

San Diego Unified Port District

Salary Ordinance ~~2980~~XXXX

2020-2021

October 1, 2020

Amended June 15, 2021

SALARY ORDINANCE ~~2980XXXX~~

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**SAN DIEGO UNIFIED PORT DISTRICT
ORDINANCE ~~2980XXXX~~
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.

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 \$2.00 per hour.

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

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 hours worked toward the basic eighty (80) hours.

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~~2010:

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.

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SAN DIEGO UNIFIED PORT DISTRICT

DIRECTORY OF CLASSIFICATION SPECIFICATIONS (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	116 117	\$130,711 \$156,853	\$166,657 \$199,987	\$202,601 \$243,122
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

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, Business & Technology	A1287-UE03	Unclassified	Exempt	117	\$156,853	\$199,987	\$243,122
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	79.5	-	-	-
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 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	75.3	-	-	-
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	70.8	-	-	-
Community Service Officer Supervisor	B170-CNR03	Classified	Non-Exempt	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	65.9	-	-	-
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
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

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, 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 & Organizational 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 Guest Experiences	A2056-UE 16 <u>21</u>	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 Parks & Recreation	A2066-UE 17 <u>21</u>	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	77.5	-	-	-
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
Diversity, Equity, & Inclusion Equal Opportunity Analyst	B234-UE 15 <u>21</u>	Unclassified	Exempt	110 <u>108</u>	\$48,609	\$59,546	\$70,482
Diversity, Equity, & Inclusion Equal Opportunity Technician	B872-UN 15 <u>21</u>	Unclassified	Non-Exempt	108	\$48,609	\$59,546	\$70,482
Equipment Operator	F628-CNR03	Classified	Non-Exempt	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
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

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Class Title	Class Number	Unclassified/ Classified	FLSA Exempt/ Non-Exempt	Range	Minimum	Midpoint	Maximum
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	76.3	-	-	-
Gardener	F666-CNR03	Classified	Non-Exempt	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	115 116	\$115,935 \$130,711	\$144,918 \$166,657	\$173,903 \$202,601
Harbor Police Corporal	E505-CNR19	Classified	Non-Exempt	91.0	-	-	-
Harbor Police Lieutenant	E520-CNR17	Classified	Non-Exempt	93.0	-	-	-
Harbor Police Officer	E515-CNR21	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	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
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

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Class Title	Class Number	Unclassified/ Classified	FLSA Exempt/ Non-Exempt	Range	Minimum	Midpoint	Maximum
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-CN 1621	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	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	73.7	-	-	-
Lead Custodian	F675-CNR03	Classified	Non-Exempt	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	80.4	-	-	-
Lead Equipment Operator	F626-CNR03	Classified	Non-Exempt	78.7	-	-	-
Lead Fleet Maintenance Technician	F629-CNR03	Classified	Non-Exempt	79.8	-	-	-
Lead Gardener	F654-CNR03	Classified	Non-Exempt	71.8	-	-	-
Lead Maintenance Mechanic	F619-CNR03	Classified	Non-Exempt	80.0	-	-	-
Lead Maintenance Worker	F640-CNR03	Classified	Non-Exempt	73.7	-	-	-
Lead Mapping and Outreach	B925-CN17	Classified	Non-Exempt	110	\$58,817	\$72,050	\$85,284
Lead Painter	F634-CNR03	Classified	Non-Exempt	77.7	-	-	-
Lead Plumber	F618-CNR03	Classified	Non-Exempt	80.4	-	-	-
Lead Public Safety Dispatcher	B264-CNR06	Classified	Non-Exempt	78.5	-	-	-
Lead Support Services	B861-UE12	Unclassified	Exempt	110	\$58,817	\$72,050	\$85,284
Lead Vessel Equipment Mechanic	F608-CNR21	Classified	Non-Exempt	77.1	-	-	-
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	70.8	-	-	-
Locksmith	F647-CNR05	Classified	Non-Exempt	72.5	-	-	-
Maintenance Mechanic	F620-CNR03	Classified	Non-Exempt	77.0	-	-	-
Maintenance Planner/Inspector	C315-CNR03	Classified	Non-Exempt	77.1	-	-	-
Maintenance Supervisor	F605-CER03	Classified	Exempt	85.3	-	-	-
Maintenance Support Supervisor	C310-CER19	Classified	Exempt	85.3	-	-	-
Maintenance Worker I	F650-CNR03	Classified	Non-Exempt	68.8	-	-	-
Maintenance Worker II	F645-CNR03	Classified	Non-Exempt	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

