

Item Number: 8i_attach 2
Meeting Date: November 18, 2025

Proposed 2026 Non-Represented Graded Salary Range Structure

Grade	Hourly			Annual		
	Minimum	Market Reference Point	Maximum	Minimum	Market Reference Point	Maximum
50	\$21.95	\$23.89	\$29.70	\$45,672	\$49,702	\$61,792
51	\$24.15	\$26.28	\$32.67	\$50,240	\$54,673	\$67,971
52	\$26.56	\$28.91	\$35.94	\$55,263	\$60,141	\$74,768
53	\$29.22	\$31.80	\$39.54	\$60,790	\$66,154	\$82,246
54	\$32.14	\$34.98	\$43.49	\$66,869	\$72,769	\$90,469
55	\$35.36	\$38.48	\$47.84	\$73,556	\$80,046	\$99,516
56	\$38.89	\$42.33	\$52.62	\$80,911	\$88,050	\$109,468
57	\$42.78	\$46.56	\$57.89	\$89,002	\$96,855	\$120,415
58	\$47.06	\$51.22	\$63.68	\$97,902	\$106,541	\$132,455
59	\$51.77	\$56.34	\$70.04	\$107,693	\$117,195	\$145,702
60	\$56.95	\$61.97	\$77.05	\$118,462	\$128,914	\$160,272
61	\$62.64	\$68.17	\$84.75	\$130,307	\$141,806	\$176,299
62	\$68.91	\$74.99	\$93.23	\$143,338	\$155,986	\$193,930
63	\$75.80	\$82.49	\$102.55	\$157,674	\$171,585	\$213,322
64	\$83.38	\$90.74	\$112.81	\$173,441	\$188,743	\$234,654
65	\$91.72	\$99.81	\$124.09	\$190,784	\$207,618	\$258,119
66	\$100.89	\$109.79	\$136.50	\$209,863	\$228,380	\$283,932
67	\$110.98	\$120.77	\$150.15	\$230,848	\$251,217	\$312,324
68	\$122.08	\$132.85	\$165.17	\$253,933	\$276,339	\$343,557
69	\$134.29	\$146.14	\$181.68	\$279,327	\$303,974	\$377,913
70	\$147.72	\$160.75	\$199.85	\$307,260	\$334,371	\$415,704

*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.