

San Diego Unified Port District

Salary Ordinance 3172

2025-2026

October 1, 2025

SALARY ORDINANCE 3172

Table of Contents

Section 1.	SCHEDULES OF COMPENSATION RANGES:	3
Section 2.	CLASSES OF EMPLOYMENT:	3
Section 3.	BOARD APPOINTEES:	4
Section 4.	HOLIDAY PAY:	4
Section 5.	DEDUCTIONS:	5
Section 6.	HEALTH AND WELFARE BENEFITS:	6
Section 7.	SAFETY EQUIPMENT:	7
Section 8.	AUTOMOBILE ALLOWANCE:	7
Section 9.	OUT-OF-CLASS COMPENSATION AND ACTING PAY:	8
Section 10.	SALARY OR LEAD FOR DIVING:	9
Section 11.	SALARY FOR BOAT OPERATION:	9
Section 12.	TRAINEE COMPENSATION:	10
Section 13.	DIFFERENTIAL FOR BILINGUAL ABILITY:	10
Section 14.	ELIGIBILITY FOR OVERTIME COMPENSATION:	10
Section 15.	EVENING AND NIGHT PREMIUM ELIGIBILITY:	10
Section 16.	STANDBY PREMIUM:	11
Section 17.	CALLBACK:	11
Section 18.	RETIREMENT AND RETIREE HEALTH BENEFITS	12
Section 19.	PAY PERIODS:	21
Section 20.	DURATION:	21
Section 21.	SALARY PROVISIONS:	21
Section 22.	LUMP SUM PAYMENTS FOR MERITORIOUS PERFORMANCE:	21
Section 23.	EMPLOYEE INCENTIVE, RECOGNITION, AND REWARD PROGRAMS:	22
Section 24.	LIMITED:	22
Section 25.	LONGEVITY PAY:	22
Section 26.	EFFECTIVE DATE:	23
Exhibit A	Directory of Classification Specifications	
Exhibit B	Annual Salary Ranges for Principal Administrators, Assistants, Professional, Technical and Clerical	
Exhibit C	Salary Schedule by Range and Step for all Step Employees Except Step Peace Officers	
Exhibit D	Salary Range Schedule by Range and Step for Peace Officers	
Exhibit E	Salary Range Schedule by Range for Temporary Employees	

**SAN DIEGO UNIFIED PORT DISTRICT
ORDINANCE 3172
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 Memoranda of Understanding between the District and the San Diego Harbor Police Officers Association (SDHPOA) and between the District and California Teamsters Local 911.

C) The Annual Salary Ranges for Temporary Employees, attached here to as Exhibit E, is hereby approved and adopted.

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. BOARD APPOINTEES:

Board appointees are those individuals who are appointed by the Board of Port Commissioners by resolution. Notwithstanding contrary in Personnel Rules or any corresponding Administrative Procedure, each Board Appointee shall for Board Appointee's reports and divisions: a) have the authority to waive any and all provisions of Rule 5 of the Personnel Rules for unclassified services with the exception of Section 13 of Rule 5; b) set pay for each class of positions in the classified service; and c) prepare a proposed pay plan for each class of positions in the classified service, showing the rates of pay, which shall be combined and submitted to the to the Board of Port Commissioners. The Board shall adopt, or amend and adopt, the proposed pay plan. Thereafter, no position shall be assigned a salary higher than the maximum or lower than the minimum salary provided for that class of position, except for cost-of-living adjustments and longevity pay, unless the salary schedule for the class is amended in the same manner as provided herein for adoption.

Section 4. HOLIDAY PAY:

A) Holiday Pay – Calculation. For purposes of this section, Holiday Pay is calculated based on the number of hours the employee is regularly scheduled to work on such holiday.

B) 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 the equivalent number of 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 the equivalent number of hours of annual leave, or receive Holiday Pay in cash subject to subparagraph E) below. Any full-time exempt employee whose regularly scheduled day off falls on a District holiday will receive eight (8) hours of Floating

Holiday Pay Leave that may be used as paid time off at a later date. Floating Holiday Pay expires one (1) year from the date it is accrued, and does not pay out if it remains unused.

C) Holiday work. Any full-time non-exempt employee who is required by their supervisor to work on a District holiday, and who does work at least their full scheduled 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) may elect to receive Holiday Pay in cash or may elect to accrue the equivalent number of hours of annual leave, subject to sub-paragraph E) below.

D) Illness on a holiday. Any full-time non-exempt employee who is required by their supervisor to work on a District holiday, but because of illness, does not work or works any hours less than their full scheduled 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.

E) 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.

F) 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 is restricted to cash only, until the employee's accrual drops below the maximum.

Section 5. 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 6. HEALTH AND WELFARE BENEFITS:

Classified and Unclassified full-time and limited employees of the District shall be entitled to the following benefits, or shall be entitled as specified in any applicable Memorandum of Understanding between the District and any recognized bargaining unit:

A) Health Insurance. The District shall pay the entire monthly premium cost for eligible employees, their spouses, domestic partners, and dependents, where applicable enrolled in any of the Medical, Dental, and Vision Plans offered by the District. For represented employees, the District's payment of the entire monthly premium cost will be for the period set forth in the applicable Memorandum of Understanding or Side Letter of Agreement.

B) Dental Insurance. The District shall pay the entire monthly premium cost for eligible employees, their spouses, domestic partners, and dependents, where applicable enrolled in any of Dental Plans offered by the District.

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, Assistant General Counsels and Assistant Auditors 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. Life Insurance provided pursuant to this section is limited to coverage of \$500,000 with any amounts in excess of this limit subject to Evidence of Insurability approval by the insurance carrier.

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) Other Benefits: Other benefits may be designated, budgeted, and outlined in Administrative Procedures by a Board Appointee for the Board Appointees reports and divisions.

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

Section 7. 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 8. AUTOMOBILE ALLOWANCE:

Any employee holding the position of a Chief Officer, Vice President, Assistant General Counsel, Assistant Auditor, Director (department head), Senior Deputy General Counsel and Deputy General Counsel are eligible to receive a monthly allowance for the use of a non-District-owned vehicle in the performance of their duties in accordance with the Automobile Allowance Program established by the Executive Director. Chief Officers, Vice Presidents, Assistant General Counsels, and Assistant Auditors will receive an amount, per month, not to

exceed eight hundred dollars (\$800.00). Directors (department heads), Senior Deputy General Counsel and Deputy General Counsel will receive an amount, per month, not to exceed six hundred dollars (\$600.00).

Section 9. 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 (Maintenance Worker I) and F645 (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.

Section 10. 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 their 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” begins one (1) hour before the boat leaves the dock until one (1) hour after the boat returns to the dock and includes: time spent in the water; time rigging diving equipment before, during, and after dives; time spent decompressing following and between dives; and time spent by any trained and fully qualified diver, who is a current member of the dive team, performing as the “safety diver” or as the communications/911 person for the dive team during a dive.

B) 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 their 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 11. SALARY FOR BOAT OPERATION:

Upon request of the Director of Field Operations 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 their 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 12. TRAINEE COMPENSATION:

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 their 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 13. DIFFERENTIAL FOR BILINGUAL ABILITY:

Any full-time employee, subject to the limitations and prerequisites for eligibility as set forth in a District Administrative Procedure, 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 and approved by the Board Appointees.

Section 14. 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 a designated (14) day work period will be considered overtime. Paid time off shall count as hours worked for the purpose of calculating overtime.

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

Section 15. 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) Any full-time, non-sworn employee 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.

C) Any full-time, non-exempt employee of the Engineering-Construction department who is assigned or required to work between the hours of 1800 hours and 0600 hours, with the approval of the Chief Engineer, shall be paid a Night Special Project differential of \$1.50 per hour worked in such time frame.

Section 16. STANDBY PREMIUM:

Any full-time employees in the following classifications: B225 (Business Systems Supervisor), B861 (Lead Support Services), B211 (Systems Support Analyst II), B219 (Network Systems Analyst), subject to the limitations and prerequisites for eligibility as will be set forth in a District Administrative Procedure, shall receive one (1) hour’s compensation at the regular rate for standby assignments, wherein the employee must remain available on call to return to work to perform an essential service, not to exceed two (2) hours in any twenty-four (24) hour period.

Section 17. CALLBACK:

Any full-time non-exempt employee who, following the completion of their regular work shift and departure from their 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 their next scheduled work shift, shall receive a minimum of three (3) hours at time and one-half their 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 their next work shift, the employee shall be compensated at their rate at time and one-half for each hour or portion of hour thereof worked prior to their 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 18. 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 (Harbor Police Captain) and Class A2013 (Assistant Chief of Harbor Police/Public Safety), 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 II¹; Lead Diver; Lead Boat Operator; Boat Operator; night shift; Lead night shift; Lead regular shift; Lead Traffic Enforcement Officer². (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.

c) Eligible employees participating in the Deferred Retirement Option Plan (DROP) will be subject to the same definitions of pensionable salary as other

¹ Currently retitled Lead Landscape Technician

² Currently retitled Lead Community Service Officer

General and Safety Member employees for the purposes of determining employer and employee DROP Account contributions.

