Asset Management		Director, Seaport Planning & Environmental Services Director, Seaport Project Management Group Director, Social Responsibility General Manager, Aviation Maintenance Senior Manager, Aviation Facilities & Infrastructure Senior Port Counsel	
33	\$112,260 (\$53.97)	\$140,324 (\$67.46)	\$168,389 (\$80.96)
AFR Asst. Director, Financial Reporting Revenue Services AFR Asst. Director, General Accounting/Business Technology Assistant Director HR - Diversity & Consulting Services Assistant Director HR - Total Rewards Assistant Engineering Director-Construction Assistant Engineering Director-Design Chief Aviation Technologist Director, Internal Audit		Director, Port Construction Services Director, Real Estate & Economic Development *Executive Chief of Staff General Manager, Marine Maintenance Senior Manager, Airport Dining & Retail Senior Manager, Airport Operations Senior Manager, Information Security	
32	\$106,069 (\$50.99)	\$132,587 (\$63.74)	\$159,104 (\$76.49)
Assistant Director, Real Estate Asset Management Aviation Capital Project Liaison Capital Program Leader Director, Corporate Finance Director, Real Estate Development Director, Seaport Finance & Budget Employment Manager		GIS Architect Manager, Aviation Properties Manager, ICT Project Management Senior Manager, Emergency Preparedness Senior Manager, Public Works Contracting Senior Manager, Purchasing	

Grade	Minimum	Midpoint	Maximum
31	\$100,246 (\$48.20)	\$125,307 (\$60.24)	\$150,368 (\$72.29)
Airport Facilities & Infrastructure Systems Manager			Senior Controls Manager-Aviation Project Management Group
Assistant Finance Director - Budget			Senior Manager, Airport Building & Facilities Services
Capital Project Manager V			Senior Manager, Airport Operations/Capital Coord Liaison
Design Build Capital Project Manager			Senior Manager, Aviation Maint. Assets & Logistics
Development QA Manager / Sr. Software Architect			Senior Manager, Aviation Maintenance
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, Community Engagement			Senior Manager, Risk Management
Manager, Internal Audit			Senior Manager, Service Agreements
Manager, Security & Public Safety Technology			Treasury Manager
Manager, Strategic Communications			
30	\$94,613 (\$45.49)	\$118,266 (\$56.86)	\$141,919 (\$68.23)
Airport Public Affairs Manager			Manager, Aviation Finance & Budget
AV Maintenance Manager, Capital Project Liaison			Manager, Air Services Development
Aviation Planning Program Manager			Manager, Aviation Planning & Business Intelligence
Benefits Manager			Manager, Environmental Programs
Capital Project Manager IV			Manager, HR Information System
CLG Manager			Manager, Regional Transportation
Compensation Manager			Manager, Survey & Mapping Services
Construction Manager			Manager, Windows Server Engineering
Cruise Services/Emergency Preparedness Manager			Mechanical / Electrical Manager
Database Engineering Manager			Network Engineering Manager
Engineering Quality Manager			Organizational Development Manager
ERP Manager			Regional Government Affairs Manager
ICT Business Case Manager			Senior Manager, Fishing Vessel Services
ICT Contract Vendor & IP Manager			Senior Manager, Marine Maintenance
International Tourism Development Manager			Senior Manager, Recreational Boating Services
Labor Relations Manager			Senior Systems Architect
Manager, Air Cargo Operations and Development			Server Engineering Manager
Manager, Aviation Business Development & Analysis			Systems Engineering Manager
			Technology Economist
29	\$89,298 (\$42.93)	\$111,623 (\$53.66)	\$133,947 (\$64.40)
Aviation F&I Senior Systems Eng/Utility Business Manager			Manager, International Operations
