

Appendix A - Table 2
Results of Compensation and Benefits Review

I	100	G	66	C	35	166	58.1	B	10	166	16.6	C	57	C	50	C3	57	D3	78	A1	19	C2	33	A0	0	A1	10	543	Automotive Mechanic II	10182	I	21,389	30,104	H	3	B	34,949	H	7	A	Performs skilled automotive mechanic work
I	115	H	100	C	40	215	86.0	C	15	215	32.3	D	66	D	66	C3	57	D3	78	B1	33	C2	33	A0	0	B1	18	683	Automotive Mechanic Leader	10185	J	22,942	37,908	I	5	D	44,011	I	9	C	Leads and participates in automotive mechanic work
J	132	I	115	D	45	247	111.2	C	15	247	37.1	E	100	E	87	A1	12	A1	22	B1	33	D3	50	F0	66	A1	14	779	Budget Analyst	2039	L	26,520	39,514	J	3	C	45,874	J	7	B	Complex technical work involved in the formulation and administration of the Authority's fiscal budget
G	66	D	33	A	10	99	9.9	B	10	99	9.9	A	25	A	22	C2	43	D3	78	A1	16	B1	19	A0	0	A1	0	320	Building Custodian	9305	C	15,133	16,432	C	4	C	19,078	C	8	B	Performs a variety of building custodial and housekeeping work.
I	132	I	132	D	50	264	132.0	D	20	264	52.8	E	115	E	115	B1	19	A1	22	C2	66	E3	78	F2	115	C1	38	1015	Building Main. Superintendent	10975	O	33,811	59,718	M	4	A	69,331	M	7	D	Responsible supervisory and administrative building construction, maintenance and repair work
I	132	I	115	D	45	247	111.2	C	15	247	37.1	D	87	E	100	B2	29	C2	38	C1	43	D3	57	F1	87	B1	22	858	Building Main. Supervisor	10217	L	26,520	45,496	K	3	D	52,820	K	7	C	Supervises and participates in skilled carpentry, plumbing, electrical work involved in the maintenance, alteration and repair of buildings and marine related facilities
I	115	H	100	C	40	215	86.0	C	15	215	32.3	D	66	D	66	C3	57	D3	78	B1	33	C2	33	A0	0	B1	22	686	Building Maintenance Leader	10215	J	22,942	34,318	I	3	B	39,842	I	7	A	Leads a crew and performs skilled carpentry, plumbing and electrical work in the maintenance, alteration and repair of buildings and marine related facilities.
H	78	F	50	C	30	126	37.8	B	10	126	12.6	C	43	B	33	A1	12	A1	22	A1	19	B1	22	A0	0	A1	0	327	Buyer I	1445	G	18,723	19,689	D	5	D	22,858	D	8	C	Routine technical purchasing work in the procurement of supplies, materials and equipment.
H	87	G	57	C	35	144	50.4	B	10	144	14.4	C	50	C	38	A1	12	A1	22	A1	22	B2	25	A0	0	A1	10	388	Buyer II	1448	H	19,974	22,445	E	5	D	26,058	E	9	C	Complex technical purchasing work in the procurement of supplies, materials and equipment.
I	115	I	115	C	40	230	82.0	C	15	230	34.5	D	87	D	76	A1	12	A1	22	B1	33	D3	50	F0	66	B1	19	722	Buyer Supervisor	1449	J	22,942	38,352	J	2	D	44,525	J	6	C	Complex supervisory and purchasing work involved in directing procurement activities of a variety of specialized equipment and materials
J	152	J	152	D	55	304	167.2	D	20	304	60.8	E	115	E	115	A1	12	A1	22	C1	43	E3	76	F1	100	B1	19	1034	Capital Imp. Project Coordinator	6528	O	33,811	62,143	M	5	A	72,146	M	8	D	Coordinates capital improvement projects, programs and activities of seaport facilities.
I	132	I	132	D	50	264	132.0	C	15	264	39.8	E	100	E	100	D2	57	B2	33	C1	43	D3	57	F1	100	B1	22	948	Captain	10993	I	21,389	51,779	K	7	A	60,114	K	10	D	Commands the Harbor Utility Craft (YFU-71), motor boat and similar crafts.
G	66	F	57	C	30	123	36.9	B	10	123	12.3	C	50	C	50	D1	43	C1	43	B1	29	C3	38	A0	0	A1	0	425	Cargo Checker	9502	F	17,635	27,433	F	7	C	31,849	F	11	B	Routine clerical and manual work involved in receiving, issuing, checking, recording and reporting breakbulk or containerized cargoes from vessels and/or the terminal facilities.
H	100	G	78	C	35	176	81.8	B	10	176	17.6	C	57	D	66	C1	33	B1	29	B1	29	C3	38	A0	0	A1	10	517	Cargo Checker Leader	9503	H	19,974	31,326	H	4	B	36,366	H	8	A	Leads and participates in receiving, issuing, checking, recording, reporting and inspecting breakbulk or containerized cargoes from vessels and/or the terminal facilities.
