

**Proposed 2024 Executive Leadership Graded Salary Range Structure**

Item Number: 10a\_attach B  
 Meeting Date: May 14, 2024

Grade	Hourly				Annual			
	Minimum	Market Reference Point	Midpoint	Maximum	Minimum	Market Reference Point	Midpoint	Maximum
101	\$90.01	\$97.89	\$105.76	\$121.52	\$187,234	\$203,617	\$220,000	\$252,766
102	\$99.01	\$107.68	\$116.34	\$133.67	\$205,957	\$223,979	\$242,000	\$278,043
103	\$108.91	\$118.45	\$127.98	\$147.04	\$226,553	\$246,377	\$266,200	\$305,847
104	\$119.81	\$130.29	\$140.77	\$161.74	\$249,209	\$271,014	\$292,820	\$336,431
105	\$131.79	\$143.32	\$154.85	\$177.92	\$274,129	\$298,116	\$322,102	\$370,075
106	\$144.97	\$157.65	\$170.34	\$195.71	\$301,542	\$327,927	\$354,312	\$407,082
107	\$159.46	\$173.42	\$187.37	\$215.28	\$331,697	\$360,720	\$389,743	\$447,790

\*The hourly rates presented here represents only two-digits following the decimal point. In the Port's human resources information system, the hourly rates are up to six-digits following the decimal point.