

# San Diego Unified Port District

## Salary Ordinance ~~3122~~XXXX

~~2023~~4-~~202~~5~~4~~

October 1, ~~2023~~4

~~Amended October 10, 2023~~

~~Amended December 5, 2023~~

~~Amended February, 13, 2024~~

**SALARY ORDINANCE 3122xxxx**  
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**SAN DIEGO UNIFIED PORT DISTRICT  
ORDINANCE 3122xxxx  
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 any employee enrolled in the Health Maintenance Organization (HMO) insurance plan. All employees enrolled in the Preferred Provider Organization (PPO) Plan will be required to pay an additional \$100 monthly contribution to subsidize the cost of the employee-only coverage. The District shall also pay approximately fifty-five percent (55%) of the premium for dependent coverage in either the HMO or PPO insurance plan. Effective January 1, 2024, 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 non-represented employees, the District's payment of the entire monthly premium cost will cease on December 31, 2024, unless otherwise extended through an amendment to this Salary Ordinance. 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 employee premium cost for any District authorized dental plan. The District shall also pay approximately fifty-five percent (55%) of the premium for dependent coverage for any District authorized dental plan. Effective January 1, 2024, and ending December 31, 2024, unless otherwise extended through an

amendment to this Salary Ordinance or as set forth in a valid Memorandum of Understanding, 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 Vice President, Assistant Vice President, Assistant General Counsel, Assistant Auditor, Director (department head), Senior Deputy General Counsel and Deputy General Counsel V 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. Vice Presidents, Assistant General Counsels, and Assistant Auditors will receive an amount, per month, not to exceed eight hundred dollars (\$800.00). Assistant Vice Presidents, Directors (department heads), Senior Deputy General Counsel and Deputy General Counsel V 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 General Services and approval of the Executive Director, an employee, when assigned as the designated Maintenance Boat Operator, shall be paid fifty cents (\$0.50) per hour above 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 II<sup>1</sup>; Lead Diver; Lead Boat Operator; Boat Operator; night shift; Lead night shift; Lead regular shift; Lead Traffic Enforcement Officer<sup>2</sup>. (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 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.

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<sup>1</sup> Currently retitled Lead Landscape Technician

<sup>2</sup> Currently retitled Lead Community Service Officer

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.

I) Any other compensation a retirement board determines should not be pensionable.

E) Table of Pensionable and Non-Pensionable Compensation

Pay Type	Classic Members as defined by PEPRA	New Members as defined by PEPRA
Accident Reconstructionist	Yes	No
Annual Leave	Yes	Yes
Annual Leave Payout	No	No
Backflow Repair	Yes	No
Bereavement Leave	Yes	Yes
Bilingual	Yes	Yes
Boat Operator	Yes	No
Callback	No	No
Canine Team	Yes	Yes
Automobile Allowance	Yes	No
Catastrophic Leave	Yes	Yes
Commuter Pass Reimbursement	No	No
Compensatory Time (Harbor Police)	Yes	Yes
Compensatory Time Payout	No	No
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 (Harbor Police)	Yes	No
Holiday Pay – Day Off	Yes	No
Holiday Premium	Yes	No

Pay Type	Classic Members as defined by PEPRA	New Members as defined by PEPRA
Jury Duty	Yes	Yes
Lead Differential	Yes	No
Lead Diver (General Services)	Yes	No
Longevity Pay (Harbor Police)	Yes	Yes
Class B Driver Differential	No	No
Maritime Tactical Team	Yes	No
Mileage Reimbursement	No	No
Military Leave Pay	Yes	Yes
Night Premium Pay (Harbor Police)	Yes	Yes
Night Special Project	Yes	No
Out-of-Class/Acting Assignment	Yes	No
Overtime	No	No
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 Officers)	No	No
Retention Stipends (Harbor Police Dispatchers)	No	No
Safety Shoe Reimbursement	No	No
Severance Pay	No	No
Shift Premium (Intermittent)	Yes	No
Special Training Pay (GS or Maritime)	No	No
Standby	Yes	No
Stipend-Lump Sum	Yes	No
Tuition Reimbursement	No	No
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
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 31<sup>st</sup> day from its passage by the Board of Port Commissioners.



# **SAN DIEGO UNIFIED PORT DISTRICT**

## **DIRECTORY OF CLASSIFICATION SPECIFICATIONS 2023-2024 (Exhibit A)**

Class Title	Class Number	Unclassified/ Classified	FLSA Exempt/ Non-Exempt	Range
Accountant	B243-CN21	Classified	Non-Exempt	10
Accounting Assistant	D416-CN03	Classified	Non-Exempt	4
Accounting Supervisor	B254-UE03	Unclassified	Exempt	18
Administrative Assistant I (Classified)	D417-CN15	Classified	Non-Exempt	3
Administrative Assistant I (Unclassified)	D418-UN15	Unclassified	Non-Exempt	3
Administrative Assistant II (Classified)	D410-CN22	Classified	Non-Exempt	4
Administrative Assistant II (Unclassified)	D411-UN22	Unclassified	Non-Exempt	4
Applications Developer	B210-UE03	Unclassified	Exempt	12
Architect	B300-CE03	Classified	Exempt	14
Area Real Estate Manager	B821-UE03	Unclassified	Exempt	19
Asset Manager	B279-UE03	Unclassified	Exempt	14
Assistant Asset Manager	B230-CN03	Classified	Non-Exempt	12
Assistant Chief of Harbor Police/Public Safety	A2013-UE11	Unclassified	Exempt	28
Assistant Director of Development Services	A2075-UE24	Unclassified	Exempt	24
Assistant Director, Engineering-Construction	A2075-UE22	Unclassified	Exempt	24
Assistant Director, General Services	A2030-UE15	Unclassified	Exempt	22
Assistant Director of People Services	A2076-UE24	Unclassified	Exempt	24
Assistant Director, Real Estate	A2001-UE20	Unclassified	Exempt	24
Assistant Engineer	B206-CN03	Classified	Non-Exempt	13
Assistant Environmental Specialist	B315-CN15	Classified	Non-Exempt	10
Assistant General Counsel	A1010-UE14	Unclassified	Exempt	29
Assistant Land Surveyor	C321-CN03	Classified	Non-Exempt	13
Assistant Parking Manager	B917-UE16	Unclassified	Exempt	12
Assistant Planner	B320-CN16	Classified	Non-Exempt	11
Assistant Port Auditor	B221-UE16	Unclassified	Exempt	22
Assistant Procurement Analyst	B263-CN16	Classified	Non-Exempt	6
Assistant to Port Auditor	D433-UN13	Unclassified	Non-Exempt	6
Assistant to Vice President	D430-UN22	Unclassified	Non-Exempt	12
Assistant Vice President	A2058-UE16	Unclassified	Exempt	28
Assistant Vice President, Administrative Services	A1381-UE03	Unclassified	Exempt	28
Assistant Vice President, General Services	A2076-UE23	Unclassified	Exempt	28
Assistant Vice President, Government Relations & Communication	A1035-UE08	Unclassified	Exempt	28
Assistant Vice President, Operations	A1220-UE03	Unclassified	Exempt	28
Associate Engineer	B205-CE21	Classified	Exempt	15
Associate Environmental Specialist	B310-CE17	Classified	Exempt	15
Associate Planner	B306-CE17	Classified	Exempt	14
Business Intelligence Analyst	B248-UE11	Unclassified	Exempt	14
Business Intelligence Supervisor	B843-UE08	Unclassified	Exempt	18
Business Systems Analyst	B232-UE15	Unclassified	Exempt	14
Business Systems Supervisor	B225-UE14	Unclassified	Exempt	16
Business Systems Technician	B233-UN09	Unclassified	Non-Exempt	8
CADD/BIM Coordinator	B947-UE21	Unclassified	Exempt	18
Capital Project Manager	B214-UE21	Unclassified	Exempt	22
Carpenter	F630-CNR03	Classified	Non-Exempt	78.37-7
CFO/Treasurer	A1150-UE03	Unclassified	Exempt	29
Chief Engineer	A1201-UE03	Unclassified	Exempt	29
Chief Information Security Officer	A2067-UE17	Unclassified	Exempt	26
Chief Technology Officer	A2057-UE16	Unclassified	Exempt	28