Aviation Training & Development Manager			Manager, Aviation Maintenance Logistics
Business Technology Consultant			Manager, ICT Client Services & Support
ERP Developer/Programmer			Manager, Marine Maintenance Compliance & Fleet
Financial Controls & Reporting Manager			Manager, Maritime Operations
GIS Software Engineer			Manager, Seaport PMG Program Controls
ICT Operations & Services Manager			Marine Maintenance Senior Program Manager
Lead Software Developer			OSR Workforce Development Program Manager
Manager, Airline Scheduling Systems			Port Counsel
Manager, Airline Systems & Services			Principal Engineer
Manager, Airport Communications Center			Real Estate Development Manager
Manager, Airport Parking Revenue			Resident Engineer 3
Manager, Airport Landside Operations			Senior Environmental Program Manager
Manager, Airport Operations			Senior Manager, PCS Construction Operations
Manager, Airport Operations & Passenger Experience			Small Business Program & Policy Manager
Manager, Airport Wildlife			Sr Mgr, Marine Maintenance Business Operations & Systems
Manager, Aviation Noise Programs			Sr Mgr, Marine Maintenance Logistics & Financial Services
Manager, Aviation Maintenance Business Systems			Sr Mgr, Marine Maintenance Program Manager
Manager, Aviation Maintenance			Strategic Planning Program Manager
Manager, Construction Safety Management			Tax Manager

Grade	Minimum	Midpoint	Maximum
28	\$84,238 (\$40.50)	\$105,298 (\$50.62)	\$126,357 (\$60.75)
Accounting Manager			Manager, Seaport Finance & Budget
Airport Operations Development Manager			Marketing Manager, Seaport National Accounts
Aviation Community Relations Manager			Payroll Manager
Aviation Property Manager 3			PCS Lead Construction Manager
Aviation Program Controls Manager			PCS Lead RMM Construction Manager
Commission Issues & Policy Manager			Police/Fire Communications Mgr/Technical Liaison
Capital Project Manager III			Purchasing Manager
Contract Administration Manager			Regional Transportation Program Planner
Environmental Program Manager			Resident Engineer 2
ICT Financial Services Manager			Seaport Environmental Finance Manager
ICT Project Manager			Senior Aviation Infrastructure Engineer
Manager, Airport Facility Services			Senior Design Engineer
Manager, Airport Security Access			Senior Infrastructure Systems Engineer - Conservation
Manager, Construction Planning & Coordination			Senior Business Manager, Airport Dining & Retail
Manager, Harbor Business and Operations			
27	\$79,401 (\$38.17)	\$99,251 (\$47.72)	\$119,101 (\$57.26)
Air Cargo Operations Manager			Marine Maintenance Planner & Estimator Supervisor
Airline and Passenger Systems Manager			Marine Maintenance Project Supervisor
Airport Duty Manager			Passenger Experience Project Manager
Airport Media Officer			Process Improvement Program Manager
Aviation Air Quality Program Manager			Real Estate Manager
Aviation Business Intelligence Program Manager			Seaport Property Manager III
Aviation Planning Research Program Manager			Seaport/Real Estate Media Officer
Aviation PMG Project Scheduler			Seaport Security Program Manager
Aviation PMG Cost Estimator			Seaport Transportation Program Planner
Aviation Project Planner			Senior Business Analyst - ICT
Aviation Property Manager 2			Senior CLG Program Manager
Business Manager, Airport Dining & Retail			Senior Database Engineer
Capital Project Estimator			Senior AFR Business Technology Analyst
Construction Management Cost Estimator			Senior HR Business Technology Analyst
Engineering Facility & Financial Manager			Senior Internal Auditor
ERP Administrator			Senior Linux Server Engineer
Facilities Maintenance Manager, Cruise & Industrial Properties			Senior Network Engineer
