

2025 GRADED SALARY STRUCTURE

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.