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%

* The Executive Director has the discretion to increase, but not decrease, the defined contribution percentage of the employer match.

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
Automobile Allowance	Yes	No
Backflow Repair	Yes	No
Bereavement Leave	Yes	Yes
Bilingual	Yes	Yes
Boat Operator	Yes	No
Callback	No	No
Canine Team	Yes	Yes
Catastrophic Leave	Yes	Yes
Class B Driver Differential	No	No
Commuter Pass Reimbursement	No	No
Compensatory Time (Harbor Police)	Yes	Yes
Compensatory Time Payout	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
Exempt Supervisor Leave	Yes	Yes
Exempt Supervisor Leave Payout	No	No
Field Training Officer (Harbor Police)	Yes	No
Fire Extinguisher	Yes	Yes
Floating Holiday Pay	Yes	Yes
Harbor Police Administrative Assignment	Yes	Yes
Harbor Police Teaching Assignment	Yes	No
Holiday Pay	Yes	Yes*
Holiday Pay – Day Off	Yes	No
Holiday Pay (Harbor Police)	Yes	No
Holiday Premium	Yes	No
Jury Duty	Yes	Yes
Lead Differential	Yes	No
Lead Diver (Field Operations)	Yes	No
Longevity Pay (Harbor Police)	Yes	Yes
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
Paid Sick Leave	Yes	Yes
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
Retention Stipends (Harbor Police Dispatchers)	No	No

Pay Type	Classic Members as defined by PEPRA	New Members as defined by PEPRA
Retention Stipends (Harbor Police Officers)	No	No
Safety Shoe Reimbursement	No	No
Severance Pay	No	No
Shift Premium (Intermittent)	Yes	No
Special Training Pay (Field Operations or Maritime)	No	No
Standby	Yes	No
Stipend-Lump Sum	Yes	No
Tuition Reimbursement	No	No
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

**Holiday Pay for New Members as defined by PEPRA is not considered pensionable when an employee works on the holiday and receives both paid worked time and Holiday Pay.*

F) Health Reimbursement Arrangement (HRA) for employees 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, 2010:

Years of Service	General Members: Credit Amount (per year)
0 – 5	\$0
6 – 10	\$3,000

Years of Service	General Members: Credit Amount (per year)
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 19. 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 20. DURATION:

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

Section 21. SALARY PROVISIONS:

Any positions filled on the effective date of this Ordinance must be defined by a class and salary established in this Ordinance.

Section 22. 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 for the Board Appointee's reports and divisions. 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 23. EMPLOYEE INCENTIVE, RECOGNITION, AND REWARD PROGRAMS:

Payment of compensation is hereby authorized in amounts established by a Board Appointee for the Board Appointee's reports and divisions in accordance with any employee incentive, recognition, and reward program established by the Board Appointee. Part-time employees are eligible to participate on a pro-rata basis.

Section 24. 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 25. LONGEVITY PAY:

Unrepresented employees will be eligible to receive Longevity Pay noted in Exhibit B as follows:

A) Employees who have completed at least ten (10) years of active service as a District employee shall receive two and one-half percent (2.5%) Longevity Pay, calculated on their base rate of pay.

B) Employees who have completed at least fifteen (15) years of active service as a District employee shall receive five percent (5.0%) Longevity Pay, calculated on their base rate of pay. This represents the amount from paragraph A) plus an additional two and one-half (2.5%) at fifteen (15) years of active service.

C) Employees who have completed at least twenty (20) years of active service as a District employee shall receive seven and one-half percent (7.5%) Longevity Pay, calculated on their base rate of pay. This represents the amount from paragraphs A) and B) plus an additional two and one-half (2.5%) at twenty (20) years of active service.

D) Employees who have completed at least twenty five (25) years of active service as a District employee shall receive ten percent (10%) Longevity Pay, calculated on their base rate of pay. This represents the amount from paragraphs A), B) and C) plus an additional two and one-half (2.5%) at twenty five (25) years of active service.

E) Per this section, "active service" shall mean full-time service as a District employee, uninterrupted by separation and includes actual time worked, leaves of absence with pay, military leave without pay, FMLA leave, CFRA leave, and periods of Special Leave Without Pay in which the employee is approved to return to their current position. Time employed as an intern, student worker, or part-time employee, and reciprocity and/or blended benefits under the District's retirement plans are not included for calculating Longevity Pay under this section.

Section 26. EFFECTIVE DATE:

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

APPROVED AS TO FORM AND LEGALITY:
GENERAL COUNSEL

Rebecca Harrington

By: Assistant/Deputy General Counsel

AYES: Malcolm, A. Moore, D. Moore, Ungab, Voorakkara and Zucchet
NAYS: None.
EXCUSED: Urtasun
ABSENT: None.
ABSTAIN: None.
RECUSED: None.

Danielle Moore

Danielle Moore, Chair
Board of Port Commissioners

ATTEST:

Donna Morales

Donna Morales
District Clerk



SAN DIEGO UNIFIED PORT DISTRICT

DIRECTORY OF CLASSIFICATION SPECIFICATIONS 2025-2026 (Exhibit A)

Class Title	Classified/ Unclassified	FLSA Exempt/ Non-Exempt	Range	Minimum	Midpoint	Maximum
Accountant I	Classified	Non-Exempt	11	\$69,471	\$84,755	\$103,401
Accountant II	Classified	Non-Exempt	12	\$74,334	\$90,687	\$110,638
Accounting Supervisor	Unclassified	Exempt	17	\$104,258	\$127,194	\$155,177
Accounting Technician	Classified	Non-Exempt	8	\$56,709	\$69,185	\$84,405
Administrative Assistant	Classified	Non-Exempt	7	\$53,000	\$64,659	\$78,884
Administrative Assistant (Unclassified)	Unclassified	Non-Exempt	7	\$53,000	\$64,659	\$78,884
Administrative Specialist	Classified	Non-Exempt	9	\$60,678	\$74,028	\$90,315
Administrative Specialist (Unclassified)	Unclassified	Non-Exempt	9	\$60,678	\$74,028	\$90,315
Applications Developer	Unclassified	Exempt	15	\$91,062	\$111,096	\$135,538
Aquaculture and Blue Tech Program Manager	Unclassified	Exempt	19	\$119,365	\$145,624	\$177,662
Area Real Estate Manager	Unclassified	Exempt	22	\$146,226	\$178,396	\$217,643
Asset Manager I	Unclassified	Non-Exempt	15	\$91,062	\$111,096	\$135,538
Asset Manager II	Unclassified	Exempt	17	\$104,258	\$127,194	\$155,177
Assistant Chief of Harbor Police	Unclassified	Exempt	28	\$219,447	\$267,725	\$326,624
Assistant Director of Development Services	Unclassified	Exempt	24	\$167,415	\$204,246	\$249,180
Assistant Director of Engineering-Construction	Unclassified	Exempt	24	\$167,415	\$204,246	\$249,180
Assistant Director of Environmental Protection	Unclassified	Exempt	24	\$167,415	\$204,246	\$249,180
Assistant Director of Field Operations	Unclassified	Exempt	24	\$167,415	\$204,246	\$249,180
Assistant Director of Real Estate	Unclassified	Exempt	24	\$167,415	\$204,246	\$249,180
Assistant Engineer	Classified	Non-Exempt	14	\$85,105	\$103,828	\$126,670
Assistant General Counsel	Unclassified	Exempt	29	\$234,808	\$286,466	\$349,488
Assistant Port Auditor	Unclassified	Exempt	22	\$146,226	\$178,396	\$217,643
Associate Engineer	Classified	Exempt	16	\$97,437	\$118,873	\$145,025
Budget Analyst	Unclassified	Exempt	15	\$91,062	\$111,096	\$135,538
Business Applications Supervisor	Unclassified	Exempt	17	\$104,258	\$127,194	\$155,177
Business Intelligence Analyst	Unclassified	Exempt	17	\$104,258	\$127,194	\$155,177
CADD/BIM Supervisor	Unclassified	Exempt	17	\$104,258	\$127,194	\$155,177
Capital Project Manager	Unclassified	Exempt	22	\$146,226	\$178,396	\$217,643
Carpenter	Classified	Non-Exempt	78.7	-	-	-
Chief Administration Officer	Unclassified	Exempt	29	\$234,808	\$286,466	\$349,488

