Item Number: 10b attach 2
Meeting Date: November 17, 2026

Proposed 2027 Executive Leadership Graded Salary Range Structure

	Hourly			Annual		
Grade	Minimum	Market Reference Point	Maximum	Minimum	Market Reference Point	Maximum
101	$99.80	$108.53	$134.73	$207,588	$225,751	$280,243
102	$109.78	$119.38	$148.20	$228,345	$248,327	$308,268
103	$120.76	$131.32	$163.02	$251,181	$273,160	$339,094
104	$132.83	$144.45	$179.32	$276,300	$300,474	$373,004
105	$146.11	$158.90	$197.26	$303,929	$330,523	$410,304
106	$160.73	$174.79	$216.98	$334,321	$363,574	$451,335
107	$176.80	$192.27	$238.68	$367,754	$399,932	$496,467

*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.