

San Diego Unified Port District

Salary Ordinance ~~2975~~XXXX

~~2019~~-2020-2021

October 1, ~~2019~~2020

~~Amended June 23, 2020~~

SALARY ORDINANCE ~~2975~~XXXX

Table of Contents

| | | |
|------------------|---|-----------------|
| Section 1. | SCHEDULES OF COMPENSATION RANGES: | 2 |
| Section 2. | CLASSES OF EMPLOYMENT: | 2 |
| Section 3. | WORK PERFORMED: | 32 |
| Section 4. | PART-TIME SERVICE: | 32 |
| Section 5. | BOARD APPOINTEES: | 3 |
| Section 6. | HOLIDAY PAY: | 3 |
| Section 7. | EDUCATIONAL INCENTIVE PAY: | 54 |
| Section 8. | DEDUCTIONS: | 5 |
| Section 9. | HEALTH AND WELFARE BENEFITS: | 5 |
| Section 10. | SAFETY EQUIPMENT: | 7 |
| Section 11. | INCREASES: | 7 |
| Section 12. | DIFFERENTIAL FOR LEAD FOR CERTAIN CLASSES IN GROUP D – GENERAL CLERICAL, GROUP E - SECURITY, AND GROUP F - MAINTENANCE: | 87 |
| Section 13. | DIFFERENTIAL FOR SPECIAL TASKS: | 8 |
| Section 14. | OUT-OF-CLASS COMPENSATION AND ACTING PAY: | 9 |
| Section 15. | ADVANCEMENT WITHIN RANGE: | 10 |
| Section 16. | SALARY OR LEAD FOR DIVING: | 10 |
| Section 17. | SALARY FOR BOAT OPERATION: | 11 |
| Section 18. | DIFFERENTIAL FOR CERTAIN ASSIGNMENTS: | 1241 |
| Section 19. | MANDATED HARBOR POLICE INSTRUCTION: | 13 |
| Section 20. | TRAINEE COMPENSATION FOR CERTAIN HARBOR POLICE OFFICERS AND OTHER CLASSIFICATIONS: | 13 |
| Section 21. | DIFFERENTIAL FOR BILINGUAL ABILITY: | 1443 |
| Section 22. | ELIGIBILITY FOR OVERTIME COMPENSATION: | 14 |
| Section 23. | EVENING AND NIGHT PREMIUM ELIGIBILITY: | 1645 |
| Section 24. | STANDBY PREMIUM: | 1746 |
| Section 25. | CALLBACK: | 1847 |
| Section 26. | SUGGESTION AWARDS: | 1848 |
| Section 28. | PAY PERIODS: | 2726 |
| Section 29. | DURATION: | 2727 |
| Section 30. | NO SALARY PROVISIONS: | 2727 |
| Section 32. | EMPLOYEE INCENTIVE, RECOGNITION, AND REWARD PROGRAMS: | 2827 |
| Section 33. | EXPERIENCE COMPENSATION: | 2827 |
| Section 34. | LIMITED: | 2828 |
| Section 35. | EFFECTIVE DATE: | 2828 |
| Exhibit A | List of Classifications | |
| Exhibit B | Annual Salary Ranges for Principal Administrators, Assistants, Professional, Technical and Clerical | |
| Exhibit C | Salary Schedule by Range and Step for all Step Employees Except Step Peace Officers | |
| Exhibit D | Salary Range Schedule by Range and Step for Peace Officers | |
| <u>Exhibit E</u> | <u>2020-2021 Deferred Salary Schedules by Range and Step</u> | |

**SAN DIEGO UNIFIED PORT DISTRICT
ORDINANCE ~~2975~~XXXX
AN ORDINANCE ESTABLISHING A SCHEDULE OF COMPENSATION
FOR OFFICERS AND EMPLOYEES OF THE
SAN DIEGO UNIFIED PORT DISTRICT**

The Board of Port Commissioners ("Board") of the San Diego Unified Port District ("District") does ordain as follows:

Section 1. SCHEDULES OF COMPENSATION RANGES:

A) The Annual Salary Ranges for Principal Administrators and Assistants, Professional, Technical and Clerical, attached hereto as Exhibit B, is hereby approved and adopted. The Salary Schedule by Range and Step for all Step Employees, except Step Peace Officers, attached hereto as Exhibit C, is hereby approved and adopted. The Salary Schedule by Range and Step for all Step Peace Officers, attached hereto as Exhibit D, is hereby approved and adopted.

~~A)~~B) Salary Ranges and Steps identified in Exhibits A, C, and D, for applicable represented classifications, reflect compensation set forth in the Memorandums of Understanding between the District and the San Diego Harbor Police Officers Association (SDHPOA) and between the District and Teamsters Local 911. Pursuant to Side Letters of Agreement with SDHPOA and Teamsters Local 911, the Salary Ranges and Steps identified in Exhibits A, C, and D are temporarily suspended from October 1, 2020, through September 30, 2021. Salary Ranges and Steps in effect for this time period, as well as the provisions of the compensation deferrals, are set forth in Exhibit E.

Section 2. CLASSES OF EMPLOYMENT:

The List of Classifications, attached hereto as Exhibit A, is hereby adopted. Upon the effective date of this Salary Ordinance, any District policies, rules, regulations or procedures as well as

signatory authority, agreements or other District documents shall reflect any title changes, additions or removals as set forth in Exhibit A.

Section 3. WORK PERFORMED:

All officers and employees shall receive the salaries provided herein as compensation in full for work performed by them, except as hereinafter provided.

Section 4. PART-TIME SERVICE:

Where employment is on a part-time basis, compensation shall be prorated on the basis of actual time worked.

Section 5. BOARD APPOINTEES:

Board appointees are those individuals who are appointed by the Board of Port Commissioners by resolution.

Section 6. HOLIDAY PAY:

A) Holiday Pay – Day Off. Any full-time non-exempt employee whose regularly scheduled day off falls on a District holiday, may elect to receive holiday pay in cash or may elect to accrue eight (8) hours of annual leave, subject to sub-paragraph e) below. Any full-time non-exempt employee on a 9/80 alternate work week schedule may elect to either take another day off, accrue eight (8) hours of annual leave, or receive holiday pay in cash subject to subparagraph e) below.

B) Holiday work. Any full-time non-exempt employee who is required by his/her supervisor to work on a District holiday, and who does work at least an eight (8) hour shift on such holiday, shall be entitled to the following: (1) cash of no more than the number of hours actually worked in accordance with the provisions of this section; and (2) cash or annual leave time off for holiday pay compensation, subject to sub-paragraph E) below.

C) Illness on a holiday. Any full-time non-exempt employee who is required by his/her supervisor to work on a District holiday, but because of illness, does not work or works any hours less than an eight (8) hour shift, shall not be entitled to sick leave or other paid leave for the holiday, but shall be granted compensation only for the holiday pay and any hours actually worked on the holiday.

D) Holiday Premium Pay. Any full-time non-exempt employee shall, in addition to the employee's regular compensation for hours actually worked on a holiday, be entitled to compensation in cash at one and one-half (1½) times their regular rate of pay for the number of hours actually worked.

E) Annual Leave Restriction. For full-time employees who have reached the annual leave accrual maximum, the choice of cash or time off for holidays as defined in this Section 6 is restricted to cash only, until the employee's accrual drops below the maximum.

F) Special Provisions for Law Enforcement. This provision covers any full-time sworn officer assigned to an administrative position who is not authorized and required to work on a District holiday ("Administrative Officer"). A holiday that falls on an Administrative Officer's regularly assigned 4/10 plan work shift may result in less than eighty (80) hours of regular pay during the pay period for such officer. Due to special needs of law enforcement, such Administrative Officer shall be entitled to two (2) hours of holiday pay, in addition to eight (8) hours of holiday pay as provided elsewhere in this section, to reach eighty (80) hours for the pay period. Additionally, Administrative Officers will be allowed to work, on a voluntary basis, on any District designated holidays that fall on the officers' regularly scheduled work day.

Section 7. EDUCATIONAL INCENTIVE PAY:

A) Any sworn officer, except sworn part-time officers, in the Harbor Police Department, upon meeting the necessary criteria as established by the Executive Director, shall be entitled to receive educational incentive pay based on the following schedule:

- 1) Intermediate P.O.S.T. – \$308.33 per month
- 2) Advanced P.O.S.T. – \$408.33 per month

B) Dispatchers Education Achievement – Any employee in the Dispatcher, Lead Dispatcher or Dispatch Supervisor classification that obtain their P.O.S.T. Dispatcher Intermediate or Advanced Certificate will receive a one-time, non-pensionable Education Achievement stipend based on the following schedule:

- 1) Intermediate Certificate – Four Hundred dollars (\$400.00)
- 2) Advanced Certificate – Seven Hundred dollars (\$700.00)

Section 8. DEDUCTIONS:

The Director, Financial Services shall make deductions from salaries of officers and employees, which deductions are required by law and including without limitation various insurance plans of the District, retirement deductions, employee contributions to community-wide charitable organizations, employee organization dues, and others based upon the compensation paid such officers and employees pursuant to this Salary Ordinance, as may be amended from time to time.

Section 9. HEALTH AND WELFARE BENEFITS:

Classified and Unclassified full-time and limited employees of the District shall be entitled to the following benefits:

A) Health Insurance. The District shall pay the entire monthly premium cost for any employee enrolled in the Health Maintenance Organization (HMO) insurance plan. All employees

enrolled in the Preferred Provider Organization (PPO) Plan will be required to pay an additional \$100 monthly contribution to subsidize the cost of the employee-only coverage. The District shall also pay approximately fifty-five percent (55%) of the premium for dependent coverage in either the HMO or PPO insurance plan.

B) Dental Insurance. The District shall pay the entire employee premium cost for any District authorized dental plan. The District shall also pay approximately fifty-five percent (55%) of the premium for dependent coverage for any District authorized dental plan.

C) Life Insurance. For all classified employees, the District shall pay the entire premium cost of the District sponsored fifty thousand dollar (\$50,000.00) term-life insurance program, or as specified in any applicable Memorandum of Understanding between the District and any recognized bargaining unit. For unclassified employees, the District shall pay the entire premium cost of any District sponsored unclassified employees life insurance program for coverage of approximately one (1) times annual base wages, not to exceed maximum coverage of seventy-five thousand dollars (\$75,000.00) or a minimum of fifty thousand dollars (\$50,000.00). The District shall also pay for a life insurance policy for Vice Presidents and their equivalent for coverage equal to two (2) times their annual salary, and Board Appointees at two and one-half (2.5) times their annual salary.

D) The District shall pay the entire premium cost for any District authorized Employee Assistance Program (EAP).

E) The District shall pay the entire premium cost for all full-time employees for any District authorized short-term disability plan.

F) Alternative Transportation/Commuter Pass Reimbursement. The Director of Financial Services shall reimburse a percentage of the cost for any public bus, commuter train and/or trolley monthly pass used solely for commuting to and from the worksite to any employee

who is not required to drive his/her private vehicle to the worksite, subject to all other terms of any Transit/Commuter Pass Program established by a Board Appointee. Eligibility for this benefit and the percentage reimbursed is set forth in Administrative Procedure 128-231, and as it may be amended from time to time.

G) Wellness Reimbursement. The Director of Financial Services shall reimburse up to \$200.00 per employee, per year for Wellness Activities, or as specified in any applicable Memorandum of Understanding between the District and any recognized bargaining unit, subject to all terms of any Wellness Reimbursement Program established by the Health Benefits Committee and a Board Appointee. Eligibility for this benefit is set forth in Administrative Procedure No. 128-271 and as it may be amended from time to time.

H) Part-Time Employees. Part-time employees may be eligible for “core benefits” as defined in District Administrative Procedure No. 128-270.

Section 10. SAFETY EQUIPMENT:

Any employee designated by the Executive Director shall be reimbursed an amount, per year, not to exceed one hundred seventy-five (\$175.00), to be spent in accordance with any Safety Equipment Reimbursement Program established by the Executive Director.

Section 11. INCREASES:

In fixing and approving the salary ranges for employees in the Step System, the Board has recognized the necessity to increase certain salaries heretofore paid and in so doing it has intended and does hereby intend, in fixing said ranges, that where a salary range of pay has been increased from that heretofore paid, said employee, whose rate of pay has thus been increased, shall be entitled to the new rate intended, and that such new rate of pay shall be fixed so as to apply to that same step under the new salary range that was occupied under the old range.

**Section 12. DIFFERENTIAL FOR LEAD FOR CERTAIN CLASSES IN GROUP D –
GENERAL CLERICAL, GROUP E - SECURITY, AND GROUP F - MAINTENANCE:**

Full-time employees in classes D465-CNR03 (Community Service Officer), E510-CNR03 (Harbor Police Sergeant), F622-CNR03 (Plumber), F621-CNR03 (Electrician), F620-CNR03 (Maintenance Mechanic), F626-CNR03 (Lead Equipment Operator), F628-CNR03 (Equipment Operator), F633-CNR03 (Painter), F640-CNR03 (Lead Maintenance Worker), F645-CNR03 (Maintenance Worker II), and F654-CNR03 (Lead Gardener) when assigned as the responsible lead person for an entire evening, night, weekend or holiday shift, whenever a supervisory class is not on said shift assignment, or when assigned as the Harbor Police Watch Commander, shall be paid at a rate approximately five percent (5%) higher than the employee's base rate of pay for said classes. This Section shall not be applicable to classes F640-CNR03 (Lead Maintenance Worker) and F645-CNR03 (Maintenance Worker II) when said classes are receiving a differential as provided by Section 16 of this Salary Ordinance. Employees receiving a lead differential under the provisions of this Section shall not receive the differential for any paid time off or for time worked while on light or modified duty.

Section 13. DIFFERENTIAL FOR SPECIAL TASKS:

Any willing full-time employee in Group F - Maintenance shall be entitled to a five percent (5%) differential, in addition to the salary prescribed for his/her class by Exhibits A and C, during such hours said employee is assigned to locksmith functions, or backflow repair functions, or overseeing the work of a County Workfare crew and provided said employee is properly trained and, if applicable, certified with prior approval of the Executive Director to perform said assigned functions. Said differential shall be paid in increments of not less than one (1) hour periods. Employees receiving a differential under the provisions of this Section shall not receive the differential for any paid time off nor for time worked while on light or modified duty.

Any Public Safety Dispatcher (D460-CNRO3) or Lead Public Safety Dispatcher (B264-CNR06) qualified and assigned as a communication training officer to train anyone as a dispatcher shall be paid an extra one dollar and twenty-five cents (\$1.25) per hour while performing the duties. The one dollar and twenty-five cents (\$1.25) per hour will not be paid for any time off and will not be considered pensionable earnings for purposes of calculating retirement. Employees must maintain a California POST Communications Training Officer certificate at all times to be eligible for and receive this compensation.

Special Training Pay of one dollar (\$1.00) per hour shall be paid to any employee in General Services and Maritime for the following special tasks: 1) Appointing Authority assigned and authorized training which applies only to the training of employees outside of the trainer's classification for skill improvement or in areas of mandatory compliance; or the training of employees within the trainer's classification where assigned by Appointing Authority for the specific purpose of acquiring new skills. 2) Special Training Pay will not be provided for remedial training of employees or for task/job orientation training that is considered part of the trainer's existing job duties. 3) The trainer will be required to sign off on the Special Training provided. The one-dollar (\$1.00) per hour will not be paid for any time off and will not be considered pensionable earnings for purposes of calculating retirement.

Section 14. OUT-OF-CLASS COMPENSATION AND ACTING PAY:

Any willing full-time employee, not on light or modified duty, who is temporarily assigned to a classification in a higher salary range, and who meets all requirements of Rule 9, Section 10 of the Personnel Rules and Regulations of the District, or all such requirements in any applicable Memorandum of Understanding between the District and any recognized bargaining unit, shall receive out-of-class or acting assignment compensation. For acting assignments of less than thirty (30) days, such compensation shall be five percent (5%) higher than the base

rate of pay for which the employee is regularly assigned commencing from the date of such acting assignment. For out-of-class assignments of thirty (30) days or more in duration, compensation shall be the higher of either the rate of compensation of such out-of-class assignment, or at least five percent (5%) higher than the base rate of pay for which the employee is regularly assigned, commencing from the date of such out-of-class assignment. No such scheduled out-of-class or acting assignments shall be made without written consent of the affected employee and prior approval of a Board Appointee, or designee.

The provisions of this Section shall not be applicable to employees in Maintenance Worker classes F650-CNR03 (Maintenance Worker I) and F645-CNR03 (Maintenance Worker II) when assigned to higher Maintenance Worker classes for exclusively the purpose of receiving promotional training, nor shall this Section be construed to abrogate any provisions of the Personnel System Rules and Regulations of the District. An employee in the Public Safety Dispatcher classification (D460-CNR03) who is the most senior dispatcher on duty will be paid 5% above his/her base rate of pay when there is no lead dispatcher or supervisor on duty and/or present in the Communication Center. This pay will be for one hour minimum or actual time spent acting as lead.

Section 15. ADVANCEMENT WITHIN RANGE:

Advancement within the ranges shall be made as prescribed by the Personnel System Rules and Regulations of the District.

Section 16. SALARY OR LEAD FOR DIVING:

A) Except for Group E – Peace Officer, any employee in the Classified Service shall be paid eleven dollars (\$11.00) per hour, in addition to the salary prescribed for his/her class by Exhibits A and C, during such time the employee is engaged in diving operations for the purpose of performing engineering and maintenance operations, surveys and/or inspections.

"Diving Operations" means the time spent in the water, time rigging diving equipment between dives, time spent decompressing following dives, and time spent by any trained and fully qualified diver, who is a current member of the dive team, performing as the "surface tender" for the dive team during a dive.

B) Any employee in classes E510-CNR03 (Harbor Police Sergeant), E515-CNR14 (Harbor Police Officer), or E505-CNR19 (Harbor Police Corporal) shall be paid at a rate approximately five percent (5%) higher than the employee's base rate of pay for said class when regularly assigned to the Harbor Police dive team. Divers on light or modified duty for more than one hundred sixty (160) hours will stop receiving dive pay and must be cleared for full duty by a District physician prior to reinstatement of pay, with the exception of employees who have dive operations-related injuries as defined in the Memorandum of Understanding between the District and the San Diego Harbor Police Officers Association (SDHPOA) for the period from October 1, 2019 through September 30, 2022.

C) Any employee in class E520-CNR14 (Harbor Police Lieutenant) shall be paid at a rate approximately five percent (5%) higher than the employee's base rate of pay for any hours worked supervising, managing, or commanding diving operations.

D) Any willing employee in the Classified Service shall be entitled to a five percent (5%) differential paid in addition to the employee's combined salary prescribed for his/her class and any differential or Salary for Diving, during such time as the employee is performing as the lead person in charge of the diving operations, provided said employee is fully trained and qualified as a diver.

Section 17. SALARY FOR BOAT OPERATION:

Upon request of the Director of General Services and approval of the Executive Director, an employee, when assigned as the designated Maintenance Boat Operator, shall be paid fifty

cents (\$0.50) per hour above his/her assigned rate of pay during such time such employee is engaged in boat operations for the purpose of performing maintenance on other than the boat itself. The total number of employees qualifying for this extra pay shall not exceed one (1) at any one time.

Section 18. DIFFERENTIAL FOR CERTAIN ASSIGNMENTS:

A) Any full-time employee in Group E – Peace Officer or in classes F640-CNR03 (Lead Maintenance Worker), F645-CNR03 (Maintenance Worker II), F654-CNR03 (Lead Gardener), and F650-CNR03 (Maintenance Worker I) shall be paid at a rate approximately five percent (5%) higher than the employee's base rate of pay for said class when regularly assigned to the Harbor Police Canine team, or as the General Services railroad repair worker, fire extinguisher maintenance or pest control advisor. Except for Group E – Peace Officer, the total number of employees qualifying for this extra pay shall not exceed one (1) in each above-mentioned class at any one time. Except for Group E – Peace Officer, no differential shall be due for time worked while on light or modified duty.

B) A Field Training Officer (FTO) Differential of \$3.00 per hour shall be paid to any employee performing the duties of FTO when assigned as the FTO working with a Harbor Police trainee. The FTO Differential shall not be paid for any paid time off.

C) Any full-time employee in Group E – Peace Officer shall be paid a differential of \$1.65 per hour when regularly assigned to one of the following administrative assignments: Academy Training Officer, Bay Control Officer, Community Policing Sergeant, Fire Training Coordinator, Homeland Security Officer, Homeland Security Sergeant, Internal Affairs (IA) Sergeant, Investigations Sergeant, Investigations, Joint Terrorism Task Force (JTTF), Marine Task Force (MTF), Narcotics Task Force (NTF), Training Coordinator, or Training Sergeant. These differentials shall not be paid for any paid time off.

D) Time spent by any full-time employee in Group E – Peace Officer teaching, training, or in preparation for teaching or training Defense Tactics (DeTac), Emergency Vehicle Operations Course (EVOC), Fire Training, First Aid/CPR Instructor, First Responder Hazard Training, Maritime Law Enforcement Training Center (MLETC), Taser Instructor, Vessel Instructor, or Weapons Training Unit (WTU) shall receive a differential of ~~\$1.65~~2.00 per hour.

E) Time spent by any full-time employee in Group E – Peace Officer performing the duties of Accident Reconstructionist, ~~Maritime Tactical (MarTac) Team~~, Cross Border Violent Crimes Task Force, or Vessel Accident Reconstructionist shall receive a differential of \$1.65 per hour worked on such assignment.

~~D)F)~~ Time spent by any full-time employee in Group E – Peace Officer performing the duties of Maritime Tactical (MarTac) Team shall receive a differential of \$2.00 per hour worked on such assignment.

Section 19. MANDATED HARBOR POLICE INSTRUCTION:

Any employee in classes E510-CNR03 (Harbor Police Sergeant), E515-CNR14 (Harbor Police Officer), E505-CNR19 (Harbor Police Corporal) and E520-CNR14 (Harbor Police Lieutenant), while engaged in classroom instruction not scheduled during a normal average work week and average work day and mandated by Federal or State law or District requirements, shall be compensated at one and one-half (1½) times the regular rate for no more than the actual number of hours of such instruction.

Section 20. TRAINEE COMPENSATION FOR CERTAIN HARBOR POLICE OFFICERS AND OTHER CLASSIFICATIONS:

A) Any Harbor Police Officer in class E515-CNR14 (Harbor Police Officer) who is hired on or subsequent to October 1, 1979 shall be paid at a base rate of pay approximately ten percent (10%) below the Salary Range established for his/her class until said Officer has

satisfactorily completed certain training as determined by the Executive Director. Nothing in this Section shall preclude said Officer from advancement within range as prescribed by the Personnel Rules and Regulations.

B) The Executive Director shall have the right to designate any classification as trainee. A trainee's pay rate will be established on a case-by-case basis by considering the following criteria: 1.) where the employee falls in his/her current Salary Range; 2.) salaries of other employees in the department, including those within the same classification and that of subordinate employees; 3.) current or possible compaction issues; and 4.) timing of any other applicable pay increases.

Section 21. DIFFERENTIAL FOR BILINGUAL ABILITY:

A) Any full-time employee in Harbor Police classes E515-CNR14 (Harbor Police Officer), E505-CNR19 (Harbor Police Corporal), E510-CNR03 (Harbor Police Sergeant), and E520-CNR03 (Harbor Police Lieutenant) whose qualifications for bilingual ability have been determined by the Executive Director, shall receive compensation at the rate of two and one-half percent (2 ½%) higher than the base rate of pay while assigned to perform bilingual services in any language where need has been demonstrated and such additional language is recommended by the Chief of the Harbor Police and approved by the Executive Director.

B) In addition to the sworn officer classifications listed above, and subject to the limitations and prerequisites for eligibility as set forth in a District Administrative Procedure, any full-time qualifying employee shall receive two and one-half percent (2 ½%) above the employee's base rate of pay.

Section 22. ELIGIBILITY FOR OVERTIME COMPENSATION:

Eligibility for extra overtime compensation is established and shall be allowed only in accordance with the Fair Labor Standards Act (FLSA) status unless otherwise required by law.

~~A) —~~ For full-time employees in Group E – Peace Officer, hours worked in excess of eighty hours (80) in any fourteen (14) day work period will be considered overtime. Paid time off shall count as ~~will be considered~~ hours worked toward the basic eighty (80) hours, ~~subject to the following conditions:~~

~~B) — Paid time off in the form of Annual Leave hours used as scheduled vacation, unscheduled vacation, sick time, and unscheduled sick time shall not be included as hours worked for the purpose of calculating overtime in the same pay period, unless:~~

~~C) — The overtime hours worked are off-schedule mandatory staffing hours, or not voluntary; or,~~

~~D) — The overtime hours worked are for mandatory off-duty court appearance time.~~

~~E) A) — When an employee attends classroom instruction mandated by state law, or by the Vice President, Public Safety/Chief of Harbor Police, and the completion of that instruction is a condition of employment, the employee shall be paid at his or her hourly rate of pay for training hours attended during the employee's normally scheduled work hours. Where such training is scheduled to replace an employee's regularly scheduled work days, the employee shall be compensated at his or her hourly rate of pay. When an employee attends training mandated by state law or by the Vice President, Public Safety/Chief of Harbor Police and the training occurs outside of the employee's normal work hours, the employee shall be paid at one and one-half (1 ½) his or her hourly rate of pay, not to exceed the actual number of hours of training attended.~~

1) When an employee is eligible for Callback pay such employee shall be granted a minimum of three (3) hours of overtime.

Section 23. EVENING AND NIGHT PREMIUM ELIGIBILITY:

A) Any full-time, non-sworn employee who is subject to a regularly recurring fixed shift, and where at least fifty percent (50%) of said regularly recurring scheduled hours are between the hours of 1800 hours and 0800 hours (6:00 p.m. – 8:00 a.m.), shall receive an hourly shift differential in the amount of \$1.75. Regular recurring fixed shift shall be defined as a shift where the employee is required to work the same scheduled hours.

B) Effective during the first payroll period commencing on or after October 1, 2006, a shift differential of \$1.60 per hour shall be provided to those full-time sworn employees who are subjected to a regularly recurring fixed shift where at least 50% of said regularly recurring scheduled shift hours are between the hours of 1800 and 0800. A regularly recurring fixed shift is one where, for at least 30 consecutive calendar days, the sworn employee is required to work the same schedule.

C) Effective October 1, 2019, a shift differential of \$2.50 per hour shall be provided to those full-time sworn employees who are subjected to a regularly recurring fixed shift where at least 50% of said regularly recurring scheduled shift hours are after 2300 hours. A regularly recurring fixed shift is one where, for at least 30 consecutive calendar days, the sworn employee is required to work the same schedule.

D) Employees assigned to work on a shift where at least 50% of scheduled hours are between the hours of 1800 hours and 0800 hours, and who are not regularly assigned to such shift, shall be paid an intermittent shift differential (“Shift Premium-Intermittent”) of \$1.75 per hour worked on such shift.

E) Any employee in class C314-CN15 (Construction Inspector) or class C311-CN15 (Senior Construction Inspector) who is assigned or required to work between the hours of 1800

hours and 0600 hours shall be paid a Night Special Project differential of \$1.50 per hour worked in such time frame.

Section 24. STANDBY PREMIUM:

Any employee in class F605-CER03 (Maintenance Supervisor), class C310-CER19 (Maintenance Support Supervisor), or class B227-CNR03 (Marine Terminal Supervisor), who was in said class as of October 1, 2016, may be scheduled a standby assignment consisting of seven (7) day increments wherein the employee must remain available on call to return to work to perform an essential service. On a scheduled work day, the employee shall be paid two (2) hours compensation at the regular rate from the end of one shift to the beginning of the next. For non-scheduled work days, the employee shall be paid three (3) hours compensation at the regular rate for every 24 hour period. Standby compensation shall not count as time worked for purposes of overtime entitlement.

In addition to any full-time non-exempt employee in Group F – Maintenance and any exempt employee in class F605-CER03 (Maintenance Supervisor), class C310-CER03 (Maintenance Planning Supervisor), or class B920-CER03 (Marine Terminal Supervisor) and those in the following classifications: B225-UE03 (Business Systems Supervisor), B861-UE12 (Lead Support Services), B211-UE03 (Systems Support Analyst II), B219-UE03 (Network Systems Analyst), and subject to the limitations and prerequisites for eligibility as will be set forth in a District Administrative Procedure, any full-time qualifying employee shall receive one (1) hour's compensation at the regular rate for such standby assignment, not to exceed two (2) hours in any twenty-four (24) hour period. The two (2) hour cap does not apply to the Maintenance Supervisor or the employees in Group (F) Maintenance.

Section 25. CALLBACK:

Any full-time non-exempt employee who, following the completion of his/her regular work shift and departure from his/her place of employment, is ordered by the District to report back to duty in person at a District worksite to perform necessary work, at least three (3) hours prior to his/her next scheduled work shift, shall receive a minimum of three (3) hours at time and one-half his/her regular rate of pay. In the event an employee is called in to work within less than three (3) hours prior to the commencement of his/her next work shift, the employee shall be compensated at his/her rate at time and one-half for each hour or portion of hour thereof worked prior to his/her regular work shift. Reasonable transportation time to and from the employee's work location shall be considered as time worked in recording call back time as defined above.

Section 26. SUGGESTION AWARDS:

Payment of compensation is hereby authorized in amounts established by the Executive Director in accordance with any suggestion awards program established by the Executive Director.

Section 27. RETIREMENT AND RETIREE HEALTH BENEFITS

A) For General employees hired before January 1, 2009, and Safety Members hired before January 1, 2013:

1) The District will make an employer and administrative contribution to the Retirement plan in an amount determined by the retirement system Actuary necessary to provide benefits for all eligible employees.

2) In addition to the District's employer and administrative contributions, the District will make an employee contribution into the Retirement plan for all eligible employees. This amount is to be known as the employee offset or pick-up. These

amounts so paid and contributed shall be credited to the District's account in the Retirement System and not to the account of any individual employee.

a) For general member employees hired before October 1, 2006, the District offset shall be seven percent (7%) of a full-time employee's compensation subject to retirement contribution, as defined in paragraph d) below.

b) For employees hired on or after October 1, 2006, the District offset for general member employees shall be five percent (5%) of a full-time employee's compensation subject to retirement contribution, as defined in paragraph d) below.

c) Effective the second pay period in 2009 (January 2, 2009) the District offset for general member employees hired on or after October 1, 2006 (but prior to January 1, 2009) (referenced in subparagraph 2, above) shall be six percent (6%) of a full-time employee's compensation subject to retirement contribution, as defined in paragraph d) below. This percentage increase is not retroactive.

d) For safety members, those employees in Group E – Peace Officer, and Class A2011-UE03 (Harbor Police Captain) and Class A2013-UE11 (Assistant Chief of Harbor Police), the District offset shall be eight and eight-tenths percent (8.8%) of a full-time employee's compensation subject to retirement contribution, as defined in paragraph d) below.

e) For those employees in Group A-1 Principal Administrators, Unclassified, the District shall pay an additional one and one half percent (1½ %). Furthermore, the District will continue to pay the additional one and one half percent (1½ %) for those employees who are moved from Group A-1 Principal

Administrators, Unclassified to other classifications as directed by a Board Appointee.

f) Non-sworn employees rehired after January 1, 2009 shall not be eligible for a District offset after the date of rehire.

3) In addition to the District's contributions, the District will collect biweekly retirement contributions from the employees' salaries. The amount of the contributions will be the amount the Retirement System Actuary determines is the employee contribution necessary to provide the benefits, less the District offset as described in paragraph b) above. The District will forward the employee contributions to the Retirement System to be credited to each employee's account.

4) Retirement benefits will be based upon compensation subject to retirement contribution, otherwise known as "pensionable".

a) Compensation subject to retirement contribution includes pay, plus the following premium pay items and differentials: education incentive pay; bilingual pay; Narcotics Task Force Officer pay; dive team pay; Field Officer Training pay; canine pay; court witness pay; floating holiday; paycheck correction adjustments; Watch Commander differential; stipends; standby pay; car allowance; holiday pay; acting out of class pay; temporary assignment differential; fuel truck driver; back flow repair; oversight of county work fair crew; pesticide applicator; railroad repair worker; Lead Plumber, Lead Electrician; Lead Maintenance Mechanic; Lead Equipment Mechanic; Lead Equipment Operator; Lead Equipment Operator I; Lead Equipment Operator II; Lead Maintenance Worker II; Lead Maintenance Worker III; Lead Gardener II; Lead Diver; Lead Boat Operator; Boat Operator; night shift; Lead night shift; Lead regular shift; Lead

Traffic Enforcement Officer. (These “compensations subject to retirement contribution” are documented as a result of the “Andrecht Settlement”).)

b) In addition, any new or additional premium pay items or differentials will be subject to retirement contributions, unless expressly excluded in the MOU or salary ordinance establishing the additional items.

5) The District shall not contribute to the Retirement System for part-time employees.

6) Any employee hired on or after October 1, 2005 will not be eligible for the following retirement plan provisions: Deferred Retirement Option Plan (DROP), Purchase of Service, except those purchases guaranteed by state or federal law; or the supplemental benefit (“Thirteenth Check”).

7) General member employees hired on or after October 1, 2006 will have their retirement benefits based on an average of the three highest years' salary.