Civil Designer	C313-CN03	Classified	Non-Exempt	11
Civilian Manager	B958-CE24	Classified	Exempt	19
Commissioner Services Assistant	B177-UN21	Unclassified	Non-Exempt	8
Community Service Officer	D465-CNR03	Classified	Non-Exempt	73.82
Community Service Officer Supervisor	B170-CNR03	Classified	Non-Exempt	81.0
Construction Inspector	C314-CN15	Classified	Non-Exempt	11
Construction Inspector Supervisor	C312-CN05	Classified	Non-Exempt	12
Crime Intelligence Analyst	B860-UE22	Unclassified	Exempt	12
Customer Relations Assistant	C328-CN03	Classified	Non-Exempt	2
Database Administrator	B619-UE07	Unclassified	Exempt	14
Department Administrative Manager	B809-UE03	Unclassified	Exempt	15
Department Business Manager	B810-UE08	Unclassified	Exempt	18
Department Manager, Development Services	B907-UE18	Unclassified	Exempt	21
Department Manager, Financial Services	B877-UE15	Unclassified	Exempt	21
Department Manager, Real Estate	B874-UE17	Unclassified	Exempt	21
Deputy District Clerk/Docket Coordinator	B660-UE21	Unclassified	Exempt	12
Deputy District Clerk/Records Manager	B655-UE21	Unclassified	Exempt	13
Deputy General Counsel I	A2043-UE14	Unclassified	Exempt	25
Deputy General Counsel II	A2044-UE14	Unclassified	Exempt	25
Deputy General Counsel III	A2045-UE14	Unclassified	Exempt	25
Deputy General Counsel IV	A2046-UE14	Unclassified	Exempt	27
Deputy General Counsel V	A2060-UE16	Unclassified	Exempt	27
Deputy Port Auditor I	B240-UE16	Unclassified	Exempt	14
Deputy Port Auditor II	B208-UE17	Unclassified	Exempt	18
Deputy Treasurer	A1155-UE15	Unclassified	Exempt	21
Development Manager	B951-UE22	Unclassified	Exempt	22
Director, Development Services	A2064-UE17	Unclassified	Exempt	25
Director, Environmental Conservation	A2068-UE18	Unclassified	Exempt	25
Director, Environmental Protection	A2063-UE17	Unclassified	Exempt	25
Director, Financial Services	A1350-UE15	Unclassified	Exempt	26
Director, General Services	A1396-UE15	Unclassified	Exempt	25
Director, Guest Experiences	A2056-UE21	Unclassified	Exempt	24
Director, Information Technology	A1900-UE19	Unclassified	Exempt	25
Director, Maritime	A1700-UE15	Unclassified	Exempt	25
Director, Marketing & Communications	A1395-UE16	Unclassified	Exempt	24
Director, Parks & Recreation	A2066-UE21	Unclassified	Exempt	24
Director, People Services	A1400-UE23	Unclassified	Exempt	26
Director, Planning	A2065-UE17	Unclassified	Exempt	26
Director, Procurement Services/Chief Procurement Officer	A2047-UE15	Unclassified	Exempt	24
Director, Real Estate	A1225-UE17	Unclassified	Exempt	26
Director, Safety	A2074-UE22	Unclassified	Exempt	24
Distribution & Storage Technician I	D421-CNR22	Classified	Non-Exempt	64.43-8
Distribution & Storage Technician II	D441-CNR22	Classified	Non-Exempt	67.46-8
District Clerk	A1365-UE03	Unclassified	Exempt	24
Diversity, Equity, & Inclusion Analyst	B234-UE21	Unclassified	Exempt	12
Diversity, Equity, & Inclusion Business & Community Partner	B945-UE21	Unclassified	Exempt	14
Diversity, Equity, & Inclusion Technician	B872-UN21	Unclassified	Non-Exempt	8
Document Management Assistant	D440-CN21	Classified	Non-Exempt	2
Document Management Associate	B151-UN21	Unclassified	Non-Exempt	6
Electrician	F621-CNR03	Classified	Non-Exempt	80.579-9
Enterprise Architect	B942-UE18	Unclassified	Exempt	21
Enterprise Operations Manager	B927-UE17	Unclassified	Exempt	21
Environmental Compliance Inspector	C329-CN14	Classified	Non-Exempt	8

Equipment Operator	F628-CNR03	Classified	Non-Exempt	78.82
Executive Assistant I (Classified)	D425-CN15	Classified	Non-Exempt	8
Executive Assistant I (Unclassified)	D426-UN03	Unclassified	Non-Exempt	8
Executive Assistant II (Classified)	D438-CN06	Classified	Non-Exempt	10
Executive Assistant II (Unclassified)	D429-UN03	Unclassified	Non-Exempt	10
Executive Assistant to President/CEO	D431-UN23	Unclassified	Exempt	14
Executive Director (President/CEO)–Board Appointee	A1000-UE03	Unclassified	Exempt	*
Executive Vice President/Chief of Staff	A1165-UE21	Unclassified	Exempt	29
External Community Relations Partner	B949-UE21	Unclassified	Exempt	14
Facilities Maintenance Technician	F698-CNR22	Classified	Non-Exempt	73.82
Facility Security Officer	B623-UE22	Unclassified	Exempt	14
Financial Analyst	B135-UN15	Unclassified	Non-Exempt	12
Financial Technician	B115-CN03	Classified	Non-Exempt	4
Fleet Maintenance Technician	F625-CNR03	Classified	Non-Exempt	79.38.7
General Counsel–Board Appointee	A1005-UE14	Unclassified	Exempt	*
Geographic Information Systems Analyst I	B935-UN17	Unclassified	Non-Exempt	8
Geographic Information Systems Analyst II	B936-UE20	Unclassified	Exempt	12
Geographic Information Systems Analyst III	B937-UE17	Unclassified	Exempt	14
Geographic Information Systems Supervisor	B894-UE17	Unclassified	Exempt	18
Grants Coordinator	B802-UE03	Unclassified	Exempt	10
Grants Technician	B804-UN09	Unclassified	Non-Exempt	8
Graphic Designer	C318-CN03	Classified	Non-Exempt	4
Harbor Police Captain	A2011-UE17	Unclassified	Exempt	26
Harbor Police Corporal	E505-CNR19	Classified	Non-Exempt	3 (PO)
Harbor Police Lieutenant	E520-CNR17	Classified	Non-Exempt	10 (PO)
Harbor Police Officer	E515-CNR21	Classified	Non-Exempt	1 (PO)
Harbor Police Officer (Trainee)	E515-CNR21	Classified	Non-Exempt	0 (PO)
Harbor Police Sergeant	E510-CNR17	Classified	Non-Exempt	6 (PO)
Homeland Security Program Manager	B285-UE22	Unclassified	Exempt	19
HVAC Technician	F636-CNR03	Classified	Non-Exempt	79.18.5
Information Technology Security Analyst	B200-UE15	Unclassified	Exempt	13
Infrastructure Supervisor	B226-UE14	Unclassified	Exempt	20
Intern	G800-UN11	Unclassified	Non-Exempt	63.9
IT Business Partner	B929-UE17	Unclassified	Exempt	14
IT Infrastructure Engineer I	B896-UE16	Unclassified	Exempt	4
IT Infrastructure Engineer II	B897-UE16	Unclassified	Exempt	6
IT Infrastructure Engineer III	B898-UE16	Unclassified	Exempt	10
IT Infrastructure Engineer IV	B899-UE16	Unclassified	Exempt	14
IT Project Manager	B908-UE16	Unclassified	Exempt	18
IT Systems Engineer I	B930-UN17	Unclassified	Non-Exempt	11
IT Systems Engineer II	B931-UE17	Unclassified	Exempt	13
IT Systems Engineer III	B932-UE17	Unclassified	Exempt	14
IT Systems Engineer IV	B933-UE17	Unclassified	Exempt	19
Land Surveyor	B272-CN21	Classified	Non-Exempt	15
Landscape Supervisor	F697-CER21	Classified	Exempt	81.30.7
Landscape Technician I	F696-CNR21	Classified	Non-Exempt	69.93
Landscape Technician II	F666-CNR21	Classified	Non-Exempt	71.93
Lead Accounting Technician	C327-CN03	Classified	Non-Exempt	10
Lead Carpenter	F638-CNR03	Classified	Non-Exempt	81.20.6
Lead Community Service Officer	D466-CNR22	Classified	Non-Exempt	76.74
Lead Distribution & Storage Technician	B262-CNR23	Classified	Non-Exempt	70.369.7
Lead Electrician	F690-CNR03	Classified	Non-Exempt	83.42.8
Lead Equipment Operator	F626-CNR03	Classified	Non-Exempt	81.74