Class Title	Classified/ Unclassified	FLSA Exempt/ Non-Exempt	Range	Minimum	Midpoint	Maximum
Chief Financial Officer	Unclassified	Exempt	29	\$234,808	\$286,466	\$349,488
Chief Government and Public Relations Officer	Unclassified	Exempt	29	\$234,808	\$286,466	\$349,488
Chief of Harbor Police	Unclassified	Exempt	29	\$234,808	\$286,466	\$349,488
Chief Operations Officer	Unclassified	Exempt	29	\$234,808	\$286,466	\$349,488
Chief Sustainability and Innovation Officer	Unclassified	Exempt	29	\$234,808	\$286,466	\$349,488
Civil Designer	Classified	Non-Exempt	11	\$69,471	\$84,755	\$103,401
Civilian Manager	Unclassified	Exempt	19	\$119,365	\$145,624	\$177,662
Climate and Sustainability Analyst I	Unclassified	Exempt	11	\$69,471	\$84,755	\$103,401
Climate and Sustainability Analyst II	Unclassified	Exempt	13	\$79,538	\$97,035	\$118,384
Community Service Officer	Classified	Non-Exempt	74.2	-	-	-
Community Service Officer Supervisor	Classified	Non-Exempt	81.4	-	-	-
Construction Project Manager	Unclassified	Exempt	22	\$146,226	\$178,396	\$217,643
Contracts Analyst	Unclassified	Exempt	15	\$91,062	\$111,096	\$135,538
Copywriter and Content Specialist	Classified	Non-Exempt	11	\$69,471	\$84,755	\$103,401
Crime Intelligence Analyst	Unclassified	Exempt	13	\$79,538	\$97,035	\$118,384
Culture Analyst	Unclassified	Exempt	13	\$79,538	\$97,035	\$118,384
Department Business Manager	Unclassified	Exempt	22	\$146,226	\$178,396	\$217,643
Deputy Director of Climate and Sustainability	Unclassified	Exempt	24	\$167,415	\$204,246	\$249,180
Deputy Director of Commissioner Services	Unclassified	Exempt	24	\$167,415	\$204,246	\$249,180
Deputy Director of Human Resources	Unclassified	Exempt	24	\$167,415	\$204,246	\$249,180
Deputy Director of Inclusion and Organizational Development	Unclassified	Exempt	24	\$167,415	\$204,246	\$249,180
Deputy Director of Planning	Unclassified	Exempt	24	\$167,415	\$204,246	\$249,180
Deputy Director of Safety	Unclassified	Exempt	24	\$167,415	\$204,246	\$249,180
Deputy District Clerk	Unclassified	Exempt	14	\$85,105	\$103,828	\$126,670
Deputy General Counsel	Unclassified	Exempt	27	\$205,091	\$250,210	\$305,256
Deputy Port Auditor I	Unclassified	Exempt	15	\$91,062	\$111,096	\$135,538
Deputy Port Auditor II	Unclassified	Exempt	16	\$97,437	\$118,873	\$145,025
Deputy Treasurer	Unclassified	Exempt	22	\$146,226	\$178,396	\$217,643
Desktop Support Specialist I	Unclassified	Non-Exempt	10	\$64,926	\$79,210	\$96,637

Class Title	Classified/ Unclassified	FLSA Exempt/ Non-Exempt	Range	Minimum	Midpoint	Maximum
Desktop Support Specialist II	Unclassified	Non-Exempt	12	\$74,334	\$90,687	\$110,638
Development Services Manager	Unclassified	Exempt	19	\$119,365	\$145,624	\$177,662
Director of Aquaculture and Blue Tech	Unclassified	Exempt	26	\$191,673	\$233,841	\$285,286
Director of Communications and Community Engagement	Unclassified	Exempt	26	\$191,673	\$233,841	\$285,286
Director of Development Services	Unclassified	Exempt	26	\$191,673	\$233,841	\$285,286
Director of Engineering-Construction	Unclassified	Exempt	26	\$191,673	\$233,841	\$285,286
Director of Environmental Conservation	Unclassified	Exempt	26	\$191,673	\$233,841	\$285,286
Director of Environmental Protection	Unclassified	Exempt	26	\$191,673	\$233,841	\$285,286
Director of Field Operations	Unclassified	Exempt	26	\$191,673	\$233,841	\$285,286
Director of Financial Services	Unclassified	Exempt	26	\$191,673	\$233,841	\$285,286
Director of Grants and Governmental Relations	Unclassified	Exempt	26	\$191,673	\$233,841	\$285,286
Director of Homeland Security	Unclassified	Exempt	24	\$167,415	\$204,246	\$249,180
Director of Human Resources	Vacant	Exempt	26	\$191,673	\$233,841	\$285,286
Director of Information Security	Unclassified	Exempt	26	\$191,673	\$233,841	\$285,286
Director of Information Technology	Unclassified	Exempt	26	\$191,673	\$233,841	\$285,286
Director of Maritime	Unclassified	Exempt	26	\$191,673	\$233,841	\$285,286
Director of Parks and Recreation	Unclassified	Exempt	26	\$191,673	\$233,841	\$285,286
Director of Planning	Unclassified	Exempt	26	\$191,673	\$233,841	\$285,286
Director of Procurement Services	Unclassified	Exempt	26	\$191,673	\$233,841	\$285,286
Director of Real Estate	Unclassified	Exempt	26	\$191,673	\$233,841	\$285,286
Distribution & Storage Technician I	Classified	Non-Exempt	64.8	-	-	-
Distribution & Storage Technician II	Classified	Non-Exempt	67.8	-	-	-
Distribution and Storage Manager	Unclassified	Exempt	16	\$97,437	\$118,873	\$145,025
District Clerk	Unclassified	Exempt	26	\$191,673	\$233,841	\$285,286
Document Specialist	Unclassified	Non-Exempt	9	\$60,678	\$74,028	\$90,315
Electrician	Classified	Non-Exempt	80.9	-	-	-
Engineering-Construction Manager	Unclassified	Exempt	23	\$156,462	\$190,884	\$232,879
Engineering-Construction Program Manager	Unclassified	Exempt	19	\$119,365	\$145,624	\$177,662
Enterprise Operations Manager	Unclassified	Exempt	22	\$146,226	\$178,396	\$217,643

Class Title	Classified/ Unclassified	FLSA Exempt/ Non-Exempt	Range	Minimum	Midpoint	Maximum
Environmental Analyst I	Unclassified	Exempt	11	\$69,471	\$84,755	\$103,401
Environmental Analyst II	Unclassified	Exempt	13	\$79,538	\$97,035	\$118,384
Environmental Programs Manager	Unclassified	Exempt	19	\$119,365	\$145,624	\$177,662
Equipment Operator	Classified	Non-Exempt	79.2	-	-	-
Executive Assistant	Classified	Non-Exempt	11	\$69,471	\$84,755	\$103,401
Executive Assistant (Unclassified)	Unclassified	Non-Exempt	11	\$69,471	\$84,755	\$103,401
Executive Assistant to President/CEO	Unclassified	Non-Exempt	15	\$91,062	\$111,096	\$135,538
Executive Director - Board Appointee	Unclassified	Exempt	*	-	-	-
Facilities Maintenance Technician	Classified	Non-Exempt	74.2	-	-	-
Facilities Security Manager	Unclassified	Exempt	19	\$119,365	\$145,624	\$177,662
Facility Security Officer	Unclassified	Exempt	15	\$91,062	\$111,096	\$135,538
Financial Analyst	Unclassified	Exempt	13	\$79,538	\$97,035	\$118,384
Financial Services Manager	Unclassified	Exempt	22	\$146,226	\$178,396	\$217,643
Fleet Maintenance Technician	Classified	Non-Exempt	79.7	-	-	-
Forestry Services and Open Spaces Manager	Unclassified	Exempt	16	\$97,437	\$118,873	\$145,025
General Counsel - Board Appointee	Unclassified	Exempt	*	-	-	-
GIS Analyst I	Unclassified	Exempt	11	\$69,471	\$84,755	\$103,401
GIS Analyst II	Unclassified	Exempt	13	\$79,538	\$97,035	\$118,384
GIS Supervisor	Unclassified	Exempt	16	\$97,437	\$118,873	\$145,025
GIS Technician	Classified	Non-Exempt	10	\$64,926	\$79,210	\$96,637
Governmental Relations and Policy Administrator	Unclassified	Exempt	19	\$119,365	\$145,624	\$177,662
Governmental Relations Specialist	Unclassified	Exempt	15	\$91,062	\$111,096	\$135,538
Grants Analyst	Unclassified	Exempt	13	\$79,538	\$97,035	\$118,384
Graphic Designer I	Classified	Non-Exempt	9	\$60,678	\$74,028	\$90,315
Graphic Designer II	Classified	Non-Exempt	11	\$69,471	\$84,755	\$103,401
Harbor Police Captain	Unclassified	Exempt	26	\$191,673	\$233,841	\$285,286
Harbor Police Corporal	Classified	Non-Exempt	3 (PO)	-	-	-
Harbor Police Lieutenant	Classified	Non-Exempt	10 (PO)	-	-	-
Harbor Police Officer	Classified	Non-Exempt	1 (PO)	-	-	-