8) Employees who service or disability retire from the District are offered the opportunity to participate in certain benefits which currently include retiree medical, dental and life insurance, collectively known as “retiree health insurance”.

9) Effective for employees hired on or after October 1, 2006, the service years required for eligibility for retiree health insurance will be ten (10) years of District service.

B) For General Member employees hired on or after January 1, 2009:

1) All non-sworn employees are provided with a hybrid-type retirement plan consisting of a defined contribution component and a defined benefit component. The defined benefit component will include the following standard provisions: cost of living adjustments (COLA), death benefits, disability benefits (industrial and non-industrial),

reciprocity, survivor benefits and vesting (5 years). The defined contribution component shall include matching funds from the District and employee and shall fully vest in two (2) years.

2) The schedule of benefits for the hybrid plan is as follows:

| Years of Service | Defined Contribution | Defined Benefit |
|------------------|----------------------|-----------------|
| 0 – 5 | 4% employer match | n/a |
| 6 – 10 | 4% employer match | 0.75% |
| 11 – 15 | 4% employer match | 1.00% |
| 16 - 20 | 6% employer match | 1.25% |
| 21 + | 6% employer match | 1.50% |

3) All General Members will be part of the “Next Generation Retirement Healthcare Plan.”

4) General Member employees hired on or after January 1, 2013 and are considered “New Members” under the Public Employees’ Pension Reform Act of 2013 (PEPRA) are subject to the provisions of PEPRA, which includes a requirement for employees to pay 50% of the normal cost of the defined benefit plan.

C) For Safety Members between January 1, 2010 and December 31, 2012, and Safety Members hired on or after January 1, 2013 and who qualify as “Classic Members” under PEPRA:

1) The Safety Member retirement formula will change to “3% at 55”, with an Employee Option to Retire and Begin Collecting Benefits upon completion of 30-years of District service, whether or not having reached age 55.

2) All Safety Member “New Hire Final Compensation” will be based on an average of the “Last Three Years of Salary” instead of the “Highest One-Year of Service”.

3) All Safety Members will be part of the “Next Generation Retirement Healthcare Plan”.

D) For Safety Members hired on or after January 1, 2013 who are considered “New Members” under PEPRA:

1) The Safety Member retirement formula will be 2.7% at age 57.

2) Those Safety members hired on or after January 1, 2013 who are also “New Members” will not be eligible for the provisions of Section 27(A)(b). Under PEPRA, the District is precluded from paying any employee contribution (also called “pick-up” or “offset”) for New Members.

3) Safety Members who are considered New Members under PEPRA will be required to pay 50% of the normal cost of the defined benefit.

4) Pensionable compensation is defined as the normal monthly rate of pay or base pay of the employee paid in cash to similarly situated members of the same group or class of employment for services rendered on a full-time basis during normal working hours, pursuant to publicly available pay schedules. Specifically excluded from the definition are the following:

a) Any compensation determined to have been paid to increase an employee’s retirement benefit.

b) Compensation previously provided in kind by the employer or paid to a third party for the benefit of an employee and was converted to cash.

c) Any one time or ad hoc payments.

- d) Severance.
- e) Payments for unused annual leave.
- f) Payments for additional services rendered outside of normal working hours.
- g) Any employer-provided allowance, reimbursement or payment including but not limited to housing, vehicle or uniforms.
- h) Payments for overtime.
- i) Employer contributions to deferred compensation or defined contribution plans.
- j) Bonuses.
- k) Any other compensation a retirement board determines is inconsistent with the law.
- l) Any other compensation a retirement board determines should not be pensionable.

E) Table of Pensionable and Non-Pensionable Compensation

| Pay Type | Classic Members as defined by PEPRA | New Members as defined by PEPRA |
|-----------------------------|---|---------------------------------------|
| Accident Reconstructionist | Yes | No |
| Annual Leave | Yes | Yes |
| Annual Leave Payout | No | No |
| Backflow Repair | Yes | No |
| Bereavement Leave | Yes | Yes |
| Bilingual | Yes | Yes |
| Boat Operator | Yes | No |
| Callback | No | No |
| Canine Team | Yes | Yes |
| Car Allowance | Yes | No |
| Catastrophic Leave | Yes | Yes |
| Commuter Pass Reimbursement | No | No |

| Pay Type | Classic Members as defined by PEPRA | New Members as defined by PEPRA |
|--|---|---------------------------------------|
| Court Time – Off Duty | Yes | No |
| Dispatch Educational Achievement | No | No |
| Dispatch Training | No | No |
| Dive Team or Operations | Yes | No |
| Educational Incentive (Harbor Police) | Yes | Yes |
| Emergency Paid Sick Leave (Families First Coronavirus Response Act) | Yes | Yes |
| Evening Premium Pay (Harbor Police) | Yes | Yes |
| Field Training Officer (Harbor Police) | Yes | No |
| Fire Extinguisher | Yes | Yes |
| Harbor Police Administrative Assignment | Yes | Yes |
| Harbor Police Teaching Assignment | Yes | No |
| Holiday Pay | Yes | Yes |
| Holiday Pay (Harbor Police) | Yes | No |
| Holiday Pay – Day Off | Yes | No |
| Holiday Premium | Yes | No |
| Jury Duty | Yes | Yes |
| Lead Differential | Yes | No |
| Lead Diver (General Services) | Yes | No |
| Maritime Tactical Team | Yes | No |
| Mileage Reimbursement | No | No |
| Military Leave Pay | Yes | Yes |
| Night Premium Pay (Harbor Police) | Yes | Yes |
| Night Special Project | Yes | No |
| Out-of-Class/Acting Assignment | Yes | No |
| Overtime | No | No |
| Pest Control Applicator | Yes | Yes |
| Public Health Emergency Leave (Families First Coronavirus Response Act) | Yes | Yes |
| Railroad Repair | Yes | Yes |
| Regular Time | Yes | Yes |
| Relocation Expenses | No | No |
| Safety Shoe Reimbursement | No | No |
| Severance pay | No | No |
| Shift Premium (Intermittent) | Yes | No |
| Special Training Pay (GS or Maritime) | No | No |
| Standby | Yes | No |
| Stipend-Lump Sum | Yes | No |
| Tuition Reimbursement | No | No |

| Pay Type | Classic Members as defined by PEPRA | New Members as defined by PEPRA |
|---|---|---------------------------------------|
| Unclassified Leave | Yes | Yes |
| Unclassified Leave Payout | No | No |
| Uniform Allowance | No | No |
| Vessel Accident Reconstructionist | Yes | No |
| Watch Commander | Yes | No |
| Wellness Reimbursement | No | No |
| Workers' Compensation Appointment – Off Duty | No | No |
| Workers' Compensation Injury Pay | Yes | Yes |

F) Health Reimbursement Arrangement (HRA) for General Member employees hired on or after January 1, 2009, and Safety Members hired on or after January 1, 2010:

1) Employees who service or disability retire from the District with at least ten (10) years of District service are offered the opportunity to participate in a HRA. The District will fund a HRA to pay for health care related expenses incurred by a retired employee and/or qualified dependent. The amount funded by the District will be a cumulative sum based each year of service as outlined in the following tables.

a) For General Member employees hired on or after January 1, 2009:

| Years of Service | General Members: Credit Amount (per year) |
|------------------|--|
| 0 – 5 | \$0 |
| 6 – 10 | \$3,000 |
| 11 – 15 | \$3,600 |
| 16 – 20 | \$4,320 |
| 21 + | \$5,184 |

b) For Safety Member employees hired on or after January 1, 2010:

| Years of Service | Sworn Members: Credit Amount (per year) |
|------------------|--|
| 0 – 5 | \$3,000 |
| 6 – 10 | \$3,600 |
| 11 – 15 | \$4,500 |

| | |
|---------|----------|
| 16 – 20 | \$5,850 |
| 21 – 25 | \$7,897 |
| 25+ | \$11,056 |

2) In the event of retiree or active employee death, the HRA for that employee or retiree will terminate with any remaining balance reverting to the District.

Section 28. PAY PERIODS:

Pay periods shall be each fourteen (14) consecutive calendar days commencing with the beginning of the shift on Friday and ending at the conclusion of the shift on each second Thursday.

Section 29. DURATION:

The compensation plan established by this Salary Ordinance shall continue in full force and effect until amended or superseded.

Section 30. NO SALARY PROVISIONS:

In the event there are any positions filled on the effective date of the salaries established by this Ordinance for which no salary provisions are made herein, the salaries for such positions established by Ordinance shall be applicable to such positions.

Section 31. LUMP SUM PAYMENTS FOR MERITORIOUS PERFORMANCE:

The standard salary ranges shall limit the maximum base rate of pay for each classification for which such ranges are shown, unless exception is granted pursuant to an applicable administrative procedure. For meritorious performance, a Board Appointee may grant lump sum payments in lieu of an increase in base rate of pay. Such lump sum shall be paid as a single payment, shall not exceed ten percent (10%) of an employee's base rate of pay, and may be granted no more than two (2) times per fiscal year. The lump sum payment shall be added to the base rate of pay when determining any overtime earnings for the biweekly pay period in which the lump sum payment is paid.

Section 32. EMPLOYEE INCENTIVE, RECOGNITION, AND REWARD PROGRAMS:

Payment of compensation is hereby authorized in amounts established by the Executive Director in accordance with any employee incentive, recognition, and reward program established by the Executive Director. Part-time employees are eligible to participate on a pro-rata basis.

Section 33. EXPERIENCE COMPENSATION:

After the completion of fifteen (15) years of active service as a Harbor Police Officer, the affected employee shall be provided an increase equivalent to five percent (5%) of the employees unadjusted salary step. After the completion of nineteen (19) years of active service as a Harbor Police Officer, the affected employee shall be provided an increase equivalent to an additional five percent (5%) of the employee's unadjusted salary step. Active Service shall mean full-time service as a Harbor Police Officer, uninterrupted by separation, and includes actual time worked, leaves of absence with pay, military and injury leave without pay, and Family Leave.

Section 34. LIMITED:

Any class title that is categorized as classified as per the Port Act will be categorized as unclassified when the class title is limited. Any class title may be designated as limited.

Section 35. EFFECTIVE DATE:

This Ordinance shall take effect the 31st day from its passage by the Board of Port Commissioners.

SAN DIEGO UNIFIED PORT DISTRICT

LIST OF CLASSIFICATIONS (Exhibit A)

| Class Title | Class Number | Unclassified/ Classified | FLSA Exempt/ Non-Exempt | Range | Minimum | Midpoint | Maximum |
|--|---|-----------------------------|-------------------------------|-------|-----------|-----------|-----------|
| Accountant | B243-CN03 | Classified | Non-Exempt | 109 | \$53,470 | \$65,500 | \$77,531 |
| Accounting Assistant | D416-CN03 | Classified | Non-Exempt | 103 | \$33,713 | \$39,613 | \$45,513 |
| Accounting Supervisor | B254-UE03 | Unclassified | Exempt | 113 | \$87,664 | \$109,579 | \$131,495 |
| Administrative Assistant I (Classified) | D417-CN15 | Classified | Non-Exempt | 104 | \$35,487 | \$42,585 | \$49,682 |
| Administrative Assistant I (Unclassified) | D418-UN15 | Unclassified | Non-Exempt | 104 | \$35,487 | \$42,585 | \$49,682 |
| Administrative Assistant II (Classified) | D410-CN03 | Classified | Non-Exempt | 106 | \$41,010 | \$49,212 | \$57,414 |
| Administrative Assistant II (Unclassified) | D411-UN03 | Unclassified | Non-Exempt | 106 | \$41,010 | \$49,212 | \$57,414 |
| Applications Developer | B210-UE03 | Unclassified | Exempt | 110 | \$58,817 | \$72,050 | \$85,284 |
| Architect | B300-CE03 | Classified | Exempt | 111 | \$66,286 | \$82,858 | \$99,429 |
| Area Real Estate Manager | B821-UE03 | Unclassified | Exempt | 113 | \$87,664 | \$109,579 | \$131,495 |
| Asset Manager | B279-UE03 | Unclassified | Exempt | 112 | \$76,230 | \$95,287 | \$114,344 |
| Assistant Asset Manager | B230-CN03 | Classified | Non-Exempt | 110 | \$58,817 | \$72,050 | \$85,284 |
| Assistant Chief of Harbor Police | A2013-UE11 | Unclassified | Exempt | 116 | \$130,711 | \$166,657 | \$202,601 |
| Assistant Director, General Services | A2030-UE15 | Unclassified | Exempt | 114 | \$100,813 | \$126,016 | \$151,220 |
| Assistant Director, Real Estate | A2001-UE20 | Unclassified | Exempt | 114 | \$100,813 | \$126,016 | \$151,220 |
| Assistant Engineer | B206-CN03 | Classified | Non-Exempt | 110 | \$58,817 | \$72,050 | \$85,284 |
| Assistant Environmental Specialist | B315-CN15 | Classified | Non-Exempt | 109 | \$53,470 | \$65,500 | \$77,531 |
| Assistant Executive Director/Acting President/Acting Chief Executive Officer – Board Appointee | Appointee holds same class number as current class | Unclassified | Exempt | * | n/a | n/a | n/a |
| Assistant Facility Security Officer | B624-UE09 | Unclassified | Exempt | 111 | \$66,286 | \$82,858 | \$99,429 |
| Assistant General Counsel | A1010-UE14 | Unclassified | Exempt | 118 | \$188,224 | \$239,985 | \$291,746 |
| Assistant Land Surveyor | C321-CN03 | Classified | Non-Exempt | 110 | \$58,817 | \$72,050 | \$85,284 |
| Assistant Parking Manager | B917-UE16 | Unclassified | Exempt | 109 | \$53,470 | \$65,500 | \$77,531 |
| Assistant Planner | B320-CN16 | Classified | Non-Exempt | 109 | \$53,470 | \$65,500 | \$77,531 |
| Assistant Port Auditor | B221-UE16 | Unclassified | Exempt | 114 | \$100,813 | \$126,016 | \$151,220 |
| Assistant Procurement Analyst | B263-CN16 | Classified | Non-Exempt | 107 | \$44,190 | \$54,133 | \$64,076 |
| Assistant to CFO/Treasurer | D432-UN03 | Unclassified | Non-Exempt | 110 | \$58,817 | \$72,050 | \$85,284 |
| Assistant to Port Auditor | D433-UN13 | Unclassified | Non-Exempt | 111 | \$66,286 | \$82,858 | \$99,429 |
| Assistant to President/CEO | D431-UN03 | Unclassified | Non-Exempt | 111 | \$66,286 | \$82,858 | \$99,429 |
| Assistant to Vice President | D430-UN03 | Unclassified | Non-Exempt | 110 | \$58,817 | \$72,050 | \$85,284 |
| Assistant Vice President | A2058-UE16 | Unclassified | Exempt | 117 | \$156,853 | \$199,987 | \$243,122 |
| Assistant Vice President, Administrative Services | A1381-UE03 | Unclassified | Exempt | 117 | \$156,853 | \$199,987 | \$243,122 |
| Assistant Vice President, Business & Technology | A1287-UE03 | Unclassified | Exempt | 117 | \$156,853 | \$199,987 | \$243,122 |

Pursuant to side letter agreements, the above ranges are temporarily suspended for classifications represented by SDHPOA and Teamsters Local 911. Rates in effect for October 1, 2020 through September 30, 2021 are set forth in Exhibit E.

| Class Title | Class Number | Unclassified/ Classified | FLSA Exempt/ Non-Exempt | Range | Minimum | Midpoint | Maximum |
|--|--------------|-----------------------------|-------------------------------|-------------------------|-----------|-----------|-----------|
| Assistant Vice President, Government Relations & Communication | A1035-UE08 | Unclassified | Exempt | 117 | \$156,853 | \$199,987 | \$243,122 |
| Assistant Vice President, Industry & Trade Relations | A1290-UE03 | Unclassified | Exempt | 117 | \$156,853 | \$199,987 | \$243,122 |
| Assistant Vice President, Operations | A1220-UE03 | Unclassified | Exempt | 117 | \$156,853 | \$199,987 | \$243,122 |
| Associate Engineer | B205-CE03 | Classified | Exempt | 111 | \$66,286 | \$82,858 | \$99,429 |
| Associate Environmental Specialist | B310-CE17 | Classified | Exempt | 111 | \$66,286 | \$82,858 | \$99,429 |
| Associate Planner | B306-CE17 | Classified | Exempt | 111 | \$66,286 | \$82,858 | \$99,429 |
| Benefits Analyst | B246-UE15 | Unclassified | Exempt | 110 | \$58,817 | \$72,050 | \$85,284 |
| Benefits and Compensation Manager | B600-UE15 | Unclassified | Exempt | 113 | \$87,664 | \$109,579 | \$131,495 |
| Budget Administrator | B150-UE03 | Unclassified | Exempt | 112 | \$76,230 | \$95,287 | \$114,344 |
| Building Maintenance Coordinator | F693-CNR07 | Classified | Non-Exempt | 79.2 79.5 | - | - | - |
| Business Intelligence Analyst | B248-UE11 | Unclassified | Exempt | 111 | \$66,286 | \$82,858 | \$99,429 |
| Business Intelligence Supervisor | B843-UE08 | Unclassified | Exempt | 113 | \$87,664 | \$109,579 | \$131,495 |
| Business Partner, People & Organizational & People Development | B884-UE20 | Unclassified | Exempt | 112 | \$76,230 | \$95,287 | \$114,344 |
| Business Systems Analyst | B232-UE15 | Unclassified | Exempt | 111 | \$66,286 | \$82,858 | \$99,429 |
| Business Systems Supervisor | B225-UE14 | Unclassified | Exempt | 112 | \$76,230 | \$95,287 | \$114,344 |
| Business Systems Technician | B233-UN09 | Unclassified | Non-Exempt | 108 | \$48,609 | \$59,546 | \$70,482 |
| Capital Project Manager I | B215-UE03 | Unclassified | Exempt | 113 | \$87,664 | \$109,579 | \$131,495 |
| Capital Project Manager II | B214-UE03 | Unclassified | Exempt | 114 | \$100,813 | \$126,016 | \$151,220 |
| Carpenter | F630-CNR03 | Classified | Non-Exempt | 75.0 75.3 | - | - | - |
| Central Services Technician I | D428-CN03 | Classified | Non-Exempt | 102 | \$31,362 | \$36,850 | \$42,338 |
| Central Services Technician II | D435-CN03 | Classified | Non-Exempt | 103 | \$33,713 | \$39,613 | \$45,513 |
| CFO/Treasurer | A1150-UE03 | Unclassified | Exempt | 118 | \$188,224 | \$239,985 | \$291,746 |
| Chief Communications Advisor | B943-UE19 | Unclassified | Exempt | 116 | \$130,711 | \$166,657 | \$202,601 |
| Chief Curator | A2062-UE16 | Unclassified | Exempt | 113 | \$87,664 | \$109,579 | \$131,495 |
| Chief Engineer/Engineering-Construction | A1201-UE03 | Unclassified | Exempt | 116 | \$130,711 | \$166,657 | \$202,601 |
| Chief Information Security Officer | A2067-UE17 | Unclassified | Exempt | 116 | \$130,711 | \$166,657 | \$202,601 |
| Chief Policy Advisor | B851-UE14 | Unclassified | Exempt | 113 | \$87,664 | \$109,579 | \$131,495 |
| Chief Policy Strategist | A2073-UE20 | Unclassified | Exempt | 117 | \$156,853 | \$199,987 | \$243,122 |
| Chief Technology Officer | A2057-UE16 | Unclassified | Exempt | 116 | \$130,711 | \$166,657 | \$202,601 |
| Civil Designer | C313-CN03 | Classified | Non-Exempt | 109 | \$53,470 | \$65,500 | \$77,531 |
| Commissioner Services Assistant | B177-UN15 | Unclassified | Non-Exempt | 108 | \$48,609 | \$59,546 | \$70,482 |
| Community Relations Liaison Assistant | B834-UN15 | Unclassified | Non-Exempt | 106 | \$41,010 | \$49,212 | \$57,414 |

Pursuant to side letter agreements, the above ranges are temporarily suspended for classifications represented by SDHPOA and Teamsters Local 911. Rates in effect for October 1, 2020 through September 30, 2021 are set forth in Exhibit E.

| Class Title | Class Number | Unclassified/ Classified | FLSA Exempt/ Non-Exempt | Range | Minimum | Midpoint | Maximum |
|--|--------------|-----------------------------|-------------------------------|-------------------------|-----------|-----------|-----------|
| Community Relations Liaison Associate | B835-UE17 | Unclassified | Exempt | 107 | \$44,190 | \$54,133 | \$64,076 |
| Community Service Officer | D465-CNR03 | Classified | Non-Exempt | 70.5 70.8 | - | - | - |
| Community Service Officer Supervisor | B170-CNR03 | Classified | Non-Exempt | 78.3 78.6 | - | - | - |
| Construction Inspector | C314-CN15 | Classified | Non-Exempt | 109 | \$53,470 | \$65,500 | \$77,531 |
| Construction Inspector Supervisor | C312-CN05 | Classified | Non-Exempt | 110 | \$58,817 | \$72,050 | \$85,284 |
| Crime Intelligence Analyst | B860-UE12 | Unclassified | Exempt | 110 | \$58,817 | \$72,050 | \$85,284 |
| Custodian | F670-CNR03 | Classified | Non-Exempt | 65.6 65.9 | - | - | - |
| Customer Relations Assistant | C328-CN03 | Classified | Non-Exempt | 104 | \$35,487 | \$42,585 | \$49,682 |
| Database Administrator | B619-UE07 | Unclassified | Exempt | 111 | \$66,286 | \$82,858 | \$99,429 |
| Department Administrative Manager | B809-UE03 | Unclassified | Exempt | 112 | \$76,230 | \$95,287 | \$114,344 |
| Department Business Manager | B810-UE08 | Unclassified | Exempt | 113 | \$87,664 | \$109,579 | \$131,495 |
| Department Manager, Development Services | B907-UE18 | Unclassified | Exempt | 114 | \$100,813 | \$126,016 | \$151,220 |
| Department Manager, Environmental and Land Use Management | B866-UE14 | Unclassified | Exempt | 113 | \$87,664 | \$109,579 | \$131,495 |
| Department Manager, Financial Services | B877-UE15 | Unclassified | Exempt | 115 | \$115,935 | \$144,918 | \$173,903 |
| Department Manager, Real Estate | B874-UE17 | Unclassified | Exempt | 114 | \$100,813 | \$126,016 | \$151,220 |
| Deputy District Clerk/Docket Coordinator | B660-UE03 | Unclassified | Exempt | 110 | \$58,817 | \$72,050 | \$85,284 |
| Deputy District Clerk/Records Manager | B655-UE03 | Unclassified | Exempt | 110 | \$58,817 | \$72,050 | \$85,284 |
| Deputy General Counsel I | A2043-UE14 | Unclassified | Exempt | 116 | \$130,711 | \$166,657 | \$202,601 |
| Deputy General Counsel II | A2044-UE14 | Unclassified | Exempt | 116 | \$130,711 | \$166,657 | \$202,601 |
| Deputy General Counsel III | A2045-UE14 | Unclassified | Exempt | 116 | \$130,711 | \$166,657 | \$202,601 |
| Deputy General Counsel IV | A2046-UE14 | Unclassified | Exempt | 117 | \$156,853 | \$199,987 | \$243,122 |
| Deputy General Counsel V | A2060-UE16 | Unclassified | Exempt | 117 | \$156,853 | \$199,987 | \$243,122 |
| Deputy Port Auditor I | B240-UE16 | Unclassified | Exempt | 112 | \$76,230 | \$95,287 | \$114,344 |
| Deputy Port Auditor II | B208-UE17 | Unclassified | Exempt | 113 | \$87,664 | \$109,579 | \$131,495 |
| Deputy Treasurer | A1155-UE15 | Unclassified | Exempt | 115 | \$115,935 | \$144,918 | \$173,903 |
| Director, Development Services | A2064-UE17 | Unclassified | Exempt | 115 | \$115,935 | \$144,918 | \$173,903 |
| Director, Enterprise Strategy & Innovation | A2055-UE16 | Unclassified | Exempt | 115 | \$115,935 | \$144,918 | \$173,903 |
| Director, Environmental & Land Use Management | A1950-UE15 | Unclassified | Exempt | 115 | \$115,935 | \$144,918 | \$173,903 |
| Director, Environmental Conservation | A2068-UE18 | Unclassified | Exempt | 115 | \$115,935 | \$144,918 | \$173,903 |
| Director, Environmental Protection | A2063-UE17 | Unclassified | Exempt | 115 | \$115,935 | \$144,918 | \$173,903 |
| Director, Financial Services | A1350-UE15 | Unclassified | Exempt | 115 | \$115,935 | \$144,918 | \$173,903 |
| Director, General Services | A1396-UE15 | Unclassified | Exempt | 115 | \$115,935 | \$144,918 | \$173,903 |

Pursuant to side letter agreements, the above ranges are temporarily suspended for classifications represented by SDHPOA and Teamsters Local 911. Rates in effect for October 1, 2020 through September 30, 2021 are set forth in Exhibit E.

| Class Title | Class Number | Unclassified/ Classified | FLSA Exempt/ Non-Exempt | Range | Minimum | Midpoint | Maximum |
|--|--------------|-----------------------------|-------------------------------|-------------------------|-----------|-----------|-----------|
| Director, Government Relations | A1952-UE11 | Unclassified | Exempt | 115 | \$115,935 | \$144,918 | \$173,903 |
| Director, Human Resources | A1400-UE15 | Unclassified | Exempt | 115 | \$115,935 | \$144,918 | \$173,903 |
| Director, Information Technology | A1900-UE19 | Unclassified | Exempt | 116 | \$130,711 | \$166,657 | \$202,601 |
| Director, Land Use Planning | A1393-UE03 | Unclassified | Exempt | 114 | \$100,813 | \$126,016 | \$151,220 |
| Director, Maritime | A1700-UE15 | Unclassified | Exempt | 115 | \$115,935 | \$144,918 | \$173,903 |
| Director, Marketing & Communications | A1395-UE16 | Unclassified | Exempt | 114 | \$100,813 | \$126,016 | \$151,220 |
| Director, People & Organization al & People Development | A2048-UE20 | Unclassified | Exempt | 114 | \$100,813 | \$126,016 | \$151,220 |
| Director, Planning | A2065-UE17 | Unclassified | Exempt | 115 | \$115,935 | \$144,918 | \$173,903 |
| Director, Port as a Service | A2056-UE16 | Unclassified | Exempt | 115 | \$115,935 | \$144,918 | \$173,903 |
| Director, Procurement Services/Chief Procurement Officer | A2047-UE15 | Unclassified | Exempt | 114 | \$100,813 | \$126,016 | \$151,220 |
| Director, Real Estate | A1225-UE17 | Unclassified | Exempt | 115 | \$115,935 | \$144,918 | \$173,903 |
| Director, Waterfront Arts & Activation | A2066-UE17 | Unclassified | Exempt | 114 | \$100,813 | \$126,016 | \$151,220 |
| Distribution & Storage Technician I | D421-CN03 | Classified | Non-Exempt | 101 | \$29,173 | \$34,279 | \$39,385 |
| Distribution & Storage Technician II | D441-CN08 | Classified | Non-Exempt | 103 | \$33,713 | \$39,613 | \$45,513 |
| District Clerk | A1365-UE03 | Unclassified | Exempt | 114 | \$100,813 | \$126,016 | \$151,220 |
| Document Management Assistant | D440-CN15 | Classified | Non-Exempt | 102 | \$31,362 | \$36,850 | \$42,338 |
| Document Management Associate | B151-UN15 | Unclassified | Non-Exempt | 107 | \$44,190 | \$54,133 | \$64,076 |
| Electrician | F621-CNR03 | Classified | Non-Exempt | 77.2 77.5 | - | - | - |
| Engineering Document Management Coordinator | B304-CN03 | Classified | Non-Exempt | 110 | \$58,817 | \$72,050 | \$85,284 |
| Enterprise Architect | B942-UE18 | Unclassified | Exempt | 115 | \$115,935 | \$144,918 | \$173,903 |
| Enterprise Operations Manager | B927-UE17 | Unclassified | Exempt | 115 | \$115,935 | \$144,918 | \$173,903 |
| Environmental Compliance Inspector | C329-CN14 | Classified | Non-Exempt | 108 | \$48,609 | \$59,546 | \$70,482 |
| Environmental Review Coordinator | B308-CE03 | Classified | Exempt | 111 | \$66,286 | \$82,858 | \$99,429 |
| Equal Opportunity Analyst | B234-UE15 | Unclassified | Exempt | 108 | \$48,609 | \$59,546 | \$70,482 |
| Equal Opportunity Technician | B872-UN15 | Unclassified | Non-Exempt | 108 | \$48,609 | \$59,546 | \$70,482 |
| Equipment Operator | F628-CNR03 | Classified | Non-Exempt | 75.5 75.8 | - | - | - |
| Executive Assistant I (Classified) | D425-CN15 | Classified | Non-Exempt | 108 | \$48,609 | \$59,546 | \$70,482 |
| Executive Assistant I (Unclassified) | D426-UN03 | Unclassified | Non-Exempt | 108 | \$48,609 | \$59,546 | \$70,482 |
| Executive Assistant II (Classified) | D438-CN06 | Classified | Non-Exempt | 109 | \$53,470 | \$65,500 | \$77,531 |
| Executive Assistant II (Unclassified) | D429-UN03 | Unclassified | Non-Exempt | 109 | \$53,470 | \$65,500 | \$77,531 |
| Executive Director (President/CEO)–Board Appointee | A1000-UE03 | Unclassified | Exempt | * | n/a | n/a | n/a |

Pursuant to side letter agreements, the above ranges are temporarily suspended for classifications represented by SDHPOA and Teamsters Local 911. Rates in effect for October 1, 2020 through September 30, 2021 are set forth in Exhibit E.

| Class Title | Class Number | Unclassified/ Classified | FLSA Exempt/ Non-Exempt | Range | Minimum | Midpoint | Maximum |
|--|--------------|-----------------------------|-------------------------------|-------------------------|-----------|-----------|-----------|
| Executive Vice President | A1165-UE03 | Unclassified | Exempt | 118 | \$188,224 | \$239,985 | \$291,746 |
| Facility Security Officer | B623-UE05 | Unclassified | Exempt | 112 | \$76,230 | \$95,287 | \$114,344 |
| Financial Analyst | B135-UN15 | Unclassified | Non-Exempt | 111 | \$66,286 | \$82,858 | \$99,429 |
| Financial Technician | B115-CN03 | Classified | Non-Exempt | 106 | \$41,010 | \$49,212 | \$57,414 |
| Fleet Maintenance Technician | F625-CNR03 | Classified | Non-Exempt | 76.0 76.3 | - | - | - |
| Gardener | F666-CNR03 | Classified | Non-Exempt | 68.6 68.9 | - | - | - |
| General Counsel–Board Appointee | A1005-UE14 | Unclassified | Exempt | * | n/a | n/a | n/a |
| Geographic Information Systems Analyst I | B935-UN17 | Unclassified | Non-Exempt | 108 | \$48,609 | \$59,546 | \$70,482 |
| Geographic Information Systems Analyst II | B936-UE20 | Unclassified | Exempt | 110 | \$58,817 | \$72,050 | \$85,284 |
| Geographic Information Systems Analyst III | B937-UE17 | Unclassified | Exempt | 112 | \$76,230 | \$95,287 | \$114,344 |
| Geographic Information Systems Supervisor | B894-UE17 | Unclassified | Exempt | 113 | \$87,664 | \$109,579 | \$131,495 |
| Grants Coordinator | B802-UE03 | Unclassified | Exempt | 109 | \$53,470 | \$65,500 | \$77,531 |
| Grants Technician | B804-UN09 | Unclassified | Non-Exempt | 108 | \$48,609 | \$59,546 | \$70,482 |
| Graphic Designer | C318-CN03 | Classified | Non-Exempt | 106 | \$41,010 | \$49,212 | \$57,414 |
| Graphics Technician | C300-CE03 | Classified | Exempt | 107 | \$44,190 | \$54,133 | \$64,076 |
| Harbor Police Captain | A2011-UE17 | Unclassified | Exempt | 115 | \$115,935 | \$144,918 | \$173,903 |
| Harbor Police Corporal | E505-CNR19 | Classified | Non-Exempt | 91.0 | - | - | - |
| Harbor Police Lieutenant | E520-CNR17 | Classified | Non-Exempt | 93.0 | - | - | - |
| Harbor Police Officer | E515-CNR17 | Classified | Non-Exempt | 90.0 | - | - | - |
| Harbor Police Sergeant | E510-CNR17 | Classified | Non-Exempt | 92.0 | - | - | - |
| Homeland Security Intelligence Coordinator | B284-UE12 | Unclassified | Exempt | 113 | \$87,664 | \$109,579 | \$131,495 |
| Homeland Security Program Manager | B285-UE05 | Unclassified | Exempt | 113 | \$87,664 | \$109,579 | \$131,495 |
| Human Resources Analyst | B239-UE15 | Unclassified | Exempt | 110 | \$58,817 | \$72,050 | \$85,284 |
| Human Resources Assistant | B645-UN15 | Unclassified | Non-Exempt | 104 | \$35,487 | \$42,585 | \$49,682 |
| Human Resources Business Partner | B940-UE18 | Unclassified | Exempt | 112 | \$76,230 | \$95,287 | \$114,344 |
| Human Resources Recruiter | B926-UE19 | Unclassified | Exempt | 109 | \$53,470 | \$65,500 | \$77,531 |
| Human Resources Technician | B648-UN15 | Unclassified | Non-Exempt | 108 | \$48,609 | \$59,546 | \$70,482 |
| HVAC Technician | F636-CNR03 | Classified | Non-Exempt | 75.8 76.1 | - | - | - |
| Information Technology Security Analyst | B200-UE15 | Unclassified | Exempt | 111 | \$66,286 | \$82,858 | \$99,429 |
| Infrastructure Supervisor | B226-UE14 | Unclassified | Exempt | 114 | \$100,813 | \$126,016 | \$151,220 |
| Intern | G800-UN11 | Unclassified | Non-Exempt | 60.7 – 65.7 | - | - | - |
| IT Business Partner | B929-UE17 | Unclassified | Exempt | 112 | \$76,230 | \$95,287 | \$114,344 |
| IT Infrastructure Engineer I | B896-UE16 | Unclassified | Exempt | 106 | \$41,010 | \$49,212 | \$57,414 |