Lead Fleet Maintenance Technician	F629-CNR03	Classified	Non-Exempt	82.82
Lead Landscape Technician	F654-CNR21	Classified	Non-Exempt	74.82
Lead Maintenance Mechanic	F619-CNR03	Classified	Non-Exempt	83.02.4
Lead Maintenance Worker	F640-CNR03	Classified	Non-Exempt	76.74
Lead Mapping and Outreach	B925-CN17	Classified	Non-Exempt	11
Lead Painter	F634-CNR03	Classified	Non-Exempt	80.74
Lead Plumber	F618-CNR03	Classified	Non-Exempt	83.42.8
Lead Public Safety Dispatcher	B264-CNR06	Classified	Non-Exempt	81.50.9
Lead Vessel Equipment Mechanic	F608-CNR21	Classified	Non-Exempt	83.42.8
Legal Assistant	D350-UN14	Unclassified	Non-Exempt	11
Legislative Policy Administrator	B850-UE16	Unclassified	Exempt	18
Legislative Policy Analyst	B954-UE22	Unclassified	Exempt	11
Locksmith	F647-CNR05	Classified	Non-Exempt	75.54.9
Maintenance Mechanic	F620-CNR03	Classified	Non-Exempt	80.079.4
Maintenance Planner/Inspector	C315-CNR03	Classified	Non-Exempt	80.179.5
Maintenance Supervisor	F605-CER03	Classified	Exempt	88.37.7
Maintenance Support Supervisor	C310-CER19	Classified	Exempt	88.37.7
Maintenance Worker I	F650-CNR03	Classified	Non-Exempt	71.82
Maintenance Worker II	F645-CNR03	Classified	Non-Exempt	73.82
Management Analyst	B303-UE21	Unclassified	Exempt	12
Manager, Business Development & Recreation Services	B833-UE13	Unclassified	Exempt	16
Manager, Commissioner & Executive Services	B865-UE21	Unclassified	Exempt	18
Manager, Distribution & Storage	B155-UE17	Unclassified	Exempt	16
Manager, Diversity, Equity, & Inclusion	B831-UE21	Unclassified	Exempt	19
Manager, Engineering-Construction	B827-UE15	Unclassified	Exempt	23
Manager, Financial Services	B805-UE03	Unclassified	Exempt	21
Manager, Grants and Policy	B881-UE15	Unclassified	Exempt	21
Manager, IT Business Partner	B928-UE17	Unclassified	Exempt	19
Manager, Maintenance Systems	B808-UE12	Unclassified	Exempt	16
Manager, Maritime Commercial Trade and Properties	B878-UE15	Unclassified	Exempt	19
Manager, Maritime Operations	B815-UE15	Unclassified	Exempt	21
Manager, Maritime Trade Development	B816-UE06	Unclassified	Exempt	19
Manager, Marketing & Communications	B862-UE12	Unclassified	Exempt	18
Manager, Office of General Counsel Administration	B400-UE22	Unclassified	Exempt	19
Manager, Operations & Maintenance	B807-UE03	Unclassified	Exempt	16
Manager, People Services	B811-UE23	Unclassified	Exempt	21
Manager, Procurement Services	B820-UE06	Unclassified	Exempt	19
Mapping Technician I	C319-CN03	Classified	Non-Exempt	4
Mapping Technician II	C316-CN03	Classified	Non-Exempt	8
Marine Terminal Supervisor	B227-CNR03	Classified	Non-Exempt	88.37.7
Marine Terminal Supervisor (Exempt)	B920-CER03	Classified	Exempt	88.37.7
Marketing/Public Relations Representative	B236-CE03	Classified	Exempt	12
Multi-Media Specialist	B873-CN15	Classified	Non-Exempt	10
Multi-Media Support Associate	G999-UN24	Unclassified	Non-Exempt	1 (TP)
Network Systems Analyst	B219-UE15	Unclassified	Exempt	13
Office Assistant (Classified)	D422-CN22	Classified	Non-Exempt	2
Office Assistant (Unclassified)	D423-UN22	Unclassified	Non-Exempt	2
Office Manager	D300-UN03	Unclassified	Non-Exempt	10
Painter	F633-CNR03	Classified	Non-Exempt	77.82
Paralegal	B405-UN14	Unclassified	Non-Exempt	16
Paralegal/Assistant Manager, Office of General Counsel Administration	B952-UE22	Unclassified	Exempt	17

Park Permit Coordinator	B260-CN03	Classified	Non-Exempt	6
Parking Customer Service Agent	B910-CN16	Classified	Non-Exempt	2
Parking Manager	B901-UE16	Unclassified	Exempt	16
Parking Meter Repair/Collector	F656-CNR21	Classified	Non-Exempt	74.74
Payroll Specialist	B256-UE15	Unclassified	Exempt	8
Payroll Supervisor	B256-UE23	Unclassified	Exempt	15
Payroll Technician	D415-UN16	Unclassified	Non-Exempt	4
People Services Analyst	B239-UE23	Unclassified	Exempt	12
People Services Technician	B648-UN23	Unclassified	Non-Exempt	8
Plumber	F622-CNR03	Classified	Non-Exempt	80.579.9
Police Background Investigator	C330-CN22	Unclassified	Non-Exempt	1 (PO)
Police Instructor	B955-UN23	Unclassified	Non-Exempt	1 (PO)
Police Records Assistant	D400-CN21	Classified	Non-Exempt	2
Police Records Supervisor	D402-CER03	Classified	Exempt	77.60
Port Auditor–Board Appointee	A1009-UE19	Unclassified	Exempt	*
Port Security Manager	B626-UE22	Unclassified	Exempt	18
Principal Biologist	B960-CE24	Classified	Exempt	19
Principal Marketing/Public Relations Representative	B238-UE03	Unclassified	Exempt	15
Principal Outreach Specialist	B956-UE23	Classified	Exempt	15
Principal, Economics & Policy	B938-UE18	Unclassified	Exempt	21
Principal, Maritime Business Development	B880-UE16	Unclassified	Exempt	21
Principal, Maritime Business Retention	B902-UE16	Unclassified	Exempt	21
Principal, Social Media	B957-UE23	Classified	Exempt	15
Principal, Special Projects	B867-UE14	Unclassified	Exempt	19
Principal, Strategic Planning	B948-UE21	Unclassified	Exempt	19
Procurement Analyst I	B266-CN15	Classified	Non-Exempt	10
Procurement Analyst II	B265-CE15	Classified	Exempt	12
Procurement Supervisor	B269-UE15	Unclassified	Exempt	13
Program Director	B886-UE20	Unclassified	Exempt	20
Project Labor and Compliance Administrator	B959-UE24	Unclassified	Exempt	18
Program Manager	B282-UE21	Unclassified	Exempt	17
Program Manager, Aquaculture & Blue Tech	B885-UE16	Unclassified	Exempt	19
Program Manager, Energy and Sustainability	B891-UE16	Unclassified	Exempt	18
Program Manager, Engineering-Construction	B883-UE16	Unclassified	Exempt	19
Program Manager, Planning & Environment	B887-UE21	Unclassified	Exempt	19
Program Manager, Real Estate	B875-UE15	Unclassified	Exempt	19
Project Manager	B209-UE21	Unclassified	Exempt	11
Project Review Associate	B903-UE16	Unclassified	Exempt	11
Project Scheduler	B321-CN03	Classified	Non-Exempt	12
Public Information Officer	B856-UE18	Unclassified	Exempt	18
Public Safety Dispatch Supervisor	B171-CNR03	Classified	Non-Exempt	86.45.8
Public Safety Dispatcher	D460-CNR22	Classified	Non-Exempt	78.57.9
Public Safety Dispatcher (Part-Time Experienced)	D467-CNR22	Classified	Non-Exempt	78.57.9
Risk and Safety Manager	B650-UE14	Unclassified	Exempt	18
Risk Management Administrator	B617-UE03	Unclassified	Exempt	12
Risk Management Analyst	B615-UE03	Unclassified	Exempt	11
Safety Specialist I	B606-CN14	Classified	Non-Exempt	10
Safety Specialist II	B607-CN14	Classified	Non-Exempt	11
SAP Functional Analyst I	B923-UE17	Unclassified	Exempt	12