Class Title	Classified/ Unclassified	FLSA Exempt/ Non-Exempt	Range	Minimum	Midpoint	Maximum
Harbor Police Officer (Trainee)	Classified	Non-Exempt	0 (PO)	-	-	-
Harbor Police Sergeant	Classified	Non-Exempt	6 (PO)	-	-	-
Human Resources Analyst	Unclassified	Exempt	13	\$79,538	\$97,035	\$118,384
Human Resources Manager	Unclassified	Exempt	22	\$146,226	\$178,396	\$217,643
Human Resources Technician	Unclassified	Non-Exempt	8	\$56,709	\$69,185	\$84,405
HVAC Technician	Classified	Non-Exempt	79.5	-	-	-
Information Security Analyst I	Unclassified	Exempt	14	\$85,105	\$103,828	\$126,670
Information Security Analyst II	Unclassified	Exempt	15	\$91,062	\$111,096	\$135,538
Information Technology Infrastructure Supervisor	Unclassified	Exempt	19	\$119,365	\$145,624	\$177,662
Information Technology Operations Supervisor	Unclassified	Exempt	18	\$111,555	\$136,098	\$166,039
Information Technology Project Analyst I	Unclassified	Exempt	19	\$119,365	\$145,624	\$177,662
Information Technology Project Analyst II	Unclassified	Exempt	20	\$127,720	\$155,818	\$190,098
Information Technology Project Manager	Unclassified	Exempt	18	\$111,555	\$136,098	\$166,039
Information Technology Systems Analyst I	Unclassified	Exempt	14	\$85,105	\$103,828	\$126,670
Information Technology Systems Analyst II	Unclassified	Exempt	15	\$91,062	\$111,096	\$135,538
Information Technology Systems Engineer I	Unclassified	Exempt	14	\$85,105	\$103,828	\$126,670
Information Technology Systems Engineer II	Unclassified	Exempt	15	\$91,062	\$111,096	\$135,538
Intern	Unclassified	Non-Exempt	64.5	-	-	-
Internal Communications Representative	Classified	Non-Exempt	11	\$69,471	\$84,755	\$103,401
Land Surveyor	Classified	Non-Exempt	15	\$91,062	\$111,096	\$135,538
Landscape Supervisor	Classified	Exempt	81.7	-	-	-
Landscape Technician I	Classified	Non-Exempt	70.3	-	-	-
Landscape Technician II	Classified	Non-Exempt	72.3	-	-	-
Lead Carpenter	Classified	Non-Exempt	81.6	-	-	-
Lead Community Service Officer	Classified	Non-Exempt	77.1	-	-	-
Lead Distribution & Storage Technician	Classified	Non-Exempt	70.7	-	-	-
Lead Electrician	Classified	Non-Exempt	83.8	-	-	-
Lead Equipment Operator	Classified	Non-Exempt	82.1	-	-	-
Lead Fleet Maintenance Technician	Classified	Non-Exempt	83.2	-	-	-
Lead Landscape Technician	Classified	Non-Exempt	75.2	-	-	-

Class Title	Classified/ Unclassified	FLSA Exempt/ Non-Exempt	Range	Minimum	Midpoint	Maximum
Lead Maintenance Mechanic	Classified	Non-Exempt	83.4	-	-	-
Lead Maintenance Worker	Classified	Non-Exempt	77.1	-	-	-
Lead Painter	Classified	Non-Exempt	81.1	-	-	-
Lead Plumber	Classified	Non-Exempt	83.8	-	-	-
Lead Public Safety Dispatcher	Classified	Non-Exempt	81.9	-	-	-
Lead Vessel Equipment Mechanic	Classified	Non-Exempt	83.8	-	-	-
Legal Assistant	Unclassified	Non-Exempt	11	\$69,471	\$84,755	\$103,401
Legislative Policy Analyst I	Unclassified	Exempt	11	\$69,471	\$84,755	\$103,401
Legislative Policy Analyst II	Unclassified	Exempt	13	\$79,538	\$97,035	\$118,384
Legislative Relations and Policy Manager	Unclassified	Exempt	21	\$136,660	\$166,725	\$203,405
Locksmith	Classified	Non-Exempt	75.9	-	-	-
Maintenance Mechanic	Classified	Non-Exempt	80.4	-	-	-
Maintenance Planner/Inspector	Classified	Non-Exempt	80.5	-	-	-
Maintenance Supervisor	Classified	Exempt	88.7	-	-	-
Maintenance Support Supervisor	Classified	Exempt	88.7	-	-	-
Maintenance Worker I	Classified	Non-Exempt	72.2	-	-	-
Maintenance Worker II	Classified	Non-Exempt	74.2	-	-	-
Management Analyst	Unclassified	Exempt	13	\$79,538	\$97,035	\$118,384
Manager of IT Project Management Office	Unclassified	Exempt	20	\$127,720	\$155,818	\$190,098
Manager, Office of General Counsel Administration	Unclassified	Exempt	19	\$119,365	\$145,624	\$177,662
Marine Terminal Supervisor	Classified	Non-Exempt	88.7	-	-	-
Marine Terminal Supervisor (Exempt)	Classified	Exempt	88.7	-	-	-
Maritime Commercial Manager	Unclassified	Exempt	19	\$119,365	\$145,624	\$177,662
Maritime Operations Manager	Unclassified	Exempt	22	\$146,226	\$178,396	\$217,643
Maritime Sustainability Manager	Unclassified	Exempt	22	\$146,226	\$178,396	\$217,643
Marketing Analyst	Unclassified	Exempt	13	\$79,538	\$97,035	\$118,384
Marketing Brand Manager	Unclassified	Exempt	18	\$111,555	\$136,098	\$166,039
Marketing Media Manager	Unclassified	Exempt	18	\$111,555	\$136,098	\$166,039
Network Engineer	Unclassified	Exempt	18	\$111,555	\$136,098	\$166,039
Office Assistant	Classified	Non-Exempt	4	\$43,263	\$52,781	\$64,393

Class Title	Classified/ Unclassified	FLSA Exempt/ Non-Exempt	Range	Minimum	Midpoint	Maximum
Painter	Classified	Non-Exempt	78.2	-	-	-
Paralegal	Unclassified	Non-Exempt	16	\$97,437	\$118,873	\$145,025
Paralegal/Assistant Manager, OGC Administration	Unclassified	Exempt	17	\$104,258	\$127,194	\$155,177
Parking Meter Repair/Collector	Classified	Non-Exempt	75.1	-	-	-
Parks and Recreation Specialist	Classified	Non-Exempt	11	\$69,471	\$84,755	\$103,401
Parks, Arts, and Sponsorship Administrator	Unclassified	Exempt	17	\$104,258	\$127,194	\$155,177
Payroll Specialist	Unclassified	Non-Exempt	8	\$56,709	\$69,185	\$84,405
Photographer I	Classified	Non-Exempt	9	\$60,678	\$74,028	\$90,315
Photographer II	Classified	Non-Exempt	11	\$69,471	\$84,755	\$103,401
Planner I	Classified	Non-Exempt	11	\$69,471	\$84,755	\$103,401
Planner II	Classified	Exempt	13	\$79,538	\$97,035	\$118,384
Plumber	Classified	Non-Exempt	80.9	-	-	-
Police Background Investigator	Unclassified	Non-Exempt	1 (PO)	-	-	-
Police Instructor	Unclassified	Non-Exempt	1 (PO)	-	-	-
Police Records Assistant	Classified	Non-Exempt	4	\$43,263	\$52,781	\$64,393
Police Records Supervisor	Classified	Exempt	78.0	-	-	-
Port Auditor - Board Appointee	Unclassified	Exempt	*	-	-	-
Principal Biologist	Unclassified	Exempt	19	\$119,365	\$145,624	\$177,662
Principal Department Administrator	Unclassified	Exempt	16	\$97,437	\$118,873	\$145,025
Principal Economics and Policy	Unclassified	Exempt	21	\$136,660	\$166,725	\$203,405
Principal Outreach Specialist	Classified	Exempt	15	\$91,062	\$111,096	\$135,538
Principal Planner	Unclassified	Exempt	19	\$119,365	\$145,624	\$177,662
Principal Social Media Officer	Classified	Exempt	14	\$85,105	\$103,828	\$126,670
Procurement Analyst I	Classified	Exempt	11	\$69,471	\$84,755	\$103,401
Procurement Analyst II	Classified	Exempt	13	\$79,538	\$97,035	\$118,384
Procurement Services Manager	Unclassified	Exempt	20	\$127,720	\$155,818	\$190,098
Procurement Specialist	Classified	Non-Exempt	9	\$60,678	\$74,028	\$90,315
Procurement Supervisor	Unclassified	Exempt	15	\$91,062	\$111,096	\$135,538
Project Labor and Compliance Administrator	Unclassified	Exempt	18	\$111,555	\$136,098	\$166,039
Project Review Specialist	Classified	Non-Exempt	15	\$91,062	\$111,096	\$135,538