Pursuant to side letter agreements, the above ranges are temporarily suspended for classifications represented by SDHPOA and Teamsters Local 911. Rates in effect for October 1, 2020 through September 30, 2021 are set forth in Exhibit E.

| Class Title | Class Number | Unclassified/ Classified | FLSA Exempt/ Non-Exempt | Range | Minimum | Midpoint | Maximum |
|--|--------------|-----------------------------|-------------------------------|-------------------------|-----------|-----------|-----------|
| IT Infrastructure Engineer II | B897-UE16 | Unclassified | Exempt | 107 | \$44,190 | \$54,133 | \$64,076 |
| IT Infrastructure Engineer III | B898-UE16 | Unclassified | Exempt | 109 | \$53,470 | \$65,500 | \$77,531 |
| IT Infrastructure Engineer IV | B899-UE16 | Unclassified | Exempt | 112 | \$76,230 | \$95,287 | \$114,344 |
| IT Project Manager | B908-UE16 | Unclassified | Exempt | 113 | \$87,664 | \$109,579 | \$131,495 |
| IT Systems Engineer I | B930-UN17 | Unclassified | Non-Exempt | 110 | \$58,817 | \$72,050 | \$85,284 |
| IT Systems Engineer II | B931-UE17 | Unclassified | Exempt | 111 | \$66,286 | \$82,858 | \$99,429 |
| IT Systems Engineer III | B932-UE17 | Unclassified | Exempt | 112 | \$76,230 | \$95,287 | \$114,344 |
| IT Systems Engineer IV | B933-UE17 | Unclassified | Exempt | 114 | \$100,813 | \$126,016 | \$151,220 |
| Labor Relations Administrator | B603-UE07 | Unclassified | Exempt | 111 | \$66,286 | \$82,858 | \$99,429 |
| Land Surveyor | B272-CN16 | Classified | Non-Exempt | 111 | \$66,286 | \$82,858 | \$99,429 |
| Lead Accounting Technician | C327-CN03 | Classified | Non-Exempt | 109 | \$53,470 | \$65,500 | \$77,531 |
| Lead Carpenter | F638-CNR03 | Classified | Non-Exempt | 77.9 78.2 | - | - | - |
| Lead Central Services Technician | B283-CN03 | Classified | Non-Exempt | 103 | \$33,713 | \$39,613 | \$45,513 |
| Lead Community Service Officer | D466-CNR17 | Classified | Non-Exempt | 73.4 73.7 | - | - | - |
| Lead Custodian | F675-CNR03 | Classified | Non-Exempt | 71.2 71.5 | - | - | - |
| Lead Distribution & Storage Technician | B262-CN03 | Classified | Non-Exempt | 108 | \$48,609 | \$59,546 | \$70,482 |
| Lead Electrician | F690-CNR03 | Classified | Non-Exempt | 80.1 80.4 | - | - | - |
| Lead Equipment Operator | F626-CNR03 | Classified | Non-Exempt | 78.4 78.7 | - | - | - |
| Lead Fleet Maintenance Technician | F629-CNR03 | Classified | Non-Exempt | 79.5 79.8 | - | - | - |
| Lead Gardener | F654-CNR03 | Classified | Non-Exempt | 71.5 71.8 | - | - | - |
| Lead Maintenance Mechanic | F619-CNR03 | Classified | Non-Exempt | 79.7 80.0 | - | - | - |
| Lead Maintenance Worker | F640-CNR03 | Classified | Non-Exempt | 73.4 73.7 | - | - | - |
| Lead Mapping and Outreach | B925-CN17 | Classified | Non-Exempt | 110 | \$58,817 | \$72,050 | \$85,284 |
| Lead Marine Mechanic | F608-CNR03 | Classified | Non-Exempt | 76.8 77.1 | - | - | - |
| Lead Painter | F634-CNR03 | Classified | Non-Exempt | 77.4 77.7 | - | - | - |
| Lead Plumber | F618-CNR03 | Classified | Non-Exempt | 80.1 80.4 | - | - | - |

Pursuant to side letter agreements, the above ranges are temporarily suspended for classifications represented by SDHPOA and Teamsters Local 911. Rates in effect for October 1, 2020 through September 30, 2021 are set forth in Exhibit E.

| Class Title | Class Number | Unclassified/ Classified | FLSA Exempt/ Non-Exempt | Range | Minimum | Midpoint | Maximum |
|---|--------------|-----------------------------|-------------------------------|-------------------------|-----------|-----------|-----------|
| Lead Public Safety Dispatcher | B264-CNR06 | Classified | Non-Exempt | 78.2 78.5 | - | - | - |
| Lead Support Services | B861-UE12 | Unclassified | Exempt | 110 | \$58,817 | \$72,050 | \$85,284 |
| Legal Assistant | D350-UN14 | Unclassified | Non-Exempt | 111 | \$66,286 | \$82,858 | \$99,429 |
| Legislative Policy Administrator | B850-UE16 | Unclassified | Exempt | 113 | \$87,664 | \$109,579 | \$131,495 |
| Lighting Technician | F646-CNR03 | Classified | Non-Exempt | 70.5 70.8 | - | - | - |
| Locksmith | F647-CNR05 | Classified | Non-Exempt | 72.2 72.5 | - | - | - |
| Maintenance Mechanic | F620-CNR03 | Classified | Non-Exempt | 76.7 77.0 | - | - | - |
| Maintenance Planner/Inspector | C315-CNR03 | Classified | Non-Exempt | 76.8 77.1 | - | - | - |
| Maintenance Supervisor | F605-CER03 | Classified | Exempt | 85.0 85.3 | - | - | - |
| Maintenance Support Supervisor | C310-CER19 | Classified | Exempt | 85.0 85.3 | - | - | - |
| Maintenance Worker I | F650-CNR03 | Classified | Non-Exempt | 68.5 68.8 | - | - | - |
| Maintenance Worker II | F645-CNR03 | Classified | Non-Exempt | 70.5 70.8 | - | - | - |
| Management Analyst | B303-UE03 | Unclassified | Exempt | 110 | \$58,817 | \$72,050 | \$85,284 |
| Manager, Attractions & Events | B893-UE16 | Unclassified | Exempt | 113 | \$87,664 | \$109,579 | \$131,495 |
| Manager, Business Development & Recreation Services | B833-UE13 | Unclassified | Exempt | 112 | \$76,230 | \$95,287 | \$114,344 |
| Manager, Business Information & Technology Services | B814-UE15 | Unclassified | Exempt | 113 | \$87,664 | \$109,579 | \$131,495 |
| Manager, Business Systems | B813-UE03 | Unclassified | Exempt | 113 | \$87,664 | \$109,579 | \$131,495 |
| Manager, Capital Projects | B829-UE03 | Unclassified | Exempt | 113 | \$87,664 | \$109,579 | \$131,495 |
| Manager, Citizen & Customer Intelligence | B892-UE18 | Unclassified | Exempt | 114 | \$100,813 | \$126,016 | \$151,220 |
| Manager, Commissioner & Executive Services | B865-UE12 | Unclassified | Exempt | 112 | \$76,230 | \$95,287 | \$114,344 |
| Manager, Contracts Administration | B249-UE03 | Unclassified | Exempt | 113 | \$87,664 | \$109,579 | \$131,495 |
| Manager, Corporate Communications | B852-UE11 | Unclassified | Exempt | 113 | \$87,664 | \$109,579 | \$131,495 |
| Manager, Distribution & Storage | B155-UE17 | Unclassified | Exempt | 112 | \$76,230 | \$95,287 | \$114,344 |
| Manager, Engineering-Construction | B827-UE15 | Unclassified | Exempt | 115 | \$115,935 | \$144,918 | \$173,903 |
| Manager, Environmental Policy | B311-UE11 | Unclassified | Exempt | 113 | \$87,664 | \$109,579 | \$131,495 |
| Manager, Environmental Programs | B825-UE03 | Unclassified | Exempt | 113 | \$87,664 | \$109,579 | \$131,495 |

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| Class Title | Class Number | Unclassified/ Classified | FLSA Exempt/ Non-Exempt | Range | Minimum | Midpoint | Maximum |
|---|--------------|-----------------------------|-------------------------------|-------------------------|-----------|-----------|-----------|
| Manager, Equal Opportunity | B831-UE15 | Unclassified | Exempt | 113 | \$87,664 | \$109,579 | \$131,495 |
| Manager, Financial Planning & Analysis | B803-UE03 | Unclassified | Exempt | 112 | \$76,230 | \$95,287 | \$114,344 |
| Manager, Financial Services | B805-UE03 | Unclassified | Exempt | 112 | \$76,230 | \$95,287 | \$114,344 |
| Manager, Grants and Policy | B881-UE15 | Unclassified | Exempt | 113 | \$87,664 | \$109,579 | \$131,495 |
| Manager, Human Resources | B811-UE03 | Unclassified | Exempt | 113 | \$87,664 | \$109,579 | \$131,495 |
| Manager, Innovation & User Experience | B895-UE16 | Unclassified | Exempt | 114 | \$100,813 | \$126,016 | \$151,220 |
| Manager, IT Business Partner | B928-UE17 | Unclassified | Exempt | 114 | \$100,813 | \$126,016 | \$151,220 |
| Manager, Land Use Planning | B832-UE09 | Unclassified | Exempt | 113 | \$87,664 | \$109,579 | \$131,495 |
| Manager, Maintenance Systems | B808-UE12 | Unclassified | Exempt | 112 | \$76,230 | \$95,287 | \$114,344 |
| Manager, Maritime Commercial Trade and Properties | B878-UE15 | Unclassified | Exempt | 113 | \$87,664 | \$109,579 | \$131,495 |
| Manager, Maritime Operations | B815-UE15 | Unclassified | Exempt | 114 | \$100,813 | \$126,016 | \$151,220 |
| Manager, Maritime Trade Development | B816-UE06 | Unclassified | Exempt | 113 | \$87,664 | \$109,579 | \$131,495 |
| Manager, Marketing & Communications | B862-UE12 | Unclassified | Exempt | 112 | \$76,230 | \$95,287 | \$114,344 |
| Manager, Office of General Counsel Administration | B400-UE17 | Unclassified | Exempt | 114 | \$100,813 | \$126,016 | \$151,220 |
| Manager, Operations & Maintenance | B807-UE03 | Unclassified | Exempt | 112 | \$76,230 | \$95,287 | \$114,344 |
| Manager, People & Organizational & People Development | B921-UE20 | Unclassified | Exempt | 113 | \$87,664 | \$109,579 | \$131,495 |
| Manager, Procurement Services | B820-UE06 | Unclassified | Exempt | 113 | \$87,664 | \$109,579 | \$131,495 |
| Manager, Sustainable Energy | B882-UE15 | Unclassified | Exempt | 112 | \$76,230 | \$95,287 | \$114,344 |
| Mapping Technician I | C319-CN03 | Classified | Non-Exempt | 106 | \$41,010 | \$49,212 | \$57,414 |
| Mapping Technician II | C316-CN03 | Classified | Non-Exempt | 108 | \$48,609 | \$59,546 | \$70,482 |
| Marine Terminal Supervisor | B227-CNR03 | Classified | Non-Exempt | 82.2 82.5 | - | - | - |
| Marine Terminal Supervisor (Exempt) | B920-CER03 | Classified | Exempt | 82.2 82.5 | - | - | - |
| Maritime Policy Manager | B900-UE16 | Unclassified | Exempt | 113 | \$87,664 | \$109,579 | \$131,495 |
| Marketing/Public Relations Representative | B236-CE03 | Classified | Exempt | 110 | \$58,817 | \$72,050 | \$85,284 |
| Multi-Media Specialist | B873-CN15 | Classified | Non-Exempt | 109 | \$53,470 | \$65,500 | \$77,531 |
| Network Systems Analyst | B219-UE15 | Unclassified | Exempt | 111 | \$66,286 | \$82,858 | \$99,429 |
| Office Assistant (Classified) | D422-CN15 | Classified | Non-Exempt | 102 | \$31,362 | \$36,850 | \$42,338 |
| Office Assistant (Unclassified) | D423-UN15 | Unclassified | Non-Exempt | 102 | \$31,362 | \$36,850 | \$42,338 |
| Office Manager | D300-UN03 | Unclassified | Non-Exempt | 109 | \$53,470 | \$65,500 | \$77,531 |
| Painter | F633-CNR03 | Classified | Non-Exempt | 74.5 74.8 | - | - | - |
| Paralegal | B405-UN14 | Unclassified | Non-Exempt | 113 | \$87,664 | \$109,579 | \$131,495 |

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| Class Title | Class Number | Unclassified/ Classified | FLSA Exempt/ Non-Exempt | Range | Minimum | Midpoint | Maximum |
|---|--------------|-----------------------------|-------------------------------|-------------------------|-----------|-----------|-----------|
| Park Permit Coordinator | B260-CN03 | Classified | Non-Exempt | 107 | \$44,190 | \$54,133 | \$64,076 |
| Parking Customer Service Agent | B910-CN16 | Classified | Non-Exempt | 103 | \$33,713 | \$39,613 | \$45,513 |
| Parking Manager | B901-UE16 | Unclassified | Exempt | 113 | \$87,664 | \$109,579 | \$131,495 |
| Parking Meter Repair/Collector | F656-CNR03 | Classified | Non-Exempt | 71.4 71.7 | - | - | - |
| Payroll Specialist | B256-UE15 | Unclassified | Exempt | 108 | \$48,609 | \$59,546 | \$70,482 |
| Payroll Technician | D415-UN16 | Unclassified | Non-Exempt | 106 | \$41,010 | \$49,212 | \$57,414 |
| Plumber | F622-CNR03 | Classified | Non-Exempt | 77.2 77.5 | - | - | - |
| Police Backgrounds Investigator | C330-CN16 | Unclassified | Non-Exempt | 90.0 | - | - | - |
| Police Records Assistant | D400-CN03 | Classified | Non-Exempt | 104 | \$35,487 | \$42,585 | \$49,682 |
| Police Records Supervisor | D402-CER03 | Classified | Exempt | 74.3 74.6 | - | - | - |
| Port Auditor–Board Appointee | A1009-UE19 | Unclassified | Exempt | * | n/a | n/a | n/a |
| Port Security Manager | B626-UE18 | Unclassified | Exempt | 113 | \$87,664 | \$109,579 | \$131,495 |
| Principal Marketing/Public Relations Representative | B238-UE03 | Unclassified | Exempt | 112 | \$76,230 | \$95,287 | \$114,344 |
| Principal, Business Development & Finance | B853-UE11 | Unclassified | Exempt | 113 | \$87,664 | \$109,579 | \$131,495 |
| Principal, Development Services | B890-UE16 | Unclassified | Exempt | 114 | \$100,813 | \$126,016 | \$151,220 |
| Principal, Economics & Policy | B938-UE18 | Unclassified | Exempt | 115 | \$115,935 | \$144,918 | \$173,903 |
| Principal, Maritime Business Development | B880-UE16 | Unclassified | Exempt | 113 | \$87,664 | \$109,579 | \$131,495 |
| Principal, Maritime Business Retention | B902-UE16 | Unclassified | Exempt | 113 | \$87,664 | \$109,579 | \$131,495 |
| Principal, Portfolio Management | B889-UE16 | Unclassified | Exempt | 114 | \$100,813 | \$126,016 | \$151,220 |
| Principal, Special Projects | B867-UE14 | Unclassified | Exempt | 113 | \$87,664 | \$109,579 | \$131,495 |
| Principal, Trade Development | B625-UE11 | Unclassified | Exempt | 113 | \$87,664 | \$109,579 | \$131,495 |
| Procurement Analyst I | B266-CN15 | Classified | Non-Exempt | 109 | \$53,470 | \$65,500 | \$77,531 |
| Procurement Analyst II | B265-CE15 | Classified | Exempt | 111 | \$66,286 | \$82,858 | \$99,429 |
| Procurement Supervisor | B269-UE15 | Unclassified | Exempt | 111 | \$66,286 | \$82,858 | \$99,429 |
| Program Director | B886-UE20 | Unclassified | Exempt | 114 | \$100,813 | \$126,016 | \$151,220 |
| Program Manager | B282-UE18 | Unclassified | Exempt | 113 | \$87,664 | \$109,579 | \$131,495 |
| Program Manager, Aquaculture & Blue Tech | B885-UE16 | Unclassified | Exempt | 113 | \$87,664 | \$109,579 | \$131,495 |
| Program Manager, Energy and Sustainability | B891-UE16 | Unclassified | Exempt | 113 | \$87,664 | \$109,579 | \$131,495 |
| Program Manager, Engineering-Construction | B883-UE16 | Unclassified | Exempt | 113 | \$87,664 | \$109,579 | \$131,495 |
| Program Manager, Planning & Green Port | B887-UE16 | Unclassified | Exempt | 113 | \$87,664 | \$109,579 | \$131,495 |
| Program Manager, Real Estate | B875-UE15 | Unclassified | Exempt | 113 | \$87,664 | \$109,579 | \$131,495 |
| Project Manager, Waterfront Arts & Activation | B209-UE18 | Unclassified | Exempt | 110 | \$58,817 | \$72,050 | \$85,284 |
| Project Review Associate | B903-UE16 | Unclassified | Exempt | 110 | \$58,817 | \$72,050 | \$85,284 |

Pursuant to side letter agreements, the above ranges are temporarily suspended for classifications represented by SDHPOA and Teamsters Local 911. Rates in effect for October 1, 2020 through September 30, 2021 are set forth in Exhibit E.

| Class Title | Class Number | Unclassified/ Classified | FLSA Exempt/ Non-Exempt | Range | Minimum | Midpoint | Maximum |
|--|--------------|-----------------------------|-------------------------------|-------------------------|-----------|-----------|-----------|
| Project Scheduler | B321-CN03 | Classified | Non-Exempt | 111 | \$66,286 | \$82,858 | \$99,429 |
| Public Information Officer | B856-UE18 | Unclassified | Exempt | 113 | \$87,664 | \$109,579 | \$131,495 |
| Public Safety Dispatch Supervisor | B171-CNR03 | Classified | Non-Exempt | 83.4 83.4 | - | - | - |
| Public Safety Dispatcher | D460-CNR14 | Classified | Non-Exempt | 75.2 75.5 | - | - | - |
| Retirement Programs Administrator | B939-UE18 | Unclassified | Exempt | 111 | \$66,286 | \$82,858 | \$99,429 |
| Risk and Safety Manager | B650-UE14 | Unclassified | Exempt | 113 | \$87,664 | \$109,579 | \$131,495 |
| Risk Management Administrator | B617-UE03 | Unclassified | Exempt | 111 | \$66,286 | \$82,858 | \$99,429 |
| Risk Management Analyst | B615-UE03 | Unclassified | Exempt | 110 | \$58,817 | \$72,050 | \$85,284 |
| Safety Specialist I | B606-CN14 | Classified | Non-Exempt | 109 | \$53,470 | \$65,500 | \$77,531 |
| Safety Specialist II | B607-CN14 | Classified | Non-Exempt | 110 | \$58,817 | \$72,050 | \$85,284 |
| SAP Functional Analyst I | B923-UE17 | Unclassified | Exempt | 111 | \$66,286 | \$82,858 | \$99,429 |
| SAP Functional Analyst II | B924-UE17 | Unclassified | Exempt | 113 | \$87,664 | \$109,579 | \$131,495 |
| Senior Accountant | B245-CE15 | Classified | Exempt | 112 | \$76,230 | \$95,287 | \$114,344 |
| Senior Administrative Assistant (Classified) | D427-CN03 | Classified | Non-Exempt | 107 | \$44,190 | \$54,133 | \$64,076 |
| Senior Administrative Assistant (Unclassified) | D424-UN15 | Unclassified | Non-Exempt | 107 | \$44,190 | \$54,133 | \$64,076 |
| Senior Applications Developer | B281-UE03 | Unclassified | Exempt | 111 | \$66,286 | \$82,858 | \$99,429 |
| Senior Appraiser | B280-UE03 | Unclassified | Exempt | 111 | \$66,286 | \$82,858 | \$99,429 |
| Senior Asset Manager | B229-UE03 | Unclassified | Exempt | 113 | \$87,664 | \$109,579 | \$131,495 |
| Senior Benefits & Compensation Analyst | B918-UE16 | Unclassified | Exempt | 111 | \$66,286 | \$82,858 | \$99,429 |
| Senior Business Intelligence Analyst | B844-UE15 | Unclassified | Exempt | 112 | \$76,230 | \$95,287 | \$114,344 |
| Senior Business Systems Analyst | B231-UE15 | Unclassified | Exempt | 112 | \$76,230 | \$95,287 | \$114,344 |
| Senior Construction Inspector | C311-CN15 | Classified | Non-Exempt | 110 | \$58,817 | \$72,050 | \$85,284 |
| Senior Deputy General Counsel | A2061-UE17 | Unclassified | Exempt | 117 | \$156,853 | \$199,987 | \$243,122 |
| Senior Engineer | B204-CE03 | Classified | Exempt | 113 | \$87,664 | \$109,579 | \$131,495 |
| Senior Environmental Specialist | B309-UE17 | Unclassified | Exempt | 112 | \$76,230 | \$95,287 | \$114,344 |
| Senior Equal Opportunity Analyst | B286-UE15 | Unclassified | Exempt | 109 | \$53,470 | \$65,500 | \$77,531 |
| Senior Financial Analyst | B276-UE15 | Unclassified | Exempt | 112 | \$76,230 | \$95,287 | \$114,344 |
| Senior Human Resources Analyst | B247-UE15 | Unclassified | Exempt | 111 | \$66,286 | \$82,858 | \$99,429 |
| Senior IT Auditor | B616-UE03 | Unclassified | Exempt | 111 | \$66,286 | \$82,858 | \$99,429 |
| Senior Management Analyst | B201-UE15 | Unclassified | Exempt | 110 | \$58,817 | \$72,050 | \$85,284 |
| Senior Manager, Public Policy | B854-UE11 | Unclassified | Exempt | 113 | \$87,664 | \$109,579 | \$131,495 |
| Senior Multi-Media Specialist | B941-CN18 | Classified | Non-Exempt | 111 | \$66,286 | \$82,858 | \$99,429 |
| Senior Planner | B259-UE17 | Unclassified | Exempt | 112 | \$76,230 | \$95,287 | \$114,344 |
| Senior Police Records Assistant | D401-CN03 | Classified | Non-Exempt | 105 | \$38,149 | \$45,778 | \$53,408 |
| Senior Policy Administrator | B819-UE11 | Unclassified | Exempt | 113 | \$87,664 | \$109,579 | \$131,495 |

Pursuant to side letter agreements, the above ranges are temporarily suspended for classifications represented by SDHPOA and Teamsters Local 911. Rates in effect for October 1, 2020 through September 30, 2021 are set forth in Exhibit E.

| Class Title | Class Number | Unclassified/ Classified | FLSA Exempt/ Non-Exempt | Range | Minimum | Midpoint | Maximum |
|--|--------------|-----------------------------|-------------------------------|-------------------------|-----------|-----------|-----------|
| Senior Policy Analyst | B855-UE11 | Unclassified | Exempt | 111 | \$66,286 | \$82,858 | \$99,429 |
| Senior Project Architect | B646-UE03 | Unclassified | Exempt | 113 | \$87,664 | \$109,579 | \$131,495 |
| Senior Project Manager, Waterfront Arts & Activation | B100-UE18 | Unclassified | Exempt | 111 | \$66,286 | \$82,858 | \$99,429 |
| Senior Project Office Administrator | B817-UE03 | Unclassified | Exempt | 114 | \$100,813 | \$126,016 | \$151,220 |
| Senior Systems Administrator | B871-UE15 | Unclassified | Exempt | 112 | \$76,230 | \$95,287 | \$114,344 |
| Senior Tool Room Technician | F694-CNR16 | Classified | Non-Exempt | 73.4 73.7 | - | - | - |
| Senior Trade Account Representative | B622-UE03 | Unclassified | Exempt | 111 | \$66,286 | \$82,858 | \$99,429 |
| Senior Web Developer | B220-CN03 | Classified | Non-Exempt | 110 | \$58,817 | \$72,050 | \$85,284 |
| Sign Painter | F627-CNR03 | Classified | Non-Exempt | 75.8 76.1 | - | - | - |
| Small Engine Repair Technician | F681-CNR03 | Classified | Non-Exempt | 71.5 71.8 | - | - | - |
| Special Events Associate | B237-CE03 | Classified | Exempt | 108 | \$48,609 | \$59,546 | \$70,482 |
| Staff Assistant I (Classified) | B267-CN15 | Classified | Non-Exempt | 105 | \$38,149 | \$45,778 | \$53,408 |
| Staff Assistant I (Unclassified) | B273-UN03 | Unclassified | Non-Exempt | 105 | \$38,149 | \$45,778 | \$53,408 |
| Staff Assistant II (Classified) | B268-CN15 | Classified | Non-Exempt | 106 | \$41,010 | \$49,212 | \$57,414 |
| Staff Assistant II (Unclassified) | B287-UN09 | Unclassified | Non-Exempt | 106 | \$41,010 | \$49,212 | \$57,414 |
| Student Worker | G998-UN16 | Unclassified | Non-Exempt | 58.6 | - | - | - |
| Supervising Civil Designer | C309-CN03 | Classified | Non-Exempt | 109 | \$53,470 | \$65,500 | \$77,531 |
| Supervising Mapping Technician | C308-CN03 | Classified | Non-Exempt | 109 | \$53,470 | \$65,500 | \$77,531 |
| Survey Technician I | C320-CN03 | Classified | Non-Exempt | 106 | \$41,010 | \$49,212 | \$57,414 |
| Survey Technician II | C317-CN03 | Classified | Non-Exempt | 109 | \$53,470 | \$65,500 | \$77,531 |
| Systems Administration Supervisor | B879-UE15 | Unclassified | Exempt | 113 | \$87,664 | \$109,579 | \$131,495 |
| Systems Administrator | B870-UE15 | Unclassified | Exempt | 112 | \$76,230 | \$95,287 | \$114,344 |
| Systems Support Analyst I | B837-UN15 | Unclassified | Non-Exempt | 109 | \$53,470 | \$65,500 | \$77,531 |
| Systems Support Analyst II | B211-UE15 | Unclassified | Exempt | 111 | \$66,286 | \$82,858 | \$99,429 |
| Systems Support Supervisor | B700-UE03 | Unclassified | Exempt | 113 | \$87,664 | \$109,579 | \$131,495 |
| Technical Training Specialist | B840-UN15 | Unclassified | Non-Exempt | 110 | \$58,817 | \$72,050 | \$85,284 |
| Tool Room Technician | F695-CNR16 | Classified | Non-Exempt | 70.5 70.8 | - | - | - |
| Travel Services Coordinator | B179-CN03 | Classified | Non-Exempt | 107 | \$44,190 | \$54,133 | \$64,076 |
| Vessel Equipment Mechanic | F607-CNR20 | Classified | Non-Exempt | 73.9 74.2 | - | - | - |
| Vice President | A1037-UE16 | Unclassified | Exempt | 118 | \$188,224 | \$239,985 | \$291,746 |
| Vice President, Administration/CAO | A1025-UE03 | Unclassified | Exempt | 118 | \$188,224 | \$239,985 | \$291,746 |

Pursuant to side letter agreements, the above ranges are temporarily suspended for classifications represented by SDHPOA and Teamsters Local 911. Rates in effect for October 1, 2020 through September 30, 2021 are set forth in Exhibit E.

| Class Title | Class Number | Unclassified/ Classified | FLSA Exempt/ Non-Exempt | Range | Minimum | Midpoint | Maximum |
|---|--------------|-----------------------------|-------------------------------|-------------------------|-----------|-----------|-----------|
| Vice President, Environment & Development Services | A1038-UE12 | Unclassified | Exempt | 118 | \$188,224 | \$239,985 | \$291,746 |
| Vice President, Maritime | A2069-UE19 | Unclassified | Exempt | 118 | \$188,224 | \$239,985 | \$291,746 |
| Vice President, Marketing & Communications | A2070-UE19 | Unclassified | Exempt | 118 | \$188,224 | \$239,985 | \$291,746 |
| Vice President, Operations/COO | A1015-UE03 | Unclassified | Exempt | 118 | \$188,224 | \$239,985 | \$291,746 |
| Vice President, Planning, Environment, and Government Relations | A2071-UE19 | Unclassified | Exempt | 118 | \$188,224 | \$239,985 | \$291,746 |
| Vice President, Public Policy | A1026-UE11 | Unclassified | Exempt | 118 | \$188,224 | \$239,985 | \$291,746 |
| Vice President, Public Safety/Chief of Harbor Police | A1500-UE03 | Unclassified | Exempt | 118 | \$188,224 | \$239,985 | \$291,746 |
| Vice President, Real Estate, Engineering and Facilities | A2072-UE19 | Unclassified | Exempt | 118 | \$188,224 | \$239,985 | \$291,746 |
| Vice President, Strategy & Business Development | A1028-UE11 | Unclassified | Exempt | 118 | \$188,224 | \$239,985 | \$291,746 |
| Web Developer | B228-CN03 | Classified | Non-Exempt | 109 | \$53,470 | \$65,500 | \$77,531 |
| Wharfinger | B250-CNR03 | Classified | Non-Exempt | 77.9 78.2 | - | - | - |

*Salary as approved by the Board of Port Commissioners

Pursuant to side letter agreements, the above ranges are temporarily suspended for classifications represented by SDHPOA and Teamsters Local 911. Rates in effect for October 1, 2020 through September 30, 2021 are set forth in Exhibit E.