I	115	I	132	C	40	247	98.8	C	15	247	37.1	D	87	E	87	B1	22	B1	29	B1	33	D3	50	D0	33	B1	25	749	Cargo Checker Supervisor	9589	J	22,942	38,352	J	2	D	44,525	J	6	C	Routine clerical and manual work involved in receiving, issuing, checking, recording and reporting breakbulk or containerized cargoes from vessels and/or the terminal facilities.
H	87	F	57	C	30	144	43.2	B	10	144	14.4	C	50	C	38	C3	57	D3	76	A1	16	B1	22	A0	0	A1	0	461	Carpenter I	10261	H	19,974	26,407	G	3	B	30,657	G	7	A	Performs semi-skilled work in the construction, maintenance and repair of wooden structures, buildings and equipment and marine related facilities.
I	100	G	66	C	35	166	58.1	B	10	166	16.6	C	57	C	50	C3	57	D3	78	A1	19	C2	33	A0	0	A1	10	543	Carpenter II	10262	I	21,389	30,104	H	3	B	34,948	H	7	A	Performs skilled work in the construction, maintenance and repair of wooden structures, buildings and equipment and marine related facilities.
J	132	J	152	D	55	284	156.2	D	20	284	56.8	E	132	E	115	A1	12	A1	22	D2	76	E3	78	F2	115	B1	22	1067	Chief Planner	6525	P	36,850	66,077	N	3	B	76,713	N	7	A	Administers the programs and activities of a planning division.

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H	76	E	43	B	20	119	23.8	B	10	119	11.9	A	25	A	22	A1	12	A1	22	A1	16	B1	22	A0	0	A1	0	274	Claims Clerk	120	E	16,656	16,270	C	4	B	18,889	C	8	A	Clerical work involved in processing routine claims filed against the Authority.
H	76	F	57	C	30	133	39.9	B	10	133	13.3	B	38	B	33	B1	22	A2	25	A1	22	B2	25	A0	0	A1	0	351	Claims Officer	1115	H	19,974	19,526	E	2	B	22,669	E	6	A	This is clerical and inspection work in determining Port Authority's liability on claims filed for shortage of and/or damaged merchandise.
I	132	H	87	C	40	219	87.6	C	15	219	32.9	C	57	D	66	A1	12	A1	22	B1	29	C2	36	A0	0	B1	19	582	Clerical Services Supervisor	146	H	19,974	30,709	H	3	D	35,652	H	7	C	Complex secretarial and clerical work involved in providing clerical services to the various operating units.
G	66	D	29	A	5	95	4.8	A	5	95	4.8	A	19	A	19	A1	12	A1	22	A1	16	B1	19	A0	0	A1	0	212	Clerk I	140	C	15,133	15,428	A	9	C	17,912	A	13	B	Routine clerical work involving simple office work based on prescribed or well-established procedure.
G	66	E	38	A	10	104	10.4	B	10	104	10.4	A	22	A	19	A1	12	A1	22	A1	16	B1	19	A0	0	A1	0	235	Clerk II	141	D	15,640	16,082	B	7	B	18,670	B	11	A	Moderately complex clerical work involving a number of clerical duties in several different clerical functions.
H	76	E	43	B	20	119	23.8	B	10	119	11.9	A	25	A	22	A1	12	A1	22	A1	16	B1	22	A0	0	A1	0	274	Clerk III	142	E	16,656	16,270	C	4	B	18,889	C	8	A	Complex and varied clerical work involving the performance of several moderately complex substantive clerical transactions with involved procedure and steps performed in a variety of sequence.
G	66	F	43	A	10	109	10.9	B	10	109	10.9	A	22	A	19	A1	12	A1	22	A1	16	B1	19	A0	0	A1	0	241	Clerk Typist I	200	D	15,640	16,082	B	7	B	18,670	B	11	A	Routine typing and clerical work.
H	76	F	50	B	25	126	31.5	B	10	126	12.6	A	25	A	22	A1	12	A1	22	A1	16	B1	22	A0	0	A1	0	289	Clerk Typist II	201	E	16,856	16,270	C	4	B	18,889	C	8	A	Moderately complex typing and clerical work.
H	76	F	57	C	30	133	39.9	B	10	133	13.3	B	33	C	38	A1	12	A1	22	A1	19	B1	22	A0	0	A1	0	332	Clerk Typist III	202	F	17,635	19,109	D	5	A	22,188	D	8	D	Complex typing and clerical work.
I	132	J	152	E	80	284	170.4	D	20	284	56.8	E	132	E	115	A1	12	A1	22	D2	78	E4	87	G2	132	B1	19	1106	Commercial Manager	1230	P	36,850	68,079	N	4	A	79,037	N	7	D	Responsible for the planning and managing the strategic business growth as outlined in the Port Master plan encompassing property leasing, fisheries, cruise operations, industrial park and marinas.