Class Title	Classified/ Unclassified	FLSA Exempt/ Non-Exempt	Range	Minimum	Midpoint	Maximum
Project Scheduling Technician	Classified	Non-Exempt	13	\$79,538	\$97,035	\$118,384
Public Information Officer	Unclassified	Exempt	15	\$91,062	\$111,096	\$135,538
Public Safety Dispatch Supervisor	Classified	Non-Exempt	86.8	-	-	-
Public Safety Dispatcher	Classified	Non-Exempt	78.9	-	-	-
Public Safety Dispatcher (Part-Time Experienced)	Classified	Non-Exempt	78.9	-	-	-
Risk Management Analyst	Unclassified	Exempt	11	\$69,471	\$84,755	\$103,401
Risk Manager	Unclassified	Exempt	13	\$79,538	\$97,035	\$118,384
Safety Specialist I	Classified	Non-Exempt	10	\$64,926	\$79,210	\$96,637
Safety Specialist II	Classified	Non-Exempt	11	\$69,471	\$84,755	\$103,401
Senior Asset Manager	Unclassified	Exempt	19	\$119,365	\$145,624	\$177,662
Senior Climate and Sustainability Analyst	Unclassified	Exempt	15	\$91,062	\$111,096	\$135,538
Senior Culture Analyst	Unclassified	Exempt	15	\$91,062	\$111,096	\$135,538
Senior Deputy General Counsel	Unclassified	Exempt	28	\$219,447	\$267,725	\$326,624
Senior Engineer	Classified	Exempt	20	\$127,720	\$155,818	\$190,098
Senior Environmental Analyst	Unclassified	Exempt	15	\$91,062	\$111,096	\$135,538
Senior Executive Assistant	Unclassified	Non-Exempt	13	\$79,538	\$97,035	\$118,384
Senior Financial Analyst	Unclassified	Exempt	15	\$91,062	\$111,096	\$135,538
Senior GIS Analyst	Unclassified	Exempt	15	\$91,062	\$111,096	\$135,538
Senior Human Resources Analyst	Unclassified	Exempt	15	\$91,062	\$111,096	\$135,538
Senior Information Technology Project Manager	Unclassified	Exempt	20	\$127,720	\$155,818	\$190,098
Senior Information Technology Security Analyst	Unclassified	Exempt	18	\$111,555	\$136,098	\$166,039
Senior Information Technology Systems Analyst	Unclassified	Exempt	18	\$111,555	\$136,098	\$166,039
Senior Information Technology Systems Engineer	Unclassified	Exempt	20	\$127,720	\$155,818	\$190,098
Senior Land Surveyor	Classified	Non-Exempt	20	\$127,720	\$155,818	\$190,098
Senior Management Analyst	Unclassified	Exempt	15	\$91,062	\$111,096	\$135,538
Senior Maritime Commercial Manager	Unclassified	Exempt	22	\$146,226	\$178,396	\$217,643
Senior Parks and Recreation Specialist	Unclassified	Exempt	13	\$79,538	\$97,035	\$118,384
Senior Planner	Unclassified	Exempt	15	\$91,062	\$111,096	\$135,538
Senior Police Records Assistant	Classified	Non-Exempt	7	\$53,000	\$64,659	\$78,884
Senior Public Information Officer	Unclassified	Exempt	17	\$104,258	\$127,194	\$155,177

Class Title	Classified/ Unclassified	FLSA Exempt/ Non-Exempt	Range	Minimum	Midpoint	Maximum
Senior Tool Room Technician	Classified	Non-Exempt	77.1	-	-	-
Small Business Enterprise Administrator	Unclassified	Exempt	18	\$111,555	\$136,098	\$166,039
Small Engine Repair Technician	Classified	Non-Exempt	74.2	-	-	-
Student Worker	Unclassified	Non-Exempt	63.4	-	-	-
Survey Technician I	Classified	Non-Exempt	8	\$56,709	\$69,185	\$84,405
Survey Technician II	Classified	Non-Exempt	10	\$64,926	\$79,210	\$96,637
Systems Administration Supervisor	Unclassified	Exempt	19	\$119,365	\$145,624	\$177,662
Systems Administrator I	Unclassified	Exempt	13	\$79,538	\$97,035	\$118,384
Systems Administrator II	Unclassified	Exempt	15	\$91,062	\$111,096	\$135,538
Tool Room Technician	Classified	Non-Exempt	74.2	-	-	-
Vessel Equipment Mechanic	Classified	Non-Exempt	79.7	-	-	-
Vice President	Unclassified	Exempt	29	\$234,808	\$286,466	\$349,488
Videographer I	Classified	Non-Exempt	9	\$60,678	\$74,028	\$90,315
Videographer II	Classified	Non-Exempt	11	\$69,471	\$84,755	\$103,401
Senior Web Designer	Classified	Non-Exempt	13	\$79,538	\$97,035	\$118,384
Wharfinger	Classified	Non-Exempt	83.8	-	-	-
Workforce Partnership Administrator	Unclassified	Exempt	18	\$111,555	\$136,098	\$166,039

*Salary as approved by the Board of Port Commissioners

SAN DIEGO UNIFIED PORT DISTRICT

ANNUAL SALARY RANGES FOR UNREPRESENTED

EMPLOYEES

(Exhibit B)

**SAN DIEGO UNIFIED PORT DISTRICT
SALARY SCHEDULE BY RANGE FOR UNREPRESENTED EMPLOYEES - ANNUAL**

Ranges	Minimum	Midpoint	Maximum
1	\$35,316	\$43,085	\$52,564
2	\$37,788	\$46,101	\$56,243
3	\$40,433	\$49,328	\$60,180
4	\$43,263	\$52,781	\$64,393
5	\$46,291	\$56,476	\$68,901
6	\$49,532	\$60,429	\$73,723
7	\$53,000	\$64,659	\$78,884
8	\$56,709	\$69,185	\$84,405
9	\$60,678	\$74,028	\$90,315
10	\$64,926	\$79,210	\$96,637
11	\$69,471	\$84,755	\$103,401
12	\$74,334	\$90,687	\$110,638
13	\$79,538	\$97,035	\$118,384
14	\$85,105	\$103,828	\$126,670
15	\$91,062	\$111,096	\$135,538
16	\$97,437	\$118,873	\$145,025
17	\$104,258	\$127,194	\$155,177
18	\$111,555	\$136,098	\$166,039
19	\$119,365	\$145,624	\$177,662
20	\$127,720	\$155,818	\$190,098
21	\$136,660	\$166,725	\$203,405
22	\$146,226	\$178,396	\$217,643
23	\$156,462	\$190,884	\$232,879
24	\$167,415	\$204,246	\$249,180
25	\$179,133	\$218,543	\$266,623
26	\$191,673	\$233,841	\$285,286
27	\$205,091	\$250,210	\$305,256
28	\$219,447	\$267,725	\$326,624
29	\$234,808	\$286,466	\$349,488

Longevity Pay

10 Years	2.5%
15 Years	2.5%
20 Years	2.5%
25 Years	2.5%
Max Longevity	10.0%

**SAN DIEGO UNIFIED PORT DISTRICT
SALARY SCHEDULE BY RANGE FOR UNREPRESENTED EMPLOYEES - BIWEEKLY**

Ranges	Minimum	Midpoint	Maximum
1	\$1,358.29	\$1,657.11	\$2,021.69
2	\$1,453.37	\$1,773.11	\$2,163.20
3	\$1,555.10	\$1,897.22	\$2,314.61
4	\$1,663.97	\$2,030.05	\$2,476.64
5	\$1,780.43	\$2,172.15	\$2,650.03
6	\$1,905.06	\$2,324.20	\$2,835.51
7	\$2,038.45	\$2,486.90	\$3,033.98
8	\$2,181.10	\$2,660.97	\$3,246.36
9	\$2,333.78	\$2,847.24	\$3,473.64
10	\$2,497.16	\$3,046.54	\$3,716.79
11	\$2,671.98	\$3,259.79	\$3,976.95
12	\$2,859.00	\$3,487.98	\$4,255.33
13	\$3,059.14	\$3,732.13	\$4,553.23
14	\$3,273.26	\$3,993.39	\$4,871.94
15	\$3,502.40	\$4,272.92	\$5,212.99
16	\$3,747.58	\$4,572.05	\$5,577.89
17	\$4,009.91	\$4,892.06	\$5,968.34
18	\$4,290.58	\$5,234.54	\$6,386.12
19	\$4,590.95	\$5,600.94	\$6,833.14
20	\$4,912.31	\$5,993.02	\$7,311.46
21	\$5,256.17	\$6,412.50	\$7,823.29
22	\$5,624.08	\$6,861.38	\$8,370.89
23	\$6,017.78	\$7,341.68	\$8,956.88
24	\$6,439.05	\$7,855.61	\$9,583.83
25	\$6,889.75	\$8,405.51	\$10,254.72
26	\$7,372.03	\$8,993.88	\$10,972.55
27	\$7,888.10	\$9,623.45	\$11,740.61
28	\$8,440.26	\$10,297.11	\$12,562.47
29	\$9,031.08	\$11,017.91	\$13,441.86