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SAN DIEGO UNIFIED PORT DISTRICT

**ANNUAL SALARY RANGES FOR PRINCIPAL
ADMINISTRATORS, ASSISTANTS, PROFESSIONAL,
TECHNICAL AND CLERICAL
(Exhibit B)**

**ANNUAL SALARY RANGES FOR PRINCIPAL ADMINISTRATORS AND ASSISTANTS,
AND PROFESSIONAL, TECHNICAL AND GENERAL/CLERICAL**

| Range | Minimum | Midpoint | Maximum |
|--------------|----------------|-----------------|----------------|
| 118 | \$188,224 | \$239,985 | \$291,746 |
| 117 | \$156,853 | \$199,987 | \$243,122 |
| 116 | \$130,711 | \$166,657 | \$202,601 |
| 115 | \$115,935 | \$144,918 | \$173,903 |
| 114 | \$100,813 | \$126,016 | \$151,220 |
| 113 | \$87,664 | \$109,579 | \$131,495 |
| 112 | \$76,230 | \$95,287 | \$114,344 |
| 111 | \$66,286 | \$82,858 | \$99,429 |
| 110 | \$58,817 | \$72,050 | \$85,284 |
| 109 | \$53,470 | \$65,500 | \$77,531 |
| 108 | \$48,609 | \$59,546 | \$70,482 |
| 107 | \$44,190 | \$54,133 | \$64,076 |
| 106 | \$41,010 | \$49,212 | \$57,414 |
| 105 | \$38,149 | \$45,778 | \$53,408 |
| 104 | \$35,487 | \$42,585 | \$49,682 |
| 103 | \$33,713 | \$39,613 | \$45,513 |
| 102 | \$31,362 | \$36,850 | \$42,338 |
| 101 | \$29,173 | \$34,279 | \$39,385 |

SAN DIEGO UNIFIED PORT DISTRICT

SALARY SCHEDULE BY RANGE AND STEP

FOR ALL STEP EMPLOYEES

EXCEPT STEP PEACE OFFICERS

(Exhibit C)

**SAN DIEGO UNIFIED PORT DISTRICT
SALARY SCHEDULE BY RANGE AND STEP**

| RANGE | | STEP A | STEP B | STEP C | STEP D | STEP E | STEP F | STEP G |
|-------|---|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 56.0 | H | 11.48 | 12.06 | 12.66 | 13.29 | 13.96 | 14.66 | 15.39 |
| | B | 918.40 | 964.80 | 1,012.80 | 1,063.20 | 1,116.80 | 1,172.80 | 1,231.20 |
| | Y | 23,878.40 | 25,084.80 | 26,332.80 | 27,643.20 | 29,036.80 | 30,492.80 | 32,011.20 |
| | | | | | | | | |
| 56.1 | H | 11.54 | 12.12 | 12.72 | 13.36 | 14.03 | 14.73 | 15.46 |
| | B | 923.20 | 969.60 | 1,017.60 | 1,068.80 | 1,122.40 | 1,178.40 | 1,236.80 |
| | Y | 24,003.20 | 25,209.60 | 26,457.60 | 27,788.80 | 29,182.40 | 30,638.40 | 32,156.80 |
| | | | | | | | | |
| 56.2 | H | 11.60 | 12.18 | 12.79 | 13.43 | 14.10 | 14.80 | 15.54 |
| | B | 928.00 | 974.40 | 1,023.20 | 1,074.40 | 1,128.00 | 1,184.00 | 1,243.20 |
| | Y | 24,128.00 | 25,334.40 | 26,603.20 | 27,934.40 | 29,328.00 | 30,784.00 | 32,323.20 |
| | | | | | | | | |
| 56.3 | H | 11.65 | 12.24 | 12.85 | 13.49 | 14.17 | 14.87 | 15.62 |
| | B | 932.00 | 979.20 | 1,028.00 | 1,079.20 | 1,133.60 | 1,189.60 | 1,249.60 |
| | Y | 24,232.00 | 25,459.20 | 26,728.00 | 28,059.20 | 29,473.60 | 30,929.60 | 32,489.60 |
| | | | | | | | | |
| 56.4 | H | 11.71 | 12.30 | 12.91 | 13.56 | 14.24 | 14.95 | 15.70 |
| | B | 936.80 | 984.00 | 1,032.80 | 1,084.80 | 1,139.20 | 1,196.00 | 1,256.00 |
| | Y | 24,356.80 | 25,584.00 | 26,852.80 | 28,204.80 | 29,619.20 | 31,096.00 | 32,656.00 |
| | | | | | | | | |
| 56.5 | H | 11.77 | 12.36 | 12.98 | 13.63 | 14.31 | 15.02 | 15.77 |
| | B | 941.60 | 988.80 | 1,038.40 | 1,090.40 | 1,144.80 | 1,201.60 | 1,261.60 |
| | Y | 24,481.60 | 25,708.80 | 26,998.40 | 28,350.40 | 29,764.80 | 31,241.60 | 32,801.60 |
| | | | | | | | | |
| 56.6 | H | 11.83 | 12.42 | 13.04 | 13.69 | 14.38 | 15.09 | 15.85 |
| | B | 946.40 | 993.60 | 1,043.20 | 1,095.20 | 1,150.40 | 1,207.20 | 1,268.00 |
| | Y | 24,606.40 | 25,833.60 | 27,123.20 | 28,475.20 | 29,910.40 | 31,387.20 | 32,968.00 |
| | | | | | | | | |
| 56.7 | H | 11.88 | 12.48 | 13.10 | 13.76 | 14.45 | 15.17 | 15.93 |
| | B | 950.40 | 998.40 | 1,048.00 | 1,100.80 | 1,156.00 | 1,213.60 | 1,274.40 |
| | Y | 24,710.40 | 25,958.40 | 27,248.00 | 28,620.80 | 30,056.00 | 31,553.60 | 33,134.40 |
| | | | | | | | | |
| 56.8 | H | 11.94 | 12.54 | 13.17 | 13.82 | 14.52 | 15.24 | 16.00 |
| | B | 955.20 | 1,003.20 | 1,053.60 | 1,105.60 | 1,161.60 | 1,219.20 | 1,280.00 |
| | Y | 24,835.20 | 26,083.20 | 27,393.60 | 28,745.60 | 30,201.60 | 31,699.20 | 33,280.00 |
| | | | | | | | | |
| 56.9 | H | 12.00 | 12.60 | 13.23 | 13.89 | 14.58 | 15.31 | 16.08 |
| | B | 960.00 | 1,008.00 | 1,058.40 | 1,111.20 | 1,166.40 | 1,224.80 | 1,286.40 |
| | Y | 24,960.00 | 26,208.00 | 27,518.40 | 28,891.20 | 30,326.40 | 31,844.80 | 33,446.40 |

**SAN DIEGO UNIFIED PORT DISTRICT
SALARY SCHEDULE BY RANGE AND STEP**

| RANGE | | STEP A | STEP B | STEP C | STEP D | STEP E | STEP F | STEP G |
|--------------|---|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| 57.0 | H | 12.06 | 12.66 | 13.29 | 13.96 | 14.66 | 15.39 | 16.16 |
| | B | 964.80 | 1,012.80 | 1,063.20 | 1,116.80 | 1,172.80 | 1,231.20 | 1,292.80 |
| | Y | 25,084.80 | 26,332.80 | 27,643.20 | 29,036.80 | 30,492.80 | 32,011.20 | 33,612.80 |
| | | | | | | | | |
| 57.1 | H | 12.12 | 12.72 | 13.36 | 14.03 | 14.73 | 15.46 | 16.24 |
| | B | 969.60 | 1,017.60 | 1,068.80 | 1,122.40 | 1,178.40 | 1,236.80 | 1,299.20 |
| | Y | 25,209.60 | 26,457.60 | 27,788.80 | 29,182.40 | 30,638.40 | 32,156.80 | 33,779.20 |
| | | | | | | | | |
| 57.2 | H | 12.18 | 12.79 | 13.43 | 14.10 | 14.80 | 15.54 | 16.32 |
| | B | 974.40 | 1,023.20 | 1,074.40 | 1,128.00 | 1,184.00 | 1,243.20 | 1,305.60 |
| | Y | 25,334.40 | 26,603.20 | 27,934.40 | 29,328.00 | 30,784.00 | 32,323.20 | 33,945.60 |
| | | | | | | | | |
| 57.3 | H | 12.24 | 12.85 | 13.49 | 14.17 | 14.87 | 15.62 | 16.40 |
| | B | 979.20 | 1,028.00 | 1,079.20 | 1,133.60 | 1,189.60 | 1,249.60 | 1,312.00 |
| | Y | 25,459.20 | 26,728.00 | 28,059.20 | 29,473.60 | 30,929.60 | 32,489.60 | 34,112.00 |
| | | | | | | | | |
| 57.4 | H | 12.30 | 12.91 | 13.56 | 14.24 | 14.95 | 15.70 | 16.48 |
| | B | 984.00 | 1,032.80 | 1,084.80 | 1,139.20 | 1,196.00 | 1,256.00 | 1,318.40 |
| | Y | 25,584.00 | 26,852.80 | 28,204.80 | 29,619.20 | 31,096.00 | 32,656.00 | 34,278.40 |
| | | | | | | | | |
| 57.5 | H | 12.36 | 12.98 | 13.63 | 14.31 | 15.02 | 15.77 | 16.56 |
| | B | 988.80 | 1,038.40 | 1,090.40 | 1,144.80 | 1,201.60 | 1,261.60 | 1,324.80 |
| | Y | 25,708.80 | 26,998.40 | 28,350.40 | 29,764.80 | 31,241.60 | 32,801.60 | 34,444.80 |
| | | | | | | | | |
| 57.6 | H | 12.42 | 13.04 | 13.69 | 14.38 | 15.09 | 15.85 | 16.64 |
| | B | 993.60 | 1,043.20 | 1,095.20 | 1,150.40 | 1,207.20 | 1,268.00 | 1,331.20 |
| | Y | 25,833.60 | 27,123.20 | 28,475.20 | 29,910.40 | 31,387.20 | 32,968.00 | 34,611.20 |
| | | | | | | | | |
| 57.7 | H | 12.48 | 13.10 | 13.76 | 14.45 | 15.17 | 15.93 | 16.72 |
| | B | 998.40 | 1,048.00 | 1,100.80 | 1,156.00 | 1,213.60 | 1,274.40 | 1,337.60 |
| | Y | 25,958.40 | 27,248.00 | 28,620.80 | 30,056.00 | 31,553.60 | 33,134.40 | 34,777.60 |
| | | | | | | | | |
| 57.8 | H | 12.54 | 13.17 | 13.82 | 14.52 | 15.24 | 16.00 | 16.80 |
| | B | 1,003.20 | 1,053.60 | 1,105.60 | 1,161.60 | 1,219.20 | 1,280.00 | 1,344.00 |
| | Y | 26,083.20 | 27,393.60 | 28,745.60 | 30,201.60 | 31,699.20 | 33,280.00 | 34,944.00 |
| | | | | | | | | |
| 57.9 | H | 12.60 | 13.23 | 13.89 | 14.58 | 15.31 | 16.08 | 16.88 |
| | B | 1,008.00 | 1,058.40 | 1,111.20 | 1,166.40 | 1,224.80 | 1,286.40 | 1,350.40 |
| | Y | 26,208.00 | 27,518.40 | 28,891.20 | 30,326.40 | 31,844.80 | 33,446.40 | 35,110.40 |

**SAN DIEGO UNIFIED PORT DISTRICT
SALARY SCHEDULE BY RANGE AND STEP**

| RANGE | | STEP A | STEP B | STEP C | STEP D | STEP E | STEP F | STEP G |
|-------|---|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 58.0 | H | 12.66 | 13.29 | 13.96 | 14.66 | 15.39 | 16.16 | 16.97 |
| | B | 1,012.80 | 1,063.20 | 1,116.80 | 1,172.80 | 1,231.20 | 1,292.80 | 1,357.60 |
| | Y | 26,332.80 | 27,643.20 | 29,036.80 | 30,492.80 | 32,011.20 | 33,612.80 | 35,297.60 |
| | | | | | | | | |
| 58.1 | H | 12.72 | 13.36 | 14.03 | 14.73 | 15.46 | 16.24 | 17.05 |
| | B | 1,017.60 | 1,068.80 | 1,122.40 | 1,178.40 | 1,236.80 | 1,299.20 | 1,364.00 |
| | Y | 26,457.60 | 27,788.80 | 29,182.40 | 30,638.40 | 32,156.80 | 33,779.20 | 35,464.00 |
| | | | | | | | | |
| 58.2 | H | 12.79 | 13.43 | 14.10 | 14.80 | 15.54 | 16.32 | 17.13 |
| | B | 1,023.20 | 1,074.40 | 1,128.00 | 1,184.00 | 1,243.20 | 1,305.60 | 1,370.40 |
| | Y | 26,603.20 | 27,934.40 | 29,328.00 | 30,784.00 | 32,323.20 | 33,945.60 | 35,630.40 |
| | | | | | | | | |
| 58.3 | H | 12.85 | 13.49 | 14.17 | 14.87 | 15.62 | 16.40 | 17.22 |
| | B | 1,028.00 | 1,079.20 | 1,133.60 | 1,189.60 | 1,249.60 | 1,312.00 | 1,377.60 |
| | Y | 26,728.00 | 28,059.20 | 29,473.60 | 30,929.60 | 32,489.60 | 34,112.00 | 35,817.60 |
| | | | | | | | | |
| 58.4 | H | 12.91 | 13.56 | 14.24 | 14.95 | 15.70 | 16.48 | 17.30 |
| | B | 1,032.80 | 1,084.80 | 1,139.20 | 1,196.00 | 1,256.00 | 1,318.40 | 1,384.00 |
| | Y | 26,852.80 | 28,204.80 | 29,619.20 | 31,096.00 | 32,656.00 | 34,278.40 | 35,984.00 |
| | | | | | | | | |
| 58.5 | H | 12.98 | 13.63 | 14.31 | 15.02 | 15.77 | 16.56 | 17.39 |
| | B | 1,038.40 | 1,090.40 | 1,144.80 | 1,201.60 | 1,261.60 | 1,324.80 | 1,391.20 |
| | Y | 26,998.40 | 28,350.40 | 29,764.80 | 31,241.60 | 32,801.60 | 34,444.80 | 36,171.20 |
| | | | | | | | | |
| 58.6 | H | 13.04 | 13.69 | 14.38 | 15.09 | 15.85 | 16.64 | 17.47 |
| | B | 1,043.20 | 1,095.20 | 1,150.40 | 1,207.20 | 1,268.00 | 1,331.20 | 1,397.60 |
| | Y | 27,123.20 | 28,475.20 | 29,910.40 | 31,387.20 | 32,968.00 | 34,611.20 | 36,337.60 |
| | | | | | | | | |
| 58.7 | H | 13.10 | 13.76 | 14.45 | 15.17 | 15.93 | 16.72 | 17.56 |
| | B | 1,048.00 | 1,100.80 | 1,156.00 | 1,213.60 | 1,274.40 | 1,337.60 | 1,404.80 |
| | Y | 27,248.00 | 28,620.80 | 30,056.00 | 31,553.60 | 33,134.40 | 34,777.60 | 36,524.80 |
| | | | | | | | | |
| 58.8 | H | 13.17 | 13.82 | 14.52 | 15.24 | 16.00 | 16.80 | 17.64 |
| | B | 1,053.60 | 1,105.60 | 1,161.60 | 1,219.20 | 1,280.00 | 1,344.00 | 1,411.20 |
| | Y | 27,393.60 | 28,745.60 | 30,201.60 | 31,699.20 | 33,280.00 | 34,944.00 | 36,691.20 |
| | | | | | | | | |
| 58.9 | H | 13.23 | 13.89 | 14.58 | 15.31 | 16.08 | 16.88 | 17.73 |
| | B | 1,058.40 | 1,111.20 | 1,166.40 | 1,224.80 | 1,286.40 | 1,350.40 | 1,418.40 |
| | Y | 27,518.40 | 28,891.20 | 30,326.40 | 31,844.80 | 33,446.40 | 35,110.40 | 36,878.40 |

**SAN DIEGO UNIFIED PORT DISTRICT
SALARY SCHEDULE BY RANGE AND STEP**

| RANGE | | STEP A | STEP B | STEP C | STEP D | STEP E | STEP F | STEP G |
|-------|---|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 59.0 | H | 13.29 | 13.96 | 14.66 | 15.39 | 16.16 | 16.97 | 17.81 |
| | B | 1,063.20 | 1,116.80 | 1,172.80 | 1,231.20 | 1,292.80 | 1,357.60 | 1,424.80 |
| | Y | 27,643.20 | 29,036.80 | 30,492.80 | 32,011.20 | 33,612.80 | 35,297.60 | 37,044.80 |
| | | | | | | | | |
| 59.1 | H | 13.36 | 14.03 | 14.73 | 15.46 | 16.24 | 17.05 | 17.90 |
| | B | 1,068.80 | 1,122.40 | 1,178.40 | 1,236.80 | 1,299.20 | 1,364.00 | 1,432.00 |
| | Y | 27,788.80 | 29,182.40 | 30,638.40 | 32,156.80 | 33,779.20 | 35,464.00 | 37,232.00 |
| | | | | | | | | |
| 59.2 | H | 13.43 | 14.10 | 14.80 | 15.54 | 16.32 | 17.13 | 17.99 |
| | B | 1,074.40 | 1,128.00 | 1,184.00 | 1,243.20 | 1,305.60 | 1,370.40 | 1,439.20 |
| | Y | 27,934.40 | 29,328.00 | 30,784.00 | 32,323.20 | 33,945.60 | 35,630.40 | 37,419.20 |
| | | | | | | | | |
| 59.3 | H | 13.49 | 14.17 | 14.87 | 15.62 | 16.40 | 17.22 | 18.08 |
| | B | 1,079.20 | 1,133.60 | 1,189.60 | 1,249.60 | 1,312.00 | 1,377.60 | 1,446.40 |
| | Y | 28,059.20 | 29,473.60 | 30,929.60 | 32,489.60 | 34,112.00 | 35,817.60 | 37,606.40 |
| | | | | | | | | |
| 59.4 | H | 13.56 | 14.24 | 14.95 | 15.70 | 16.48 | 17.30 | 18.17 |
| | B | 1,084.80 | 1,139.20 | 1,196.00 | 1,256.00 | 1,318.40 | 1,384.00 | 1,453.60 |
| | Y | 28,204.80 | 29,619.20 | 31,096.00 | 32,656.00 | 34,278.40 | 35,984.00 | 37,793.60 |
| | | | | | | | | |
| 59.5 | H | 13.63 | 14.31 | 15.02 | 15.77 | 16.56 | 17.39 | 18.26 |
| | B | 1,090.40 | 1,144.80 | 1,201.60 | 1,261.60 | 1,324.80 | 1,391.20 | 1,460.80 |
| | Y | 28,350.40 | 29,764.80 | 31,241.60 | 32,801.60 | 34,444.80 | 36,171.20 | 37,980.80 |
| | | | | | | | | |
| 59.6 | H | 13.69 | 14.38 | 15.09 | 15.85 | 16.64 | 17.47 | 18.35 |
| | B | 1,095.20 | 1,150.40 | 1,207.20 | 1,268.00 | 1,331.20 | 1,397.60 | 1,468.00 |
| | Y | 28,475.20 | 29,910.40 | 31,387.20 | 32,968.00 | 34,611.20 | 36,337.60 | 38,168.00 |
| | | | | | | | | |
| 59.7 | H | 13.76 | 14.45 | 15.17 | 15.93 | 16.72 | 17.56 | 18.44 |
| | B | 1,100.80 | 1,156.00 | 1,213.60 | 1,274.40 | 1,337.60 | 1,404.80 | 1,475.20 |
| | Y | 28,620.80 | 30,056.00 | 31,553.60 | 33,134.40 | 34,777.60 | 36,524.80 | 38,355.20 |
| | | | | | | | | |
| 59.8 | H | 13.82 | 14.52 | 15.24 | 16.00 | 16.80 | 17.64 | 18.53 |
| | B | 1,105.60 | 1,161.60 | 1,219.20 | 1,280.00 | 1,344.00 | 1,411.20 | 1,482.40 |
| | Y | 28,745.60 | 30,201.60 | 31,699.20 | 33,280.00 | 34,944.00 | 36,691.20 | 38,542.40 |
| | | | | | | | | |
| 59.9 | H | 13.89 | 14.58 | 15.31 | 16.08 | 16.88 | 17.73 | 18.61 |
| | B | 1,111.20 | 1,166.40 | 1,224.80 | 1,286.40 | 1,350.40 | 1,418.40 | 1,488.80 |
| | Y | 28,891.20 | 30,326.40 | 31,844.80 | 33,446.40 | 35,110.40 | 36,878.40 | 38,708.80 |

**SAN DIEGO UNIFIED PORT DISTRICT
SALARY SCHEDULE BY RANGE AND STEP**

| RANGE | | STEP A | STEP B | STEP C | STEP D | STEP E | STEP F | STEP G |
|--------------|---|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| 60.0 | H | 13.96 | 14.66 | 15.39 | 16.16 | 16.97 | 17.81 | 18.70 |
| | B | 1,116.80 | 1,172.80 | 1,231.20 | 1,292.80 | 1,357.60 | 1,424.80 | 1,496.00 |
| | Y | 29,036.80 | 30,492.80 | 32,011.20 | 33,612.80 | 35,297.60 | 37,044.80 | 38,896.00 |
| | | | | | | | | |
| 60.1 | H | 14.03 | 14.73 | 15.46 | 16.24 | 17.05 | 17.90 | 18.80 |
| | B | 1,122.40 | 1,178.40 | 1,236.80 | 1,299.20 | 1,364.00 | 1,432.00 | 1,504.00 |
| | Y | 29,182.40 | 30,638.40 | 32,156.80 | 33,779.20 | 35,464.00 | 37,232.00 | 39,104.00 |
| | | | | | | | | |
| 60.2 | H | 14.10 | 14.80 | 15.54 | 16.32 | 17.13 | 17.99 | 18.89 |
| | B | 1,128.00 | 1,184.00 | 1,243.20 | 1,305.60 | 1,370.40 | 1,439.20 | 1,511.20 |
| | Y | 29,328.00 | 30,784.00 | 32,323.20 | 33,945.60 | 35,630.40 | 37,419.20 | 39,291.20 |
| | | | | | | | | |
| 60.3 | H | 14.17 | 14.87 | 15.62 | 16.40 | 17.22 | 18.08 | 18.98 |
| | B | 1,133.60 | 1,189.60 | 1,249.60 | 1,312.00 | 1,377.60 | 1,446.40 | 1,518.40 |
| | Y | 29,473.60 | 30,929.60 | 32,489.60 | 34,112.00 | 35,817.60 | 37,606.40 | 39,478.40 |
| | | | | | | | | |
| 60.4 | H | 14.24 | 14.95 | 15.70 | 16.48 | 17.30 | 18.17 | 19.08 |
| | B | 1,139.20 | 1,196.00 | 1,256.00 | 1,318.40 | 1,384.00 | 1,453.60 | 1,526.40 |
| | Y | 29,619.20 | 31,096.00 | 32,656.00 | 34,278.40 | 35,984.00 | 37,793.60 | 39,686.40 |
| | | | | | | | | |
| 60.5 | H | 14.31 | 15.02 | 15.77 | 16.56 | 17.39 | 18.26 | 19.17 |
| | B | 1,144.80 | 1,201.60 | 1,261.60 | 1,324.80 | 1,391.20 | 1,460.80 | 1,533.60 |
| | Y | 29,764.80 | 31,241.60 | 32,801.60 | 34,444.80 | 36,171.20 | 37,980.80 | 39,873.60 |
| | | | | | | | | |
| 60.6 | H | 14.38 | 15.09 | 15.85 | 16.64 | 17.47 | 18.35 | 19.27 |
| | B | 1,150.40 | 1,207.20 | 1,268.00 | 1,331.20 | 1,397.60 | 1,468.00 | 1,541.60 |
| | Y | 29,910.40 | 31,387.20 | 32,968.00 | 34,611.20 | 36,337.60 | 38,168.00 | 40,081.60 |
| | | | | | | | | |
| 60.7 | H | 14.45 | 15.17 | 15.93 | 16.72 | 17.56 | 18.44 | 19.36 |
| | B | 1,156.00 | 1,213.60 | 1,274.40 | 1,337.60 | 1,404.80 | 1,475.20 | 1,548.80 |
| | Y | 30,056.00 | 31,553.60 | 33,134.40 | 34,777.60 | 36,524.80 | 38,355.20 | 40,268.80 |
| | | | | | | | | |
| 60.8 | H | 14.52 | 15.24 | 16.00 | 16.80 | 17.64 | 18.53 | 19.45 |
| | B | 1,161.60 | 1,219.20 | 1,280.00 | 1,344.00 | 1,411.20 | 1,482.40 | 1,556.00 |
| | Y | 30,201.60 | 31,699.20 | 33,280.00 | 34,944.00 | 36,691.20 | 38,542.40 | 40,456.00 |
| | | | | | | | | |
| 60.9 | H | 14.58 | 15.31 | 16.08 | 16.88 | 17.73 | 18.61 | 19.55 |
| | B | 1,166.40 | 1,224.80 | 1,286.40 | 1,350.40 | 1,418.40 | 1,488.80 | 1,564.00 |
| | Y | 30,326.40 | 31,844.80 | 33,446.40 | 35,110.40 | 36,878.40 | 38,708.80 | 40,664.00 |

**SAN DIEGO UNIFIED PORT DISTRICT
SALARY SCHEDULE BY RANGE AND STEP**

| RANGE | | STEP A | STEP B | STEP C | STEP D | STEP E | STEP F | STEP G |
|-------|---|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 61.0 | H | 14.66 | 15.39 | 16.16 | 16.97 | 17.81 | 18.70 | 19.64 |
| | B | 1,172.80 | 1,231.20 | 1,292.80 | 1,357.60 | 1,424.80 | 1,496.00 | 1,571.20 |
| | Y | 30,492.80 | 32,011.20 | 33,612.80 | 35,297.60 | 37,044.80 | 38,896.00 | 40,851.20 |
| | | | | | | | | |
| 61.1 | H | 14.73 | 15.46 | 16.24 | 17.05 | 17.90 | 18.80 | 19.74 |
| | B | 1,178.40 | 1,236.80 | 1,299.20 | 1,364.00 | 1,432.00 | 1,504.00 | 1,579.20 |
| | Y | 30,638.40 | 32,156.80 | 33,779.20 | 35,464.00 | 37,232.00 | 39,104.00 | 41,059.20 |
| | | | | | | | | |
| 61.2 | H | 14.80 | 15.54 | 16.32 | 17.13 | 17.99 | 18.89 | 19.84 |
| | B | 1,184.00 | 1,243.20 | 1,305.60 | 1,370.40 | 1,439.20 | 1,511.20 | 1,587.20 |
| | Y | 30,784.00 | 32,323.20 | 33,945.60 | 35,630.40 | 37,419.20 | 39,291.20 | 41,267.20 |
| | | | | | | | | |
| 61.3 | H | 14.87 | 15.62 | 16.40 | 17.22 | 18.08 | 18.98 | 19.93 |
| | B | 1,189.60 | 1,249.60 | 1,312.00 | 1,377.60 | 1,446.40 | 1,518.40 | 1,594.40 |
| | Y | 30,929.60 | 32,489.60 | 34,112.00 | 35,817.60 | 37,606.40 | 39,478.40 | 41,454.40 |
| | | | | | | | | |
| 61.4 | H | 14.95 | 15.70 | 16.48 | 17.30 | 18.17 | 19.08 | 20.03 |
| | B | 1,196.00 | 1,256.00 | 1,318.40 | 1,384.00 | 1,453.60 | 1,526.40 | 1,602.40 |
| | Y | 31,096.00 | 32,656.00 | 34,278.40 | 35,984.00 | 37,793.60 | 39,686.40 | 41,662.40 |
| | | | | | | | | |
| 61.5 | H | 15.02 | 15.77 | 16.56 | 17.39 | 18.26 | 19.17 | 20.13 |
| | B | 1,201.60 | 1,261.60 | 1,324.80 | 1,391.20 | 1,460.80 | 1,533.60 | 1,610.40 |
| | Y | 31,241.60 | 32,801.60 | 34,444.80 | 36,171.20 | 37,980.80 | 39,873.60 | 41,870.40 |
| | | | | | | | | |
| 61.6 | H | 15.09 | 15.85 | 16.64 | 17.47 | 18.35 | 19.27 | 20.23 |
| | B | 1,207.20 | 1,268.00 | 1,331.20 | 1,397.60 | 1,468.00 | 1,541.60 | 1,618.40 |
| | Y | 31,387.20 | 32,968.00 | 34,611.20 | 36,337.60 | 38,168.00 | 40,081.60 | 42,078.40 |
| | | | | | | | | |
| 61.7 | H | 15.17 | 15.93 | 16.72 | 17.56 | 18.44 | 19.36 | 20.33 |
| | B | 1,213.60 | 1,274.40 | 1,337.60 | 1,404.80 | 1,475.20 | 1,548.80 | 1,626.40 |
| | Y | 31,553.60 | 33,134.40 | 34,777.60 | 36,524.80 | 38,355.20 | 40,268.80 | 42,286.40 |
| | | | | | | | | |
| 61.8 | H | 15.24 | 16.00 | 16.80 | 17.64 | 18.53 | 19.45 | 20.42 |
| | B | 1,219.20 | 1,280.00 | 1,344.00 | 1,411.20 | 1,482.40 | 1,556.00 | 1,633.60 |
| | Y | 31,699.20 | 33,280.00 | 34,944.00 | 36,691.20 | 38,542.40 | 40,456.00 | 42,473.60 |
| | | | | | | | | |
| 61.9 | H | 15.31 | 16.08 | 16.88 | 17.73 | 18.61 | 19.55 | 20.52 |
| | B | 1,224.80 | 1,286.40 | 1,350.40 | 1,418.40 | 1,488.80 | 1,564.00 | 1,641.60 |
| | Y | 31,844.80 | 33,446.40 | 35,110.40 | 36,878.40 | 38,708.80 | 40,664.00 | 42,681.60 |

**SAN DIEGO UNIFIED PORT DISTRICT
SALARY SCHEDULE BY RANGE AND STEP**

| RANGE | | STEP A | STEP B | STEP C | STEP D | STEP E | STEP F | STEP G |
|--------------|---|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| 62.0 | H | 15.39 | 16.16 | 16.97 | 17.81 | 18.70 | 19.64 | 20.62 |
| | B | 1,231.20 | 1,292.80 | 1,357.60 | 1,424.80 | 1,496.00 | 1,571.20 | 1,649.60 |
| | Y | 32,011.20 | 33,612.80 | 35,297.60 | 37,044.80 | 38,896.00 | 40,851.20 | 42,889.60 |
| | | | | | | | | |
| 62.1 | H | 15.46 | 16.24 | 17.05 | 17.90 | 18.80 | 19.74 | 20.72 |
| | B | 1,236.80 | 1,299.20 | 1,364.00 | 1,432.00 | 1,504.00 | 1,579.20 | 1,657.60 |
| | Y | 32,156.80 | 33,779.20 | 35,464.00 | 37,232.00 | 39,104.00 | 41,059.20 | 43,097.60 |
| | | | | | | | | |
| 62.2 | H | 15.54 | 16.32 | 17.13 | 17.99 | 18.89 | 19.84 | 20.83 |
| | B | 1,243.20 | 1,305.60 | 1,370.40 | 1,439.20 | 1,511.20 | 1,587.20 | 1,666.40 |
| | Y | 32,323.20 | 33,945.60 | 35,630.40 | 37,419.20 | 39,291.20 | 41,267.20 | 43,326.40 |
| | | | | | | | | |
| 62.3 | H | 15.62 | 16.40 | 17.22 | 18.08 | 18.98 | 19.93 | 20.93 |
| | B | 1,249.60 | 1,312.00 | 1,377.60 | 1,446.40 | 1,518.40 | 1,594.40 | 1,674.40 |
| | Y | 32,489.60 | 34,112.00 | 35,817.60 | 37,606.40 | 39,478.40 | 41,454.40 | 43,534.40 |
| | | | | | | | | |
| 62.4 | H | 15.70 | 16.48 | 17.30 | 18.17 | 19.08 | 20.03 | 21.03 |
| | B | 1,256.00 | 1,318.40 | 1,384.00 | 1,453.60 | 1,526.40 | 1,602.40 | 1,682.40 |
| | Y | 32,656.00 | 34,278.40 | 35,984.00 | 37,793.60 | 39,686.40 | 41,662.40 | 43,742.40 |
| | | | | | | | | |
| 62.5 | H | 15.77 | 16.56 | 17.39 | 18.26 | 19.17 | 20.13 | 21.14 |
| | B | 1,261.60 | 1,324.80 | 1,391.20 | 1,460.80 | 1,533.60 | 1,610.40 | 1,691.20 |
| | Y | 32,801.60 | 34,444.80 | 36,171.20 | 37,980.80 | 39,873.60 | 41,870.40 | 43,971.20 |
| | | | | | | | | |
| 62.6 | H | 15.85 | 16.64 | 17.47 | 18.35 | 19.27 | 20.23 | 21.24 |
| | B | 1,268.00 | 1,331.20 | 1,397.60 | 1,468.00 | 1,541.60 | 1,618.40 | 1,699.20 |
| | Y | 32,968.00 | 34,611.20 | 36,337.60 | 38,168.00 | 40,081.60 | 42,078.40 | 44,179.20 |
| | | | | | | | | |
| 62.7 | H | 15.93 | 16.72 | 17.56 | 18.44 | 19.36 | 20.33 | 21.34 |
| | B | 1,274.40 | 1,337.60 | 1,404.80 | 1,475.20 | 1,548.80 | 1,626.40 | 1,707.20 |
| | Y | 33,134.40 | 34,777.60 | 36,524.80 | 38,355.20 | 40,268.80 | 42,286.40 | 44,387.20 |
| | | | | | | | | |
| 62.8 | H | 16.00 | 16.80 | 17.64 | 18.53 | 19.45 | 20.42 | 21.45 |
| | B | 1,280.00 | 1,344.00 | 1,411.20 | 1,482.40 | 1,556.00 | 1,633.60 | 1,716.00 |
| | Y | 33,280.00 | 34,944.00 | 36,691.20 | 38,542.40 | 40,456.00 | 42,473.60 | 44,616.00 |
| | | | | | | | | |
| 62.9 | H | 16.08 | 16.88 | 17.73 | 18.61 | 19.55 | 20.52 | 21.55 |
| | B | 1,286.40 | 1,350.40 | 1,418.40 | 1,488.80 | 1,564.00 | 1,641.60 | 1,724.00 |
| | Y | 33,446.40 | 35,110.40 | 36,878.40 | 38,708.80 | 40,664.00 | 42,681.60 | 44,824.00 |