SAP Functional Analyst II	B924-UE17	Unclassified	Exempt	18
Senior Accountant	B245-CE21	Classified	Exempt	15
Senior Administrative Assistant (Classified)	D427-CN03	Classified	Non-Exempt	6
Senior Administrative Assistant (Unclassified)	D424-UN15	Unclassified	Non-Exempt	6
Senior Applications Developer	B281-UE03	Unclassified	Exempt	12
Senior Asset Manager	B229-UE03	Unclassified	Exempt	16
Senior Business Intelligence Analyst	B844-UE15	Unclassified	Exempt	15
Senior Business Systems Analyst	B231-UE15	Unclassified	Exempt	15
Senior Construction Inspector	C311-CN15	Classified	Non-Exempt	11
Senior Deputy General Counsel	A2061-UE17	Unclassified	Exempt	28
Senior Diversity, Equity, & Inclusion Analyst	B286-UE21	Unclassified	Exempt	14
Senior Engineer	B204-CE03	Classified	Exempt	20
Senior Environmental Specialist	B309-UE17	Unclassified	Exempt	16
Senior Financial Analyst	B276-UE15	Unclassified	Exempt	15
Senior IT Auditor	B616-UE03	Unclassified	Exempt	12
Senior Land Surveyor	B946-CE21	Classified	Exempt	20
Senior Management Analyst	B201-UE15	Unclassified	Exempt	14
Senior Multi-Media Specialist	B941-CN18	Classified	Non-Exempt	12
Senior People Services Analyst	B9444-UE23	Unclassified	Exempt	17
Senior Planner	B259-UE17	Unclassified	Exempt	16
Senior Police Records Assistant	D401-CN03	Classified	Non-Exempt	3
Senior Policy Administrator	B819-UE21	Unclassified	Exempt	17
Senior Project Architect	B646-UE03	Unclassified	Exempt	20
Senior Project Manager	B100-UE21	Unclassified	Exempt	13
Senior Project Office Administrator	B817-UE03	Unclassified	Exempt	18
Senior Systems Administrator	B871-UE15	Unclassified	Exempt	15
Senior Tool Room Technician	F694-CNR16	Classified	Non-Exempt	76.74
Senior Trade Account Representative	B622-UE03	Unclassified	Exempt	12
Senior Web Developer	B220-CN03	Classified	Non-Exempt	11
Small Engine Repair Technician	F681-CNR03	Classified	Non-Exempt	73.82
Special Events Associate	B237-CE03	Classified	Exempt	8
Special Projects Manager	B953-UE22	Classified	Exempt	22
Staff Assistant I (Classified)	B267-CN15	Classified	Non-Exempt	3
Staff Assistant I (Unclassified)	B273-UN03	Unclassified	Non-Exempt	3
Staff Assistant II (Classified)	B268-CN15	Classified	Non-Exempt	4
Staff Assistant II (Unclassified)	B287-UN09	Unclassified	Non-Exempt	4
Student Worker	G998-UN16	Unclassified	Non-Exempt	63.42-8
Survey Technician I	C320-CN03	Classified	Non-Exempt	4
Survey Technician II	C317-CN03	Classified	Non-Exempt	10
Systems Administration Supervisor	B879-UE15	Unclassified	Exempt	17
Systems Administrator	B870-UE15	Unclassified	Exempt	15
Systems Support Analyst I	B837-UN15	Unclassified	Non-Exempt	10
Systems Support Analyst II	B211-UE15	Unclassified	Exempt	12
Systems Support Supervisor	B700-UE03	Unclassified	Exempt	17
Tool Room Technician	F695-CNR16	Classified	Non-Exempt	73.82
Travel Services Coordinator	B179-CN03	Classified	Non-Exempt	6
Vessel Equipment Mechanic	F607-CNR20	Classified	Non-Exempt	79.38-7
Vice President	A1037-UE16	Unclassified	Exempt	29
Vice President, Administration/CAO	A1025-UE03	Unclassified	Exempt	29
Vice President, Business Operations	A1015-UE21	Unclassified	Exempt	29
Vice President, Facilities & Engineering	A2072-UE21	Unclassified	Exempt	29
Vice President, Maritime	A2069-UE19	Unclassified	Exempt	29
Vice President, Marketing & Communications	A2070-UE19	Unclassified	Exempt	29

Vice President, Planning & Environment	A2071-UE21	Unclassified	Exempt	29
Vice President, Public Safety/Chief of Harbor Police	A1500-UE03	Unclassified	Exempt	29
Vice President, Strategy & Policy	A1026-UE21	Unclassified	Exempt	29
Web Developer	B228-CN03	Classified	Non-Exempt	10
Wharfinger	B250-CNR03	Classified	Non-Exempt	83.42.8

\*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**

<b>Ranges</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
1	\$34,287	\$41,830	\$51,033
2	\$36,687	\$44,758	\$54,605
3	\$39,255	\$47,891	\$58,427
4	\$42,003	\$51,244	\$62,517
5	\$44,943	\$54,831	\$66,894
6	\$48,089	\$58,669	\$71,576
7	\$51,456	\$62,776	\$76,586
8	\$55,057	\$67,170	\$81,947
9	\$58,911	\$71,872	\$87,684
10	\$63,035	\$76,903	\$93,822
11	\$67,448	\$82,286	\$100,389
12	\$72,169	\$88,046	\$107,416
13	\$77,221	\$94,209	\$114,936
14	\$82,626	\$100,804	\$122,981
15	\$88,410	\$107,860	\$131,590
16	\$94,599	\$115,411	\$140,801
17	\$101,221	\$123,489	\$150,657
18	\$108,306	\$132,134	\$161,203
19	\$115,888	\$141,383	\$172,487
20	\$124,000	\$151,280	\$184,561
21	\$132,680	\$161,869	\$197,481
22	\$141,967	\$173,200	\$211,304
23	\$151,905	\$185,324	\$226,096
24	\$162,539	\$198,297	\$241,922
25	\$173,916	\$212,178	\$258,857
26	\$186,090	\$227,030	\$276,977
27	\$199,117	\$242,922	\$296,365
28	\$213,055	\$259,927	\$317,111
29	\$227,969	\$278,122	\$339,309