Longevity Pay

10 Years	2.5%
15 Years	2.5%
20 Years	2.5%
25 Years	2.5%
Max Longevity	10.0%

**SAN DIEGO UNIFIED PORT DISTRICT
SALARY SCHEDULE BY RANGE FOR UNREPRESENTED EMPLOYEES - HOURLY**

Ranges	Minimum	Midpoint	Maximum
1	\$16.98	\$20.71	\$25.27
2	\$18.17	\$22.16	\$27.04
3	\$19.44	\$23.72	\$28.93
4	\$20.80	\$25.38	\$30.96
5	\$22.26	\$27.15	\$33.13
6	\$23.81	\$29.05	\$35.44
7	\$25.48	\$31.09	\$37.92
8	\$27.26	\$33.26	\$40.58
9	\$29.17	\$35.59	\$43.42
10	\$31.21	\$38.08	\$46.46
11	\$33.40	\$40.75	\$49.71
12	\$35.74	\$43.60	\$53.19
13	\$38.24	\$46.65	\$56.92
14	\$40.92	\$49.92	\$60.90
15	\$43.78	\$53.41	\$65.16
16	\$46.84	\$57.15	\$69.72
17	\$50.12	\$61.15	\$74.60
18	\$53.63	\$65.43	\$79.83
19	\$57.39	\$70.01	\$85.41
20	\$61.40	\$74.91	\$91.39
21	\$65.70	\$80.16	\$97.79
22	\$70.30	\$85.77	\$104.64
23	\$75.22	\$91.77	\$111.96
24	\$80.49	\$98.20	\$119.80
25	\$86.12	\$105.07	\$128.18
26	\$92.15	\$112.42	\$137.16
27	\$98.60	\$120.29	\$146.76
28	\$105.50	\$128.71	\$157.03
29	\$112.89	\$137.72	\$168.02

Longevity Pay

10 Years	2.5%
15 Years	2.5%
20 Years	2.5%
25 Years	2.5%
Max Longevity	10.0%

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
63.0	H	-	-	17.81	18.70	19.64	20.62	21.65
	B	-	-	1,424.80	1,496.00	1,571.20	1,649.60	1,732.00
	Y	-	-	37,044.80	38,896.00	40,851.20	42,889.60	45,032.00
63.1	H	-	17.05	17.90	18.80	19.74	20.72	21.76
	B	-	1,364.00	1,432.00	1,504.00	1,579.20	1,657.60	1,740.80
	Y	-	35,464.00	37,232.00	39,104.00	41,059.20	43,097.60	45,260.80
63.2	H	-	17.13	17.99	18.89	19.84	20.83	21.87
	B	-	1,370.40	1,439.20	1,511.20	1,587.20	1,666.40	1,749.60
	Y	-	35,630.40	37,419.20	39,291.20	41,267.20	43,326.40	45,489.60
63.3	H	-	17.22	18.08	18.98	19.93	20.93	21.98
	B	-	1,377.60	1,446.40	1,518.40	1,594.40	1,674.40	1,758.40
	Y	-	35,817.60	37,606.40	39,478.40	41,454.40	43,534.40	45,718.40
63.4	H	-	17.30	18.17	19.08	20.03	21.03	22.09
	B	-	1,384.00	1,453.60	1,526.40	1,602.40	1,682.40	1,767.20
	Y	-	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

**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
88.0	H	54.72	57.47	60.34	63.36	66.52	69.85	73.33
	B	4,377.60	4,597.60	4,827.20	5,068.80	5,321.60	5,588.00	5,866.40
	Y	113,817.60	119,537.60	125,507.20	131,788.80	138,361.60	145,288.00	152,526.40
88.1	H	54.99	57.76	60.64	63.68	66.85	70.20	73.70
	B	4,399.20	4,620.80	4,851.20	5,094.40	5,348.00	5,616.00	5,896.00
	Y	114,379.20	120,140.80	126,131.20	132,454.40	139,048.00	146,016.00	153,296.00
88.2	H	55.26	58.05	60.94	64.00	67.18	70.55	74.07
	B	4,420.80	4,644.00	4,875.20	5,120.00	5,374.40	5,644.00	5,925.60
	Y	114,940.80	120,744.00	126,755.20	133,120.00	139,734.40	146,744.00	154,065.60
88.3	H	55.54	58.34	61.24	64.32	67.52	70.90	74.44
	B	4,443.20	4,667.20	4,899.20	5,145.60	5,401.60	5,672.00	5,955.20
	Y	115,523.20	121,347.20	127,379.20	133,785.60	140,441.60	147,472.00	154,835.20
88.4	H	55.82	58.63	61.55	64.64	67.86	71.25	74.81
	B	4,465.60	4,690.40	4,924.00	5,171.20	5,428.80	5,700.00	5,984.80
	Y	116,105.60	121,950.40	128,024.00	134,451.20	141,148.80	148,200.00	155,604.80
88.5	H	56.10	58.92	61.86	64.96	68.20	71.61	75.18
	B	4,488.00	4,713.60	4,948.80	5,196.80	5,456.00	5,728.80	6,014.40
	Y	116,688.00	122,553.60	128,668.80	135,116.80	141,856.00	148,948.80	156,374.40
88.6	H	56.38	59.21	62.17	65.28	68.54	71.97	75.56
	B	4,510.40	4,736.80	4,973.60	5,222.40	5,483.20	5,757.60	6,044.80
	Y	117,270.40	123,156.80	129,313.60	135,782.40	142,563.20	149,697.60	157,164.80
88.7	H	56.66	59.51	62.48	65.61	68.88	72.33	75.94
	B	4,532.80	4,760.80	4,998.40	5,248.80	5,510.40	5,786.40	6,075.20
	Y	117,852.80	123,780.80	129,958.40	136,468.80	143,270.40	150,446.40	157,955.20
88.8	H	56.94	59.81	62.79	65.94	69.22	72.69	76.32
	B	4,555.20	4,784.80	5,023.20	5,275.20	5,537.60	5,815.20	6,105.60
	Y	118,435.20	124,404.80	130,603.20	137,155.20	143,977.60	151,195.20	158,745.60
88.9	H	57.22	60.11	63.10	66.27	69.57	73.05	76.70
	B	4,577.60	4,808.80	5,048.00	5,301.60	5,565.60	5,844.00	6,136.00
	Y	119,017.60	125,028.80	131,248.00	137,841.60	144,705.60	151,944.00	159,536.00