**SAN DIEGO UNIFIED PORT DISTRICT
SALARY SCHEDULE BY RANGE AND STEP**

| RANGE | | STEP A | STEP B | STEP C | STEP D | STEP E | STEP F | STEP G |
|--------------|---|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| 63.0 | H | 16.16 | 16.97 | 17.81 | 18.70 | 19.64 | 20.62 | 21.65 |
| | B | 1,292.80 | 1,357.60 | 1,424.80 | 1,496.00 | 1,571.20 | 1,649.60 | 1,732.00 |
| | Y | 33,612.80 | 35,297.60 | 37,044.80 | 38,896.00 | 40,851.20 | 42,889.60 | 45,032.00 |
| | | | | | | | | |
| 63.1 | H | 16.24 | 17.05 | 17.90 | 18.80 | 19.74 | 20.72 | 21.76 |
| | B | 1,299.20 | 1,364.00 | 1,432.00 | 1,504.00 | 1,579.20 | 1,657.60 | 1,740.80 |
| | Y | 33,779.20 | 35,464.00 | 37,232.00 | 39,104.00 | 41,059.20 | 43,097.60 | 45,260.80 |
| | | | | | | | | |
| 63.2 | H | 16.32 | 17.13 | 17.99 | 18.89 | 19.84 | 20.83 | 21.87 |
| | B | 1,305.60 | 1,370.40 | 1,439.20 | 1,511.20 | 1,587.20 | 1,666.40 | 1,749.60 |
| | Y | 33,945.60 | 35,630.40 | 37,419.20 | 39,291.20 | 41,267.20 | 43,326.40 | 45,489.60 |
| | | | | | | | | |
| 63.3 | H | 16.40 | 17.22 | 18.08 | 18.98 | 19.93 | 20.93 | 21.98 |
| | B | 1,312.00 | 1,377.60 | 1,446.40 | 1,518.40 | 1,594.40 | 1,674.40 | 1,758.40 |
| | Y | 34,112.00 | 35,817.60 | 37,606.40 | 39,478.40 | 41,454.40 | 43,534.40 | 45,718.40 |
| | | | | | | | | |
| 63.4 | H | 16.48 | 17.30 | 18.17 | 19.08 | 20.03 | 21.03 | 22.09 |
| | B | 1,318.40 | 1,384.00 | 1,453.60 | 1,526.40 | 1,602.40 | 1,682.40 | 1,767.20 |
| | Y | 34,278.40 | 35,984.00 | 37,793.60 | 39,686.40 | 41,662.40 | 43,742.40 | 45,947.20 |
| | | | | | | | | |
| 63.5 | H | 16.56 | 17.39 | 18.26 | 19.17 | 20.13 | 21.14 | 22.19 |
| | B | 1,324.80 | 1,391.20 | 1,460.80 | 1,533.60 | 1,610.40 | 1,691.20 | 1,775.20 |
| | Y | 34,444.80 | 36,171.20 | 37,980.80 | 39,873.60 | 41,870.40 | 43,971.20 | 46,155.20 |
| | | | | | | | | |
| 63.6 | H | 16.64 | 17.47 | 18.35 | 19.27 | 20.23 | 21.24 | 22.30 |
| | B | 1,331.20 | 1,397.60 | 1,468.00 | 1,541.60 | 1,618.40 | 1,699.20 | 1,784.00 |
| | Y | 34,611.20 | 36,337.60 | 38,168.00 | 40,081.60 | 42,078.40 | 44,179.20 | 46,384.00 |
| | | | | | | | | |
| 63.7 | H | 16.72 | 17.56 | 18.44 | 19.36 | 20.33 | 21.34 | 22.41 |
| | B | 1,337.60 | 1,404.80 | 1,475.20 | 1,548.80 | 1,626.40 | 1,707.20 | 1,792.80 |
| | Y | 34,777.60 | 36,524.80 | 38,355.20 | 40,268.80 | 42,286.40 | 44,387.20 | 46,612.80 |
| | | | | | | | | |
| 63.8 | H | 16.80 | 17.64 | 18.53 | 19.45 | 20.42 | 21.45 | 22.52 |
| | B | 1,344.00 | 1,411.20 | 1,482.40 | 1,556.00 | 1,633.60 | 1,716.00 | 1,801.60 |
| | Y | 34,944.00 | 36,691.20 | 38,542.40 | 40,456.00 | 42,473.60 | 44,616.00 | 46,841.60 |
| | | | | | | | | |
| 63.9 | H | 16.88 | 17.73 | 18.61 | 19.55 | 20.52 | 21.55 | 22.63 |
| | B | 1,350.40 | 1,418.40 | 1,488.80 | 1,564.00 | 1,641.60 | 1,724.00 | 1,810.40 |
| | Y | 35,110.40 | 36,878.40 | 38,708.80 | 40,664.00 | 42,681.60 | 44,824.00 | 47,070.40 |

**SAN DIEGO UNIFIED PORT DISTRICT
SALARY SCHEDULE BY RANGE AND STEP**

| RANGE | | STEP A | STEP B | STEP C | STEP D | STEP E | STEP F | STEP G |
|-------|---|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 64.0 | H | 16.97 | 17.81 | 18.70 | 19.64 | 20.62 | 21.65 | 22.74 |
| | B | 1,357.60 | 1,424.80 | 1,496.00 | 1,571.20 | 1,649.60 | 1,732.00 | 1,819.20 |
| | Y | 35,297.60 | 37,044.80 | 38,896.00 | 40,851.20 | 42,889.60 | 45,032.00 | 47,299.20 |
| | | | | | | | | |
| 64.1 | H | 17.05 | 17.90 | 18.80 | 19.74 | 20.72 | 21.76 | 22.85 |
| | B | 1,364.00 | 1,432.00 | 1,504.00 | 1,579.20 | 1,657.60 | 1,740.80 | 1,828.00 |
| | Y | 35,464.00 | 37,232.00 | 39,104.00 | 41,059.20 | 43,097.60 | 45,260.80 | 47,528.00 |
| | | | | | | | | |
| 64.2 | H | 17.13 | 17.99 | 18.89 | 19.84 | 20.83 | 21.87 | 22.96 |
| | B | 1,370.40 | 1,439.20 | 1,511.20 | 1,587.20 | 1,666.40 | 1,749.60 | 1,836.80 |
| | Y | 35,630.40 | 37,419.20 | 39,291.20 | 41,267.20 | 43,326.40 | 45,489.60 | 47,756.80 |
| | | | | | | | | |
| 64.3 | H | 17.22 | 18.08 | 18.98 | 19.93 | 20.93 | 21.98 | 23.08 |
| | B | 1,377.60 | 1,446.40 | 1,518.40 | 1,594.40 | 1,674.40 | 1,758.40 | 1,846.40 |
| | Y | 35,817.60 | 37,606.40 | 39,478.40 | 41,454.40 | 43,534.40 | 45,718.40 | 48,006.40 |
| | | | | | | | | |
| 64.4 | H | 17.30 | 18.17 | 19.08 | 20.03 | 21.03 | 22.09 | 23.19 |
| | B | 1,384.00 | 1,453.60 | 1,526.40 | 1,602.40 | 1,682.40 | 1,767.20 | 1,855.20 |
| | Y | 35,984.00 | 37,793.60 | 39,686.40 | 41,662.40 | 43,742.40 | 45,947.20 | 48,235.20 |
| | | | | | | | | |
| 64.5 | H | 17.39 | 18.26 | 19.17 | 20.13 | 21.14 | 22.19 | 23.30 |
| | B | 1,391.20 | 1,460.80 | 1,533.60 | 1,610.40 | 1,691.20 | 1,775.20 | 1,864.00 |
| | Y | 36,171.20 | 37,980.80 | 39,873.60 | 41,870.40 | 43,971.20 | 46,155.20 | 48,464.00 |
| | | | | | | | | |
| 64.6 | H | 17.47 | 18.35 | 19.27 | 20.23 | 21.24 | 22.30 | 23.42 |
| | B | 1,397.60 | 1,468.00 | 1,541.60 | 1,618.40 | 1,699.20 | 1,784.00 | 1,873.60 |
| | Y | 36,337.60 | 38,168.00 | 40,081.60 | 42,078.40 | 44,179.20 | 46,384.00 | 48,713.60 |
| | | | | | | | | |
| 64.7 | H | 17.56 | 18.44 | 19.36 | 20.33 | 21.34 | 22.41 | 23.53 |
| | B | 1,404.80 | 1,475.20 | 1,548.80 | 1,626.40 | 1,707.20 | 1,792.80 | 1,882.40 |
| | Y | 36,524.80 | 38,355.20 | 40,268.80 | 42,286.40 | 44,387.20 | 46,612.80 | 48,942.40 |
| | | | | | | | | |
| 64.8 | H | 17.64 | 18.53 | 19.45 | 20.42 | 21.45 | 22.52 | 23.64 |
| | B | 1,411.20 | 1,482.40 | 1,556.00 | 1,633.60 | 1,716.00 | 1,801.60 | 1,891.20 |
| | Y | 36,691.20 | 38,542.40 | 40,456.00 | 42,473.60 | 44,616.00 | 46,841.60 | 49,171.20 |
| | | | | | | | | |
| 64.9 | H | 17.73 | 18.61 | 19.55 | 20.52 | 21.55 | 22.63 | 23.76 |
| | B | 1,418.40 | 1,488.80 | 1,564.00 | 1,641.60 | 1,724.00 | 1,810.40 | 1,900.80 |
| | Y | 36,878.40 | 38,708.80 | 40,664.00 | 42,681.60 | 44,824.00 | 47,070.40 | 49,420.80 |

**SAN DIEGO UNIFIED PORT DISTRICT
SALARY SCHEDULE BY RANGE AND STEP**

| RANGE | | STEP A | STEP B | STEP C | STEP D | STEP E | STEP F | STEP G |
|-------|---|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 65.0 | H | 17.81 | 18.70 | 19.64 | 20.62 | 21.65 | 22.74 | 23.87 |
| | B | 1,424.80 | 1,496.00 | 1,571.20 | 1,649.60 | 1,732.00 | 1,819.20 | 1,909.60 |
| | Y | 37,044.80 | 38,896.00 | 40,851.20 | 42,889.60 | 45,032.00 | 47,299.20 | 49,649.60 |
| | | | | | | | | |
| 65.1 | H | 17.90 | 18.80 | 19.74 | 20.72 | 21.76 | 22.85 | 23.99 |
| | B | 1,432.00 | 1,504.00 | 1,579.20 | 1,657.60 | 1,740.80 | 1,828.00 | 1,919.20 |
| | Y | 37,232.00 | 39,104.00 | 41,059.20 | 43,097.60 | 45,260.80 | 47,528.00 | 49,899.20 |
| | | | | | | | | |
| 65.2 | H | 17.99 | 18.89 | 19.84 | 20.83 | 21.87 | 22.96 | 24.11 |
| | B | 1,439.20 | 1,511.20 | 1,587.20 | 1,666.40 | 1,749.60 | 1,836.80 | 1,928.80 |
| | Y | 37,419.20 | 39,291.20 | 41,267.20 | 43,326.40 | 45,489.60 | 47,756.80 | 50,148.80 |
| | | | | | | | | |
| 65.3 | H | 18.08 | 18.98 | 19.93 | 20.93 | 21.98 | 23.08 | 24.23 |
| | B | 1,446.40 | 1,518.40 | 1,594.40 | 1,674.40 | 1,758.40 | 1,846.40 | 1,938.40 |
| | Y | 37,606.40 | 39,478.40 | 41,454.40 | 43,534.40 | 45,718.40 | 48,006.40 | 50,398.40 |
| | | | | | | | | |
| 65.4 | H | 18.17 | 19.08 | 20.03 | 21.03 | 22.09 | 23.19 | 24.35 |
| | B | 1,453.60 | 1,526.40 | 1,602.40 | 1,682.40 | 1,767.20 | 1,855.20 | 1,948.00 |
| | Y | 37,793.60 | 39,686.40 | 41,662.40 | 43,742.40 | 45,947.20 | 48,235.20 | 50,648.00 |
| | | | | | | | | |
| 65.5 | H | 18.26 | 19.17 | 20.13 | 21.14 | 22.19 | 23.30 | 24.47 |
| | B | 1,460.80 | 1,533.60 | 1,610.40 | 1,691.20 | 1,775.20 | 1,864.00 | 1,957.60 |
| | Y | 37,980.80 | 39,873.60 | 41,870.40 | 43,971.20 | 46,155.20 | 48,464.00 | 50,897.60 |
| | | | | | | | | |
| 65.6 | H | 18.35 | 19.27 | 20.23 | 21.24 | 22.30 | 23.42 | 24.59 |
| | B | 1,468.00 | 1,541.60 | 1,618.40 | 1,699.20 | 1,784.00 | 1,873.60 | 1,967.20 |
| | Y | 38,168.00 | 40,081.60 | 42,078.40 | 44,179.20 | 46,384.00 | 48,713.60 | 51,147.20 |
| | | | | | | | | |
| 65.7 | H | 18.44 | 19.36 | 20.33 | 21.34 | 22.41 | 23.53 | 24.71 |
| | B | 1,475.20 | 1,548.80 | 1,626.40 | 1,707.20 | 1,792.80 | 1,882.40 | 1,976.80 |
| | Y | 38,355.20 | 40,268.80 | 42,286.40 | 44,387.20 | 46,612.80 | 48,942.40 | 51,396.80 |
| | | | | | | | | |
| 65.8 | H | 18.53 | 19.45 | 20.42 | 21.45 | 22.52 | 23.64 | 24.83 |
| | B | 1,482.40 | 1,556.00 | 1,633.60 | 1,716.00 | 1,801.60 | 1,891.20 | 1,986.40 |
| | Y | 38,542.40 | 40,456.00 | 42,473.60 | 44,616.00 | 46,841.60 | 49,171.20 | 51,646.40 |
| | | | | | | | | |
| 65.9 | H | 18.61 | 19.55 | 20.52 | 21.55 | 22.63 | 23.76 | 24.95 |
| | B | 1,488.80 | 1,564.00 | 1,641.60 | 1,724.00 | 1,810.40 | 1,900.80 | 1,996.00 |
| | Y | 38,708.80 | 40,664.00 | 42,681.60 | 44,824.00 | 47,070.40 | 49,420.80 | 51,896.00 |

**SAN DIEGO UNIFIED PORT DISTRICT
SALARY SCHEDULE BY RANGE AND STEP**

| RANGE | | STEP A | STEP B | STEP C | STEP D | STEP E | STEP F | STEP G |
|--------------|---|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| 66.0 | H | 18.70 | 19.64 | 20.62 | 21.65 | 22.74 | 23.87 | 25.07 |
| | B | 1,496.00 | 1,571.20 | 1,649.60 | 1,732.00 | 1,819.20 | 1,909.60 | 2,005.60 |
| | Y | 38,896.00 | 40,851.20 | 42,889.60 | 45,032.00 | 47,299.20 | 49,649.60 | 52,145.60 |
| | | | | | | | | |
| 66.1 | H | 18.80 | 19.74 | 20.72 | 21.76 | 22.85 | 23.99 | 25.19 |
| | B | 1,504.00 | 1,579.20 | 1,657.60 | 1,740.80 | 1,828.00 | 1,919.20 | 2,015.20 |
| | Y | 39,104.00 | 41,059.20 | 43,097.60 | 45,260.80 | 47,528.00 | 49,899.20 | 52,395.20 |
| | | | | | | | | |
| 66.2 | H | 18.89 | 19.84 | 20.83 | 21.87 | 22.96 | 24.11 | 25.32 |
| | B | 1,511.20 | 1,587.20 | 1,666.40 | 1,749.60 | 1,836.80 | 1,928.80 | 2,025.60 |
| | Y | 39,291.20 | 41,267.20 | 43,326.40 | 45,489.60 | 47,756.80 | 50,148.80 | 52,665.60 |
| | | | | | | | | |
| 66.3 | H | 18.98 | 19.93 | 20.93 | 21.98 | 23.08 | 24.23 | 25.44 |
| | B | 1,518.40 | 1,594.40 | 1,674.40 | 1,758.40 | 1,846.40 | 1,938.40 | 2,035.20 |
| | Y | 39,478.40 | 41,454.40 | 43,534.40 | 45,718.40 | 48,006.40 | 50,398.40 | 52,915.20 |
| | | | | | | | | |
| 66.4 | H | 19.08 | 20.03 | 21.03 | 22.09 | 23.19 | 24.35 | 25.57 |
| | B | 1,526.40 | 1,602.40 | 1,682.40 | 1,767.20 | 1,855.20 | 1,948.00 | 2,045.60 |
| | Y | 39,686.40 | 41,662.40 | 43,742.40 | 45,947.20 | 48,235.20 | 50,648.00 | 53,185.60 |
| | | | | | | | | |
| 66.5 | H | 19.17 | 20.13 | 21.14 | 22.19 | 23.30 | 24.47 | 25.69 |
| | B | 1,533.60 | 1,610.40 | 1,691.20 | 1,775.20 | 1,864.00 | 1,957.60 | 2,055.20 |
| | Y | 39,873.60 | 41,870.40 | 43,971.20 | 46,155.20 | 48,464.00 | 50,897.60 | 53,435.20 |
| | | | | | | | | |
| 66.6 | H | 19.27 | 20.23 | 21.24 | 22.30 | 23.42 | 24.59 | 25.82 |
| | B | 1,541.60 | 1,618.40 | 1,699.20 | 1,784.00 | 1,873.60 | 1,967.20 | 2,065.60 |
| | Y | 40,081.60 | 42,078.40 | 44,179.20 | 46,384.00 | 48,713.60 | 51,147.20 | 53,705.60 |
| | | | | | | | | |
| 66.7 | H | 19.36 | 20.33 | 21.34 | 22.41 | 23.53 | 24.71 | 25.94 |
| | B | 1,548.80 | 1,626.40 | 1,707.20 | 1,792.80 | 1,882.40 | 1,976.80 | 2,075.20 |
| | Y | 40,268.80 | 42,286.40 | 44,387.20 | 46,612.80 | 48,942.40 | 51,396.80 | 53,955.20 |
| | | | | | | | | |
| 66.8 | H | 19.45 | 20.42 | 21.45 | 22.52 | 23.64 | 24.83 | 26.07 |
| | B | 1,556.00 | 1,633.60 | 1,716.00 | 1,801.60 | 1,891.20 | 1,986.40 | 2,085.60 |
| | Y | 40,456.00 | 42,473.60 | 44,616.00 | 46,841.60 | 49,171.20 | 51,646.40 | 54,225.60 |
| | | | | | | | | |
| 66.9 | H | 19.55 | 20.52 | 21.55 | 22.63 | 23.76 | 24.95 | 26.19 |
| | B | 1,564.00 | 1,641.60 | 1,724.00 | 1,810.40 | 1,900.80 | 1,996.00 | 2,095.20 |
| | Y | 40,664.00 | 42,681.60 | 44,824.00 | 47,070.40 | 49,420.80 | 51,896.00 | 54,475.20 |

**SAN DIEGO UNIFIED PORT DISTRICT
SALARY SCHEDULE BY RANGE AND STEP**

| RANGE | | STEP A | STEP B | STEP C | STEP D | STEP E | STEP F | STEP G |
|--------------|---|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| 67.0 | H | 19.64 | 20.62 | 21.65 | 22.74 | 23.87 | 25.07 | 26.32 |
| | B | 1,571.20 | 1,649.60 | 1,732.00 | 1,819.20 | 1,909.60 | 2,005.60 | 2,105.60 |
| | Y | 40,851.20 | 42,889.60 | 45,032.00 | 47,299.20 | 49,649.60 | 52,145.60 | 54,745.60 |
| | | | | | | | | |
| 67.1 | H | 19.74 | 20.72 | 21.76 | 22.85 | 23.99 | 25.19 | 26.45 |
| | B | 1,579.20 | 1,657.60 | 1,740.80 | 1,828.00 | 1,919.20 | 2,015.20 | 2,116.00 |
| | Y | 41,059.20 | 43,097.60 | 45,260.80 | 47,528.00 | 49,899.20 | 52,395.20 | 55,016.00 |
| | | | | | | | | |
| 67.2 | H | 19.84 | 20.83 | 21.87 | 22.96 | 24.11 | 25.32 | 26.58 |
| | B | 1,587.20 | 1,666.40 | 1,749.60 | 1,836.80 | 1,928.80 | 2,025.60 | 2,126.40 |
| | Y | 41,267.20 | 43,326.40 | 45,489.60 | 47,756.80 | 50,148.80 | 52,665.60 | 55,286.40 |
| | | | | | | | | |
| 67.3 | H | 19.93 | 20.93 | 21.98 | 23.08 | 24.23 | 25.44 | 26.71 |
| | B | 1,594.40 | 1,674.40 | 1,758.40 | 1,846.40 | 1,938.40 | 2,035.20 | 2,136.80 |
| | Y | 41,454.40 | 43,534.40 | 45,718.40 | 48,006.40 | 50,398.40 | 52,915.20 | 55,556.80 |
| | | | | | | | | |
| 67.4 | H | 20.03 | 21.03 | 22.09 | 23.19 | 24.35 | 25.57 | 26.84 |
| | B | 1,602.40 | 1,682.40 | 1,767.20 | 1,855.20 | 1,948.00 | 2,045.60 | 2,147.20 |
| | Y | 41,662.40 | 43,742.40 | 45,947.20 | 48,235.20 | 50,648.00 | 53,185.60 | 55,827.20 |
| | | | | | | | | |
| 67.5 | H | 20.13 | 21.14 | 22.19 | 23.30 | 24.47 | 25.69 | 26.98 |
| | B | 1,610.40 | 1,691.20 | 1,775.20 | 1,864.00 | 1,957.60 | 2,055.20 | 2,158.40 |
| | Y | 41,870.40 | 43,971.20 | 46,155.20 | 48,464.00 | 50,897.60 | 53,435.20 | 56,118.40 |
| | | | | | | | | |
| 67.6 | H | 20.23 | 21.24 | 22.30 | 23.42 | 24.59 | 25.82 | 27.11 |
| | B | 1,618.40 | 1,699.20 | 1,784.00 | 1,873.60 | 1,967.20 | 2,065.60 | 2,168.80 |
| | Y | 42,078.40 | 44,179.20 | 46,384.00 | 48,713.60 | 51,147.20 | 53,705.60 | 56,388.80 |
| | | | | | | | | |
| 67.7 | H | 20.33 | 21.34 | 22.41 | 23.53 | 24.71 | 25.94 | 27.24 |
| | B | 1,626.40 | 1,707.20 | 1,792.80 | 1,882.40 | 1,976.80 | 2,075.20 | 2,179.20 |
| | Y | 42,286.40 | 44,387.20 | 46,612.80 | 48,942.40 | 51,396.80 | 53,955.20 | 56,659.20 |
| | | | | | | | | |
| 67.8 | H | 20.42 | 21.45 | 22.52 | 23.64 | 24.83 | 26.07 | 27.37 |
| | B | 1,633.60 | 1,716.00 | 1,801.60 | 1,891.20 | 1,986.40 | 2,085.60 | 2,189.60 |
| | Y | 42,473.60 | 44,616.00 | 46,841.60 | 49,171.20 | 51,646.40 | 54,225.60 | 56,929.60 |
| | | | | | | | | |
| 67.9 | H | 20.52 | 21.55 | 22.63 | 23.76 | 24.95 | 26.19 | 27.50 |
| | B | 1,641.60 | 1,724.00 | 1,810.40 | 1,900.80 | 1,996.00 | 2,095.20 | 2,200.00 |
| | Y | 42,681.60 | 44,824.00 | 47,070.40 | 49,420.80 | 51,896.00 | 54,475.20 | 57,200.00 |

**SAN DIEGO UNIFIED PORT DISTRICT
SALARY SCHEDULE BY RANGE AND STEP**

| RANGE | | STEP A | STEP B | STEP C | STEP D | STEP E | STEP F | STEP G |
|--------------|---|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| 68.0 | H | 20.62 | 21.65 | 22.74 | 23.87 | 25.07 | 26.32 | 27.63 |
| | B | 1,649.60 | 1,732.00 | 1,819.20 | 1,909.60 | 2,005.60 | 2,105.60 | 2,210.40 |
| | Y | 42,889.60 | 45,032.00 | 47,299.20 | 49,649.60 | 52,145.60 | 54,745.60 | 57,470.40 |
| | | | | | | | | |
| 68.1 | H | 20.72 | 21.76 | 22.85 | 23.99 | 25.19 | 26.45 | 27.77 |
| | B | 1,657.60 | 1,740.80 | 1,828.00 | 1,919.20 | 2,015.20 | 2,116.00 | 2,221.60 |
| | Y | 43,097.60 | 45,260.80 | 47,528.00 | 49,899.20 | 52,395.20 | 55,016.00 | 57,761.60 |
| | | | | | | | | |
| 68.2 | H | 20.83 | 21.87 | 22.96 | 24.11 | 25.32 | 26.58 | 27.91 |
| | B | 1,666.40 | 1,749.60 | 1,836.80 | 1,928.80 | 2,025.60 | 2,126.40 | 2,232.80 |
| | Y | 43,326.40 | 45,489.60 | 47,756.80 | 50,148.80 | 52,665.60 | 55,286.40 | 58,052.80 |
| | | | | | | | | |
| 68.3 | H | 20.93 | 21.98 | 23.08 | 24.23 | 25.44 | 26.71 | 28.05 |
| | B | 1,674.40 | 1,758.40 | 1,846.40 | 1,938.40 | 2,035.20 | 2,136.80 | 2,244.00 |
| | Y | 43,534.40 | 45,718.40 | 48,006.40 | 50,398.40 | 52,915.20 | 55,556.80 | 58,344.00 |
| | | | | | | | | |
| 68.4 | H | 21.03 | 22.09 | 23.19 | 24.35 | 25.57 | 26.84 | 28.19 |
| | B | 1,682.40 | 1,767.20 | 1,855.20 | 1,948.00 | 2,045.60 | 2,147.20 | 2,255.20 |
| | Y | 43,742.40 | 45,947.20 | 48,235.20 | 50,648.00 | 53,185.60 | 55,827.20 | 58,635.20 |
| | | | | | | | | |
| 68.5 | H | 21.14 | 22.19 | 23.30 | 24.47 | 25.69 | 26.98 | 28.33 |
| | B | 1,691.20 | 1,775.20 | 1,864.00 | 1,957.60 | 2,055.20 | 2,158.40 | 2,266.40 |
| | Y | 43,971.20 | 46,155.20 | 48,464.00 | 50,897.60 | 53,435.20 | 56,118.40 | 58,926.40 |
| | | | | | | | | |
| 68.6 | H | 21.24 | 22.30 | 23.42 | 24.59 | 25.82 | 27.11 | 28.46 |
| | B | 1,699.20 | 1,784.00 | 1,873.60 | 1,967.20 | 2,065.60 | 2,168.80 | 2,276.80 |
| | Y | 44,179.20 | 46,384.00 | 48,713.60 | 51,147.20 | 53,705.60 | 56,388.80 | 59,196.80 |
| | | | | | | | | |
| 68.7 | H | 21.34 | 22.41 | 23.53 | 24.71 | 25.94 | 27.24 | 28.60 |
| | B | 1,707.20 | 1,792.80 | 1,882.40 | 1,976.80 | 2,075.20 | 2,179.20 | 2,288.00 |
| | Y | 44,387.20 | 46,612.80 | 48,942.40 | 51,396.80 | 53,955.20 | 56,659.20 | 59,488.00 |
| | | | | | | | | |
| 68.8 | H | 21.45 | 22.52 | 23.64 | 24.83 | 26.07 | 27.37 | 28.74 |
| | B | 1,716.00 | 1,801.60 | 1,891.20 | 1,986.40 | 2,085.60 | 2,189.60 | 2,299.20 |
| | Y | 44,616.00 | 46,841.60 | 49,171.20 | 51,646.40 | 54,225.60 | 56,929.60 | 59,779.20 |
| | | | | | | | | |
| 68.9 | H | 21.55 | 22.63 | 23.76 | 24.95 | 26.19 | 27.50 | 28.88 |
| | B | 1,724.00 | 1,810.40 | 1,900.80 | 1,996.00 | 2,095.20 | 2,200.00 | 2,310.40 |
| | Y | 44,824.00 | 47,070.40 | 49,420.80 | 51,896.00 | 54,475.20 | 57,200.00 | 60,070.40 |

**SAN DIEGO UNIFIED PORT DISTRICT
SALARY SCHEDULE BY RANGE AND STEP**

| RANGE | | STEP A | STEP B | STEP C | STEP D | STEP E | STEP F | STEP G |
|-------|---|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 69.0 | H | 21.65 | 22.74 | 23.87 | 25.07 | 26.32 | 27.63 | 29.02 |
| | B | 1,732.00 | 1,819.20 | 1,909.60 | 2,005.60 | 2,105.60 | 2,210.40 | 2,321.60 |
| | Y | 45,032.00 | 47,299.20 | 49,649.60 | 52,145.60 | 54,745.60 | 57,470.40 | 60,361.60 |
| | | | | | | | | |
| 69.1 | H | 21.76 | 22.85 | 23.99 | 25.19 | 26.45 | 27.77 | 29.16 |
| | B | 1,740.80 | 1,828.00 | 1,919.20 | 2,015.20 | 2,116.00 | 2,221.60 | 2,332.80 |
| | Y | 45,260.80 | 47,528.00 | 49,899.20 | 52,395.20 | 55,016.00 | 57,761.60 | 60,652.80 |
| | | | | | | | | |
| 69.2 | H | 21.87 | 22.96 | 24.11 | 25.32 | 26.58 | 27.91 | 29.31 |
| | B | 1,749.60 | 1,836.80 | 1,928.80 | 2,025.60 | 2,126.40 | 2,232.80 | 2,344.80 |
| | Y | 45,489.60 | 47,756.80 | 50,148.80 | 52,665.60 | 55,286.40 | 58,052.80 | 60,964.80 |
| | | | | | | | | |
| 69.3 | H | 21.98 | 23.08 | 24.23 | 25.44 | 26.71 | 28.05 | 29.45 |
| | B | 1,758.40 | 1,846.40 | 1,938.40 | 2,035.20 | 2,136.80 | 2,244.00 | 2,356.00 |
| | Y | 45,718.40 | 48,006.40 | 50,398.40 | 52,915.20 | 55,556.80 | 58,344.00 | 61,256.00 |
| | | | | | | | | |
| 69.4 | H | 22.09 | 23.19 | 24.35 | 25.57 | 26.84 | 28.19 | 29.60 |
| | B | 1,767.20 | 1,855.20 | 1,948.00 | 2,045.60 | 2,147.20 | 2,255.20 | 2,368.00 |
| | Y | 45,947.20 | 48,235.20 | 50,648.00 | 53,185.60 | 55,827.20 | 58,635.20 | 61,568.00 |
| | | | | | | | | |
| 69.5 | H | 22.19 | 23.30 | 24.47 | 25.69 | 26.98 | 28.33 | 29.74 |
| | B | 1,775.20 | 1,864.00 | 1,957.60 | 2,055.20 | 2,158.40 | 2,266.40 | 2,379.20 |
| | Y | 46,155.20 | 48,464.00 | 50,897.60 | 53,435.20 | 56,118.40 | 58,926.40 | 61,859.20 |
| | | | | | | | | |
| 69.6 | H | 22.30 | 23.42 | 24.59 | 25.82 | 27.11 | 28.46 | 29.89 |
| | B | 1,784.00 | 1,873.60 | 1,967.20 | 2,065.60 | 2,168.80 | 2,276.80 | 2,391.20 |
| | Y | 46,384.00 | 48,713.60 | 51,147.20 | 53,705.60 | 56,388.80 | 59,196.80 | 62,171.20 |
| | | | | | | | | |
| 69.7 | H | 22.41 | 23.53 | 24.71 | 25.94 | 27.24 | 28.60 | 30.03 |
| | B | 1,792.80 | 1,882.40 | 1,976.80 | 2,075.20 | 2,179.20 | 2,288.00 | 2,402.40 |
| | Y | 46,612.80 | 48,942.40 | 51,396.80 | 53,955.20 | 56,659.20 | 59,488.00 | 62,462.40 |
| | | | | | | | | |
| 69.8 | H | 22.52 | 23.64 | 24.83 | 26.07 | 27.37 | 28.74 | 30.18 |
| | B | 1,801.60 | 1,891.20 | 1,986.40 | 2,085.60 | 2,189.60 | 2,299.20 | 2,414.40 |
| | Y | 46,841.60 | 49,171.20 | 51,646.40 | 54,225.60 | 56,929.60 | 59,779.20 | 62,774.40 |
| | | | | | | | | |
| 69.9 | H | 22.63 | 23.76 | 24.95 | 26.19 | 27.50 | 28.88 | 30.32 |
| | B | 1,810.40 | 1,900.80 | 1,996.00 | 2,095.20 | 2,200.00 | 2,310.40 | 2,425.60 |
| | Y | 47,070.40 | 49,420.80 | 51,896.00 | 54,475.20 | 57,200.00 | 60,070.40 | 63,065.60 |