J	152	J	152	E	60	304	182.4	E	25	304	76.0	E	132	E	115	A1	12	A1	22	D2	87	E4	87	G3	175	C1	29	1221	Comptroller	2375	R	44,242	81,705	P	2	A	94,857	P	5	D	Responsible for the development and maintenance of the Authority's accounts, accounting procedures, billing procedures and records, collection of revenues, analysis of costs and the preparation of financial reports, all in accordance with accepted accounting principles and practices.
H	76	G	66	C	30	142	42.6	B	10	142	14.2	C	50	C	38	A1	12	A1	22	A1	16	B1	19	A0	0	A1	0	356	Computer Operator	512	G	18,723	19,722	E	2	C	22,896	E	6	B	Technical computer operation work
H	76	G	66	C	30	142	42.6	B	10	142	14.2	C	50	C	38	A1	12	A1	22	A1	16	B1	19	A0	0	A1	0	356	Computer Operator I	512	G	18,723	19,722	E	2	C	22,896	E	6	B	This is entry level technical work in the operation of electronic data processing machine and other peripheral equipment.
H	87	H	87	C	40	174	89.6	B	10	174	17.4	D	66	D	57	A1	12	A1	22	B1	33	C1	25	A0	0	A1	10	468	Computer Operator II	515	I	21,389	26,145	G	3	A	30,354	G	6	D	Moderately complex technical work involved in the operation of electronic data processing machines and peripheral equipment. Performs moderately complex electronic data processing machine operations independently and ongoing basis and participate in full range of complex technical duties under closer supervision
I	115	H	100	D	45	215	96.8	C	15	215	32.3	D	87	E	87	A1	12	A1	22	B1	29	C1	29	A0	0	A1	14	824	Computer Operator III	518	J	22,942	33,642	I	2	D	39,057	I	6	C	Complex technical work involved in the operation of electronic data processing machines and peripheral equipment in processing varied and complex accounting and statistical data. Perform full range of computer operation and serve as shift or technical leaders and may supervise lower level computer operators.
I	132	I	115	D	45	247	111.2	C	15	247	37.1	E	100	E	87	A1	12	A1	22	C1	38	D2	50	F1	87	A1	14	805	Computer Operator Specialist	519	K	24,656	41,530	J	4	D	48,214	J	8	C	Complex technical computer operation work
H	87	H	87	C	40	174	89.6	B	10	174	17.4	D	66	D	57	A1	12	A1	22	B1	33	C1	25	A0	0	A1	10	466	Computer Programmer I	2615	I	21,389	26,145	G	3	A	30,354	G	6	D	Routine technical electronic computer programming work.
I	115	H	100	D	45	215	96.8	C	15	215	32.3	D	87	E	87	A1	12	A1	22	B1	29	C1	29	A0	0	A1	14	824	Computer Programmer II	2616	J	22,942	33,642	I	2	D	39,057	I	6	C	Complex technical electronic computer programming work.

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I	132	I	115	D	45	247	111.2	C	15	247	37.1	E	100	E	87	A1	12	A1	22	C1	38	D2	50	F1	87	A1	14	805	Computer Programmer III	2617	K	24,656	41,530	J	4	D	48,214	J	8	C	Complex technical electronic computer programming work.
I	132	J	152	E	65	284	184.6	E	25	284	71.0	E	132	E	115	A1	12	A1	22	D2	87	E4	87	G3	175	D2	57	1227	Corporate Services Manager	2062	S	48,680	82,522	P	2	B	95,806	P	8	A	Administers the programs and activities of the Corporate Services Department
H	87	F	57	C	35	144	50.4	B	10	144	14.4	C	50	C	38	C3	57	D3	76	A1	16	B1	22	A0	0	A1	0	468	Crane Mechanic I	10181	H	19,974	25,686	G	2	D	30,053	G	6	C	Performs semi-skilled electrical and mechanical work involving in the maintenance and repair of mechanical and electrical systems and components of cargo handling cranes and related equipment.
I	100	G	66	C	40	166	66.4	B	10	166	16.6	C	57	C	50	C3	57	D3	76	A1	19	C2	33	A0	0	A1	10	551	Crane Mechanic II	10182	I	21,389	33,978	I	3	A	39,448	I	6	D	Performs skilled electrical and mechanical work involving the maintenance and repair of cargo handling cranes and related equipment.
I	115	H	100	D	45	215	96.8	C	15	215	32.3	D	66	D	66	C3	57	D3	76	B1	33	C2	33	A0	0	B1	25	700	Crane Mechanic Leader	10183	J	22,942	37,972	J	2	C	44,084	J	6	B	Leads a crew and participates in the maintenance and repair of mechanical and electrical systems and components of cargo handling cranes and related equipment.