Marine Maintenance Project Manager Supervisor			Senior Public Affairs Program Manager
Health & Safety Management Lead			Senior Systems Engineer
ICT Quality Assurance Manager			Senior Windows Server Engineer
Manager, Airport Customer Service			Software Developer
Manager, Lease Administration & Utility Management			Survey Crew Manager
Manager, PCS Controls & Support Services			Utility Program Manager
Mapping Manager			

Grade	Minimum	Midpoint	Maximum
26	\$74,818 (\$35.97)	\$93,523 (\$44.96)	\$112,227 (\$53.96)
Accounts Receivable Manager			Learning / Development Consultant
AFR Records & Administration Manager			Marine Maintenance Asset Manager
Airfield / Airspace Planner			Marine Maintenance Project Manager
Airport Dining & Retail Project & Facilities Manager			Manager, Credentialing Center
Assistant Storm Water Project Manager			Manager, ICT Administration
Audio Visual Services Manager			Manager, Public Affairs Events & Engagement
Aviation Infrastructure System Engineer			Maritime Operations Superintendent
Aviation Maintenance Asset Manager			Organizational Development Consultant
Aviation Maintenance Assistant Fleet Manager			Public Affairs Policy/Research Analyst
Aviation Planning Business Intelligence Analyst			Public Affairs Program Manager
Aviation Training & Development Asst. Manager			Resident Engineer 1
Billing Manager			Risk Claims Manager
Capital Project Manager II			Risk Management Specialist
Communications Project Manager-Public Affairs			Seaport Real Estate Specialist
Construction Coordination Supervisor			Senior Business Development Analyst - Aviation
Construction Safety Manager			Senior Buyer
Database Engineer			Senior Contract Administrator - Construction
Employee Relations Consultant			Senior Cost Engineer
Environmental Management Specialist 2			Senior Planner, Aviation
Erosion Control / Storm Water Engineer			Senior Port Budget Analyst
Employment Consultant			Senior Planner, Seaport
Financial Analyst III - Corporate			Supervisor, Corporate Financial Analysis
Financial Analyst III - Aviation			Systems Engineer
Financial Analyst III - Seaport			Telecommunications Infrastructure Engineer
HR Business Technology Analyst			Workers Compensation Manager
Information Security Engineer / Analyst			Workplace Responsibility Manager

Grade	Minimum	Midpoint	Maximum
25	\$70,443 (\$33.87)	\$88,054 (\$42.33)	\$105,664 (50.80)
Accounts Payable Supervisor			International Operations Supervisor
Airport Dining & Retail Program Manager			Landside Supervisor - Air Transit Operations
Airport Parking Marketing Manager			Landside Supervisor
AFR Business Technology Analyst			Lead Desktop Support Engineer
Airline Scheduling Systems Specialist			Learning / Development Specialist
Assistant Manager, AVM Distribution Center			Linux Server Engineer
Assistant Resident Engineer			Marine Maintenance Budget and Financial Reporting
Aviation Conference Center Sales & Operations Manager			Marketing Representative - Harbor Services Group
Aviation Conference Center Business & Marketing Manager			OSR Small and Disadvantaged Business Coordinator
Aviation Maintenance Sr. Business Systems Analyst			Network Engineer
Aviation Maintenance Planner/Coordinator Supervisor			P-Card Administrator
Aviation Lease Administration Manager			PCS Resident RMM Construction Manager
Aviation Senior Internal Controls Analyst			PCS Resident Construction Manager
Aviation PMG Systems Administrator			PCS RMM Construction Manager
Baggage Systems Specialist			Project Management System Analyst
Building Inspector / Plan Examiner			Public Disclosure Manager
Content Services Manager			Real Estate Property Manager II
CPO Systems Administrator			Research & Policy Analyst
Design Engineer			Software Test Engineer