**SAN DIEGO UNIFIED PORT DISTRICT
SALARY SCHEDULE BY RANGE AND STEP**

| RANGE | | STEP A | STEP B | STEP C | STEP D | STEP E | STEP F | STEP G |
|--------------|---|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| 70.0 | H | 22.74 | 23.87 | 25.07 | 26.32 | 27.63 | 29.02 | 30.47 |
| | B | 1,819.20 | 1,909.60 | 2,005.60 | 2,105.60 | 2,210.40 | 2,321.60 | 2,437.60 |
| | Y | 47,299.20 | 49,649.60 | 52,145.60 | 54,745.60 | 57,470.40 | 60,361.60 | 63,377.60 |
| | | | | | | | | |
| 70.1 | H | 22.85 | 23.99 | 25.19 | 26.45 | 27.77 | 29.16 | 30.62 |
| | B | 1,828.00 | 1,919.20 | 2,015.20 | 2,116.00 | 2,221.60 | 2,332.80 | 2,449.60 |
| | Y | 47,528.00 | 49,899.20 | 52,395.20 | 55,016.00 | 57,761.60 | 60,652.80 | 63,689.60 |
| | | | | | | | | |
| 70.2 | H | 22.96 | 24.11 | 25.32 | 26.58 | 27.91 | 29.31 | 30.77 |
| | B | 1,836.80 | 1,928.80 | 2,025.60 | 2,126.40 | 2,232.80 | 2,344.80 | 2,461.60 |
| | Y | 47,756.80 | 50,148.80 | 52,665.60 | 55,286.40 | 58,052.80 | 60,964.80 | 64,001.60 |
| | | | | | | | | |
| 70.3 | H | 23.08 | 24.23 | 25.44 | 26.71 | 28.05 | 29.45 | 30.92 |
| | B | 1,846.40 | 1,938.40 | 2,035.20 | 2,136.80 | 2,244.00 | 2,356.00 | 2,473.60 |
| | Y | 48,006.40 | 50,398.40 | 52,915.20 | 55,556.80 | 58,344.00 | 61,256.00 | 64,313.60 |
| | | | | | | | | |
| 70.4 | H | 23.19 | 24.35 | 25.57 | 26.84 | 28.19 | 29.60 | 31.08 |
| | B | 1,855.20 | 1,948.00 | 2,045.60 | 2,147.20 | 2,255.20 | 2,368.00 | 2,486.40 |
| | Y | 48,235.20 | 50,648.00 | 53,185.60 | 55,827.20 | 58,635.20 | 61,568.00 | 64,646.40 |
| | | | | | | | | |
| 70.5 | H | 23.30 | 24.47 | 25.69 | 26.98 | 28.33 | 29.74 | 31.23 |
| | B | 1,864.00 | 1,957.60 | 2,055.20 | 2,158.40 | 2,266.40 | 2,379.20 | 2,498.40 |
| | Y | 48,464.00 | 50,897.60 | 53,435.20 | 56,118.40 | 58,926.40 | 61,859.20 | 64,958.40 |
| | | | | | | | | |
| 70.6 | H | 23.42 | 24.59 | 25.82 | 27.11 | 28.46 | 29.89 | 31.38 |
| | B | 1,873.60 | 1,967.20 | 2,065.60 | 2,168.80 | 2,276.80 | 2,391.20 | 2,510.40 |
| | Y | 48,713.60 | 51,147.20 | 53,705.60 | 56,388.80 | 59,196.80 | 62,171.20 | 65,270.40 |
| | | | | | | | | |
| 70.7 | H | 23.53 | 24.71 | 25.94 | 27.24 | 28.60 | 30.03 | 31.53 |
| | B | 1,882.40 | 1,976.80 | 2,075.20 | 2,179.20 | 2,288.00 | 2,402.40 | 2,522.40 |
| | Y | 48,942.40 | 51,396.80 | 53,955.20 | 56,659.20 | 59,488.00 | 62,462.40 | 65,582.40 |
| | | | | | | | | |
| 70.8 | H | 23.64 | 24.83 | 26.07 | 27.37 | 28.74 | 30.18 | 31.69 |
| | B | 1,891.20 | 1,986.40 | 2,085.60 | 2,189.60 | 2,299.20 | 2,414.40 | 2,535.20 |
| | Y | 49,171.20 | 51,646.40 | 54,225.60 | 56,929.60 | 59,779.20 | 62,774.40 | 65,915.20 |
| | | | | | | | | |
| 70.9 | H | 23.76 | 24.95 | 26.19 | 27.50 | 28.88 | 30.32 | 31.84 |
| | B | 1,900.80 | 1,996.00 | 2,095.20 | 2,200.00 | 2,310.40 | 2,425.60 | 2,547.20 |
| | Y | 49,420.80 | 51,896.00 | 54,475.20 | 57,200.00 | 60,070.40 | 63,065.60 | 66,227.20 |

**SAN DIEGO UNIFIED PORT DISTRICT
SALARY SCHEDULE BY RANGE AND STEP**

| RANGE | | STEP A | STEP B | STEP C | STEP D | STEP E | STEP F | STEP G |
|--------------|---|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| 71.0 | H | 23.87 | 25.07 | 26.32 | 27.63 | 29.02 | 30.47 | 31.99 |
| | B | 1,909.60 | 2,005.60 | 2,105.60 | 2,210.40 | 2,321.60 | 2,437.60 | 2,559.20 |
| | Y | 49,649.60 | 52,145.60 | 54,745.60 | 57,470.40 | 60,361.60 | 63,377.60 | 66,539.20 |
| | | | | | | | | |
| 71.1 | H | 23.99 | 25.19 | 26.45 | 27.77 | 29.16 | 30.62 | 32.15 |
| | B | 1,919.20 | 2,015.20 | 2,116.00 | 2,221.60 | 2,332.80 | 2,449.60 | 2,572.00 |
| | Y | 49,899.20 | 52,395.20 | 55,016.00 | 57,761.60 | 60,652.80 | 63,689.60 | 66,872.00 |
| | | | | | | | | |
| 71.2 | H | 24.11 | 25.32 | 26.58 | 27.91 | 29.31 | 30.77 | 32.31 |
| | B | 1,928.80 | 2,025.60 | 2,126.40 | 2,232.80 | 2,344.80 | 2,461.60 | 2,584.80 |
| | Y | 50,148.80 | 52,665.60 | 55,286.40 | 58,052.80 | 60,964.80 | 64,001.60 | 67,204.80 |
| | | | | | | | | |
| 71.3 | H | 24.23 | 25.44 | 26.71 | 28.05 | 29.45 | 30.92 | 32.47 |
| | B | 1,938.40 | 2,035.20 | 2,136.80 | 2,244.00 | 2,356.00 | 2,473.60 | 2,597.60 |
| | Y | 50,398.40 | 52,915.20 | 55,556.80 | 58,344.00 | 61,256.00 | 64,313.60 | 67,537.60 |
| | | | | | | | | |
| 71.4 | H | 24.35 | 25.57 | 26.84 | 28.19 | 29.60 | 31.08 | 32.63 |
| | B | 1,948.00 | 2,045.60 | 2,147.20 | 2,255.20 | 2,368.00 | 2,486.40 | 2,610.40 |
| | Y | 50,648.00 | 53,185.60 | 55,827.20 | 58,635.20 | 61,568.00 | 64,646.40 | 67,870.40 |
| | | | | | | | | |
| 71.5 | H | 24.47 | 25.69 | 26.98 | 28.33 | 29.74 | 31.23 | 32.79 |
| | B | 1,957.60 | 2,055.20 | 2,158.40 | 2,266.40 | 2,379.20 | 2,498.40 | 2,623.20 |
| | Y | 50,897.60 | 53,435.20 | 56,118.40 | 58,926.40 | 61,859.20 | 64,958.40 | 68,203.20 |
| | | | | | | | | |
| 71.6 | H | 24.59 | 25.82 | 27.11 | 28.46 | 29.89 | 31.38 | 32.95 |
| | B | 1,967.20 | 2,065.60 | 2,168.80 | 2,276.80 | 2,391.20 | 2,510.40 | 2,636.00 |
| | Y | 51,147.20 | 53,705.60 | 56,388.80 | 59,196.80 | 62,171.20 | 65,270.40 | 68,536.00 |
| | | | | | | | | |
| 71.7 | H | 24.71 | 25.94 | 27.24 | 28.60 | 30.03 | 31.53 | 33.11 |
| | B | 1,976.80 | 2,075.20 | 2,179.20 | 2,288.00 | 2,402.40 | 2,522.40 | 2,648.80 |
| | Y | 51,396.80 | 53,955.20 | 56,659.20 | 59,488.00 | 62,462.40 | 65,582.40 | 68,868.80 |
| | | | | | | | | |
| 71.8 | H | 24.83 | 26.07 | 27.37 | 28.74 | 30.18 | 31.69 | 33.27 |
| | B | 1,986.40 | 2,085.60 | 2,189.60 | 2,299.20 | 2,414.40 | 2,535.20 | 2,661.60 |
| | Y | 51,646.40 | 54,225.60 | 56,929.60 | 59,779.20 | 62,774.40 | 65,915.20 | 69,201.60 |
| | | | | | | | | |
| 71.9 | H | 24.95 | 26.19 | 27.50 | 28.88 | 30.32 | 31.84 | 33.43 |
| | B | 1,996.00 | 2,095.20 | 2,200.00 | 2,310.40 | 2,425.60 | 2,547.20 | 2,674.40 |
| | Y | 51,896.00 | 54,475.20 | 57,200.00 | 60,070.40 | 63,065.60 | 66,227.20 | 69,534.40 |

**SAN DIEGO UNIFIED PORT DISTRICT
SALARY SCHEDULE BY RANGE AND STEP**

| RANGE | | STEP A | STEP B | STEP C | STEP D | STEP E | STEP F | STEP G |
|--------------|---|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| 72.0 | H | 25.07 | 26.32 | 27.63 | 29.02 | 30.47 | 31.99 | 33.59 |
| | B | 2,005.60 | 2,105.60 | 2,210.40 | 2,321.60 | 2,437.60 | 2,559.20 | 2,687.20 |
| | Y | 52,145.60 | 54,745.60 | 57,470.40 | 60,361.60 | 63,377.60 | 66,539.20 | 69,867.20 |
| | | | | | | | | |
| 72.1 | H | 25.19 | 26.45 | 27.77 | 29.16 | 30.62 | 32.15 | 33.76 |
| | B | 2,015.20 | 2,116.00 | 2,221.60 | 2,332.80 | 2,449.60 | 2,572.00 | 2,700.80 |
| | Y | 52,395.20 | 55,016.00 | 57,761.60 | 60,652.80 | 63,689.60 | 66,872.00 | 70,220.80 |
| | | | | | | | | |
| 72.2 | H | 25.32 | 26.58 | 27.91 | 29.31 | 30.77 | 32.31 | 33.93 |
| | B | 2,025.60 | 2,126.40 | 2,232.80 | 2,344.80 | 2,461.60 | 2,584.80 | 2,714.40 |
| | Y | 52,665.60 | 55,286.40 | 58,052.80 | 60,964.80 | 64,001.60 | 67,204.80 | 70,574.40 |
| | | | | | | | | |
| 72.3 | H | 25.44 | 26.71 | 28.05 | 29.45 | 30.92 | 32.47 | 34.09 |
| | B | 2,035.20 | 2,136.80 | 2,244.00 | 2,356.00 | 2,473.60 | 2,597.60 | 2,727.20 |
| | Y | 52,915.20 | 55,556.80 | 58,344.00 | 61,256.00 | 64,313.60 | 67,537.60 | 70,907.20 |
| | | | | | | | | |
| 72.4 | H | 25.57 | 26.84 | 28.19 | 29.60 | 31.08 | 32.63 | 34.26 |
| | B | 2,045.60 | 2,147.20 | 2,255.20 | 2,368.00 | 2,486.40 | 2,610.40 | 2,740.80 |
| | Y | 53,185.60 | 55,827.20 | 58,635.20 | 61,568.00 | 64,646.40 | 67,870.40 | 71,260.80 |
| | | | | | | | | |
| 72.5 | H | 25.69 | 26.98 | 28.33 | 29.74 | 31.23 | 32.79 | 34.43 |
| | B | 2,055.20 | 2,158.40 | 2,266.40 | 2,379.20 | 2,498.40 | 2,623.20 | 2,754.40 |
| | Y | 53,435.20 | 56,118.40 | 58,926.40 | 61,859.20 | 64,958.40 | 68,203.20 | 71,614.40 |
| | | | | | | | | |
| 72.6 | H | 25.82 | 27.11 | 28.46 | 29.89 | 31.38 | 32.95 | 34.60 |
| | B | 2,065.60 | 2,168.80 | 2,276.80 | 2,391.20 | 2,510.40 | 2,636.00 | 2,768.00 |
| | Y | 53,705.60 | 56,388.80 | 59,196.80 | 62,171.20 | 65,270.40 | 68,536.00 | 71,968.00 |
| | | | | | | | | |
| 72.7 | H | 25.94 | 27.24 | 28.60 | 30.03 | 31.53 | 33.11 | 34.77 |
| | B | 2,075.20 | 2,179.20 | 2,288.00 | 2,402.40 | 2,522.40 | 2,648.80 | 2,781.60 |
| | Y | 53,955.20 | 56,659.20 | 59,488.00 | 62,462.40 | 65,582.40 | 68,868.80 | 72,321.60 |
| | | | | | | | | |
| 72.8 | H | 26.07 | 27.37 | 28.74 | 30.18 | 31.69 | 33.27 | 34.93 |
| | B | 2,085.60 | 2,189.60 | 2,299.20 | 2,414.40 | 2,535.20 | 2,661.60 | 2,794.40 |
| | Y | 54,225.60 | 56,929.60 | 59,779.20 | 62,774.40 | 65,915.20 | 69,201.60 | 72,654.40 |
| | | | | | | | | |
| 72.9 | H | 26.19 | 27.50 | 28.88 | 30.32 | 31.84 | 33.43 | 35.10 |
| | B | 2,095.20 | 2,200.00 | 2,310.40 | 2,425.60 | 2,547.20 | 2,674.40 | 2,808.00 |
| | Y | 54,475.20 | 57,200.00 | 60,070.40 | 63,065.60 | 66,227.20 | 69,534.40 | 73,008.00 |

**SAN DIEGO UNIFIED PORT DISTRICT
SALARY SCHEDULE BY RANGE AND STEP**

| RANGE | | STEP A | STEP B | STEP C | STEP D | STEP E | STEP F | STEP G |
|--------------|---|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| 73.0 | H | 26.32 | 27.63 | 29.02 | 30.47 | 31.99 | 33.59 | 35.27 |
| | B | 2,105.60 | 2,210.40 | 2,321.60 | 2,437.60 | 2,559.20 | 2,687.20 | 2,821.60 |
| | Y | 54,745.60 | 57,470.40 | 60,361.60 | 63,377.60 | 66,539.20 | 69,867.20 | 73,361.60 |
| | | | | | | | | |
| 73.1 | H | 26.45 | 27.77 | 29.16 | 30.62 | 32.15 | 33.76 | 35.45 |
| | B | 2,116.00 | 2,221.60 | 2,332.80 | 2,449.60 | 2,572.00 | 2,700.80 | 2,836.00 |
| | Y | 55,016.00 | 57,761.60 | 60,652.80 | 63,689.60 | 66,872.00 | 70,220.80 | 73,736.00 |
| | | | | | | | | |
| 73.2 | H | 26.58 | 27.91 | 29.31 | 30.77 | 32.31 | 33.93 | 35.62 |
| | B | 2,126.40 | 2,232.80 | 2,344.80 | 2,461.60 | 2,584.80 | 2,714.40 | 2,849.60 |
| | Y | 55,286.40 | 58,052.80 | 60,964.80 | 64,001.60 | 67,204.80 | 70,574.40 | 74,089.60 |
| | | | | | | | | |
| 73.3 | H | 26.71 | 28.05 | 29.45 | 30.92 | 32.47 | 34.09 | 35.80 |
| | B | 2,136.80 | 2,244.00 | 2,356.00 | 2,473.60 | 2,597.60 | 2,727.20 | 2,864.00 |
| | Y | 55,556.80 | 58,344.00 | 61,256.00 | 64,313.60 | 67,537.60 | 70,907.20 | 74,464.00 |
| | | | | | | | | |
| 73.4 | H | 26.84 | 28.19 | 29.60 | 31.08 | 32.63 | 34.26 | 35.97 |
| | B | 2,147.20 | 2,255.20 | 2,368.00 | 2,486.40 | 2,610.40 | 2,740.80 | 2,877.60 |
| | Y | 55,827.20 | 58,635.20 | 61,568.00 | 64,646.40 | 67,870.40 | 71,260.80 | 74,817.60 |
| | | | | | | | | |
| 73.5 | H | 26.98 | 28.33 | 29.74 | 31.23 | 32.79 | 34.43 | 36.15 |
| | B | 2,158.40 | 2,266.40 | 2,379.20 | 2,498.40 | 2,623.20 | 2,754.40 | 2,892.00 |
| | Y | 56,118.40 | 58,926.40 | 61,859.20 | 64,958.40 | 68,203.20 | 71,614.40 | 75,192.00 |
| | | | | | | | | |
| 73.6 | H | 27.11 | 28.46 | 29.89 | 31.38 | 32.95 | 34.60 | 36.33 |
| | B | 2,168.80 | 2,276.80 | 2,391.20 | 2,510.40 | 2,636.00 | 2,768.00 | 2,906.40 |
| | Y | 56,388.80 | 59,196.80 | 62,171.20 | 65,270.40 | 68,536.00 | 71,968.00 | 75,566.40 |
| | | | | | | | | |
| 73.7 | H | 27.24 | 28.60 | 30.03 | 31.53 | 33.11 | 34.77 | 36.50 |
| | B | 2,179.20 | 2,288.00 | 2,402.40 | 2,522.40 | 2,648.80 | 2,781.60 | 2,920.00 |
| | Y | 56,659.20 | 59,488.00 | 62,462.40 | 65,582.40 | 68,868.80 | 72,321.60 | 75,920.00 |
| | | | | | | | | |
| 73.8 | H | 27.37 | 28.74 | 30.18 | 31.69 | 33.27 | 34.93 | 36.68 |
| | B | 2,189.60 | 2,299.20 | 2,414.40 | 2,535.20 | 2,661.60 | 2,794.40 | 2,934.40 |
| | Y | 56,929.60 | 59,779.20 | 62,774.40 | 65,915.20 | 69,201.60 | 72,654.40 | 76,294.40 |
| | | | | | | | | |
| 73.9 | H | 27.50 | 28.88 | 30.32 | 31.84 | 33.43 | 35.10 | 36.86 |
| | B | 2,200.00 | 2,310.40 | 2,425.60 | 2,547.20 | 2,674.40 | 2,808.00 | 2,948.80 |
| | Y | 57,200.00 | 60,070.40 | 63,065.60 | 66,227.20 | 69,534.40 | 73,008.00 | 76,668.80 |

**SAN DIEGO UNIFIED PORT DISTRICT
SALARY SCHEDULE BY RANGE AND STEP**

| RANGE | | STEP A | STEP B | STEP C | STEP D | STEP E | STEP F | STEP G |
|--------------|---|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| 74.0 | H | 27.63 | 29.02 | 30.47 | 31.99 | 33.59 | 35.27 | 37.03 |
| | B | 2,210.40 | 2,321.60 | 2,437.60 | 2,559.20 | 2,687.20 | 2,821.60 | 2,962.40 |
| | Y | 57,470.40 | 60,361.60 | 63,377.60 | 66,539.20 | 69,867.20 | 73,361.60 | 77,022.40 |
| | | | | | | | | |
| 74.1 | H | 27.77 | 29.16 | 30.62 | 32.15 | 33.76 | 35.45 | 37.22 |
| | B | 2,221.60 | 2,332.80 | 2,449.60 | 2,572.00 | 2,700.80 | 2,836.00 | 2,977.60 |
| | Y | 57,761.60 | 60,652.80 | 63,689.60 | 66,872.00 | 70,220.80 | 73,736.00 | 77,417.60 |
| | | | | | | | | |
| 74.2 | H | 27.91 | 29.31 | 30.77 | 32.31 | 33.93 | 35.62 | 37.40 |
| | B | 2,232.80 | 2,344.80 | 2,461.60 | 2,584.80 | 2,714.40 | 2,849.60 | 2,992.00 |
| | Y | 58,052.80 | 60,964.80 | 64,001.60 | 67,204.80 | 70,574.40 | 74,089.60 | 77,792.00 |
| | | | | | | | | |
| 74.3 | H | 28.05 | 29.45 | 30.92 | 32.47 | 34.09 | 35.80 | 37.59 |
| | B | 2,244.00 | 2,356.00 | 2,473.60 | 2,597.60 | 2,727.20 | 2,864.00 | 3,007.20 |
| | Y | 58,344.00 | 61,256.00 | 64,313.60 | 67,537.60 | 70,907.20 | 74,464.00 | 78,187.20 |
| | | | | | | | | |
| 74.4 | H | 28.19 | 29.60 | 31.08 | 32.63 | 34.26 | 35.97 | 37.77 |
| | B | 2,255.20 | 2,368.00 | 2,486.40 | 2,610.40 | 2,740.80 | 2,877.60 | 3,021.60 |
| | Y | 58,635.20 | 61,568.00 | 64,646.40 | 67,870.40 | 71,260.80 | 74,817.60 | 78,561.60 |
| | | | | | | | | |
| 74.5 | H | 28.33 | 29.74 | 31.23 | 32.79 | 34.43 | 36.15 | 37.96 |
| | B | 2,266.40 | 2,379.20 | 2,498.40 | 2,623.20 | 2,754.40 | 2,892.00 | 3,036.80 |
| | Y | 58,926.40 | 61,859.20 | 64,958.40 | 68,203.20 | 71,614.40 | 75,192.00 | 78,956.80 |
| | | | | | | | | |
| 74.6 | H | 28.46 | 29.89 | 31.38 | 32.95 | 34.60 | 36.33 | 38.14 |
| | B | 2,276.80 | 2,391.20 | 2,510.40 | 2,636.00 | 2,768.00 | 2,906.40 | 3,051.20 |
| | Y | 59,196.80 | 62,171.20 | 65,270.40 | 68,536.00 | 71,968.00 | 75,566.40 | 79,331.20 |
| | | | | | | | | |
| 74.7 | H | 28.60 | 30.03 | 31.53 | 33.11 | 34.77 | 36.50 | 38.33 |
| | B | 2,288.00 | 2,402.40 | 2,522.40 | 2,648.80 | 2,781.60 | 2,920.00 | 3,066.40 |
| | Y | 59,488.00 | 62,462.40 | 65,582.40 | 68,868.80 | 72,321.60 | 75,920.00 | 79,726.40 |
| | | | | | | | | |
| 74.8 | H | 28.74 | 30.18 | 31.69 | 33.27 | 34.93 | 36.68 | 38.51 |
| | B | 2,299.20 | 2,414.40 | 2,535.20 | 2,661.60 | 2,794.40 | 2,934.40 | 3,080.80 |
| | Y | 59,779.20 | 62,774.40 | 65,915.20 | 69,201.60 | 72,654.40 | 76,294.40 | 80,100.80 |
| | | | | | | | | |
| 74.9 | H | 28.88 | 30.32 | 31.84 | 33.43 | 35.10 | 36.86 | 38.70 |
| | B | 2,310.40 | 2,425.60 | 2,547.20 | 2,674.40 | 2,808.00 | 2,948.80 | 3,096.00 |
| | Y | 60,070.40 | 63,065.60 | 66,227.20 | 69,534.40 | 73,008.00 | 76,668.80 | 80,496.00 |

**SAN DIEGO UNIFIED PORT DISTRICT
SALARY SCHEDULE BY RANGE AND STEP**

| RANGE | | STEP A | STEP B | STEP C | STEP D | STEP E | STEP F | STEP G |
|--------------|---|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| 75.0 | H | 29.02 | 30.47 | 31.99 | 33.59 | 35.27 | 37.03 | 38.88 |
| | B | 2,321.60 | 2,437.60 | 2,559.20 | 2,687.20 | 2,821.60 | 2,962.40 | 3,110.40 |
| | Y | 60,361.60 | 63,377.60 | 66,539.20 | 69,867.20 | 73,361.60 | 77,022.40 | 80,870.40 |
| | | | | | | | | |
| 75.1 | H | 29.16 | 30.62 | 32.15 | 33.76 | 35.45 | 37.22 | 39.08 |
| | B | 2,332.80 | 2,449.60 | 2,572.00 | 2,700.80 | 2,836.00 | 2,977.60 | 3,126.40 |
| | Y | 60,652.80 | 63,689.60 | 66,872.00 | 70,220.80 | 73,736.00 | 77,417.60 | 81,286.40 |
| | | | | | | | | |
| 75.2 | H | 29.31 | 30.77 | 32.31 | 33.93 | 35.62 | 37.40 | 39.27 |
| | B | 2,344.80 | 2,461.60 | 2,584.80 | 2,714.40 | 2,849.60 | 2,992.00 | 3,141.60 |
| | Y | 60,964.80 | 64,001.60 | 67,204.80 | 70,574.40 | 74,089.60 | 77,792.00 | 81,681.60 |
| | | | | | | | | |
| 75.3 | H | 29.45 | 30.92 | 32.47 | 34.09 | 35.80 | 37.59 | 39.47 |
| | B | 2,356.00 | 2,473.60 | 2,597.60 | 2,727.20 | 2,864.00 | 3,007.20 | 3,157.60 |
| | Y | 61,256.00 | 64,313.60 | 67,537.60 | 70,907.20 | 74,464.00 | 78,187.20 | 82,097.60 |
| | | | | | | | | |
| 75.4 | H | 29.60 | 31.08 | 32.63 | 34.26 | 35.97 | 37.77 | 39.66 |
| | B | 2,368.00 | 2,486.40 | 2,610.40 | 2,740.80 | 2,877.60 | 3,021.60 | 3,172.80 |
| | Y | 61,568.00 | 64,646.40 | 67,870.40 | 71,260.80 | 74,817.60 | 78,561.60 | 82,492.80 |
| | | | | | | | | |
| 75.5 | H | 29.74 | 31.23 | 32.79 | 34.43 | 36.15 | 37.96 | 39.86 |
| | B | 2,379.20 | 2,498.40 | 2,623.20 | 2,754.40 | 2,892.00 | 3,036.80 | 3,188.80 |
| | Y | 61,859.20 | 64,958.40 | 68,203.20 | 71,614.40 | 75,192.00 | 78,956.80 | 82,908.80 |
| | | | | | | | | |
| 75.6 | H | 29.89 | 31.38 | 32.95 | 34.60 | 36.33 | 38.14 | 40.05 |
| | B | 2,391.20 | 2,510.40 | 2,636.00 | 2,768.00 | 2,906.40 | 3,051.20 | 3,204.00 |
| | Y | 62,171.20 | 65,270.40 | 68,536.00 | 71,968.00 | 75,566.40 | 79,331.20 | 83,304.00 |
| | | | | | | | | |
| 75.7 | H | 30.03 | 31.53 | 33.11 | 34.77 | 36.50 | 38.33 | 40.25 |
| | B | 2,402.40 | 2,522.40 | 2,648.80 | 2,781.60 | 2,920.00 | 3,066.40 | 3,220.00 |
| | Y | 62,462.40 | 65,582.40 | 68,868.80 | 72,321.60 | 75,920.00 | 79,726.40 | 83,720.00 |
| | | | | | | | | |
| 75.8 | H | 30.18 | 31.69 | 33.27 | 34.93 | 36.68 | 38.51 | 40.44 |
| | B | 2,414.40 | 2,535.20 | 2,661.60 | 2,794.40 | 2,934.40 | 3,080.80 | 3,235.20 |
| | Y | 62,774.40 | 65,915.20 | 69,201.60 | 72,654.40 | 76,294.40 | 80,100.80 | 84,115.20 |
| | | | | | | | | |
| 75.9 | H | 30.32 | 31.84 | 33.43 | 35.10 | 36.86 | 38.70 | 40.63 |
| | B | 2,425.60 | 2,547.20 | 2,674.40 | 2,808.00 | 2,948.80 | 3,096.00 | 3,250.40 |
| | Y | 63,065.60 | 66,227.20 | 69,534.40 | 73,008.00 | 76,668.80 | 80,496.00 | 84,510.40 |

**SAN DIEGO UNIFIED PORT DISTRICT
SALARY SCHEDULE BY RANGE AND STEP**

| RANGE | | STEP A | STEP B | STEP C | STEP D | STEP E | STEP F | STEP G |
|--------------|---|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| 76.0 | H | 30.47 | 31.99 | 33.59 | 35.27 | 37.03 | 38.88 | 40.83 |
| | B | 2,437.60 | 2,559.20 | 2,687.20 | 2,821.60 | 2,962.40 | 3,110.40 | 3,266.40 |
| | Y | 63,377.60 | 66,539.20 | 69,867.20 | 73,361.60 | 77,022.40 | 80,870.40 | 84,926.40 |
| | | | | | | | | |
| 76.1 | H | 30.62 | 32.15 | 33.76 | 35.45 | 37.22 | 39.08 | 41.03 |
| | B | 2,449.60 | 2,572.00 | 2,700.80 | 2,836.00 | 2,977.60 | 3,126.40 | 3,282.40 |
| | Y | 63,689.60 | 66,872.00 | 70,220.80 | 73,736.00 | 77,417.60 | 81,286.40 | 85,342.40 |
| | | | | | | | | |
| 76.2 | H | 30.77 | 32.31 | 33.93 | 35.62 | 37.40 | 39.27 | 41.24 |
| | B | 2,461.60 | 2,584.80 | 2,714.40 | 2,849.60 | 2,992.00 | 3,141.60 | 3,299.20 |
| | Y | 64,001.60 | 67,204.80 | 70,574.40 | 74,089.60 | 77,792.00 | 81,681.60 | 85,779.20 |
| | | | | | | | | |
| 76.3 | H | 30.92 | 32.47 | 34.09 | 35.80 | 37.59 | 39.47 | 41.44 |
| | B | 2,473.60 | 2,597.60 | 2,727.20 | 2,864.00 | 3,007.20 | 3,157.60 | 3,315.20 |
| | Y | 64,313.60 | 67,537.60 | 70,907.20 | 74,464.00 | 78,187.20 | 82,097.60 | 86,195.20 |
| | | | | | | | | |
| 76.4 | H | 31.08 | 32.63 | 34.26 | 35.97 | 37.77 | 39.66 | 41.65 |
| | B | 2,486.40 | 2,610.40 | 2,740.80 | 2,877.60 | 3,021.60 | 3,172.80 | 3,332.00 |
| | Y | 64,646.40 | 67,870.40 | 71,260.80 | 74,817.60 | 78,561.60 | 82,492.80 | 86,632.00 |
| | | | | | | | | |
| 76.5 | H | 31.23 | 32.79 | 34.43 | 36.15 | 37.96 | 39.86 | 41.85 |
| | B | 2,498.40 | 2,623.20 | 2,754.40 | 2,892.00 | 3,036.80 | 3,188.80 | 3,348.00 |
| | Y | 64,958.40 | 68,203.20 | 71,614.40 | 75,192.00 | 78,956.80 | 82,908.80 | 87,048.00 |
| | | | | | | | | |
| 76.6 | H | 31.38 | 32.95 | 34.60 | 36.33 | 38.14 | 40.05 | 42.05 |
| | B | 2,510.40 | 2,636.00 | 2,768.00 | 2,906.40 | 3,051.20 | 3,204.00 | 3,364.00 |
| | Y | 65,270.40 | 68,536.00 | 71,968.00 | 75,566.40 | 79,331.20 | 83,304.00 | 87,464.00 |
| | | | | | | | | |
| 76.7 | H | 31.53 | 33.11 | 34.77 | 36.50 | 38.33 | 40.25 | 42.26 |
| | B | 2,522.40 | 2,648.80 | 2,781.60 | 2,920.00 | 3,066.40 | 3,220.00 | 3,380.80 |
| | Y | 65,582.40 | 68,868.80 | 72,321.60 | 75,920.00 | 79,726.40 | 83,720.00 | 87,900.80 |
| | | | | | | | | |
| 76.8 | H | 31.69 | 33.27 | 34.93 | 36.68 | 38.51 | 40.44 | 42.46 |
| | B | 2,535.20 | 2,661.60 | 2,794.40 | 2,934.40 | 3,080.80 | 3,235.20 | 3,396.80 |
| | Y | 65,915.20 | 69,201.60 | 72,654.40 | 76,294.40 | 80,100.80 | 84,115.20 | 88,316.80 |
| | | | | | | | | |
| 76.9 | H | 31.84 | 33.43 | 35.10 | 36.86 | 38.70 | 40.63 | 42.67 |
| | B | 2,547.20 | 2,674.40 | 2,808.00 | 2,948.80 | 3,096.00 | 3,250.40 | 3,413.60 |
| | Y | 66,227.20 | 69,534.40 | 73,008.00 | 76,668.80 | 80,496.00 | 84,510.40 | 88,753.60 |