I	132	I	132	D	50	264	132.0	C	15	264	39.6	E	100	E	87	C3	50	B3	43	C1	43	D3	57	F1	87	C1	29	932	Crane Mechanic Supervisor	10185	L	26,520	50,256	K	6	B	58,346	K	10	A	Supervises and participates in the maintenance and repair of mechanical and electrical systems and components of cargo handling cranes and related equipment.
H	100	H	87	C	35	187	65.5	C	15	187	28.1	C	57	D	57	D3	76	A3	38	B1	25	C2	38	A0	0	A1	14	551	Crane Operator	9534	I	21,389	33,978	I	3	A	39,448	I	6	D	Operates cargo handling cranes and related equipment for transporting containerized and breakbulk cargo between vessels and the terminal facilities.
I	115	I	115	C	40	230	92.0	C	15	230	34.5	D	66	D	66	D3	76	A3	38	B1	25	C2	38	A0	0	C1	33	700	Crane Operator Leader	9535	J	22,942	37,972	J	2	C	44,084	J	6	B	Leads and participates in the operation of gantry cranes, stick cranes, straddle hoists, and similar equipment.
H	76	G	66	C	30	142	42.6	B	10	142	14.2	C	50	C	38	A1	12	A1	22	A1	16	B1	19	A0	0	A1	0	356	Data Production Coordinator	185	F	17,635	19,722	E	2	C	22,896	E	6	B	Complex technical data production work.
G	86	F	57	C	30	123	36.9	A	5	123	6.2	B	38	C	38	D2	57	D3	76	B1	25	B2	25	A0	0	A1	0	425	Deckhand	9401	F	17,635	27,161	F	7	B	31,533	F	11	A	Performs maintenance and service work to upkeep, maintain and operate the Harbor Utility Craft, motor boat and similar crafts.
J	152	K	200	E	65	352	228.8	F	30	352	105.6	F	152	F	132	A1	12	A1	22	D2	100	F4	115	G5	264	F2	115	1598	Deputy General Manager		L3	75,208	95,967	Q	2	D	111,414	Q	6	C	Subject to the administrative approval of the General Manager, the employee will direct, promote and manage Port assets and services for the Port.
H	87	G	66	C	35	153	53.6	B	10	153	15.3	C	57	C	43	C3	43	D3	66	B1	25	B1	22	A0	0	A1	0	478	Electrician I	10281	H	19,974	27,479	G	4	B	31,902	G	8	A	Performs semi-skilled work in the installation, alteration, maintenance and repair of electrical systems, appliances and devices.
I	100	H	87	C	40	187	74.8	B	10	187	18.7	D	66	D	57	C3	43	D3	66	B1	28	C2	33	A0	0	A1	10	585	Electrician II	10282	I	21,389	37,533	I	5	C	43,575	I	9	B	Performs skilled work in the installation, alteration, maintenance and repair of electrical systems, appliances and devices.
I	115	I	115	D	45	230	103.5	C	15	230	34.5	D	87	D	76	C3	43	D3	66	B1	33	C2	33	A0	0	B1	22	728	Electrician Leader	10285	J	22,942	39,909	J	3	D	46,333	J	7	C	Leads a crew and performs skilled work in the installation, alteration, maintenance and repair of electrical systems, appliances and devices.
I	132	I	132	D	50	264	132.0	C	15	264	39.6	D	87	E	100	B3	38	C2	38	C1	43	D3	57	F1	87	B1	25	911	Electrician Supervisor	10287	L	26,520	48,776	K	5	C	56,630	K	9	B	Supervises and participates in skilled work in the installation, alteration, maintenance and repair of electrical systems, appliances and devices.
J	132	H	76	C	40	208	83.2	C	15	208	31.2	D	87	D	76	C1	29	A1	25	B1	29	C2	33	F0	66	A1	10	677	Engineer I	6260	L	26,520	38,352	J	2	D	44,525	J	6	C	Routine professional civil, mechanical, electrical, telephone, traffic, environmental or architectural engineering work
J	132	I	115	D	45	247	111.2	C	15	247	37.1	E	100	E	87	C1	29	A1	25	B1	33	D3	50	F0	76	A1	14	809	Engineer II	6261	M	28,678	47,344	K	4	D	54,965	K	8	C	Moderately complex professional civil, mechanical, electrical, traffic, environmental or architectural engineering work.
J	132	I	132	D	50	284	132.0	C	15	284	39.6	E	115	E	100	C1	29	A1	25	C1	43	E3	66	F1	100	B1	19	933	Engineer III	6262	N	31,064	54,511	L	5	A	63,286	L	8	D	This is professional and supervisory civil, mechanical, electrical, telephone, traffic, environmental, or architectural engineering work.

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I	152	J	152	E	60	304	182.4	E	25	304	76.0	E	132	E	115	B1	16	A1	22	D2	87	E3	76	G3	175	B1	19	1204	Engineering Manager	6265	Q	40,352	78,366	O	4	B	91,004	O	8	A	Administers the programs and activities of the Operations Department.