**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**

<b>Ranges</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
1	\$1,318.73	\$1,608.85	\$1,962.80
2	\$1,411.04	\$1,721.47	\$2,100.19
3	\$1,509.81	\$1,841.97	\$2,247.21
4	\$1,615.50	\$1,970.91	\$2,404.51
5	\$1,728.59	\$2,108.88	\$2,572.83
6	\$1,849.59	\$2,256.50	\$2,752.93
7	\$1,979.06	\$2,414.45	\$2,945.63
8	\$2,117.59	\$2,583.46	\$3,151.83
9	\$2,265.82	\$2,764.31	\$3,372.45
10	\$2,424.43	\$2,957.81	\$3,608.53
11	\$2,594.14	\$3,164.85	\$3,861.12
12	\$2,775.73	\$3,386.39	\$4,131.40
13	\$2,970.03	\$3,623.44	\$4,420.60
14	\$3,177.94	\$3,877.08	\$4,730.04
15	\$3,400.39	\$4,148.48	\$5,061.14
16	\$3,638.42	\$4,438.87	\$5,415.42
17	\$3,893.11	\$4,749.59	\$5,794.50
18	\$4,165.63	\$5,082.06	\$6,200.12
19	\$4,457.22	\$5,437.81	\$6,634.13
20	\$4,769.23	\$5,818.46	\$7,098.52
21	\$5,103.07	\$6,225.75	\$7,595.41
22	\$5,460.29	\$6,661.55	\$8,127.09
23	\$5,842.51	\$7,127.86	\$8,695.99
24	\$6,251.48	\$7,626.81	\$9,304.71
25	\$6,689.09	\$8,160.69	\$9,956.04
26	\$7,157.32	\$8,731.93	\$10,652.96
27	\$7,658.33	\$9,343.17	\$11,398.67
28	\$8,194.42	\$9,997.19	\$12,196.57
29	\$8,768.03	\$10,696.99	\$13,050.33

**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**

<b>Ranges</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
1	\$16.48	\$20.11	\$24.53
2	\$17.64	\$21.52	\$26.25
3	\$18.87	\$23.02	\$28.09
4	\$20.19	\$24.64	\$30.06
5	\$21.61	\$26.36	\$32.16
6	\$23.12	\$28.21	\$34.41
7	\$24.74	\$30.18	\$36.82
8	\$26.47	\$32.29	\$39.40
9	\$28.32	\$34.55	\$42.16
10	\$30.31	\$36.97	\$45.11
11	\$32.43	\$39.56	\$48.26
12	\$34.70	\$42.33	\$51.64
13	\$37.13	\$45.29	\$55.26
14	\$39.72	\$48.46	\$59.13
15	\$42.50	\$51.86	\$63.26
16	\$45.48	\$55.49	\$67.69
17	\$48.66	\$59.37	\$72.43
18	\$52.07	\$63.53	\$77.50
19	\$55.72	\$67.97	\$82.93
20	\$59.62	\$72.73	\$88.73
21	\$63.79	\$77.82	\$94.94
22	\$68.25	\$83.27	\$101.59
23	\$73.03	\$89.10	\$108.70
24	\$78.14	\$95.34	\$116.31
25	\$83.61	\$102.01	\$124.45
26	\$89.47	\$109.15	\$133.16
27	\$95.73	\$116.79	\$142.48
28	\$102.43	\$124.96	\$152.46
29	\$109.60	\$133.71	\$163.13

**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
61.4	H	14.95	15.70	16.48	17.30	18.17	19.08	20.03
	B	1,196.00	1,256.00	1,318.40	1,384.00	1,453.60	1,526.40	1,602.40
	Y	31,096.00	32,656.00	34,278.40	35,984.00	37,793.60	39,686.40	41,662.40
61.5	H	15.02	15.77	16.56	17.39	18.26	19.17	20.13
	B	1,201.60	1,261.60	1,324.80	1,391.20	1,460.80	1,533.60	1,610.40
	Y	31,241.60	32,801.60	34,444.80	36,171.20	37,980.80	39,873.60	41,870.40
61.6	H	15.09	15.85	16.64	17.47	18.35	19.27	20.23
	B	1,207.20	1,268.00	1,331.20	1,397.60	1,468.00	1,541.60	1,618.40
	Y	31,387.20	32,968.00	34,611.20	36,337.60	38,168.00	40,081.60	42,078.40
61.7	H	15.17	15.93	16.72	17.56	18.44	19.36	20.33
	B	1,213.60	1,274.40	1,337.60	1,404.80	1,475.20	1,548.80	1,626.40
	Y	31,553.60	33,134.40	34,777.60	36,524.80	38,355.20	40,268.80	42,286.40
61.8	H	15.24	16.00	16.80	17.64	18.53	19.45	20.42
	B	1,219.20	1,280.00	1,344.00	1,411.20	1,482.40	1,556.00	1,633.60
	Y	31,699.20	33,280.00	34,944.00	36,691.20	38,542.40	40,456.00	42,473.60
61.9	H	15.31	16.08	16.88	17.73	18.61	19.55	20.52
	B	1,224.80	1,286.40	1,350.40	1,418.40	1,488.80	1,564.00	1,641.60
	Y	31,844.80	33,446.40	35,110.40	36,878.40	38,708.80	40,664.00	42,681.60

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

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

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

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



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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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



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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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



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

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

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

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

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

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

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

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

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

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

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

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

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

<b>RANGE</b>		<b>STEP A</b>	<b>STEP B</b>	<b>STEP C</b>	<b>STEP D</b>	<b>STEP E</b>	<b>STEP F</b>	<b>STEP G</b>
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  
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	\$ <u>89,124</u> \$86,529							
1	\$ <u>98,037</u> \$95,182	\$ <u>100,978</u> \$98,037	\$ <u>104,008</u> \$100,978	\$ <u>107,128</u> \$104,008	\$ <u>110,342</u> \$107,128	\$ <u>113,652</u> \$110,342	\$ <u>117,062</u> \$113,652	\$ <u>120,574</u> \$117,062
2	\$ <u>102,939</u> \$99,941	\$ <u>106,027</u> \$102,939	\$ <u>109,208</u> \$106,027	\$ <u>112,484</u> \$109,208	\$ <u>115,859</u> \$112,484	\$ <u>119,335</u> \$115,859	\$ <u>122,915</u> \$119,335	\$ <u>126,602</u> \$122,915
3	\$ <u>108,086</u> \$104,938	\$ <u>111,329</u> \$108,086	\$ <u>114,669</u> \$111,329	\$ <u>118,109</u> \$114,669	\$ <u>121,652</u> \$118,109	\$ <u>125,301</u> \$121,652	\$ <u>129,060</u> \$125,301	\$ <u>132,932</u> \$129,060
4	\$ <u>113,490</u> \$110,185	\$ <u>116,895</u> \$113,490	\$ <u>120,402</u> \$116,895	\$ <u>124,014</u> \$120,402	\$ <u>127,734</u> \$124,014	\$ <u>131,567</u> \$127,734	\$ <u>135,514</u> \$131,567	\$ <u>139,579</u> \$135,514
5	\$ <u>119,165</u> \$115,694	\$ <u>122,740</u> \$119,165	\$ <u>126,422</u> \$122,740	\$ <u>130,215</u> \$126,422	\$ <u>134,121</u> \$130,215	\$ <u>138,145</u> \$134,121	\$ <u>142,289</u> \$138,145	\$ <u>146,558</u> \$142,289
6	\$ <u>125,123</u> \$121,479	\$ <u>128,877</u> \$125,123	\$ <u>132,743</u> \$128,877	\$ <u>136,725</u> \$132,743	\$ <u>140,827</u> \$136,725	\$ <u>145,052</u> \$140,827	\$ <u>149,404</u> \$145,052	\$ <u>153,886</u> \$149,404
7	\$ <u>131,379</u> \$127,553	\$ <u>135,321</u> \$131,379	\$ <u>139,380</u> \$135,321	\$ <u>143,562</u> \$139,380	\$ <u>147,869</u> \$143,562	\$ <u>152,305</u> \$147,869	\$ <u>156,874</u> \$152,305	\$ <u>161,580</u> \$156,874
8	\$ <u>137,948</u> \$133,930	\$ <u>142,087</u> \$137,948	\$ <u>146,349</u> \$142,087	\$ <u>150,740</u> \$146,349	\$ <u>155,262</u> \$150,740	\$ <u>159,920</u> \$155,262	\$ <u>164,718</u> \$159,920	\$ <u>169,659</u> \$164,718
9	\$ <u>144,846</u> \$140,627	\$ <u>149,191</u> \$144,846	\$ <u>153,667</u> \$149,191	\$ <u>158,277</u> \$153,667	\$ <u>163,025</u> \$158,277	\$ <u>167,916</u> \$163,025	\$ <u>172,953</u> \$167,916	\$ <u>178,142</u> \$172,953
10	\$ <u>152,088</u> \$147,658	\$ <u>156,651</u> \$152,088	\$ <u>161,350</u> \$156,651	\$ <u>166,191</u> \$161,350	\$ <u>171,176</u> \$166,191	\$ <u>176,312</u> \$171,176	\$ <u>181,601</u> \$176,312	\$ <u>187,049</u> \$181,601
11	\$ <u>159,692</u> \$155,044	\$ <u>164,483</u> \$159,692	\$ <u>169,418</u> \$164,483	\$ <u>174,500</u> \$169,418	\$ <u>179,735</u> \$174,500	\$ <u>185,127</u> \$179,735	\$ <u>190,681</u> \$185,127	\$ <u>196,402</u> \$190,681
12	\$ <u>167,677</u> \$162,793	\$ <u>172,707</u> \$167,677	\$ <u>177,889</u> \$172,707	\$ <u>183,225</u> \$177,889	\$ <u>188,722</u> \$183,225	\$ <u>194,384</u> \$188,722	\$ <u>200,215</u> \$194,384	\$ <u>206,222</u> \$200,215
13	\$ <u>176,061</u> \$170,933	\$ <u>181,343</u> \$176,061	\$ <u>186,783</u> \$181,343	\$ <u>192,386</u> \$186,783	\$ <u>198,158</u> \$192,386	\$ <u>204,103</u> \$198,158	\$ <u>210,226</u> \$204,103	\$ <u>216,533</u> \$210,226
14	\$ <u>184,864</u> \$179,480	\$ <u>190,410</u> \$184,864	\$ <u>196,122</u> \$190,410	\$ <u>202,006</u> \$196,122	\$ <u>208,066</u> \$202,006	\$ <u>214,308</u> \$208,066	\$ <u>220,737</u> \$214,308	\$ <u>227,359</u> \$220,737