**SAN DIEGO UNIFIED PORT DISTRICT
SALARY SCHEDULE BY RANGE AND STEP**

| RANGE | | STEP A | STEP B | STEP C | STEP D | STEP E | STEP F | STEP G |
|--------------|---|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| 77.0 | H | 31.99 | 33.59 | 35.27 | 37.03 | 38.88 | 40.83 | 42.87 |
| | B | 2,559.20 | 2,687.20 | 2,821.60 | 2,962.40 | 3,110.40 | 3,266.40 | 3,429.60 |
| | Y | 66,539.20 | 69,867.20 | 73,361.60 | 77,022.40 | 80,870.40 | 84,926.40 | 89,169.60 |
| | | | | | | | | |
| 77.1 | H | 32.15 | 33.76 | 35.45 | 37.22 | 39.08 | 41.03 | 43.08 |
| | B | 2,572.00 | 2,700.80 | 2,836.00 | 2,977.60 | 3,126.40 | 3,282.40 | 3,446.40 |
| | Y | 66,872.00 | 70,220.80 | 73,736.00 | 77,417.60 | 81,286.40 | 85,342.40 | 89,606.40 |
| | | | | | | | | |
| 77.2 | H | 32.31 | 33.93 | 35.62 | 37.40 | 39.27 | 41.24 | 43.30 |
| | B | 2,584.80 | 2,714.40 | 2,849.60 | 2,992.00 | 3,141.60 | 3,299.20 | 3,464.00 |
| | Y | 67,204.80 | 70,574.40 | 74,089.60 | 77,792.00 | 81,681.60 | 85,779.20 | 90,064.00 |
| | | | | | | | | |
| 77.3 | H | 32.47 | 34.09 | 35.80 | 37.59 | 39.47 | 41.44 | 43.51 |
| | B | 2,597.60 | 2,727.20 | 2,864.00 | 3,007.20 | 3,157.60 | 3,315.20 | 3,480.80 |
| | Y | 67,537.60 | 70,907.20 | 74,464.00 | 78,187.20 | 82,097.60 | 86,195.20 | 90,500.80 |
| | | | | | | | | |
| 77.4 | H | 32.63 | 34.26 | 35.97 | 37.77 | 39.66 | 41.65 | 43.73 |
| | B | 2,610.40 | 2,740.80 | 2,877.60 | 3,021.60 | 3,172.80 | 3,332.00 | 3,498.40 |
| | Y | 67,870.40 | 71,260.80 | 74,817.60 | 78,561.60 | 82,492.80 | 86,632.00 | 90,958.40 |
| | | | | | | | | |
| 77.5 | H | 32.79 | 34.43 | 36.15 | 37.96 | 39.86 | 41.85 | 43.94 |
| | B | 2,623.20 | 2,754.40 | 2,892.00 | 3,036.80 | 3,188.80 | 3,348.00 | 3,515.20 |
| | Y | 68,203.20 | 71,614.40 | 75,192.00 | 78,956.80 | 82,908.80 | 87,048.00 | 91,395.20 |
| | | | | | | | | |
| 77.6 | H | 32.95 | 34.60 | 36.33 | 38.14 | 40.05 | 42.05 | 44.16 |
| | B | 2,636.00 | 2,768.00 | 2,906.40 | 3,051.20 | 3,204.00 | 3,364.00 | 3,532.80 |
| | Y | 68,536.00 | 71,968.00 | 75,566.40 | 79,331.20 | 83,304.00 | 87,464.00 | 91,852.80 |
| | | | | | | | | |
| 77.7 | H | 33.11 | 34.77 | 36.50 | 38.33 | 40.25 | 42.26 | 44.37 |
| | B | 2,648.80 | 2,781.60 | 2,920.00 | 3,066.40 | 3,220.00 | 3,380.80 | 3,549.60 |
| | Y | 68,868.80 | 72,321.60 | 75,920.00 | 79,726.40 | 83,720.00 | 87,900.80 | 92,289.60 |
| | | | | | | | | |
| 77.8 | H | 33.27 | 34.93 | 36.68 | 38.51 | 40.44 | 42.46 | 44.58 |
| | B | 2,661.60 | 2,794.40 | 2,934.40 | 3,080.80 | 3,235.20 | 3,396.80 | 3,566.40 |
| | Y | 69,201.60 | 72,654.40 | 76,294.40 | 80,100.80 | 84,115.20 | 88,316.80 | 92,726.40 |
| | | | | | | | | |
| 77.9 | H | 33.43 | 35.10 | 36.86 | 38.70 | 40.63 | 42.67 | 44.80 |
| | B | 2,674.40 | 2,808.00 | 2,948.80 | 3,096.00 | 3,250.40 | 3,413.60 | 3,584.00 |
| | Y | 69,534.40 | 73,008.00 | 76,668.80 | 80,496.00 | 84,510.40 | 88,753.60 | 93,184.00 |

**SAN DIEGO UNIFIED PORT DISTRICT
SALARY SCHEDULE BY RANGE AND STEP**

| RANGE | | STEP A | STEP B | STEP C | STEP D | STEP E | STEP F | STEP G |
|-------|---|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 78.0 | H | 33.59 | 35.27 | 37.03 | 38.88 | 40.83 | 42.87 | 45.01 |
| | B | 2,687.20 | 2,821.60 | 2,962.40 | 3,110.40 | 3,266.40 | 3,429.60 | 3,600.80 |
| | Y | 69,867.20 | 73,361.60 | 77,022.40 | 80,870.40 | 84,926.40 | 89,169.60 | 93,620.80 |
| | | | | | | | | |
| 78.1 | H | 33.76 | 35.45 | 37.22 | 39.08 | 41.03 | 43.08 | 45.24 |
| | B | 2,700.80 | 2,836.00 | 2,977.60 | 3,126.40 | 3,282.40 | 3,446.40 | 3,619.20 |
| | Y | 70,220.80 | 73,736.00 | 77,417.60 | 81,286.40 | 85,342.40 | 89,606.40 | 94,099.20 |
| | | | | | | | | |
| 78.2 | H | 33.93 | 35.62 | 37.40 | 39.27 | 41.24 | 43.30 | 45.46 |
| | B | 2,714.40 | 2,849.60 | 2,992.00 | 3,141.60 | 3,299.20 | 3,464.00 | 3,636.80 |
| | Y | 70,574.40 | 74,089.60 | 77,792.00 | 81,681.60 | 85,779.20 | 90,064.00 | 94,556.80 |
| | | | | | | | | |
| 78.3 | H | 34.09 | 35.80 | 37.59 | 39.47 | 41.44 | 43.51 | 45.69 |
| | B | 2,727.20 | 2,864.00 | 3,007.20 | 3,157.60 | 3,315.20 | 3,480.80 | 3,655.20 |
| | Y | 70,907.20 | 74,464.00 | 78,187.20 | 82,097.60 | 86,195.20 | 90,500.80 | 95,035.20 |
| | | | | | | | | |
| 78.4 | H | 34.26 | 35.97 | 37.77 | 39.66 | 41.65 | 43.73 | 45.91 |
| | B | 2,740.80 | 2,877.60 | 3,021.60 | 3,172.80 | 3,332.00 | 3,498.40 | 3,672.80 |
| | Y | 71,260.80 | 74,817.60 | 78,561.60 | 82,492.80 | 86,632.00 | 90,958.40 | 95,492.80 |
| | | | | | | | | |
| 78.5 | H | 34.43 | 36.15 | 37.96 | 39.86 | 41.85 | 43.94 | 46.14 |
| | B | 2,754.40 | 2,892.00 | 3,036.80 | 3,188.80 | 3,348.00 | 3,515.20 | 3,691.20 |
| | Y | 71,614.40 | 75,192.00 | 78,956.80 | 82,908.80 | 87,048.00 | 91,395.20 | 95,971.20 |
| | | | | | | | | |
| 78.6 | H | 34.60 | 36.33 | 38.14 | 40.05 | 42.05 | 44.16 | 46.36 |
| | B | 2,768.00 | 2,906.40 | 3,051.20 | 3,204.00 | 3,364.00 | 3,532.80 | 3,708.80 |
| | Y | 71,968.00 | 75,566.40 | 79,331.20 | 83,304.00 | 87,464.00 | 91,852.80 | 96,428.80 |
| | | | | | | | | |
| 78.7 | H | 34.77 | 36.50 | 38.33 | 40.25 | 42.26 | 44.37 | 46.59 |
| | B | 2,781.60 | 2,920.00 | 3,066.40 | 3,220.00 | 3,380.80 | 3,549.60 | 3,727.20 |
| | Y | 72,321.60 | 75,920.00 | 79,726.40 | 83,720.00 | 87,900.80 | 92,289.60 | 96,907.20 |
| | | | | | | | | |
| 78.8 | H | 34.93 | 36.68 | 38.51 | 40.44 | 42.46 | 44.58 | 46.81 |
| | B | 2,794.40 | 2,934.40 | 3,080.80 | 3,235.20 | 3,396.80 | 3,566.40 | 3,744.80 |
| | Y | 72,654.40 | 76,294.40 | 80,100.80 | 84,115.20 | 88,316.80 | 92,726.40 | 97,364.80 |
| | | | | | | | | |
| 78.9 | H | 35.10 | 36.86 | 38.70 | 40.63 | 42.67 | 44.80 | 47.04 |
| | B | 2,808.00 | 2,948.80 | 3,096.00 | 3,250.40 | 3,413.60 | 3,584.00 | 3,763.20 |
| | Y | 73,008.00 | 76,668.80 | 80,496.00 | 84,510.40 | 88,753.60 | 93,184.00 | 97,843.20 |

**SAN DIEGO UNIFIED PORT DISTRICT
SALARY SCHEDULE BY RANGE AND STEP**

| RANGE | | STEP A | STEP B | STEP C | STEP D | STEP E | STEP F | STEP G |
|--------------|---|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| 79.0 | H | 35.27 | 37.03 | 38.88 | 40.83 | 42.87 | 45.01 | 47.26 |
| | B | 2,821.60 | 2,962.40 | 3,110.40 | 3,266.40 | 3,429.60 | 3,600.80 | 3,780.80 |
| | Y | 73,361.60 | 77,022.40 | 80,870.40 | 84,926.40 | 89,169.60 | 93,620.80 | 98,300.80 |
| | | | | | | | | |
| 79.1 | H | 35.45 | 37.22 | 39.08 | 41.03 | 43.08 | 45.24 | 47.50 |
| | B | 2,836.00 | 2,977.60 | 3,126.40 | 3,282.40 | 3,446.40 | 3,619.20 | 3,800.00 |
| | Y | 73,736.00 | 77,417.60 | 81,286.40 | 85,342.40 | 89,606.40 | 94,099.20 | 98,800.00 |
| | | | | | | | | |
| 79.2 | H | 35.62 | 37.40 | 39.27 | 41.24 | 43.30 | 45.46 | 47.74 |
| | B | 2,849.60 | 2,992.00 | 3,141.60 | 3,299.20 | 3,464.00 | 3,636.80 | 3,819.20 |
| | Y | 74,089.60 | 77,792.00 | 81,681.60 | 85,779.20 | 90,064.00 | 94,556.80 | 99,299.20 |
| | | | | | | | | |
| 79.3 | H | 35.80 | 37.59 | 39.47 | 41.44 | 43.51 | 45.69 | 47.97 |
| | B | 2,864.00 | 3,007.20 | 3,157.60 | 3,315.20 | 3,480.80 | 3,655.20 | 3,837.60 |
| | Y | 74,464.00 | 78,187.20 | 82,097.60 | 86,195.20 | 90,500.80 | 95,035.20 | 99,777.60 |
| | | | | | | | | |
| 79.4 | H | 35.97 | 37.77 | 39.66 | 41.65 | 43.73 | 45.91 | 48.21 |
| | B | 2,877.60 | 3,021.60 | 3,172.80 | 3,332.00 | 3,498.40 | 3,672.80 | 3,856.80 |
| | Y | 74,817.60 | 78,561.60 | 82,492.80 | 86,632.00 | 90,958.40 | 95,492.80 | 100,276.80 |
| | | | | | | | | |
| 79.5 | H | 36.15 | 37.96 | 39.86 | 41.85 | 43.94 | 46.14 | 48.45 |
| | B | 2,892.00 | 3,036.80 | 3,188.80 | 3,348.00 | 3,515.20 | 3,691.20 | 3,876.00 |
| | Y | 75,192.00 | 78,956.80 | 82,908.80 | 87,048.00 | 91,395.20 | 95,971.20 | 100,776.00 |
| | | | | | | | | |
| 79.6 | H | 36.33 | 38.14 | 40.05 | 42.05 | 44.16 | 46.36 | 48.68 |
| | B | 2,906.40 | 3,051.20 | 3,204.00 | 3,364.00 | 3,532.80 | 3,708.80 | 3,894.40 |
| | Y | 75,566.40 | 79,331.20 | 83,304.00 | 87,464.00 | 91,852.80 | 96,428.80 | 101,254.40 |
| | | | | | | | | |
| 79.7 | H | 36.50 | 38.33 | 40.25 | 42.26 | 44.37 | 46.59 | 48.92 |
| | B | 2,920.00 | 3,066.40 | 3,220.00 | 3,380.80 | 3,549.60 | 3,727.20 | 3,913.60 |
| | Y | 75,920.00 | 79,726.40 | 83,720.00 | 87,900.80 | 92,289.60 | 96,907.20 | 101,753.60 |
| | | | | | | | | |
| 79.8 | H | 36.68 | 38.51 | 40.44 | 42.46 | 44.58 | 46.81 | 49.15 |
| | B | 2,934.40 | 3,080.80 | 3,235.20 | 3,396.80 | 3,566.40 | 3,744.80 | 3,932.00 |
| | Y | 76,294.40 | 80,100.80 | 84,115.20 | 88,316.80 | 92,726.40 | 97,364.80 | 102,232.00 |
| | | | | | | | | |
| 79.9 | H | 36.86 | 38.70 | 40.63 | 42.67 | 44.80 | 47.04 | 49.39 |
| | B | 2,948.80 | 3,096.00 | 3,250.40 | 3,413.60 | 3,584.00 | 3,763.20 | 3,951.20 |
| | Y | 76,668.80 | 80,496.00 | 84,510.40 | 88,753.60 | 93,184.00 | 97,843.20 | 102,731.20 |

**SAN DIEGO UNIFIED PORT DISTRICT
SALARY SCHEDULE BY RANGE AND STEP**

| RANGE | | STEP A | STEP B | STEP C | STEP D | STEP E | STEP F | STEP G |
|-------|---|-----------|-----------|-----------|-----------|-----------|------------|------------|
| 80.0 | H | 37.03 | 38.88 | 40.83 | 42.87 | 45.01 | 47.26 | 49.63 |
| | B | 2,962.40 | 3,110.40 | 3,266.40 | 3,429.60 | 3,600.80 | 3,780.80 | 3,970.40 |
| | Y | 77,022.40 | 80,870.40 | 84,926.40 | 89,169.60 | 93,620.80 | 98,300.80 | 103,230.40 |
| | | | | | | | | |
| 80.1 | H | 37.22 | 39.08 | 41.03 | 43.08 | 45.24 | 47.50 | 49.88 |
| | B | 2,977.60 | 3,126.40 | 3,282.40 | 3,446.40 | 3,619.20 | 3,800.00 | 3,990.40 |
| | Y | 77,417.60 | 81,286.40 | 85,342.40 | 89,606.40 | 94,099.20 | 98,800.00 | 103,750.40 |
| | | | | | | | | |
| 80.2 | H | 37.40 | 39.27 | 41.24 | 43.30 | 45.46 | 47.74 | 50.12 |
| | B | 2,992.00 | 3,141.60 | 3,299.20 | 3,464.00 | 3,636.80 | 3,819.20 | 4,009.60 |
| | Y | 77,792.00 | 81,681.60 | 85,779.20 | 90,064.00 | 94,556.80 | 99,299.20 | 104,249.60 |
| | | | | | | | | |
| 80.3 | H | 37.59 | 39.47 | 41.44 | 43.51 | 45.69 | 47.97 | 50.37 |
| | B | 3,007.20 | 3,157.60 | 3,315.20 | 3,480.80 | 3,655.20 | 3,837.60 | 4,029.60 |
| | Y | 78,187.20 | 82,097.60 | 86,195.20 | 90,500.80 | 95,035.20 | 99,777.60 | 104,769.60 |
| | | | | | | | | |
| 80.4 | H | 37.77 | 39.66 | 41.65 | 43.73 | 45.91 | 48.21 | 50.62 |
| | B | 3,021.60 | 3,172.80 | 3,332.00 | 3,498.40 | 3,672.80 | 3,856.80 | 4,049.60 |
| | Y | 78,561.60 | 82,492.80 | 86,632.00 | 90,958.40 | 95,492.80 | 100,276.80 | 105,289.60 |
| | | | | | | | | |
| 80.5 | H | 37.96 | 39.86 | 41.85 | 43.94 | 46.14 | 48.45 | 50.87 |
| | B | 3,036.80 | 3,188.80 | 3,348.00 | 3,515.20 | 3,691.20 | 3,876.00 | 4,069.60 |
| | Y | 78,956.80 | 82,908.80 | 87,048.00 | 91,395.20 | 95,971.20 | 100,776.00 | 105,809.60 |
| | | | | | | | | |
| 80.6 | H | 38.14 | 40.05 | 42.05 | 44.16 | 46.36 | 48.68 | 51.12 |
| | B | 3,051.20 | 3,204.00 | 3,364.00 | 3,532.80 | 3,708.80 | 3,894.40 | 4,089.60 |
| | Y | 79,331.20 | 83,304.00 | 87,464.00 | 91,852.80 | 96,428.80 | 101,254.40 | 106,329.60 |
| | | | | | | | | |
| 80.7 | H | 38.33 | 40.25 | 42.26 | 44.37 | 46.59 | 48.92 | 51.36 |
| | B | 3,066.40 | 3,220.00 | 3,380.80 | 3,549.60 | 3,727.20 | 3,913.60 | 4,108.80 |
| | Y | 79,726.40 | 83,720.00 | 87,900.80 | 92,289.60 | 96,907.20 | 101,753.60 | 106,828.80 |
| | | | | | | | | |
| 80.8 | H | 38.51 | 40.44 | 42.46 | 44.58 | 46.81 | 49.15 | 51.61 |
| | B | 3,080.80 | 3,235.20 | 3,396.80 | 3,566.40 | 3,744.80 | 3,932.00 | 4,128.80 |
| | Y | 80,100.80 | 84,115.20 | 88,316.80 | 92,726.40 | 97,364.80 | 102,232.00 | 107,348.80 |
| | | | | | | | | |
| 80.9 | H | 38.70 | 40.63 | 42.67 | 44.80 | 47.04 | 49.39 | 51.86 |
| | B | 3,096.00 | 3,250.40 | 3,413.60 | 3,584.00 | 3,763.20 | 3,951.20 | 4,148.80 |
| | Y | 80,496.00 | 84,510.40 | 88,753.60 | 93,184.00 | 97,843.20 | 102,731.20 | 107,868.80 |

**SAN DIEGO UNIFIED PORT DISTRICT
SALARY SCHEDULE BY RANGE AND STEP**

| RANGE | | STEP A | STEP B | STEP C | STEP D | STEP E | STEP F | STEP G |
|--------------|---|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| 81.0 | H | 38.88 | 40.83 | 42.87 | 45.01 | 47.26 | 49.63 | 52.11 |
| | B | 3,110.40 | 3,266.40 | 3,429.60 | 3,600.80 | 3,780.80 | 3,970.40 | 4,168.80 |
| | Y | 80,870.40 | 84,926.40 | 89,169.60 | 93,620.80 | 98,300.80 | 103,230.40 | 108,388.80 |
| | | | | | | | | |
| 81.1 | H | 39.08 | 41.03 | 43.08 | 45.24 | 47.50 | 49.88 | 52.37 |
| | B | 3,126.40 | 3,282.40 | 3,446.40 | 3,619.20 | 3,800.00 | 3,990.40 | 4,189.60 |
| | Y | 81,286.40 | 85,342.40 | 89,606.40 | 94,099.20 | 98,800.00 | 103,750.40 | 108,929.60 |
| | | | | | | | | |
| 81.2 | H | 39.27 | 41.24 | 43.30 | 45.46 | 47.74 | 50.12 | 52.63 |
| | B | 3,141.60 | 3,299.20 | 3,464.00 | 3,636.80 | 3,819.20 | 4,009.60 | 4,210.40 |
| | Y | 81,681.60 | 85,779.20 | 90,064.00 | 94,556.80 | 99,299.20 | 104,249.60 | 109,470.40 |
| | | | | | | | | |
| 81.3 | H | 39.47 | 41.44 | 43.51 | 45.69 | 47.97 | 50.37 | 52.89 |
| | B | 3,157.60 | 3,315.20 | 3,480.80 | 3,655.20 | 3,837.60 | 4,029.60 | 4,231.20 |
| | Y | 82,097.60 | 86,195.20 | 90,500.80 | 95,035.20 | 99,777.60 | 104,769.60 | 110,011.20 |
| | | | | | | | | |
| 81.4 | H | 39.66 | 41.65 | 43.73 | 45.91 | 48.21 | 50.62 | 53.15 |
| | B | 3,172.80 | 3,332.00 | 3,498.40 | 3,672.80 | 3,856.80 | 4,049.60 | 4,252.00 |
| | Y | 82,492.80 | 86,632.00 | 90,958.40 | 95,492.80 | 100,276.80 | 105,289.60 | 110,552.00 |
| | | | | | | | | |
| 81.5 | H | 39.86 | 41.85 | 43.94 | 46.14 | 48.45 | 50.87 | 53.41 |
| | B | 3,188.80 | 3,348.00 | 3,515.20 | 3,691.20 | 3,876.00 | 4,069.60 | 4,272.80 |
| | Y | 82,908.80 | 87,048.00 | 91,395.20 | 95,971.20 | 100,776.00 | 105,809.60 | 111,092.80 |
| | | | | | | | | |
| 81.6 | H | 40.05 | 42.05 | 44.16 | 46.36 | 48.68 | 51.12 | 53.67 |
| | B | 3,204.00 | 3,364.00 | 3,532.80 | 3,708.80 | 3,894.40 | 4,089.60 | 4,293.60 |
| | Y | 83,304.00 | 87,464.00 | 91,852.80 | 96,428.80 | 101,254.40 | 106,329.60 | 111,633.60 |
| | | | | | | | | |
| 81.7 | H | 40.25 | 42.26 | 44.37 | 46.59 | 48.92 | 51.36 | 53.93 |
| | B | 3,220.00 | 3,380.80 | 3,549.60 | 3,727.20 | 3,913.60 | 4,108.80 | 4,314.40 |
| | Y | 83,720.00 | 87,900.80 | 92,289.60 | 96,907.20 | 101,753.60 | 106,828.80 | 112,174.40 |
| | | | | | | | | |
| 81.8 | H | 40.44 | 42.46 | 44.58 | 46.81 | 49.15 | 51.61 | 54.19 |
| | B | 3,235.20 | 3,396.80 | 3,566.40 | 3,744.80 | 3,932.00 | 4,128.80 | 4,335.20 |
| | Y | 84,115.20 | 88,316.80 | 92,726.40 | 97,364.80 | 102,232.00 | 107,348.80 | 112,715.20 |
| | | | | | | | | |
| 81.9 | H | 40.63 | 42.67 | 44.80 | 47.04 | 49.39 | 51.86 | 54.45 |
| | B | 3,250.40 | 3,413.60 | 3,584.00 | 3,763.20 | 3,951.20 | 4,148.80 | 4,356.00 |
| | Y | 84,510.40 | 88,753.60 | 93,184.00 | 97,843.20 | 102,731.20 | 107,868.80 | 113,256.00 |

**SAN DIEGO UNIFIED PORT DISTRICT
SALARY SCHEDULE BY RANGE AND STEP**

| RANGE | | STEP A | STEP B | STEP C | STEP D | STEP E | STEP F | STEP G |
|--------------|---|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| 82.0 | H | 40.83 | 42.87 | 45.01 | 47.26 | 49.63 | 52.11 | 54.71 |
| | B | 3,266.40 | 3,429.60 | 3,600.80 | 3,780.80 | 3,970.40 | 4,168.80 | 4,376.80 |
| | Y | 84,926.40 | 89,169.60 | 93,620.80 | 98,300.80 | 103,230.40 | 108,388.80 | 113,796.80 |
| | | | | | | | | |
| 82.1 | H | 41.03 | 43.08 | 45.24 | 47.50 | 49.88 | 52.37 | 54.99 |
| | B | 3,282.40 | 3,446.40 | 3,619.20 | 3,800.00 | 3,990.40 | 4,189.60 | 4,399.20 |
| | Y | 85,342.40 | 89,606.40 | 94,099.20 | 98,800.00 | 103,750.40 | 108,929.60 | 114,379.20 |
| | | | | | | | | |
| 82.2 | H | 41.24 | 43.30 | 45.46 | 47.74 | 50.12 | 52.63 | 55.26 |
| | B | 3,299.20 | 3,464.00 | 3,636.80 | 3,819.20 | 4,009.60 | 4,210.40 | 4,420.80 |
| | Y | 85,779.20 | 90,064.00 | 94,556.80 | 99,299.20 | 104,249.60 | 109,470.40 | 114,940.80 |
| | | | | | | | | |
| 82.3 | H | 41.44 | 43.51 | 45.69 | 47.97 | 50.37 | 52.89 | 55.53 |
| | B | 3,315.20 | 3,480.80 | 3,655.20 | 3,837.60 | 4,029.60 | 4,231.20 | 4,442.40 |
| | Y | 86,195.20 | 90,500.80 | 95,035.20 | 99,777.60 | 104,769.60 | 110,011.20 | 115,502.40 |
| | | | | | | | | |
| 82.4 | H | 41.65 | 43.73 | 45.91 | 48.21 | 50.62 | 53.15 | 55.81 |
| | B | 3,332.00 | 3,498.40 | 3,672.80 | 3,856.80 | 4,049.60 | 4,252.00 | 4,464.80 |
| | Y | 86,632.00 | 90,958.40 | 95,492.80 | 100,276.80 | 105,289.60 | 110,552.00 | 116,084.80 |
| | | | | | | | | |
| 82.5 | H | 41.85 | 43.94 | 46.14 | 48.45 | 50.87 | 53.41 | 56.08 |
| | B | 3,348.00 | 3,515.20 | 3,691.20 | 3,876.00 | 4,069.60 | 4,272.80 | 4,486.40 |
| | Y | 87,048.00 | 91,395.20 | 95,971.20 | 100,776.00 | 105,809.60 | 111,092.80 | 116,646.40 |
| | | | | | | | | |
| 82.6 | H | 42.05 | 44.16 | 46.36 | 48.68 | 51.12 | 53.67 | 56.36 |
| | B | 3,364.00 | 3,532.80 | 3,708.80 | 3,894.40 | 4,089.60 | 4,293.60 | 4,508.80 |
| | Y | 87,464.00 | 91,852.80 | 96,428.80 | 101,254.40 | 106,329.60 | 111,633.60 | 117,228.80 |
| | | | | | | | | |
| 82.7 | H | 42.26 | 44.37 | 46.59 | 48.92 | 51.36 | 53.93 | 56.63 |
| | B | 3,380.80 | 3,549.60 | 3,727.20 | 3,913.60 | 4,108.80 | 4,314.40 | 4,530.40 |
| | Y | 87,900.80 | 92,289.60 | 96,907.20 | 101,753.60 | 106,828.80 | 112,174.40 | 117,790.40 |
| | | | | | | | | |
| 82.8 | H | 42.46 | 44.58 | 46.81 | 49.15 | 51.61 | 54.19 | 56.90 |
| | B | 3,396.80 | 3,566.40 | 3,744.80 | 3,932.00 | 4,128.80 | 4,335.20 | 4,552.00 |
| | Y | 88,316.80 | 92,726.40 | 97,364.80 | 102,232.00 | 107,348.80 | 112,715.20 | 118,352.00 |
| | | | | | | | | |
| 82.9 | H | 42.67 | 44.80 | 47.04 | 49.39 | 51.86 | 54.45 | 57.18 |
| | B | 3,413.60 | 3,584.00 | 3,763.20 | 3,951.20 | 4,148.80 | 4,356.00 | 4,574.40 |
| | Y | 88,753.60 | 93,184.00 | 97,843.20 | 102,731.20 | 107,868.80 | 113,256.00 | 118,934.40 |

**SAN DIEGO UNIFIED PORT DISTRICT
SALARY SCHEDULE BY RANGE AND STEP**

| RANGE | | STEP A | STEP B | STEP C | STEP D | STEP E | STEP F | STEP G |
|--------------|---|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| 83.0 | H | 42.87 | 45.01 | 47.26 | 49.63 | 52.11 | 54.71 | 57.45 |
| | B | 3,429.60 | 3,600.80 | 3,780.80 | 3,970.40 | 4,168.80 | 4,376.80 | 4,596.00 |
| | Y | 89,169.60 | 93,620.80 | 98,300.80 | 103,230.40 | 108,388.80 | 113,796.80 | 119,496.00 |
| | | | | | | | | |
| 83.1 | H | 43.08 | 45.24 | 47.50 | 49.88 | 52.37 | 54.99 | 57.74 |
| | B | 3,446.40 | 3,619.20 | 3,800.00 | 3,990.40 | 4,189.60 | 4,399.20 | 4,619.20 |
| | Y | 89,606.40 | 94,099.20 | 98,800.00 | 103,750.40 | 108,929.60 | 114,379.20 | 120,099.20 |
| | | | | | | | | |
| 83.2 | H | 43.30 | 45.46 | 47.74 | 50.12 | 52.63 | 55.26 | 58.02 |
| | B | 3,464.00 | 3,636.80 | 3,819.20 | 4,009.60 | 4,210.40 | 4,420.80 | 4,641.60 |
| | Y | 90,064.00 | 94,556.80 | 99,299.20 | 104,249.60 | 109,470.40 | 114,940.80 | 120,681.60 |
| | | | | | | | | |
| 83.3 | H | 43.51 | 45.69 | 47.97 | 50.37 | 52.89 | 55.53 | 58.31 |
| | B | 3,480.80 | 3,655.20 | 3,837.60 | 4,029.60 | 4,231.20 | 4,442.40 | 4,664.80 |
| | Y | 90,500.80 | 95,035.20 | 99,777.60 | 104,769.60 | 110,011.20 | 115,502.40 | 121,284.80 |
| | | | | | | | | |
| 83.4 | H | 43.73 | 45.91 | 48.21 | 50.62 | 53.15 | 55.81 | 58.60 |
| | B | 3,498.40 | 3,672.80 | 3,856.80 | 4,049.60 | 4,252.00 | 4,464.80 | 4,688.00 |
| | Y | 90,958.40 | 95,492.80 | 100,276.80 | 105,289.60 | 110,552.00 | 116,084.80 | 121,888.00 |
| | | | | | | | | |
| 83.5 | H | 43.94 | 46.14 | 48.45 | 50.87 | 53.41 | 56.08 | 58.89 |
| | B | 3,515.20 | 3,691.20 | 3,876.00 | 4,069.60 | 4,272.80 | 4,486.40 | 4,711.20 |
| | Y | 91,395.20 | 95,971.20 | 100,776.00 | 105,809.60 | 111,092.80 | 116,646.40 | 122,491.20 |
| | | | | | | | | |
| 83.6 | H | 44.16 | 46.36 | 48.68 | 51.12 | 53.67 | 56.36 | 59.17 |
| | B | 3,532.80 | 3,708.80 | 3,894.40 | 4,089.60 | 4,293.60 | 4,508.80 | 4,733.60 |
| | Y | 91,852.80 | 96,428.80 | 101,254.40 | 106,329.60 | 111,633.60 | 117,228.80 | 123,073.60 |
| | | | | | | | | |
| 83.7 | H | 44.37 | 46.59 | 48.92 | 51.36 | 53.93 | 56.63 | 59.46 |
| | B | 3,549.60 | 3,727.20 | 3,913.60 | 4,108.80 | 4,314.40 | 4,530.40 | 4,756.80 |
| | Y | 92,289.60 | 96,907.20 | 101,753.60 | 106,828.80 | 112,174.40 | 117,790.40 | 123,676.80 |
| | | | | | | | | |
| 83.8 | H | 44.58 | 46.81 | 49.15 | 51.61 | 54.19 | 56.90 | 59.75 |
| | B | 3,566.40 | 3,744.80 | 3,932.00 | 4,128.80 | 4,335.20 | 4,552.00 | 4,780.00 |
| | Y | 92,726.40 | 97,364.80 | 102,232.00 | 107,348.80 | 112,715.20 | 118,352.00 | 124,280.00 |
| | | | | | | | | |
| 83.9 | H | 44.80 | 47.04 | 49.39 | 51.86 | 54.45 | 57.18 | 60.04 |
| | B | 3,584.00 | 3,763.20 | 3,951.20 | 4,148.80 | 4,356.00 | 4,574.40 | 4,803.20 |
| | Y | 93,184.00 | 97,843.20 | 102,731.20 | 107,868.80 | 113,256.00 | 118,934.40 | 124,883.20 |