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Class Title	Class Number	Unclassified/ Classified	FLSA Exempt/ Non-Exempt	Range	Minimum	Midpoint	Maximum
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
Manager, Diversity, Equity, & Inclusion Equal Opportunity	B831-UE1521	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 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

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Class Title	Class Number	Unclassified/ Classified	FLSA Exempt/ Non-Exempt	Range	Minimum	Midpoint	Maximum
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	82.5	-	-	-
Marine Terminal Supervisor (Exempt)	B920-CER03	Classified	Exempt	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	74.8	-	-	-
Paralegal	B405-UN14	Unclassified	Non-Exempt	113	\$87,664	\$109,579	\$131,495
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	71.7	-	-	-
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	77.5	-	-	-
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	74.6	-	-	-
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

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Class Title	Class Number	Unclassified/ Classified	FLSA Exempt/ Non-Exempt	Range	Minimum	Midpoint	Maximum
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-UE 1821	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-UE 1821	Unclassified	Exempt	110	\$58,817	\$72,050	\$85,284
Project Review Associate	B903-UE16	Unclassified	Exempt	110	\$58,817	\$72,050	\$85,284
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	-	-	-
Public Safety Dispatcher	D460-CNR14	Classified	Non-Exempt	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
<u>Senior Business Partner, People & Organizational Development</u>	<u>B9444-UE21</u>	<u>Unclassified</u>	<u>Exempt</u>	<u>113</u>	<u>\$87,664</u>	<u>\$109,579</u>	<u>\$131,495</u>
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

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Class Title	Class Number	Unclassified/ Classified	FLSA Exempt/ Non-Exempt	Range	Minimum	Midpoint	Maximum
Senior Diversity, Equity, & Inclusion Equal Opportunity Analyst	B286-UE 45 <u>21</u>	Unclassified	Exempt	111 <u>109</u>	\$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
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-UE 48 <u>21</u>	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	73.7	-	-	-
Senior Trade Account Representative	B622-UE03	Unclassified	Exempt	111	\$66,286	\$82,858	\$99,429
Senior Web Developer	B220-CN 03	Classified	Non-Exempt	110	\$58,817	\$72,050	\$85,284
Sign Painter	F627-CNR03	Classified	Non-Exempt	76.1	-	-	-
Small Engine Repair Technician	F681-CNR03	Classified	Non-Exempt	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 <u>60.1</u>	-	-	-
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

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
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	70.8	-	-	-
Travel Services Coordinator	B179-CN03	Classified	Non-Exempt	107	\$44,190	\$54,133	\$64,076
Vessel Equipment Mechanic	F607-CNR20	Classified	Non-Exempt	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
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	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.

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	39.82	41.85	43.90	46.10	48.39	50.82	53.37
	B	3,185.60	3,348.00	3,512.00	3,688.00	3,871.20	4,065.60	4,269.60
	Y	82,825.60	87,048.00	91,312.00	95,888.00	100,651.20	105,705.60	111,009.60
91.0	H	43.73	45.92	48.21	50.62	53.14	55.82	58.60
	B	3,498.40	3,673.60	3,856.80	4,049.60	4,251.20	4,465.60	4,688.00
	Y	90,958.40	95,513.60	100,276.80	105,289.60	110,531.20	116,105.60	121,888.00
92.0	H	49.01	51.47	54.05	56.74	59.59	62.54	65.67
	B	3,920.80	4,117.60	4,324.00	4,539.20	4,767.20	5,003.20	5,253.60
	Y	101,940.80	107,057.60	112,424.00	118,019.20	123,947.20	130,083.20	136,593.60
93.0	H	59.95	62.94	66.10	69.40	72.87	76.50	80.33
	B	4,796.00	5,035.20	5,288.00	5,552.00	5,829.60	6,120.00	6,426.40
	Y	124,696.00	130,915.20	137,488.00	144,352.00	151,569.60	159,120.00	167,086.40

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. RESTORATION OF OCTOBER 1, 2020 PAY INCREASES TO SAN DIEGO HARBOR POLICE OFFICERS ASSOCIATION (SDHPOA) AND TEAMSTERS LOCAL 911

A) Pay increases and uniform allowances deferred per the Side Letters of Agreement noted in Sections 2 and 3 are restored retroactively to October 1, 2020. Salary ranges and pay rates for classifications represented by SDHPOA and Teamsters Local 911 will apply as listed under Exhibits A, C, and D effective October 1, 2020.

B) Sections 2 and 3, below, describing the provisions of the original Side Letter Agreements, are hereby superseded.

Section ~~42~~. 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 ~~23~~. 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**

Class Title	Class Number	Unclassified/ Classified	FLSA Exempt/ Non-Exempt	Range
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**

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