**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 (PO) - ANNUAL**

Ranges	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
0	\$89,124							
1	\$98,037	\$100,978	\$104,008	\$107,128	\$110,342	\$113,652	\$117,062	\$120,574
2	\$102,939	\$106,027	\$109,208	\$112,484	\$115,859	\$119,335	\$122,915	\$126,602
3	\$108,086	\$111,329	\$114,669	\$118,109	\$121,652	\$125,301	\$129,060	\$132,932
4	\$113,490	\$116,895	\$120,402	\$124,014	\$127,734	\$131,567	\$135,514	\$139,579
5	\$119,165	\$122,740	\$126,422	\$130,215	\$134,121	\$138,145	\$142,289	\$146,558
6	\$125,123	\$128,877	\$132,743	\$136,725	\$140,827	\$145,052	\$149,404	\$153,886
7	\$131,379	\$135,321	\$139,380	\$143,562	\$147,869	\$152,305	\$156,874	\$161,580
8	\$137,948	\$142,087	\$146,349	\$150,740	\$155,262	\$159,920	\$164,718	\$169,659
9	\$144,846	\$149,191	\$153,667	\$158,277	\$163,025	\$167,916	\$172,953	\$178,142
10	\$152,088	\$156,651	\$161,350	\$166,191	\$171,176	\$176,312	\$181,601	\$187,049
11	\$159,692	\$164,483	\$169,418	\$174,500	\$179,735	\$185,127	\$190,681	\$196,402
12	\$167,677	\$172,707	\$177,889	\$183,225	\$188,722	\$194,384	\$200,215	\$206,222
13	\$176,061	\$181,343	\$186,783	\$192,386	\$198,158	\$204,103	\$210,226	\$216,533
14	\$184,864	\$190,410	\$196,122	\$202,006	\$208,066	\$214,308	\$220,737	\$227,359
15	\$194,107	\$199,930	\$205,928	\$212,106	\$218,469	\$225,023	\$231,774	\$238,727
16	\$203,812	\$209,927	\$216,225	\$222,711	\$229,393	\$236,275	\$243,363	\$250,664
17	\$214,003	\$220,423	\$227,036	\$233,847	\$240,862	\$248,088	\$255,531	\$263,197
18	\$224,703	\$231,444	\$238,388	\$245,539	\$252,906	\$260,493	\$268,307	\$276,357
19	\$235,938	\$243,017	\$250,307	\$257,816	\$265,551	\$273,517	\$281,723	\$290,175
20	\$247,735	\$255,167	\$262,822	\$270,707	\$278,828	\$287,193	\$295,809	\$304,683

**Longevity
Pay**

10 Years	5.0%
15 Years	4.0%
19 Years	3.0%
Max Longevity	12.0%

**SAN DIEGO UNIFIED PORT DISTRICT
SALARY SCHEDULE BY RANGE AND STEP FOR PEACE OFFICERS (PO) – BIWEEKLY**

Ranges	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
0	\$3,427.85							
1	\$3,770.67	\$3,883.79	\$4,000.30	\$4,120.31	\$4,243.92	\$4,371.23	\$4,502.37	\$4,637.44
2	\$3,959.20	\$4,077.97	\$4,200.31	\$4,326.32	\$4,456.11	\$4,589.80	\$4,727.49	\$4,869.31
3	\$4,157.16	\$4,281.87	\$4,410.33	\$4,542.64	\$4,678.92	\$4,819.29	\$4,963.86	\$5,112.78
4	\$4,365.02	\$4,495.97	\$4,630.85	\$4,769.77	\$4,912.86	\$5,060.25	\$5,212.06	\$5,368.42
5	\$4,583.27	\$4,720.77	\$4,862.39	\$5,008.26	\$5,158.51	\$5,313.26	\$5,472.66	\$5,636.84
6	\$4,812.43	\$4,956.80	\$5,105.51	\$5,258.67	\$5,416.43	\$5,578.93	\$5,746.29	\$5,918.68
7	\$5,053.05	\$5,204.64	\$5,360.78	\$5,521.61	\$5,687.25	\$5,857.87	\$6,033.61	\$6,214.62
8	\$5,305.70	\$5,464.88	\$5,628.82	\$5,797.69	\$5,971.62	\$6,150.77	\$6,335.29	\$6,525.35
9	\$5,570.99	\$5,738.12	\$5,910.26	\$6,087.57	\$6,270.20	\$6,458.30	\$6,652.05	\$6,851.61
10	\$5,849.54	\$6,025.03	\$6,205.78	\$6,391.95	\$6,583.71	\$6,781.22	\$6,984.66	\$7,194.20
11	\$6,142.02	\$6,326.28	\$6,516.07	\$6,711.55	\$6,912.89	\$7,120.28	\$7,333.89	\$7,553.91
12	\$6,449.12	\$6,642.59	\$6,841.87	\$7,047.12	\$7,258.54	\$7,476.29	\$7,700.58	\$7,931.60
13	\$6,771.57	\$6,974.72	\$7,183.96	\$7,399.48	\$7,621.47	\$7,850.11	\$8,085.61	\$8,328.18
14	\$7,110.15	\$7,323.46	\$7,543.16	\$7,769.45	\$8,002.54	\$8,242.61	\$8,489.89	\$8,744.59
15	\$7,465.66	\$7,689.63	\$7,920.32	\$8,157.93	\$8,402.67	\$8,654.75	\$8,914.39	\$9,181.82
16	\$7,838.94	\$8,074.11	\$8,316.33	\$8,565.82	\$8,822.80	\$9,087.48	\$9,360.11	\$9,640.91
17	\$8,230.89	\$8,477.82	\$8,732.15	\$8,994.11	\$9,263.94	\$9,541.86	\$9,828.11	\$10,122.96
18	\$8,642.43	\$8,901.71	\$9,168.76	\$9,443.82	\$9,727.14	\$10,018.95	\$10,319.52	\$10,629.10
19	\$9,074.56	\$9,346.79	\$9,627.20	\$9,916.01	\$10,213.49	\$10,519.90	\$10,835.49	\$11,160.56
20	\$9,528.28	\$9,814.13	\$10,108.56	\$10,411.81	\$10,724.17	\$11,045.89	\$11,377.27	\$11,718.59

Longevity Pay

10 Years	5.0%
15 Years	4.0%
19 Years	3.0%
Max Longevity	12.0%

**SAN DIEGO UNIFIED PORT DISTRICT
SALARY SCHEDULE BY RANGE AND STEP FOR PEACE OFFICERS (PO) - HOURLY**

Ranges	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
0	\$42.85							
1	\$47.13	\$48.55	\$50.00	\$51.50	\$53.05	\$54.64	\$56.28	\$57.97
2	\$49.49	\$50.97	\$52.50	\$54.08	\$55.70	\$57.37	\$59.09	\$60.87
3	\$51.96	\$53.52	\$55.13	\$56.78	\$58.49	\$60.24	\$62.05	\$63.91
4	\$54.56	\$56.20	\$57.89	\$59.62	\$61.41	\$63.25	\$65.15	\$67.11
5	\$57.29	\$59.01	\$60.78	\$62.60	\$64.48	\$66.42	\$68.41	\$70.46
6	\$60.16	\$61.96	\$63.82	\$65.73	\$67.71	\$69.74	\$71.83	\$73.98
7	\$63.16	\$65.06	\$67.01	\$69.02	\$71.09	\$73.22	\$75.42	\$77.68
8	\$66.32	\$68.31	\$70.36	\$72.47	\$74.65	\$76.88	\$79.19	\$81.57
9	\$69.64	\$71.73	\$73.88	\$76.09	\$78.38	\$80.73	\$83.15	\$85.65
10	\$73.12	\$75.31	\$77.57	\$79.90	\$82.30	\$84.77	\$87.31	\$89.93
11	\$76.78	\$79.08	\$81.45	\$83.89	\$86.41	\$89.00	\$91.67	\$94.42
12	\$80.61	\$83.03	\$85.52	\$88.09	\$90.73	\$93.45	\$96.26	\$99.15
13	\$84.64	\$87.18	\$89.80	\$92.49	\$95.27	\$98.13	\$101.07	\$104.10
14	\$88.88	\$91.54	\$94.29	\$97.12	\$100.03	\$103.03	\$106.12	\$109.31
15	\$93.32	\$96.12	\$99.00	\$101.97	\$105.03	\$108.18	\$111.43	\$114.77
16	\$97.99	\$100.93	\$103.95	\$107.07	\$110.28	\$113.59	\$117.00	\$120.51
17	\$102.89	\$105.97	\$109.15	\$112.43	\$115.80	\$119.27	\$122.85	\$126.54
18	\$108.03	\$111.27	\$114.61	\$118.05	\$121.59	\$125.24	\$128.99	\$132.86
19	\$113.43	\$116.83	\$120.34	\$123.95	\$127.67	\$131.50	\$135.44	\$139.51
20	\$119.10	\$122.68	\$126.36	\$130.15	\$134.05	\$138.07	\$142.22	\$146.48

Longevity Pay

10 Years	5.0%
15 Years	4.0%
19 Years	3.0%
Max Longevity	12.0%

SAN DIEGO UNIFIED PORT DISTRICT

**SALARY SCHEDULE BY RANGE FOR ALL
TEMPORARY EMPLOYEE POSITIONS (Exhibit E)**

SAN DIEGO UNIFIED PORT DISTRICT
SALARY SCHEDULE BY RANGE FOR TEMPORARY (TP) EMPLOYEES - HOURLY

Ranges	Minimum	Midpoint	Maximum
1	\$20.00	\$110.00	\$200.00

Certificate Of Completion

Envelope Id: DD997CD1-08B8-45F6-8DD2-7890B0CA065C

Status: Completed

Subject: Please Review/Complete: Ordinance 3172 and Resolution 2025-094. Thank you.