**SAN DIEGO UNIFIED PORT DISTRICT
SALARY SCHEDULE BY RANGE AND STEP**

| RANGE | | STEP A | STEP B | STEP C | STEP D | STEP E | STEP F | STEP G |
|--------------|---|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| 84.0 | H | 45.01 | 47.26 | 49.63 | 52.11 | 54.71 | 57.45 | 60.32 |
| | B | 3,600.80 | 3,780.80 | 3,970.40 | 4,168.80 | 4,376.80 | 4,596.00 | 4,825.60 |
| | Y | 93,620.80 | 98,300.80 | 103,230.40 | 108,388.80 | 113,796.80 | 119,496.00 | 125,465.60 |
| | | | | | | | | |
| 84.1 | H | 45.24 | 47.50 | 49.88 | 52.37 | 54.99 | 57.74 | 60.62 |
| | B | 3,619.20 | 3,800.00 | 3,990.40 | 4,189.60 | 4,399.20 | 4,619.20 | 4,849.60 |
| | Y | 94,099.20 | 98,800.00 | 103,750.40 | 108,929.60 | 114,379.20 | 120,099.20 | 126,089.60 |
| | | | | | | | | |
| 84.2 | H | 45.46 | 47.74 | 50.12 | 52.63 | 55.26 | 58.02 | 60.93 |
| | B | 3,636.80 | 3,819.20 | 4,009.60 | 4,210.40 | 4,420.80 | 4,641.60 | 4,874.40 |
| | Y | 94,556.80 | 99,299.20 | 104,249.60 | 109,470.40 | 114,940.80 | 120,681.60 | 126,734.40 |
| | | | | | | | | |
| 84.3 | H | 45.69 | 47.97 | 50.37 | 52.89 | 55.53 | 58.31 | 61.23 |
| | B | 3,655.20 | 3,837.60 | 4,029.60 | 4,231.20 | 4,442.40 | 4,664.80 | 4,898.40 |
| | Y | 95,035.20 | 99,777.60 | 104,769.60 | 110,011.20 | 115,502.40 | 121,284.80 | 127,358.40 |
| | | | | | | | | |
| 84.4 | H | 45.91 | 48.21 | 50.62 | 53.15 | 55.81 | 58.60 | 61.53 |
| | B | 3,672.80 | 3,856.80 | 4,049.60 | 4,252.00 | 4,464.80 | 4,688.00 | 4,922.40 |
| | Y | 95,492.80 | 100,276.80 | 105,289.60 | 110,552.00 | 116,084.80 | 121,888.00 | 127,982.40 |
| | | | | | | | | |
| 84.5 | H | 46.14 | 48.45 | 50.87 | 53.41 | 56.08 | 58.89 | 61.83 |
| | B | 3,691.20 | 3,876.00 | 4,069.60 | 4,272.80 | 4,486.40 | 4,711.20 | 4,946.40 |
| | Y | 95,971.20 | 100,776.00 | 105,809.60 | 111,092.80 | 116,646.40 | 122,491.20 | 128,606.40 |
| | | | | | | | | |
| 84.6 | H | 46.36 | 48.68 | 51.12 | 53.67 | 56.36 | 59.17 | 62.13 |
| | B | 3,708.80 | 3,894.40 | 4,089.60 | 4,293.60 | 4,508.80 | 4,733.60 | 4,970.40 |
| | Y | 96,428.80 | 101,254.40 | 106,329.60 | 111,633.60 | 117,228.80 | 123,073.60 | 129,230.40 |
| | | | | | | | | |
| 84.7 | H | 46.59 | 48.92 | 51.36 | 53.93 | 56.63 | 59.46 | 62.43 |
| | B | 3,727.20 | 3,913.60 | 4,108.80 | 4,314.40 | 4,530.40 | 4,756.80 | 4,994.40 |
| | Y | 96,907.20 | 101,753.60 | 106,828.80 | 112,174.40 | 117,790.40 | 123,676.80 | 129,854.40 |
| | | | | | | | | |
| 84.8 | H | 46.81 | 49.15 | 51.61 | 54.19 | 56.90 | 59.75 | 62.74 |
| | B | 3,744.80 | 3,932.00 | 4,128.80 | 4,335.20 | 4,552.00 | 4,780.00 | 5,019.20 |
| | Y | 97,364.80 | 102,232.00 | 107,348.80 | 112,715.20 | 118,352.00 | 124,280.00 | 130,499.20 |
| | | | | | | | | |
| 84.9 | H | 47.04 | 49.39 | 51.86 | 54.45 | 57.18 | 60.04 | 63.04 |
| | B | 3,763.20 | 3,951.20 | 4,148.80 | 4,356.00 | 4,574.40 | 4,803.20 | 5,043.20 |
| | Y | 97,843.20 | 102,731.20 | 107,868.80 | 113,256.00 | 118,934.40 | 124,883.20 | 131,123.20 |

**SAN DIEGO UNIFIED PORT DISTRICT
SALARY SCHEDULE BY RANGE AND STEP**

| RANGE | | STEP A | STEP B | STEP C | STEP D | STEP E | STEP F | STEP G |
|--------------|---|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| 85.0 | H | 47.26 | 49.63 | 52.11 | 54.71 | 57.45 | 60.32 | 63.34 |
| | B | 3,780.80 | 3,970.40 | 4,168.80 | 4,376.80 | 4,596.00 | 4,825.60 | 5,067.20 |
| | Y | 98,300.80 | 103,230.40 | 108,388.80 | 113,796.80 | 119,496.00 | 125,465.60 | 131,747.20 |
| | | | | | | | | |
| 85.1 | H | 47.50 | 49.88 | 52.37 | 54.99 | 57.74 | 60.62 | 63.66 |
| | B | 3,800.00 | 3,990.40 | 4,189.60 | 4,399.20 | 4,619.20 | 4,849.60 | 5,092.80 |
| | Y | 98,800.00 | 103,750.40 | 108,929.60 | 114,379.20 | 120,099.20 | 126,089.60 | 132,412.80 |
| | | | | | | | | |
| 85.2 | H | 47.74 | 50.12 | 52.63 | 55.26 | 58.02 | 60.93 | 63.97 |
| | B | 3,819.20 | 4,009.60 | 4,210.40 | 4,420.80 | 4,641.60 | 4,874.40 | 5,117.60 |
| | Y | 99,299.20 | 104,249.60 | 109,470.40 | 114,940.80 | 120,681.60 | 126,734.40 | 133,057.60 |
| | | | | | | | | |
| 85.3 | H | 47.97 | 50.37 | 52.89 | 55.53 | 58.31 | 61.23 | 64.29 |
| | B | 3,837.60 | 4,029.60 | 4,231.20 | 4,442.40 | 4,664.80 | 4,898.40 | 5,143.20 |
| | Y | 99,777.60 | 104,769.60 | 110,011.20 | 115,502.40 | 121,284.80 | 127,358.40 | 133,723.20 |
| | | | | | | | | |
| 85.4 | H | 48.21 | 50.62 | 53.15 | 55.81 | 58.60 | 61.53 | 64.61 |
| | B | 3,856.80 | 4,049.60 | 4,252.00 | 4,464.80 | 4,688.00 | 4,922.40 | 5,168.80 |
| | Y | 100,276.80 | 105,289.60 | 110,552.00 | 116,084.80 | 121,888.00 | 127,982.40 | 134,388.80 |
| | | | | | | | | |
| 85.5 | H | 48.45 | 50.87 | 53.41 | 56.08 | 58.89 | 61.83 | 64.92 |
| | B | 3,876.00 | 4,069.60 | 4,272.80 | 4,486.40 | 4,711.20 | 4,946.40 | 5,193.60 |
| | Y | 100,776.00 | 105,809.60 | 111,092.80 | 116,646.40 | 122,491.20 | 128,606.40 | 135,033.60 |
| | | | | | | | | |
| 85.6 | H | 48.68 | 51.12 | 53.67 | 56.36 | 59.17 | 62.13 | 65.24 |
| | B | 3,894.40 | 4,089.60 | 4,293.60 | 4,508.80 | 4,733.60 | 4,970.40 | 5,219.20 |
| | Y | 101,254.40 | 106,329.60 | 111,633.60 | 117,228.80 | 123,073.60 | 129,230.40 | 135,699.20 |
| | | | | | | | | |
| 85.7 | H | 48.92 | 51.36 | 53.93 | 56.63 | 59.46 | 62.43 | 65.56 |
| | B | 3,913.60 | 4,108.80 | 4,314.40 | 4,530.40 | 4,756.80 | 4,994.40 | 5,244.80 |
| | Y | 101,753.60 | 106,828.80 | 112,174.40 | 117,790.40 | 123,676.80 | 129,854.40 | 136,364.80 |
| | | | | | | | | |
| 85.8 | H | 49.15 | 51.61 | 54.19 | 56.90 | 59.75 | 62.74 | 65.87 |
| | B | 3,932.00 | 4,128.80 | 4,335.20 | 4,552.00 | 4,780.00 | 5,019.20 | 5,269.60 |
| | Y | 102,232.00 | 107,348.80 | 112,715.20 | 118,352.00 | 124,280.00 | 130,499.20 | 137,009.60 |
| | | | | | | | | |
| 85.9 | H | 49.39 | 51.86 | 54.45 | 57.18 | 60.04 | 63.04 | 66.19 |
| | B | 3,951.20 | 4,148.80 | 4,356.00 | 4,574.40 | 4,803.20 | 5,043.20 | 5,295.20 |
| | Y | 102,731.20 | 107,868.80 | 113,256.00 | 118,934.40 | 124,883.20 | 131,123.20 | 137,675.20 |

**SAN DIEGO UNIFIED PORT DISTRICT
SALARY SCHEDULE BY RANGE AND STEP**

| RANGE | | STEP A | STEP B | STEP C | STEP D | STEP E | STEP F | STEP G |
|--------------|---|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| 86.0 | H | 49.63 | 52.11 | 54.71 | 57.45 | 60.32 | 63.34 | 66.51 |
| | B | 3,970.40 | 4,168.80 | 4,376.80 | 4,596.00 | 4,825.60 | 5,067.20 | 5,320.80 |
| | Y | 103,230.40 | 108,388.80 | 113,796.80 | 119,496.00 | 125,465.60 | 131,747.20 | 138,340.80 |
| | | | | | | | | |
| 86.1 | H | 49.88 | 52.37 | 54.99 | 57.74 | 60.62 | 63.66 | 66.84 |
| | B | 3,990.40 | 4,189.60 | 4,399.20 | 4,619.20 | 4,849.60 | 5,092.80 | 5,347.20 |
| | Y | 103,750.40 | 108,929.60 | 114,379.20 | 120,099.20 | 126,089.60 | 132,412.80 | 139,027.20 |
| | | | | | | | | |
| 86.2 | H | 50.12 | 52.63 | 55.26 | 58.02 | 60.93 | 63.97 | 67.17 |
| | B | 4,009.60 | 4,210.40 | 4,420.80 | 4,641.60 | 4,874.40 | 5,117.60 | 5,373.60 |
| | Y | 104,249.60 | 109,470.40 | 114,940.80 | 120,681.60 | 126,734.40 | 133,057.60 | 139,713.60 |
| | | | | | | | | |
| 86.3 | H | 50.37 | 52.89 | 55.53 | 58.31 | 61.23 | 64.29 | 67.50 |
| | B | 4,029.60 | 4,231.20 | 4,442.40 | 4,664.80 | 4,898.40 | 5,143.20 | 5,400.00 |
| | Y | 104,769.60 | 110,011.20 | 115,502.40 | 121,284.80 | 127,358.40 | 133,723.20 | 140,400.00 |
| | | | | | | | | |
| 86.4 | H | 50.62 | 53.15 | 55.81 | 58.60 | 61.53 | 64.61 | 67.84 |
| | B | 4,049.60 | 4,252.00 | 4,464.80 | 4,688.00 | 4,922.40 | 5,168.80 | 5,427.20 |
| | Y | 105,289.60 | 110,552.00 | 116,084.80 | 121,888.00 | 127,982.40 | 134,388.80 | 141,107.20 |
| | | | | | | | | |
| 86.5 | H | 50.87 | 53.41 | 56.08 | 58.89 | 61.83 | 64.92 | 68.17 |
| | B | 4,069.60 | 4,272.80 | 4,486.40 | 4,711.20 | 4,946.40 | 5,193.60 | 5,453.60 |
| | Y | 105,809.60 | 111,092.80 | 116,646.40 | 122,491.20 | 128,606.40 | 135,033.60 | 141,793.60 |
| | | | | | | | | |
| 86.6 | H | 51.12 | 53.67 | 56.36 | 59.17 | 62.13 | 65.24 | 68.50 |
| | B | 4,089.60 | 4,293.60 | 4,508.80 | 4,733.60 | 4,970.40 | 5,219.20 | 5,480.00 |
| | Y | 106,329.60 | 111,633.60 | 117,228.80 | 123,073.60 | 129,230.40 | 135,699.20 | 142,480.00 |
| | | | | | | | | |
| 86.7 | H | 51.36 | 53.93 | 56.63 | 59.46 | 62.43 | 65.56 | 68.83 |
| | B | 4,108.80 | 4,314.40 | 4,530.40 | 4,756.80 | 4,994.40 | 5,244.80 | 5,506.40 |
| | Y | 106,828.80 | 112,174.40 | 117,790.40 | 123,676.80 | 129,854.40 | 136,364.80 | 143,166.40 |
| | | | | | | | | |
| 86.8 | H | 51.61 | 54.19 | 56.90 | 59.75 | 62.74 | 65.87 | 69.17 |
| | B | 4,128.80 | 4,335.20 | 4,552.00 | 4,780.00 | 5,019.20 | 5,269.60 | 5,533.60 |
| | Y | 107,348.80 | 112,715.20 | 118,352.00 | 124,280.00 | 130,499.20 | 137,009.60 | 143,873.60 |
| | | | | | | | | |
| 86.9 | H | 51.86 | 54.45 | 57.18 | 60.04 | 63.04 | 66.19 | 69.50 |
| | B | 4,148.80 | 4,356.00 | 4,574.40 | 4,803.20 | 5,043.20 | 5,295.20 | 5,560.00 |
| | Y | 107,868.80 | 113,256.00 | 118,934.40 | 124,883.20 | 131,123.20 | 137,675.20 | 144,560.00 |

**SAN DIEGO UNIFIED PORT DISTRICT
SALARY SCHEDULE BY RANGE AND STEP**

| RANGE | | STEP A | STEP B | STEP C | STEP D | STEP E | STEP F | STEP G |
|--------------|---|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| 87.0 | H | 52.11 | 54.71 | 57.45 | 60.32 | 63.34 | 66.51 | 69.83 |
| | B | 4,168.80 | 4,376.80 | 4,596.00 | 4,825.60 | 5,067.20 | 5,320.80 | 5,586.40 |
| | Y | 108,388.80 | 113,796.80 | 119,496.00 | 125,465.60 | 131,747.20 | 138,340.80 | 145,246.40 |
| | | | | | | | | |
| 87.1 | H | 52.37 | 54.99 | 57.74 | 60.62 | 63.66 | 66.84 | 70.18 |
| | B | 4,189.60 | 4,399.20 | 4,619.20 | 4,849.60 | 5,092.80 | 5,347.20 | 5,614.40 |
| | Y | 108,929.60 | 114,379.20 | 120,099.20 | 126,089.60 | 132,412.80 | 139,027.20 | 145,974.40 |
| | | | | | | | | |
| 87.2 | H | 52.63 | 55.26 | 58.02 | 60.93 | 63.97 | 67.17 | 70.53 |
| | B | 4,210.40 | 4,420.80 | 4,641.60 | 4,874.40 | 5,117.60 | 5,373.60 | 5,642.40 |
| | Y | 109,470.40 | 114,940.80 | 120,681.60 | 126,734.40 | 133,057.60 | 139,713.60 | 146,702.40 |
| | | | | | | | | |
| 87.3 | H | 52.89 | 55.53 | 58.31 | 61.23 | 64.29 | 67.50 | 70.88 |
| | B | 4,231.20 | 4,442.40 | 4,664.80 | 4,898.40 | 5,143.20 | 5,400.00 | 5,670.40 |
| | Y | 110,011.20 | 115,502.40 | 121,284.80 | 127,358.40 | 133,723.20 | 140,400.00 | 147,430.40 |
| | | | | | | | | |
| 87.4 | H | 53.15 | 55.81 | 58.60 | 61.53 | 64.61 | 67.84 | 71.23 |
| | B | 4,252.00 | 4,464.80 | 4,688.00 | 4,922.40 | 5,168.80 | 5,427.20 | 5,698.40 |
| | Y | 110,552.00 | 116,084.80 | 121,888.00 | 127,982.40 | 134,388.80 | 141,107.20 | 148,158.40 |
| | | | | | | | | |
| 87.5 | H | 53.41 | 56.08 | 58.89 | 61.83 | 64.92 | 68.17 | 71.58 |
| | B | 4,272.80 | 4,486.40 | 4,711.20 | 4,946.40 | 5,193.60 | 5,453.60 | 5,726.40 |
| | Y | 111,092.80 | 116,646.40 | 122,491.20 | 128,606.40 | 135,033.60 | 141,793.60 | 148,886.40 |
| | | | | | | | | |
| 87.6 | H | 53.67 | 56.36 | 59.17 | 62.13 | 65.24 | 68.50 | 71.93 |
| | B | 4,293.60 | 4,508.80 | 4,733.60 | 4,970.40 | 5,219.20 | 5,480.00 | 5,754.40 |
| | Y | 111,633.60 | 117,228.80 | 123,073.60 | 129,230.40 | 135,699.20 | 142,480.00 | 149,614.40 |
| | | | | | | | | |
| 87.7 | H | 53.93 | 56.63 | 59.46 | 62.43 | 65.56 | 68.83 | 72.27 |
| | B | 4,314.40 | 4,530.40 | 4,756.80 | 4,994.40 | 5,244.80 | 5,506.40 | 5,781.60 |
| | Y | 112,174.40 | 117,790.40 | 123,676.80 | 129,854.40 | 136,364.80 | 143,166.40 | 150,321.60 |
| | | | | | | | | |
| 87.8 | H | 54.19 | 56.90 | 59.75 | 62.74 | 65.87 | 69.17 | 72.62 |
| | B | 4,335.20 | 4,552.00 | 4,780.00 | 5,019.20 | 5,269.60 | 5,533.60 | 5,809.60 |
| | Y | 112,715.20 | 118,352.00 | 124,280.00 | 130,499.20 | 137,009.60 | 143,873.60 | 151,049.60 |
| | | | | | | | | |
| 87.9 | H | 54.45 | 57.18 | 60.04 | 63.04 | 66.19 | 69.50 | 72.97 |
| | B | 4,356.00 | 4,574.40 | 4,803.20 | 5,043.20 | 5,295.20 | 5,560.00 | 5,837.60 |
| | Y | 113,256.00 | 118,934.40 | 124,883.20 | 131,123.20 | 137,675.20 | 144,560.00 | 151,777.60 |

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**SAN DIEGO UNIFIED PORT DISTRICT
SALARY SCHEDULE BY RANGE AND STEP
FOR ALL STEP PEACE OFFICERS
(Exhibit D)**

**SAN DIEGO UNIFIED PORT DISTRICT
SALARY SCHEDULE BY RANGE AND STEP FOR PEACE OFFICERS**

| Range | | Step A | Step B | Step C | Step D | Step E | F-Step 15 Year Experience Pay | G-Step 19 Year Experience Pay |
|-------|---|--|--|--|--|--|--|--|
| 90.0 | H | <u>39.82</u> 38.66 | <u>41.85</u> 40.63 | <u>43.90</u> 42.62 | <u>46.10</u> 44.76 | <u>48.39</u> 46.98 | <u>50.82</u> 49.34 | <u>53.37</u> 51.82 |
| | B | <u>3,185.60</u> 3,092.80 | <u>3,348.00</u> 3,250.40 | <u>3,512.00</u> 3,409.60 | <u>3,688.00</u> 3,580.80 | <u>3,871.20</u> 3,758.40 | <u>4,065.60</u> 3,947.20 | <u>4,269.60</u> 4,145.60 |
| | Y | <u>82,825.60</u> 80,412.80 | <u>87,048.00</u> 84,510.40 | <u>91,312.00</u> 88,649.60 | <u>95,888.00</u> 93,100.80 | <u>100,651.20</u> 97,718.40 | <u>105,705.60</u> 102,627.20 | <u>111,009.60</u> 107,785.6 |
| | | | | | | | | |
| 91.0 | H | <u>43.73</u> 42.46 | <u>45.92</u> 44.58 | <u>48.21</u> 46.84 | <u>50.62</u> 49.15 | <u>53.14</u> 51.59 | <u>55.82</u> 54.19 | <u>58.60</u> 56.89 |
| | B | <u>3,498.40</u> 3,396.80 | <u>3,673.60</u> 3,566.40 | <u>3,856.80</u> 3,744.80 | <u>4,049.60</u> 3,932.00 | <u>4,251.20</u> 4,127.20 | <u>4,465.60</u> 4,335.20 | <u>4,688.00</u> 4,551.20 |
| | Y | <u>90,958.40</u> 88,316.80 | <u>95,513.60</u> 92,726.40 | <u>100,276.80</u> 97,364.80 | <u>105,289.60</u> 102,232.00 | <u>110,531.20</u> 107,307.20 | <u>116,105.60</u> 112,715.20 | <u>121,888.00</u> 118,331.20 |
| | | | | | | | | |
| 92.0 | H | <u>49.01</u> 47.58 | <u>51.47</u> 49.97 | <u>54.05</u> 52.48 | <u>56.74</u> 55.09 | <u>59.59</u> 57.85 | <u>62.54</u> 60.72 | <u>65.67</u> 63.76 |
| | B | <u>3,920.80</u> 3,806.40 | <u>4,117.60</u> 3,997.60 | <u>4,324.00</u> 4,198.40 | <u>4,539.20</u> 4,407.20 | <u>4,767.20</u> 4,628.00 | <u>5,003.20</u> 4,857.60 | <u>5,253.60</u> 5,100.80 |
| | Y | <u>101,940.80</u> 98,966.40 | <u>107,057.60</u> 103,937.60 | <u>112,424.00</u> 109,158.40 | <u>118,019.20</u> 114,587.20 | <u>123,947.20</u> 120,328.00 | <u>130,083.20</u> 126,297.60 | <u>136,593.60</u> 132,620.80 |
| | | | | | | | | |
| 93.0 | H | <u>59.95</u> 58.20 | <u>62.94</u> 61.14 | <u>66.10</u> 64.17 | <u>69.40</u> 67.38 | <u>72.87</u> 70.75 | <u>76.50</u> 74.27 | <u>80.33</u> 77.99 |
| | B | <u>4,796.00</u> 4,656.00 | <u>5,035.20</u> 4,888.80 | <u>5,288.00</u> 5,133.60 | <u>5,552.00</u> 5,390.40 | <u>5,829.60</u> 5,660.00 | <u>6,120.00</u> 5,941.60 | <u>6,426.40</u> 6,239.20 |
| | Y | <u>124,696.00</u> 121,056.00 | <u>130,915.20</u> 127,108.80 | <u>137,488.00</u> 133,473.60 | <u>144,352.00</u> 140,150.40 | <u>151,569.60</u> 147,160.00 | <u>159,120.00</u> 154,481.60 | <u>167,086.40</u> 162,219.20 |

Pursuant to Side Letter Agreement with SDHPOA, the above ranges are temporarily suspended. Rates in effect for October 1, 2020 through September 30, 2021 are set forth in Exhibit E.

SAN DIEGO UNIFIED PORT DISTRICT
2020-2021 DEFERRED SALARY SCHEDULES BY
RANGE AND STEP
(Exhibit E)

Section 1. SIDE LETTER OF AGREEMENT BETWEEN THE DISTRICT AND SAN DIEGO HARBOR POLICE OFFICERS ASSOCIATION (SDHPOA), JULY 13, 2020

A) Effective October 1, 2020, SDHPOA agrees to defer 1.5% of their negotiated pay increase in amount equivalent to approximately \$230,000.

B) The deferral of the negotiated pay increase shall be restored retroactively to October 1, 2020, effective October 1, 2021, as long as the District exceeds the Fiscal Year (FY) 21 base case operating revenue equivalent to the deferred pay increase amount. The audited results for the FY 21 budget ending June 30, 2021, will not be available until sometime in September 2021.

C) The District and SDHPOA agree to meet monthly, or as mutually agreed by the parties, to review the District's actual financial results. If, quarter by quarter, the actual results are less than the FY 21 base case budget, SDHPOA agrees to resume discussions to negotiate further concessions.

D) Effective October 1, 2020 HPOA agrees to defer their negotiated Uniform Allowance in an amount equivalent to approximately \$196,500. The deferral of the negotiated Uniform Allowance shall be restored retroactively to October 1, 2020, effective October 1, 2021, as long as the District exceeds the FY 21 base case operating revenue equivalent to the deferred Uniform Allowance amount. The audited results for the FY 21 budget ending June 30, 2021, will not be available until sometime in September 2021.

Section 2. SIDE LETTER OF AGREEMENT BETWEEN THE DISTRICT AND TEAMSTERS LOCAL 911, JULY 14, 2020

A) Effective October 1, 2020, all Teamsters Local 911 bargaining units agree to defer their negotiated pay increase in an amount equivalent to approximately \$158,000 or 1.5% of payroll. The deferral of the negotiated pay increase shall be restored retroactively to October 1,

2020, effective October 1, 2021, as long as the District exceeds the Fiscal Year (FY) 21 base case operating revenue equivalent to the deferred pay increase amount. The audited results for the FY 21 budget ending June 30, 2021 will not be available until sometime in September 2021.

B) The District and Teamsters Local 911 agree to meet monthly to review the District's actual financial results. If, quarter by quarter, the actual results are less than the FY 21 base case budget, the parties will reopen discussions to negotiate further concessions.

C) The District and Teamsters Local 911 agree that upon receipt of the unaudited results for FY 21 if the operating revenue does not exceed the FY 21 base case revenue projection by at least an amount equivalent to the deferred pay increase amount, the parties shall continue to meet and confer on a quarterly basis until the operating revenue surpasses the projections, at which time the deferral of the negotiated pay increase will be restored retroactively to October 1, 2020

SAN DIEGO UNIFIED PORT DISTRICT
SALARY SCHEDULE BY RANGE FOR CLASSIFICATIONS REPRESENTED BY TEAMSTERS LOCAL 911,
EFFECTIVE OCTOBER 1, 2020

| <u>Class Title</u> | <u>Class Number</u> | <u>Unclassified/ Classified</u> | <u>FLSA Exempt/ Non-Exempt</u> | <u>Range</u> |
|--|---------------------|-------------------------------------|--|--------------|
| Building Maintenance Coordinator | F693-CNR07 | Classified | Non-Exempt | 79.2 |
| Carpenter | F630-CNR03 | Classified | Non-Exempt | 75.0 |
| Community Service Officer | D465-CNR03 | Classified | Non-Exempt | 70.5 |
| Community Service Officer Supervisor | B170-CNR03 | Classified | Non-Exempt | 78.3 |
| Custodian | F670-CNR03 | Classified | Non-Exempt | 65.6 |
| Electrician | F621-CNR03 | Classified | Non-Exempt | 77.2 |
| Equipment Operator | F628-CNR03 | Classified | Non-Exempt | 75.5 |
| Fleet Maintenance Technician | F625-CNR03 | Classified | Non-Exempt | 76.0 |
| Gardener | F666-CNR03 | Classified | Non-Exempt | 68.6 |
| HVAC Technician | F636-CNR03 | Classified | Non-Exempt | 75.8 |
| Lead Carpenter | F638-CNR03 | Classified | Non-Exempt | 77.9 |
| Lead Community Service Officer | D466-CNR17 | Classified | Non-Exempt | 73.4 |
| Lead Custodian | F675-CNR03 | Classified | Non-Exempt | 71.2 |
| Lead Electrician | F690-CNR03 | Classified | Non-Exempt | 80.1 |
| Lead Equipment Operator | F626-CNR03 | Classified | Non-Exempt | 78.4 |
| Lead Fleet Maintenance Technician | F629-CNR03 | Classified | Non-Exempt | 79.5 |
| Lead Gardener | F654-CNR03 | Classified | Non-Exempt | 71.5 |
| Lead Maintenance Mechanic | F619-CNR03 | Classified | Non-Exempt | 79.7 |
| Lead Maintenance Worker | F640-CNR03 | Classified | Non-Exempt | 73.4 |
| Lead Marine Mechanic | F608-CNR03 | Classified | Non-Exempt | 76.8 |
| Lead Painter | F634-CNR03 | Classified | Non-Exempt | 77.4 |
| Lead Plumber | F618-CNR03 | Classified | Non-Exempt | 80.1 |
| Lead Public Safety Dispatcher | B264-CNR06 | Classified | Non-Exempt | 78.2 |
| Lighting Technician | F646-CNR03 | Classified | Non-Exempt | 70.5 |
| Locksmith | F647-CNR05 | Classified | Non-Exempt | 72.2 |
| Maintenance Mechanic | F620-CNR03 | Classified | Non-Exempt | 76.7 |
| Maintenance Planner/Inspector | C315-CNR03 | Classified | Non-Exempt | 76.8 |
| Maintenance Supervisor | F605-CER03 | Classified | Exempt | 85.0 |
| Maintenance Support Supervisor | C310-CER19 | Classified | Exempt | 85.0 |
| Maintenance Worker I | F650-CNR03 | Classified | Non-Exempt | 68.5 |
| Maintenance Worker II | F645-CNR03 | Classified | Non-Exempt | 70.5 |
| Marine Terminal Supervisor | B227-CNR03 | Classified | Non-Exempt | 82.2 |
| Marine Terminal Supervisor (Exempt) | B920-CER03 | Classified | Exempt | 82.2 |
| Painter | F633-CNR03 | Classified | Non-Exempt | 74.5 |
| Parking Meter Repair/Collector | F656-CNR03 | Classified | Non-Exempt | 71.4 |
| Plumber | F622-CNR03 | Classified | Non-Exempt | 77.2 |
| Police Records Supervisor | D402-CER03 | Classified | Exempt | 74.3 |
| Public Safety Dispatch Supervisor | B171-CNR03 | Classified | Non-Exempt | 83.1 |
| Public Safety Dispatcher | D460-CNR14 | Classified | Non-Exempt | 75.2 |
| Senior Tool Room Technician | F694-CNR16 | Classified | Non-Exempt | 73.4 |
| Sign Painter | F627-CNR03 | Classified | Non-Exempt | 75.8 |
| Small Engine Repair Technician | F681-CNR03 | Classified | Non-Exempt | 71.5 |
| Tool Room Technician | F695-CNR16 | Classified | Non-Exempt | 70.5 |
| Vessel Equipment Mechanic | F607-CNR20 | Classified | Non-Exempt | 73.9 |
| Wharfinger | B250-CNR03 | Classified | Non-Exempt | 77.9 |

SAN DIEGO UNIFIED PORT DISTRICT
SALARY SCHEDULE BY RANGE AND STEP FOR CLASSIFICATIONS REPRESENTED BY SAN DIEGO
HARBOR POLICE OFFICERS ASSOCIATION, EFFECTIVE OCTOBER 1, 2020

| <u>Range</u> | | <u>Step A</u> | <u>Step B</u> | <u>Step C</u> | <u>Step D</u> | <u>Step E</u> | <u>F-Step 15 Year Experience Pay</u> | <u>G-Step 19 Year Experience Pay</u> |
|--------------|----------|-------------------|-------------------|-------------------|-------------------|-------------------|--|--|
| <u>90.0</u> | <u>H</u> | <u>39.24</u> | <u>41.24</u> | <u>43.26</u> | <u>45.43</u> | <u>47.68</u> | <u>50.08</u> | <u>52.60</u> |
| | <u>B</u> | <u>3,139.20</u> | <u>3,299.20</u> | <u>3,460.80</u> | <u>3,634.40</u> | <u>3,814.40</u> | <u>4,006.40</u> | <u>4,208.00</u> |
| | <u>Y</u> | <u>81,619.20</u> | <u>85,779.20</u> | <u>89,980.80</u> | <u>94,494.40</u> | <u>99,174.40</u> | <u>104,166.40</u> | <u>109,408.00</u> |
| | | | | | | | | |
| <u>91.0</u> | <u>H</u> | <u>43.10</u> | <u>45.25</u> | <u>47.51</u> | <u>49.89</u> | <u>52.36</u> | <u>55.00</u> | <u>57.74</u> |
| | <u>B</u> | <u>3,448.00</u> | <u>3,620.00</u> | <u>3,800.80</u> | <u>3,991.20</u> | <u>4,188.80</u> | <u>4,400.00</u> | <u>4,619.20</u> |
| | <u>Y</u> | <u>89,648.00</u> | <u>94,120.00</u> | <u>98,820.80</u> | <u>103,771.20</u> | <u>108,908.80</u> | <u>114,400.00</u> | <u>120,099.20</u> |
| | | | | | | | | |
| <u>92.0</u> | <u>H</u> | <u>48.29</u> | <u>50.72</u> | <u>53.27</u> | <u>55.92</u> | <u>58.72</u> | <u>61.63</u> | <u>64.72</u> |
| | <u>B</u> | <u>3,863.20</u> | <u>4,057.60</u> | <u>4,261.60</u> | <u>4,473.60</u> | <u>4,697.60</u> | <u>4,930.40</u> | <u>5,177.60</u> |
| | <u>Y</u> | <u>100,443.20</u> | <u>105,497.60</u> | <u>110,801.60</u> | <u>116,313.60</u> | <u>122,137.60</u> | <u>128,190.40</u> | <u>134,617.60</u> |
| | | | | | | | | |
| <u>93.0</u> | <u>H</u> | <u>59.07</u> | <u>62.03</u> | <u>65.13</u> | <u>68.39</u> | <u>71.81</u> | <u>75.38</u> | <u>79.16</u> |
| | <u>B</u> | <u>4,725.60</u> | <u>4,962.40</u> | <u>5,210.40</u> | <u>5,471.20</u> | <u>5,744.80</u> | <u>6,030.40</u> | <u>6,332.80</u> |
| | <u>Y</u> | <u>122,865.60</u> | <u>129,022.40</u> | <u>135,470.40</u> | <u>142,251.20</u> | <u>149,364.80</u> | <u>156,790.40</u> | <u>164,652.80</u> |