E911 CAD/GIS Systems Engineer			Seaport Property Manager II
Financial & Cost Recovery Specialist			Senior Accountant
Financial Reporting & Controls Analyst			Senior Contract Administrator - Service Agreements
Fire Protection Engineer			Senior Total Compensation Analyst
Harbor Operations Supervisor			Telecommunications Engineer
Health & Safety Management Specialist			Total Rewards Consultant
ICT Desktop SCCM Administrator			Wildlife Biologist
Internal Auditor			Windows Server Engineer

Grade	Minimum	Midpoint	Maximum
24	\$66,258 (\$31.85)	\$82,822 (\$39.82)	\$99,386 (\$47.78)
	Art Program Manager, Aviation Aviation Maintenance Project Coordinator Aviation Security Compliance Coordinator Commission Clerk Communications Specialist HR Contract Administrator - Construction Construction Management Systems Analyst Desktop Support Engineer Financial Analyst I - Aviation Financial Analyst I - Corporate Financial Analyst I - Seaport GIS Analyst ICT Service Desk Supervisor		ICT Service & Reporting Analyst Junior Design Engineer Junior Infrastructure Engineer - Aviation Manager, Signage & Graphics Marine Maintenance Business Systems Admin Supervisor Marine Maintenance Planner/Estimator Marine Maintenance Regulatory Compliance Specialist Operations Supervisor Airport Security OSR Analyst PA Brand Awareness & Implementation PM Public Affairs Project Specialist Senior Employment Representative Senior Employment Representative - Uniformed Services
23	\$62,280 (\$29.94)	\$77,849 (\$37.43)	\$93,419 (\$44.91)
	Accountant III Air Services Development Analyst Assistant / Liaison to Managing Director-Aviation Assistant PCS Resident Construction Manager Aviation Maintenance Business Systems Analyst Buyer Capital Project Manager I Commission Executive Assistant Contract Administrator - Service Agreements Credit Analyst Credentialing Center Supervisor Environmental Data Specialist Environmental Management Specialist 1		Executive Assistant/Executive Office Health & Safety Technology Analyst ICT Administrative Services Supervisor ICT Senior Mobile Device Specialist Lease Administration Supervisor Legal 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	\$58,509 (\$28.13)	\$73,136 (\$35.16)	\$87,763 (\$42.19)
	Administrative Supervisor Assistant Financial Analyst Assistant to Managing Director, CDD Aviation E-learning Specialist Aviation Lease Administration Coordinator Aviation Maintenance CMMS Administrator Aviation Noise Programs Community Specialist Aviation Maintenance Sr. Time Admin/Process Coordinator Aviation Maintenance Procurement & Inventory Supervisor Aviation Regulatory Training Specialist Construction Coordinator Cost Engineer Engineering Design Technician Human Resources Administrator ICT Asset Management Analyst		ICT Software Asset Analyst Lead Infrastructure Operations Technician Maintenance Planner / Coordinator - Aviation Marine Maintenance Site Representative Marine Maintenance Parks & Project Specialist Maritime Graphics Designer PCS RMM O&M Program Coordinator Risk Analyst Risk Claims Specialist Senior Civil Engineering Technician Senior Construction Inspector Software Test Analyst Survey Data Specialist Total Compensation Analyst
21	\$54,849 (\$26.37)	\$68,561 (\$32.96)	\$82,274 (\$39.55)
	Accountant II Airport Dining & Retail Specialist Airline Statistical Specialist Assistant Finance/Cost Recovery Controls Specialist Assistant Project Manager Aviation Emergency Preparedness Specialist Aviation Revenue Controls Analyst Business Development Analyst Aviation 1 CAD Standards Review Technician Construction Management Assistant Desktop Support Specialist Employment Program Coordinator		Engineering Archive Systems Administrator Executive Assistant, Aviation Director's Office ICT Mobile Device Specialist Marine Maintenance Contract Compliance Specialist Marine Maintenance Fleet Asset Specialist Marine Maintenance Business Operations Supervisor Noise Program Specialist Passenger Experience Analyst Public Affairs Planner/Project Assistant Seaport Project Specialist Survey CAD Technician Travel Card Administrator AFR