Ranges	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
15	\$	\$	\$	\$	\$	\$	\$	\$
	<u>194,107</u>	<u>199,930</u>	<u>205,928</u>	<u>212,106</u>	<u>218,469</u>	<u>225,023</u>	<u>231,774</u>	<u>238,727</u>
	<del>\$188,454</del>	<del>\$194,107</del>	<del>\$199,930</del>	<del>\$205,928</del>	<del>\$212,106</del>	<del>\$218,469</del>	<del>\$225,023</del>	<del>\$231,774</del>
16	\$	\$	\$	\$	\$	\$	\$	\$
	<u>203,812</u>	<u>209,927</u>	<u>216,225</u>	<u>222,711</u>	<u>229,393</u>	<u>236,275</u>	<u>243,363</u>	<u>250,664</u>
	<del>\$197,876</del>	<del>\$203,812</del>	<del>\$209,927</del>	<del>\$216,225</del>	<del>\$222,711</del>	<del>\$229,393</del>	<del>\$236,275</del>	<del>\$243,363</del>
17	\$	\$	\$	\$	\$	\$	\$	\$
	<u>214,003</u>	<u>220,423</u>	<u>227,036</u>	<u>233,847</u>	<u>240,862</u>	<u>248,088</u>	<u>255,531</u>	<u>263,197</u>
	<del>\$207,770</del>	<del>\$214,003</del>	<del>\$220,423</del>	<del>\$227,036</del>	<del>\$233,847</del>	<del>\$240,862</del>	<del>\$248,088</del>	<del>\$255,531</del>
18	\$	\$	\$	\$	\$	\$	\$	\$
	<u>224,703</u>	<u>231,444</u>	<u>238,388</u>	<u>245,539</u>	<u>252,906</u>	<u>260,493</u>	<u>268,307</u>	<u>276,357</u>
	<del>\$218,159</del>	<del>\$224,703</del>	<del>\$231,444</del>	<del>\$238,388</del>	<del>\$245,539</del>	<del>\$252,906</del>	<del>\$260,493</del>	<del>\$268,307</del>
19	\$	\$	\$	\$	\$	\$	\$	\$
	<u>235,938</u>	<u>243,017</u>	<u>250,307</u>	<u>257,816</u>	<u>265,551</u>	<u>273,517</u>	<u>281,723</u>	<u>290,175</u>
	<del>\$229,066</del>	<del>\$235,938</del>	<del>\$243,017</del>	<del>\$250,307</del>	<del>\$257,816</del>	<del>\$265,551</del>	<del>\$273,517</del>	<del>\$281,723</del>
20	\$	\$	\$	\$	\$	\$	\$	\$
	<u>247,735</u>	<u>255,167</u>	<u>262,822</u>	<u>270,707</u>	<u>278,828</u>	<u>287,193</u>	<u>295,809</u>	<u>304,683</u>
	<del>\$240,520</del>	<del>\$247,735</del>	<del>\$255,167</del>	<del>\$262,822</del>	<del>\$270,707</del>	<del>\$278,828</del>	<del>\$287,193</del>	<del>\$295,809</del>