H	87	G	86	C	35	153	53.6	B	10	153	15.3	C	57	C	43	C1	33	B1	33	A1	22	B2	29	E0	38	A1	0	477	Engineering Technician I	6221	I	21,389	25,886	G	2	D	30,053	G	6	C	Moderately complex technical engineering and surveying work.
H	100	H	87	C	40	187	74.6	B	10	187	18.7	D	66	D	57	C1	29	B1	29	B1	25	C2	38	E0	43	A1	10	578	Engineering Technician II	6222	J	22,942	31,326	H	4	B	36,368	H	8	A	Complex technical engineering or surveying work.
I	132	J	152	D	55	284	156.2	D	20	284	56.8	E	115	E	115	B1	19	A1	22	D2	76	E3	66	G2	132	D1	43	1085	Equip. Maint. Superintendent	10968	P	36,850	67,405	N	3	D	78,255	N	7	C	Administers the programs, projects and activities involved in the maintenance and repair of the seaport cargo handling equipment, diesel and gasoline heavy equipment fleet.
H	76	F	43	B	20	119	23.8	B	10	119	11.9	B	33	B	33	D3	76	A3	38	A1	19	B1	22	A0	0	A1	10	386	Equipment Operator I	9521	F	17,635	23,125	E	6	C	26,847	E	10	B	Operates forklifts and similar equipment
H	87	F	57	B	25	144	36.0	B	10	144	14.4	C	43	C	38	D3	76	A3	38	A1	19	B1	22	A0	0	A1	10	440	Equipment Operator II	9522	G	18,723	28,312	G	5	A	32,869	G	8	D	Operates tractor-trailers and similar equipment
H	87	G	66	C	30	153	45.9	B	10	153	15.3	C	50	C	50	D3	76	A3	38	A1	22	B2	25	A0	0	A1	14	489	Equipment Operator III	9523	H	19,974	32,598	H	5	B	37,845	H	9	A	Operates hystainer, hysters, and similar equipment
H	100	H	100	C	35	200	70.0	C	15	200	30.0	C	57	D	57	D3	76	A3	38	B1	25	C2	38	A0	0	D1	43	634	Equipment Operator Leader	9525	J	22,942	35,712	I	4	B	41,480	I	8	A	Leads and participates in the operation of tractor-trailers, hyster, forklifts, light trucks and similar equipment.
J	132	H	87	C	40	219	87.6	C	15	219	32.9	D	66	D	76	A1	12	A1	22	B1	29	C2	38	A0	0	A1	14	596	Executive Secretary	237	J	22,942	31,016	H	4	A	36,008	H	7	D	Provides secretarial and administrative duties to the General Manager and Board of Directors.
J	132	J	152	D	55	284	156.2	D	20	284	56.8	E	115	E	115	A1	12	A1	22	D2	76	E3	76	G2	132	C1	29	1074	Financial Affairs Controller	2375	R	44,242	66,077	N	3	B	76,713	N	7	A	Administers the financial affairs and administrative programs and operations relative to revenue generation
J	132	J	152	D	55	284	156.2	C	15	284	42.6	E	115	E	100	A1	12	A1	22	C2	66	E3	66	G1	115	B1	22	1001	General Accounting Supervisor	2335	O	33,811	56,820	M	2	D	65,968	M	6	C	Complex supervisory and professional accounting and fiscal management work. Employees serve as the accounting or fiscal officer responsible for accounting, budget administration and related fiscal functions or assist the Agency's fiscal officer in directing the fiscal operation of a large agency.
J	152	L	230	E	65	382	248.3	F	30	382	114.6	F	152	F	152	A1	12	A1	22	E2	115	F5	132	H5	304	F2	115	1749	General Manager	L2	88,915	108,319	R	2	C	125,755	R	6	B	Serves as the Port Authority of Guam's chief executive officer and serves at the Board of Director's pleasure.	
I	132	J	152	D	55	284	156.2	E	25	284	71.0	E	115	E	115	B1	16	A1	22	D2	76	E4	87	G2	152	B1	25	1119	Harbor Master	10987	R	44,242	68,079	N	4	A	78,037	N	7	D	Administers the seaport harbor control activities and programs.
I	115	H	100	D	45	215	96.8	C	15	215	32.3	D	66	D	66	C3	57	D3	76	B1	33	C2	33	A0	0	B1	25	700	Heavy Equip. Mechanic Leader	10175	J	22,942	37,972	J	2	C	44,084	J	6	B	Leads a crew and performs skilled equipment repair work in the maintenance, repair and overhaul of diesel-powered mobile transportation, cargo handling and related equipment.
