

2025 GRADED SALARY STRUCTURE

Item No. 8i_attach_5

Meeting Date: November 18, 2025

2025 Non-Represented Graded Salary Structure

Grade	Hourly			Annual		
	Minimum	Market Reference Point	Maximum	Minimum	Market Reference Point	Maximum
50	\$21.21	\$23.09	\$28.70	\$44,136	\$48,031	\$59,714
51	\$23.34	\$25.40	\$31.57	\$48,550	\$52,834	\$65,685
52	\$25.67	\$27.94	\$34.73	\$53,405	\$58,118	\$72,254
53	\$28.24	\$30.73	\$38.21	\$58,746	\$63,929	\$79,480
54	\$31.06	\$33.80	\$42.03	\$64,620	\$70,322	\$87,427
55	\$34.17	\$37.18	\$46.23	\$71,082	\$77,354	\$96,169
56	\$37.59	\$40.90	\$50.85	\$78,190	\$85,089	\$105,787
57	\$41.35	\$44.99	\$55.94	\$86,009	\$93,598	\$116,365
58	\$45.48	\$49.49	\$61.53	\$94,610	\$102,958	\$128,001
59	\$50.03	\$54.44	\$67.69	\$104,071	\$113,254	\$140,802
60	\$55.03	\$59.89	\$74.46	\$114,478	\$124,579	\$154,882
61	\$60.54	\$65.88	\$81.90	\$125,925	\$137,037	\$170,370
62	\$66.59	\$72.47	\$90.10	\$138,518	\$150,740	\$187,408
63	\$73.25	\$79.71	\$99.10	\$152,371	\$165,815	\$206,148
64	\$80.58	\$87.69	\$109.02	\$167,608	\$182,396	\$226,763
65	\$88.63	\$96.45	\$119.92	\$184,368	\$200,636	\$249,439
66	\$97.50	\$106.10	\$131.91	\$202,805	\$220,700	\$274,383
67	\$107.25	\$116.71	\$145.10	\$223,085	\$242,769	\$301,821
68	\$117.97	\$128.38	\$159.61	\$245,393	\$267,046	\$332,003
69	\$129.77	\$141.22	\$175.57	\$269,933	\$293,751	\$365,204
70	\$142.75	\$155.34	\$193.13	\$296,927	\$323,126	\$401,724

2025 Executive Leadership Graded Salary Structure

Grade	Hourly			Annual		
	Minimum	Market Reference Point	Maximum	Minimum	Market Reference Point	Maximum
101	\$93.48	\$101.66	\$126.20	\$194,443	\$211,456	\$262,497
102	\$102.82	\$111.82	\$138.82	\$213,886	\$232,602	\$288,748
103	\$113.11	\$123.01	\$152.70	\$235,275	\$255,863	\$317,622
104	\$124.42	\$135.31	\$167.97	\$258,804	\$281,448	\$349,384
105	\$136.86	\$148.84	\$184.77	\$284,683	\$309,593	\$384,323
106	\$150.55	\$163.72	\$203.24	\$313,151	\$340,552	\$422,755
107	\$165.60	\$180.09	\$223.57	\$344,467	\$374,608	\$465,030

*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.