**Longevity Pay**

10 Years	5.00%
15 Years	4.00%
19 Years	3.00%
Max Longevity	12.0%

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

<b>Ranges</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>
0	<u>\$3,427.85</u> \$3,328.04							
1	<u>\$3,770.67</u> \$3,660.84	<u>\$3,883.79</u> \$3,770.67	<u>\$4,000.30</u> \$3,883.79	<u>\$4,120.31</u> \$4,000.30	<u>\$4,243.92</u> \$4,120.31	<u>\$4,371.23</u> \$4,243.92	<u>\$4,502.37</u> \$4,371.23	<u>\$4,637.44</u> \$4,502.37
2	<u>\$3,959.20</u> \$3,843.88	<u>\$4,077.97</u> \$3,959.20	<u>\$4,200.31</u> \$4,077.97	<u>\$4,326.32</u> \$4,200.31	<u>\$4,456.11</u> \$4,326.32	<u>\$4,589.80</u> \$4,456.11	<u>\$4,727.49</u> \$4,589.80	<u>\$4,869.31</u> \$4,727.49
3	<u>\$4,157.16</u> \$4,036.08	<u>\$4,281.87</u> \$4,157.16	<u>\$4,410.33</u> \$4,281.87	<u>\$4,542.64</u> \$4,410.33	<u>\$4,678.92</u> \$4,542.64	<u>\$4,819.29</u> \$4,678.92	<u>\$4,963.86</u> \$4,819.29	<u>\$5,112.78</u> \$4,963.86
4	<u>\$4,365.02</u> \$4,237.88	<u>\$4,495.97</u> \$4,365.02	<u>\$4,630.85</u> \$4,495.97	<u>\$4,769.77</u> \$4,630.85	<u>\$4,912.86</u> \$4,769.77	<u>\$5,060.25</u> \$4,912.86	<u>\$5,212.06</u> \$5,060.25	<u>\$5,368.42</u> \$5,212.06
5	<u>\$4,583.27</u> \$4,449.77	<u>\$4,720.77</u> \$4,583.27	<u>\$4,862.39</u> \$4,720.77	<u>\$5,008.26</u> \$4,862.39	<u>\$5,158.51</u> \$5,008.26	<u>\$5,313.26</u> \$5,158.51	<u>\$5,472.66</u> \$5,313.26	<u>\$5,636.84</u> \$5,472.66
6	<u>\$4,812.43</u> \$4,672.26	<u>\$4,956.80</u> \$4,812.43	<u>\$5,105.51</u> \$4,956.80	<u>\$5,258.67</u> \$5,105.51	<u>\$5,416.43</u> \$5,258.67	<u>\$5,578.93</u> \$5,416.43	<u>\$5,746.29</u> \$5,578.93	<u>\$5,918.68</u> \$5,746.29
7	<u>\$5,053.05</u> \$4,905.88	<u>\$5,204.64</u> \$5,053.05	<u>\$5,360.78</u> \$5,204.64	<u>\$5,521.61</u> \$5,360.78	<u>\$5,687.25</u> \$5,521.61	<u>\$5,857.87</u> \$5,687.25	<u>\$6,033.61</u> \$5,857.87	<u>\$6,214.62</u> \$6,033.61
8	<u>\$5,305.70</u> \$5,151.17	<u>\$5,464.88</u> \$5,305.70	<u>\$5,628.82</u> \$5,464.88	<u>\$5,797.69</u> \$5,628.82	<u>\$5,971.62</u> \$5,797.69	<u>\$6,150.77</u> \$5,971.62	<u>\$6,335.29</u> \$6,150.77	<u>\$6,525.35</u> \$6,335.29
9	<u>\$5,570.99</u> \$5,408.73	<u>\$5,738.12</u> \$5,570.99	<u>\$5,910.26</u> \$5,738.12	<u>\$6,087.57</u> \$5,910.26	<u>\$6,270.20</u> \$6,087.57	<u>\$6,458.30</u> \$6,270.20	<u>\$6,652.05</u> \$6,458.30	<u>\$6,851.61</u> \$6,652.05
10	<u>\$5,849.54</u> \$5,679.16	<u>\$6,025.03</u> \$5,849.54	<u>\$6,205.78</u> \$6,025.03	<u>\$6,391.95</u> \$6,205.78	<u>\$6,583.71</u> \$6,391.95	<u>\$6,781.22</u> \$6,583.71	<u>\$6,984.66</u> \$6,781.22	<u>\$7,194.20</u> \$6,984.66
11	<u>\$6,142.02</u> \$5,963.12	<u>\$6,326.28</u> \$6,142.02	<u>\$6,516.07</u> \$6,326.28	<u>\$6,711.55</u> \$6,516.07	<u>\$6,912.89</u> \$6,711.55	<u>\$7,120.28</u> \$6,912.89	<u>\$7,333.89</u> \$7,120.28	<u>\$7,553.91</u> \$7,333.89
12	<u>\$6,449.12</u> \$6,261.28	<u>\$6,642.59</u> \$6,449.12	<u>\$6,841.87</u> \$6,642.59	<u>\$7,047.12</u> \$6,841.87	<u>\$7,258.54</u> \$7,047.12	<u>\$7,476.29</u> \$7,258.54	<u>\$7,700.58</u> \$7,476.29	<u>\$7,931.60</u> \$7,700.58
13	<u>\$6,771.57</u> \$6,574.34	<u>\$6,974.72</u> \$6,771.57	<u>\$7,183.96</u> \$6,974.72	<u>\$7,399.48</u> \$7,183.96	<u>\$7,621.47</u> \$7,399.48	<u>\$7,850.11</u> \$7,621.47	<u>\$8,085.61</u> \$7,850.11	<u>\$8,328.18</u> \$8,085.61
14	<u>\$7,110.15</u> \$6,903.06	<u>\$7,323.46</u> \$7,110.15	<u>\$7,543.16</u> \$7,323.46	<u>\$7,769.45</u> \$7,543.16	<u>\$8,002.54</u> \$7,769.45	<u>\$8,242.61</u> \$8,002.54	<u>\$8,489.89</u> \$8,242.61	<u>\$8,744.59</u> \$8,489.89
15	<u>\$7,465.66</u> \$7,248.21	<u>\$7,689.63</u> \$7,465.66	<u>\$7,920.32</u> \$7,689.63	<u>\$8,157.93</u> \$7,920.32	<u>\$8,402.67</u> \$8,157.93	<u>\$8,654.75</u> \$8,402.67	<u>\$8,914.39</u> \$8,654.75	<u>\$9,181.82</u> \$8,914.39

Ranges	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
16	<u>\$7,838.94</u>	<u>\$8,074.11</u>	<u>\$8,316.33</u>	<u>\$8,565.82</u>	<u>\$8,822.80</u>	<u>\$9,087.48</u>	<u>\$9,360.11</u>	<u>\$9,640.91</u>
	<del>\$7,610.62</del>	<del>\$7,838.94</del>	<del>\$8,074.11</del>	<del>\$8,316.33</del>	<del>\$8,565.82</del>	<del>\$8,822.80</del>	<del>\$9,087.48</del>	<del>\$9,360.11</del>
17	<u>\$8,230.89</u>	<u>\$8,477.82</u>	<u>\$8,732.15</u>	<u>\$8,994.11</u>	<u>\$9,263.94</u>	<u>\$9,541.86</u>	<u>\$9,828.11</u>	<u>\$10,122.96</u>
	<del>\$7,991.15</del>	<del>\$8,230.89</del>	<del>\$8,477.82</del>	<del>\$8,732.15</del>	<del>\$8,994.11</del>	<del>\$9,263.94</del>	<del>\$9,541.86</del>	<del>\$9,828.11</del>
18	<u>\$8,642.43</u>	<u>\$8,901.71</u>	<u>\$9,168.76</u>	<u>\$9,443.82</u>	<u>\$9,727.14</u>	<u>\$10,018.95</u>	<u>\$10,319.52</u>	<u>\$10,629.10</u>
	<del>\$8,390.74</del>	<del>\$8,642.43</del>	<del>\$8,901.71</del>	<del>\$9,168.76</del>	<del>\$9,443.82</del>	<del>\$9,727.14</del>	<del>\$10,018.95</del>	<del>\$10,319.52</del>
19	<u>\$9,074.56</u>	<u>\$9,346.79</u>	<u>\$9,627.20</u>	<u>\$9,916.01</u>	<u>\$10,213.49</u>	<u>\$10,519.90</u>	<u>\$10,835.49</u>	<u>\$11,160.56</u>
	<del>\$8,810.25</del>	<del>\$9,074.56</del>	<del>\$9,346.79</del>	<del>\$9,627.20</del>	<del>\$9,916.01</del>	<del>\$10,213.49</del>	<del>\$10,519.90</del>	<del>\$10,835.49</del>
20	<u>\$9,528.28</u>	<u>\$9,814.13</u>	<u>\$10,108.56</u>	<u>\$10,411.81</u>	<u>\$10,724.17</u>	<u>\$11,045.89</u>	<u>\$11,377.27</u>	<u>\$11,718.59</u>
	<del>\$9,250.76</del>	<del>\$9,528.28</del>	<del>\$9,814.13</del>	<del>\$10,108.56</del>	<del>\$10,411.81</del>	<del>\$10,724.17</del>	<del>\$11,045.89</del>	<del>\$11,377.27</del>