Source Envelope:

Document Pages: 73

Signatures: 6

Envelope Originator:

Certificate Pages: 5

Initials: 0

Janet Graham

AutoNav: Enabled

Stamps: 2

3165 Pacific Hwy.

Envelopeld Stamping: Enabled

San Diego, CA 92101

Time Zone: (UTC-08:00) Pacific Time (US &

jgraham@portofsandiego.org

Canada)

IP Address: 207.215.153.162

Record Tracking

Status: Original

Holder: Janet Graham

Location: DocuSign

9/11/2025 10:19:22 AM

jgraham@portofsandiego.org

Security Appliance Status: Connected

Pool: StateLocal

Storage Appliance Status: Connected

Pool: Carahsoft OBO Port of San Diego

Location: Docusign

Signer Events

Signature

Timestamp

Rebecca Harrington

Sent: 9/11/2025 10:20:24 AM

rharrington@portofsandiego.org

Viewed: 9/11/2025 10:25:15 AM

Assistant General Counsel

Signed: 9/11/2025 10:25:45 AM

Security Level: Email, Account Authentication
(None)

Signature Adoption: Pre-selected Style
Using IP Address: 207.215.153.162

Electronic Record and Signature Disclosure:

Accepted: 9/11/2025 10:25:15 AM

ID: 9b6ceddc-5f54-4b18-a21d-df5d4c14f5ed

Danielle Moore

Sent: 9/11/2025 10:25:57 AM

dmoore@portofsandiego.org

Resent: 9/17/2025 7:41:55 AM

Security Level: Email, Account Authentication
(None)

Viewed: 9/17/2025 11:25:41 AM

Signed: 9/18/2025 8:39:32 AM

Signature Adoption: Pre-selected Style
Using IP Address: 207.215.153.163

Electronic Record and Signature Disclosure:

Accepted: 9/17/2025 11:25:41 AM

ID: c9f92788-cfc8-477d-88fd-18993cb374aa

Donna Morales

Sent: 9/18/2025 8:39:41 AM

dmorales@portofsandiego.org

Viewed: 9/18/2025 9:18:33 AM

District Clerk

Signed: 9/18/2025 9:22:09 AM

Security Level: Email, Account Authentication
(None)

Signature Adoption: Pre-selected Style
Using IP Address: 207.215.153.162

Electronic Record and Signature Disclosure:

Not Offered via Docusign

Janet Graham

Sent: 9/18/2025 9:22:18 AM

jgraham@portofsandiego.org

Viewed: 9/18/2025 1:32:07 PM

Security Level: Email, Account Authentication
(None)



55877828-60ca-44a0-b704-9024630207

Signed: 9/18/2025 1:32:51 PM

Using IP Address: 207.215.153.162

Electronic Record and Signature Disclosure:

Not Offered via Docusign

In Person Signer Events	Signature	Timestamp
Editor Delivery Events	Status	Timestamp
Agent Delivery Events	Status	Timestamp
Intermediary Delivery Events	Status	Timestamp
Certified Delivery Events	Status	Timestamp
Carbon Copy Events	Status	Timestamp
Margret Hernandez mhernandez@portofsandiego.org Security Level: Email, Account Authentication (None) Electronic Record and Signature Disclosure: Not Offered via DocuSign	COPIED	Sent: 9/11/2025 10:25:56 AM
Sally Raney sraney@portofsandiego.org Security Level: Email, Account Authentication (None) Electronic Record and Signature Disclosure: Not Offered via DocuSign	COPIED	Sent: 9/18/2025 1:33:05 PM
Witness Events	Signature	Timestamp
Notary Events	Signature	Timestamp
Envelope Summary Events	Status	Timestamps
Envelope Sent	Hashed/Encrypted	9/11/2025 10:20:24 AM
Certified Delivered	Security Checked	9/18/2025 1:32:07 PM
Signing Complete	Security Checked	9/18/2025 1:32:51 PM
Completed	Security Checked	9/18/2025 1:33:06 PM
Payment Events	Status	Timestamps
Electronic Record and Signature Disclosure		

ELECTRONIC RECORD AND SIGNATURE DISCLOSURE

From time to time, Port of San Diego (we, us or Company) may be required by law to provide to you certain written notices or disclosures. Described below are the terms and conditions for providing to you such notices and disclosures electronically through the DocuSign system. Please read the information below carefully and thoroughly, and if you can access this information electronically to your satisfaction and agree to this Electronic Record and Signature Disclosure (ERSD), please confirm your agreement by selecting the check-box next to 'I agree to use electronic records and signatures' before clicking 'CONTINUE' within the DocuSign system.

Getting paper copies

At any time, you may request from us a paper copy of any record provided or made available electronically to you by us. You will have the ability to download and print documents we send to you through the DocuSign system during and immediately after the signing session and, if you elect to create a DocuSign account, you may access the documents for a limited period of time (usually 30 days) after such documents are first sent to you. After such time, if you wish for us to send you paper copies of any such documents from our office to you, you will be charged a \$0.00 per-page fee. You may request delivery of such paper copies from us by following the procedure described below.

Withdrawing your consent

If you decide to receive notices and disclosures from us electronically, you may at any time change your mind and tell us that thereafter you want to receive required notices and disclosures only in paper format. How you must inform us of your decision to receive future notices and disclosure in paper format and withdraw your consent to receive notices and disclosures electronically is described below.

Consequences of changing your mind

If you elect to receive required notices and disclosures only in paper format, it will slow the speed at which we can complete certain steps in transactions with you and delivering services to you because we will need first to send the required notices or disclosures to you in paper format, and then wait until we receive back from you your acknowledgment of your receipt of such paper notices or disclosures. Further, you will no longer be able to use the DocuSign system to receive required notices and consents electronically from us or to sign electronically documents from us.

All notices and disclosures will be sent to you electronically

Unless you tell us otherwise in accordance with the procedures described herein, we will provide electronically to you through the DocuSign system all required notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you during the course of our relationship with you. To reduce the chance of you inadvertently not receiving any notice or disclosure, we prefer to provide all of the required notices and disclosures to you by the same method and to the same address that you have given us. Thus, you can receive all the disclosures and notices electronically or in paper format through the paper mail delivery system. If you do not agree with this process, please let us know as described below. Please also see the paragraph immediately above that describes the consequences of your electing not to receive delivery of the notices and disclosures electronically from us.

How to contact Port of San Diego:

You may contact us to let us know of your changes as to how we may contact you electronically, to request paper copies of certain information from us, and to withdraw your prior consent to receive notices and disclosures electronically as follows:

To contact us by email send messages to: customerservicecenter@portofsandiego.org

To advise Port of San Diego of your new email address

To let us know of a change in your email address where we should send notices and disclosures electronically to you, you must send an email message to us at customerservicecenter@portofsandiego.org and in the body of such request you must state: your previous email address, your new email address. We do not require any other information from you to change your email address.

If you created a DocuSign account, you may update it with your new email address through your account preferences.

To request paper copies from Port of San Diego

To request delivery from us of paper copies of the notices and disclosures previously provided by us to you electronically, you must send us an email to customerservicecenter@portofsandiego.org and in the body of such request you must state your email address, full name, mailing address, and telephone number. We will bill you for any fees at that time, if any.

To withdraw your consent with Port of San Diego

To inform us that you no longer wish to receive future notices and disclosures in electronic format you may:

- i. decline to sign a document from within your signing session, and on the subsequent page, select the check-box indicating you wish to withdraw your consent, or you may;
- ii. send us an email to customerservicecenter@portofsandiego.org and in the body of such request you must state your email, full name, mailing address, and telephone number. We do not need any other information from you to withdraw consent.. The consequences of your withdrawing consent for online documents will be that transactions may take a longer time to process..

Required hardware and software

The minimum system requirements for using the DocuSign system may change over time. The current system requirements are found here: <https://support.docusign.com/guides/signer-guide-signing-system-requirements>.

Acknowledging your access and consent to receive and sign documents electronically

To confirm to us that you can access this information electronically, which will be similar to other electronic notices and disclosures that we will provide to you, please confirm that you have read this ERSD, and (i) that you are able to print on paper or electronically save this ERSD for your future reference and access; or (ii) that you are able to email this ERSD to an email address where you will be able to print on paper or save it for your future reference and access. Further, if you consent to receiving notices and disclosures exclusively in electronic format as described herein, then select the check-box next to 'I agree to use electronic records and signatures' before clicking 'CONTINUE' within the DocuSign system.

By selecting the check-box next to 'I agree to use electronic records and signatures', you confirm that:

- You can access and read this Electronic Record and Signature Disclosure; and
- You can print on paper this Electronic Record and Signature Disclosure, or save or send this Electronic Record and Disclosure to a location where you can print it, for future reference and access; and
- Until or unless you notify Port of San Diego as described above, you consent to receive exclusively through electronic means all notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you by Port of San Diego during the course of your relationship with Port of San Diego.