

Item Number: 9a_attach A
 Meeting Date: June 11, 2024

Proposed 2024 Non-Represented Graded Salary Range Structure

| Grade | Hourly | | | | Annual | | | |
|-------|----------|------------------------|----------|----------|-----------|------------------------|-----------|-----------|
| | Minimum | Market Reference Point | Midpoint | Maximum | Minimum | Market Reference Point | Midpoint | Maximum |
| 50 | \$20.43 | \$22.23 | \$24.03 | \$27.64 | \$42,500 | \$46,250 | \$50,000 | \$57,500 |
| 51 | \$22.47 | \$24.45 | \$26.44 | \$30.40 | \$46,750 | \$50,875 | \$55,000 | \$63,250 |
| 52 | \$24.72 | \$26.90 | \$29.08 | \$33.44 | \$51,425 | \$55,963 | \$60,500 | \$69,575 |
| 53 | \$27.19 | \$29.59 | \$31.99 | \$36.79 | \$56,568 | \$61,559 | \$66,550 | \$76,533 |
| 54 | \$29.91 | \$32.55 | \$35.19 | \$40.47 | \$62,224 | \$67,715 | \$73,205 | \$84,186 |
| 55 | \$32.90 | \$35.81 | \$38.71 | \$44.52 | \$68,447 | \$74,486 | \$80,526 | \$92,604 |
| 56 | \$36.19 | \$39.39 | \$42.58 | \$48.97 | \$75,291 | \$81,935 | \$88,578 | \$101,865 |
| 57 | \$39.81 | \$43.33 | \$46.84 | \$53.87 | \$82,820 | \$90,128 | \$97,436 | \$112,051 |
| 58 | \$43.79 | \$47.66 | \$51.52 | \$59.25 | \$91,103 | \$99,141 | \$107,179 | \$123,256 |
| 59 | \$48.17 | \$52.43 | \$56.68 | \$65.18 | \$100,213 | \$109,055 | \$117,897 | \$135,582 |
| 60 | \$52.99 | \$57.67 | \$62.34 | \$71.70 | \$110,234 | \$119,961 | \$129,687 | \$149,140 |
| 61 | \$58.29 | \$63.44 | \$68.58 | \$78.87 | \$121,257 | \$131,957 | \$142,656 | \$164,054 |
| 62 | \$64.12 | \$69.78 | \$75.44 | \$86.75 | \$133,383 | \$145,152 | \$156,921 | \$180,460 |
| 63 | \$70.53 | \$76.76 | \$82.98 | \$95.43 | \$146,722 | \$159,668 | \$172,614 | \$198,506 |
| 64 | \$77.59 | \$84.43 | \$91.28 | \$104.97 | \$161,394 | \$175,634 | \$189,875 | \$218,356 |
| 65 | \$85.35 | \$92.88 | \$100.41 | \$115.47 | \$177,533 | \$193,198 | \$208,862 | \$240,192 |
| 66 | \$93.88 | \$102.17 | \$110.45 | \$127.02 | \$195,286 | \$212,518 | \$229,749 | \$264,211 |
| 67 | \$103.27 | \$112.38 | \$121.50 | \$139.72 | \$214,815 | \$233,769 | \$252,724 | \$290,632 |
| 68 | \$113.60 | \$123.62 | \$133.65 | \$153.69 | \$236,296 | \$257,146 | \$277,996 | \$319,695 |
| 69 | \$124.96 | \$135.99 | \$147.01 | \$169.06 | \$259,926 | \$282,861 | \$305,795 | \$351,665 |
| 70 | \$137.46 | \$149.58 | \$161.71 | \$185.97 | \$285,919 | \$311,147 | \$336,375 | \$386,831 |

*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.