I	132	I	132	D	50	264	132.0	C	15	264	39.6	E	100	E	87	C3	50	B3	43	B1	33	D2	43	F0	76	B1	25	893	Heavy Equip. Mechanic Sup.	10177	L	28,520	48,295	K	5	B	56,069	K	9	A	Supervises and participates in the maintenance, repair and overhaul of diesel-powered mobile transportation cargo handling equipment or related equipment
H	87	F	57	C	35	144	50.4	B	10	144	14.4	C	50	C	38	C3	57	D3	76	A1	16	B1	22	A0	0	A1	0	488	Heavy Equipment Mechanic I	10171	H	19,974	25,886	G	2	D	30,053	G	6	C	Performs semi-skilled repair work in the maintenance, repair and overhaul of heavy mobile equipment and related equipment
I	100	G	66	C	40	166	66.4	B	10	166	16.6	C	57	C	50	C3	57	D3	76	A1	18	C2	33	A0	0	A1	10	551	Heavy Equipment Mechanic II	10172	I	21,389	33,978	I	3	A	39,448	I	6	D	Performs skilled equipment repair work in the maintenance, repair and overhaul of diesel-powered mobile equipment and related equipment
G	66	D	29	A	5	95	4.8	A	5	95	4.8	A	19	A	19	C2	43	D3	76	A1	16	B1	19	A0	0	A1	0	297	Laborer	9465	D	15,840	16,432	C	4	C	19,078	C	8	B	Performs a wide variety of light and heavy manual work.

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H	87	F	57	B	20	144	28.8	C	15	144	21.6	B	38	B	33	C1	25	C1	33	A1	22	B1	22	A0	0	B1	19	386	Maint. Custodian Supervisor	9309	G	16,723	21,568	E	4	D	25,041	E	8	C	Supervises a crew and participates in performing custodial and semi-skilled maintenance work on buildings, office furniture and equipment.
G	66	D	33	A	10	99	9.9	B	10	99	9.9	A	25	A	22	C2	43	D3	76	A1	16	B1	19	A0	0	A1	0	320	Maintenance Custodian	9307	D	15,840	16,432	C	4	C	19,078	C	8	B	Performs custodial and semi-skilled maintenance repair work on buildings, office furniture and equipment.
G	76	E	38	B	15	114	17.1	B	10	114	11.4	B	33	B	29	C1	29	C2	50	A1	19	B1	19	A0	0	B1	19	341	Maintenance Custodian Leader	9308	E	16,656	17,647	D	3	A	20,488	D	6	D	Leads a crew and participates in performing custodial and semi-skilled maintenance work on buildings, office furnitures and equipment.
I	132	J	152	E	60	284	170.4	E	25	284	71.0	E	132	E	115	B1	16	A1	22	D2	87	E3	78	G3	175	D2	57	1205	Maintenance Manager	10977	R	44,242	79,962	O	4	D	92,833	O	8	C	Administers the programs and activities of the Operations Department.
H	78	F	50	B	25	126	31.5	B	10	126	12.6	C	43	C	38	C3	57	D3	78	A1	16	B1	22	A0	0	A1	0	422	Maintenance Worker I	9491	F	17,835	20,728	E	3	D	24,064	E	7	C	Performs semi-skilled work involved in the maintenance and repair of building structures, machinery, electrical equipment and fixtures.
H	87	F	57	C	30	144	43.2	B	10	144	14.4	C	50	C	43	C3	57	D3	78	A1	19	B1	22	A0	0	A1	10	488	Maintenance Worker II	9493	H	19,974	25,886	G	2	D	30,053	G	6	C	Performs skilled work in the maintenance and repair of building structures, machinery, electrical equipment and fixtures.
J	132	I	132	D	50	264	132.0	C	15	264	39.6	E	115	E	100	A1	12	A1	22	C1	43	E3	86	F1	100	B1	19	913	Man. / Program Analyst Officer	2060	N	31,064	49,349	L	2	C	57,292	L	8	B	Complex technical and supervisory work involved in establishing, planning, directing or improving management procedures and practices for the effectiveness of the Agency's programs and operations or its productivity and efficiency.
J	132	H	87	C	40	219	87.6	C	15	219	32.9	D	76	D	78	A1	12	A1	22	B1	29	C2	38	A0	0	A1	10	802	Management / Program Analyst	2059	K	24,656	32,979	I	2	B	38,288	I	6	A	Moderately complex technical work involved in the planning, analyzing, evaluating, developing or improving management practices and procedures for the effectiveness of the Agency's programs and operations or its productivity and efficiency.
I	132	J	132	D	50	264	132.0	D	20	264	52.8	E	100	E	100	B1	16	A1	22	C1	38	E3	76	F1	100	A1	14	915	Marina Manager	10997	I	21,389	48,778	K	5	C	56,630	K	9	B	Manages the operations, programs and activities of a boat marina.
I	115	H	100	C	40	215	86.0	C	15	215	32.3	D	86	D	86	C3	57	D3	76	B1	33	C2	33	A0	0	A1	14	678	Marine Equipment Mechanic	10180	I	21,389	38,429	I	4	D	42,293	I	8	C	Performs skilled mechanical work involving the maintenance, repair and operation of the Harbor Utility Craft, motor boat and similar crafts.