Grade	Minimum	Midpoint	Maximum
20	\$52,462 (\$25.22)	\$65,578 (\$31.53)	\$78,693 (\$37.83)
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 Marine Maintenance CAD Asset Records Specialist Paralegal/Intake Specialist Project Labor Agreement Specialist Public Disclosure Specialist Real Estate Development Project Assistant Senior Administrative Assistant	
19	\$50,203 (\$24.14)	\$62,753 (\$30.17)	\$75,304 (\$36.20)
Accountant I Assistant Buyer Construction Inspector Harbor Facilities Coordinator Harbor Moorage Coordinator Health & Safety Claims Support Administrative Assistant ICT Asset Management Contract Specialist		Marketing Assistant, Harbor Services Group Payroll Analyst Project Assistant - Engineering Senior Ground Transportation Controller Signing & Graphics Designer Specialist Total Compensation Specialist Utility Locate Technician	
18	\$48,054 (\$23.10)	\$60,068 (\$28.88)	\$72,081 (\$34.65)
Administrative Assistant Aviation Document Control Specialist Aviation Maintenance Fiscal Specialist II Aviation Lease Administration Specialist Construction Safety Administrator Credentialing Center Background Specialist Employment Assistant		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	
17	\$46,049 (\$22.14)	\$57,562 (\$27.67)	\$69,074 (\$33.21)
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 Facilities Specialist		Invoice & Control Support Specialist Invoice & Contract Support Specialist Marine Maintenance Purchasing Specialist Marina Operations Specialist Marine Maintenance Employee Liaison Maritime Invoice & Billing Specialist PCS Purchasing Specialist	
16	\$44,093 (\$21.20)	\$55,116 (\$26.50)	\$66,139 (\$31.80)
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	\$42,151 (\$20.27)	\$52,689 (\$25.33)	\$63,227 (\$30.40)
Marine Maintenance Business Systems Support Assistant Legal Documentation Specialist		Training Support Specialist - Aviation	
14	\$40,416 (\$19.43)	\$50,521 (\$24.29)	\$60,625 (\$29.15)
Administrative Staff Assistant Customer Service Specialist, Landside Operations Lead RCF Bus Driver		Marine Maintenance Accounts Clerk Marine Maintenance Material & Inventory Clerk	
13	\$38,793 (\$18.65)	\$48,492 (\$23.31)	\$58,190 (\$27.98)
Conference Center Assistant Conference Center Assistant/On Call		Facilities Specialist	
11	\$35,659 (\$17.14)	\$44,574 (\$21.43)	\$53,489 (\$25.72)
On Call AOB Receptionist			

Grade	Minimum	Midpoint	Maximum
10	\$34,179 (\$16.43)	\$42,724 (\$20.54)	\$51,268 (\$24.65)
	AOB Mail & Facilities Specialist		Customer Research Field Worker/On Call
9	\$32,811 (\$15.77)	\$41,013 (\$19.72)	\$49,216 (\$23.66)
	ICT Voice Communication Operator		
6	\$28,976 (\$13.93)	\$36,220 (\$17.41)	\$43,464 (\$20.90)
	Interoffice Mail Specialist Office Assistant		
3	\$25,794 (\$12.40)	\$32,242 (\$15.50)	\$38,691 (\$18.60)
	Office/Maintenance Clerk		
Non-evaluated Jobs			
94	\$141,298 (\$67.93)	\$176,623 (\$84.91)	\$211,948 (\$101.90)
	Chief of Police		Fire Chief
93	\$128,459 (\$61.76)	\$160,574 (\$77.20)	\$192,689 (\$92.64)
	Assistant Fire Chief		Deputy Chief of Police
92	\$39,000 (\$18.75)	\$44,866 (\$21.57)	\$50,710 (\$24.38)
	Graduate Intern		
91	\$31,200 (\$15.00)	\$39,000 (\$18.75)	\$46,800 (\$22.50)
	College Intern		
90	\$26,000 (\$12.50)	\$26,000 (\$12.50)	\$26,000 (\$12.50)
	High School Intern		

*At-Will Employee