**Longevity Pay**

10 Years	5.00%
15 Years	4.00%
19 Years	3.00%
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	<u>\$42.85</u>							
	<u>\$41.60</u>							
1	<u>\$47.13</u>	<u>\$48.55</u>	<u>\$50.00</u>	<u>\$51.50</u>	<u>\$53.05</u>	<u>\$54.64</u>	<u>\$56.28</u>	<u>\$57.97</u>
	<u>\$45.76</u>	<u>\$47.13</u>	<u>\$48.55</u>	<u>\$50.00</u>	<u>\$51.50</u>	<u>\$53.05</u>	<u>\$54.64</u>	<u>\$56.28</u>
2	<u>\$49.49</u>	<u>\$50.97</u>	<u>\$52.50</u>	<u>\$54.08</u>	<u>\$55.70</u>	<u>\$57.37</u>	<u>\$59.09</u>	<u>\$60.87</u>
	<u>\$48.05</u>	<u>\$49.49</u>	<u>\$50.97</u>	<u>\$52.50</u>	<u>\$54.08</u>	<u>\$55.70</u>	<u>\$57.37</u>	<u>\$59.09</u>
3	<u>\$51.96</u>	<u>\$53.52</u>	<u>\$55.13</u>	<u>\$56.78</u>	<u>\$58.49</u>	<u>\$60.24</u>	<u>\$62.05</u>	<u>\$63.91</u>
	<u>\$50.45</u>	<u>\$51.96</u>	<u>\$53.52</u>	<u>\$55.13</u>	<u>\$56.78</u>	<u>\$58.49</u>	<u>\$60.24</u>	<u>\$62.05</u>
4	<u>\$54.56</u>	<u>\$56.20</u>	<u>\$57.89</u>	<u>\$59.62</u>	<u>\$61.41</u>	<u>\$63.25</u>	<u>\$65.15</u>	<u>\$67.11</u>
	<u>\$52.97</u>	<u>\$54.56</u>	<u>\$56.20</u>	<u>\$57.89</u>	<u>\$59.62</u>	<u>\$61.41</u>	<u>\$63.25</u>	<u>\$65.15</u>
5	<u>\$57.29</u>	<u>\$59.01</u>	<u>\$60.78</u>	<u>\$62.60</u>	<u>\$64.48</u>	<u>\$66.42</u>	<u>\$68.41</u>	<u>\$70.46</u>
	<u>\$55.62</u>	<u>\$57.29</u>	<u>\$59.01</u>	<u>\$60.78</u>	<u>\$62.60</u>	<u>\$64.48</u>	<u>\$66.42</u>	<u>\$68.41</u>
6	<u>\$60.16</u>	<u>\$61.96</u>	<u>\$63.82</u>	<u>\$65.73</u>	<u>\$67.71</u>	<u>\$69.74</u>	<u>\$71.83</u>	<u>\$73.98</u>
	<u>\$58.40</u>	<u>\$60.16</u>	<u>\$61.96</u>	<u>\$63.82</u>	<u>\$65.73</u>	<u>\$67.71</u>	<u>\$69.74</u>	<u>\$71.83</u>
7	<u>\$63.16</u>	<u>\$65.06</u>	<u>\$67.01</u>	<u>\$69.02</u>	<u>\$71.09</u>	<u>\$73.22</u>	<u>\$75.42</u>	<u>\$77.68</u>
	<u>\$61.32</u>	<u>\$63.16</u>	<u>\$65.06</u>	<u>\$67.01</u>	<u>\$69.02</u>	<u>\$71.09</u>	<u>\$73.22</u>	<u>\$75.42</u>
8	<u>\$66.32</u>	<u>\$68.31</u>	<u>\$70.36</u>	<u>\$72.47</u>	<u>\$74.65</u>	<u>\$76.88</u>	<u>\$79.19</u>	<u>\$81.57</u>
	<u>\$64.39</u>	<u>\$66.32</u>	<u>\$68.31</u>	<u>\$70.36</u>	<u>\$72.47</u>	<u>\$74.65</u>	<u>\$76.88</u>	<u>\$79.19</u>
9	<u>\$69.64</u>	<u>\$71.73</u>	<u>\$73.88</u>	<u>\$76.09</u>	<u>\$78.38</u>	<u>\$80.73</u>	<u>\$83.15</u>	<u>\$85.65</u>
	<u>\$67.61</u>	<u>\$69.64</u>	<u>\$71.73</u>	<u>\$73.88</u>	<u>\$76.09</u>	<u>\$78.38</u>	<u>\$80.73</u>	<u>\$83.15</u>
10	<u>\$73.12</u>	<u>\$75.31</u>	<u>\$77.57</u>	<u>\$79.90</u>	<u>\$82.30</u>	<u>\$84.77</u>	<u>\$87.31</u>	<u>\$89.93</u>
	<u>\$70.99</u>	<u>\$73.12</u>	<u>\$75.31</u>	<u>\$77.57</u>	<u>\$79.90</u>	<u>\$82.30</u>	<u>\$84.77</u>	<u>\$87.31</u>
11	<u>\$76.78</u>	<u>\$79.08</u>	<u>\$81.45</u>	<u>\$83.89</u>	<u>\$86.41</u>	<u>\$89.00</u>	<u>\$91.67</u>	<u>\$94.42</u>
	<u>\$74.54</u>	<u>\$76.78</u>	<u>\$79.08</u>	<u>\$81.45</u>	<u>\$83.89</u>	<u>\$86.41</u>	<u>\$89.00</u>	<u>\$91.67</u>
12	<u>\$80.61</u>	<u>\$83.03</u>	<u>\$85.52</u>	<u>\$88.09</u>	<u>\$90.73</u>	<u>\$93.45</u>	<u>\$96.26</u>	<u>\$99.15</u>
	<u>\$78.27</u>	<u>\$80.61</u>	<u>\$83.03</u>	<u>\$85.52</u>	<u>\$88.09</u>	<u>\$90.73</u>	<u>\$93.45</u>	<u>\$96.26</u>
13	<u>\$84.64</u>	<u>\$87.18</u>	<u>\$89.80</u>	<u>\$92.49</u>	<u>\$95.27</u>	<u>\$98.13</u>	<u>\$101.07</u>	<u>\$104.10</u>
	<u>\$82.18</u>	<u>\$84.64</u>	<u>\$87.18</u>	<u>\$89.80</u>	<u>\$92.49</u>	<u>\$95.27</u>	<u>\$98.13</u>	<u>\$101.07</u>
14	<u>\$88.88</u>	<u>\$91.54</u>	<u>\$94.29</u>	<u>\$97.12</u>	<u>\$100.03</u>	<u>\$103.03</u>	<u>\$106.12</u>	<u>\$109.31</u>
	<u>\$86.29</u>	<u>\$88.88</u>	<u>\$91.54</u>	<u>\$94.29</u>	<u>\$97.12</u>	<u>\$100.03</u>	<u>\$103.03</u>	<u>\$106.12</u>
15	<u>\$93.32</u>	<u>\$96.12</u>	<u>\$99.00</u>	<u>\$101.97</u>	<u>\$105.03</u>	<u>\$108.18</u>	<u>\$111.43</u>	<u>\$114.77</u>
	<u>\$90.60</u>	<u>\$93.32</u>	<u>\$96.12</u>	<u>\$99.00</u>	<u>\$101.97</u>	<u>\$105.03</u>	<u>\$108.18</u>	<u>\$111.43</u>
16	<u>\$97.99</u>	<u>\$100.93</u>	<u>\$103.95</u>	<u>\$107.07</u>	<u>\$110.28</u>	<u>\$113.59</u>	<u>\$117.00</u>	<u>\$120.51</u>
	<u>\$95.13</u>	<u>\$97.99</u>	<u>\$100.93</u>	<u>\$103.95</u>	<u>\$107.07</u>	<u>\$110.28</u>	<u>\$113.59</u>	<u>\$117.00</u>
17	<u>\$102.89</u>	<u>\$105.97</u>	<u>\$109.15</u>	<u>\$112.43</u>	<u>\$115.80</u>	<u>\$119.27</u>	<u>\$122.85</u>	<u>\$126.54</u>
	<u>\$99.89</u>	<u>\$102.89</u>	<u>\$105.97</u>	<u>\$109.15</u>	<u>\$112.43</u>	<u>\$115.80</u>	<u>\$119.27</u>	<u>\$122.85</u>
18	<u>\$108.03</u>	<u>\$111.27</u>	<u>\$114.61</u>	<u>\$118.05</u>	<u>\$121.59</u>	<u>\$125.24</u>	<u>\$128.99</u>	<u>\$132.86</u>
	<u>\$104.88</u>	<u>\$108.03</u>	<u>\$111.27</u>	<u>\$114.61</u>	<u>\$118.05</u>	<u>\$121.59</u>	<u>\$125.24</u>	<u>\$128.99</u>
19	<u>\$113.43</u>	<u>\$116.83</u>	<u>\$120.34</u>	<u>\$123.95</u>	<u>\$127.67</u>	<u>\$131.50</u>	<u>\$135.44</u>	<u>\$139.51</u>
	<u>\$110.13</u>	<u>\$113.43</u>	<u>\$116.83</u>	<u>\$120.34</u>	<u>\$123.95</u>	<u>\$127.67</u>	<u>\$131.50</u>	<u>\$135.44</u>
20	<u>\$119.10</u>	<u>\$122.68</u>	<u>\$126.36</u>	<u>\$130.15</u>	<u>\$134.05</u>	<u>\$138.07</u>	<u>\$142.22</u>	<u>\$146.48</u>
	<u>\$115.63</u>	<u>\$119.10</u>	<u>\$122.68</u>	<u>\$126.36</u>	<u>\$130.15</u>	<u>\$134.05</u>	<u>\$138.07</u>	<u>\$142.22</u>

**Longevity Pay**

10 Years	5.00%
15 Years	4.00%

<b>Ranges</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>
19 Years		3.00%						
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**

<b>Ranges</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
1	\$20.00	\$110.00	\$200.00