H	100	I	115	D	45	215	96.8	C	15	215	32.3	D	87	E	87	A1	12	A1	22	C2	57	C3	43	A0	0	B1	19	671	Marine Traffic Controller	11006	J	22,942	36,429	I	4	D	42,293	I	8	C	Technical work involved in directing, controlling and coordinating the movement of sea vessels in the harbor area.
I	132	J	132	D	50	264	132.0	D	20	264	52.8	E	100	E	100	B1	16	A1	22	C1	43	E3	76	F1	100	A1	14	920	Mgr. Equip. Support Services	11025	N	31,064	56,725	L	6	A	65,856	L	9	D	Responsible for providing advisory services to management on the procurement, supply, operation, repair or disposal of cargo handling equipment. Advisory services also involves collecting, analyzing, interpreting and developing specialized information about cargo handling equipment and developing or revising equipment maintenance programs.
H	87	F	57	C	30	144	43.2	B	10	144	14.4	C	50	C	38	C3	57	D3	78	A1	16	B1	22	A0	0	A1	0	481	Mobile Equip. Service Worker	9429	F	17,835	28,407	G	3	B	30,657	G	7	A	Performs minor service work on automotive and heavy mobile equipment.
H	76	F	57	C	30	133	39.9	B	10	133	13.3	B	33	C	38	A1	12	A1	22	A1	19	B1	22	A0	0	A1	0	332	Mobile Equipment Dispatcher	9500	D	15,840	19,109	D	5	A	22,186	D	8	D	Moderately complex clerical work involved in dispatching mobile and cargo handling equipment and the keeping of records of transactions.
I	132	J	152	E	60	284	170.4	E	25	284	71.0	E	132	E	115	B1	16	A1	22	D2	87	E3	78	G3	175	E2	76	1224	Operations Manager	10997	Q	40,352	81,569	O	5	B	94,696	O	9	A	Administers the programs and activities of the Operations Department.
H	78	F	50	B	25	128	31.5	B	10	128	12.8	C	43	C	38	C3	57	D3	86	A1	18	B1	22	A0	0	A1	0	412	Painter I	10221	F	17,835	21,356	E	4	C	24,793	E	8	B	Performs semi-skilled painting work.
H	87	F	57	C	30	144	43.2	B	10	144	14.4	C	50	C	43	C3	57	D3	86	A1	18	B1	22	A0	0	A1	10	466	Painter II	10222	G	18,723	26,871	G	3	C	30,964	G	7	B	Performs skilled painting work in preparing surfaces for painting and in mixing, matching and applying paint and finishes to buildings, furniture, equipment and other structures.
H	78	F	43	B	20	119	23.8	B	10	119	11.9	B	29	B	29	A1	12	A1	22	A1	19	B1	22	A0	0	A1	0	288	Payroll Clerk I	420	F	17,835	16,270	C	4	B	18,889	C	8	A	Routine clerical work in the preparation of payrolls and the maintenance of payroll records.

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H	87	F	57	B	25	144	36.0	B	10	144	14.4	B	38	B	33	A1	12	A1	22	B1	25	B1	22	A0	0	A1	0	348	Payroll Clerk II	421	H	19,974	19,109	D	5	A	22,186	D	8	D	This is complex clerical work involved in the preparation of payroll and the maintenance of payroll records.
I	132	I	115	D	45	247	111.2	C	15	247	37.1	E	100	E	87	A1	12	A1	22	C1	38	D2	50	F1	87	A1	14	805	Payroll Supervisor	423	M	28,678	42,364	J	5	B	49,184	J	9	A	Supervisory clerical work involving the performance and supervision of a variety of clerical duties in the preparation of payroll and the maintenance of payroll records.
H	87	F	57	C	30	144	43.2	B	10	144	14.4	C	43	C	38	A1	12	A1	22	A1	22	B2	25	A0	0	A1	0	364	Personnel Assistant	2501	I	21,389	21,144	E	4	B	24,548	E	8	A	Complex technical support in a personnel office.
