

Item Number: 8i_attach 3
Meeting Date: November 18, 2025

Proposed 2026 Executive Leadership Graded Salary Range Structure

Grade	Hourly			Annual		
	Minimum	Market Reference Point	Maximum	Minimum	Market Reference Point	Maximum
101	\$96.73	\$105.19	\$130.59	\$201,210	\$218,815	\$271,632
102	\$106.40	\$115.71	\$143.65	\$221,329	\$240,697	\$298,796
103	\$117.04	\$127.29	\$158.01	\$243,463	\$264,767	\$328,675
104	\$128.75	\$140.02	\$173.81	\$267,810	\$291,242	\$361,543
105	\$141.62	\$154.02	\$191.20	\$294,590	\$320,367	\$397,697
106	\$155.79	\$169.42	\$210.32	\$324,049	\$352,403	\$437,467
107	\$171.37	\$186.36	\$231.35	\$356,454	\$387,644	\$481,213

*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.