J	132	J	152	D	55	284	156.2	D	20	284	56.8	E	132	E	115	A1	12	A1	22	D2	78	E3	76	F2	115	B1	19	1064	Personnel Services Admin.	2559	P	36,850	64,133	N	2	C	74,457	N	6	B	Administers the personnel management program
J	132	H	76	C	35	208	72.8	B	10	208	20.8	C	57	D	57	A1	12	A1	22	B1	25	C2	33	A0	0	A1	0	508	Personnel Specialist I	2535	K	24,656	27,754	G	4	C	32,221	G	8	B	Routine professional work involved in personnel management programs
J	132	H	87	C	40	219	87.6	C	15	219	32.9	D	76	D	76	A1	12	A1	22	B1	29	C2	38	A0	0	A1	10	602	Personnel Specialist II	2538	L	26,520	32,979	I	2	B	38,288	I	8	A	Moderately complex professional work involved in personnel management programs
J	132	I	115	D	45	247	111.2	C	15	247	37.1	E	100	E	87	A1	12	A1	22	C1	38	D3	50	F1	87	A1	14	805	Personnel Specialist III	2537	M	28,678	41,118	J	4	C	47,737	J	8	B	Complex professional work involved in personnel management programs
J	132	I	132	D	50	264	132.0	C	15	264	39.6	E	115	E	100	A1	12	A1	22	C1	43	E3	66	F1	100	B1	19	913	Personnel Specialist IV	2538	N	31,064	49,349	L	2	C	57,292	L	8	B	Supervisory and professional public personnel administration work
J	132	G	76	C	35	208	72.8	B	10	208	20.8	D	66	D	57	B1	22	A1	22	B1	25	C2	33	F0	66	A1	0	593	Planner / Work Coordinator	10100 10288	K	24,656	32,653	I	2	A	37,909	I	5	D	Complex technical work involved in providing a variety of support planning and coordinating work of maintenance and repair work projects.
J	132	G	76	C	35	208	72.8	B	10	208	20.8	D	66	D	57	B1	22	A1	22	B1	25	C2	33	F0	66	A1	0	593	Planner I	6315	K	24,656	32,653	I	2	A	37,909	I	5	D	Perform routine professional, physical, social, economic and urban planning duties.
J	132	H	87	C	40	219	87.6	C	15	219	32.9	D	87	D	76	C1	28	A1	25	B1	29	C2	33	F0	76	A1	10	704	Planner II	6318	L	26,520	38,352	J	2	D	44,525	J	6	C	Perform moderately complex physical, social, economic and urban planning duties.
J	132	I	115	D	45	247	111.2	C	15	247	37.1	E	100	E	87	C1	29	A1	25	B1	33	D3	50	F0	76	A1	14	809	Planner III	6317	M	28,678	47,344	K	4	D	54,965	K	8	C	Performs complex professional physical, social, economic and urban planning duties.
J	132	I	132	D	50	264	132.0	C	15	264	39.6	E	115	E	100	C1	29	A1	25	C1	38	E3	66	G0	87	B1	22	918	Planner IV	6318	N	31,064	53,437	L	4	C	62,039	L	8	B	Supervises a unit or section performing a variety of complex physical, social, economic and urban planning duties.
H	87	F	57	C	30	144	43.2	B	10	144	14.4	C	50	C	38	C3	57	D3	76	A1	16	B1	22	A0	0	A1	0	461	Plumber I	10241	H	19,974	26,407	G	3	B	30,657	G	7	A	Performs semi-skilled plumbing work in the installation, alteration, and maintenance of plumbing systems, fittings, and accessories. Provides water services to water vessels through the connection of couplings and hoses.
I	100	G	66	C	35	166	58.1	B	10	166	16.6	C	57	C	50	C3	57	D3	76	A1	19	C2	33	A0	0	A1	10	543	Plumber II	10242	I	21,389	30,104	H	3	B	34,949	H	7	A	Performs skilled plumbing work in the installation, alteration, and maintenance of plumbing systems, fittings, and accessories. Provides water services to water vessels through the connection of couplings and hoses.
J	152	J	152	D	55	304	167.2	D	20	304	60.8	E	115	E	115	A1	12	A1	22	C1	43	E3	76	G1	132	B1	19	1086	Port Civil Engineer	6263	P	36,850	64,775	N	2	D	75,201	N	6	C	Complex professional civil engineering work involved in the overall planning, design and construction of seaport facilities.
J	132	J	152	D	55	284	156.2	D	20	284	56.8	E	132	E	115	A1	12	A1	22	D2	76	E4	76	F2	115	B1	19	1064	Port Marketing Administrator	1149	P	36,850	63,498	N	2	B	73,720	N	6	A	Responsible for planning, developing, coordinating and implementing the Port Authority's local, regional and worldwide marketing and communication activities and efforts. Marketing activities will be comprehensive of developing and implementing awareness and image enhancement campaigns of Port facilities and areas to attract new or additional investment opportunities and realize extensive utilization and economic benefits of Port holdings.
I	132	J	152	D	55	284	156.2	D	20	284	56.8	E	115	E	115	B1	19	A1	22	C2	66	E3	66	F2	115	D1	43	1058	Port Police Chief	4568	OL	37,192	63,498	N	2	B	73,720	N	6	A	Administers a complex security and harbor enforcement program and activities involved in the protection of cargoes, property and personnel

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H	87	G	66	C	30	153	45.9	B	10	153	15.3	C	57	C	50	D3	66	B2	38	B1	29	B3	29	A0	0	A1	0	483	Port Police Officer I	4562	HL	21,971	27,479	G	4	B	31,902	G	8	A	Port security work which involves the protection of life and property through the enforcement of Port security rules and regulations, Guam Criminal and Motor vehicle codes and applicable local and federal mandates
H	100	H	100	C	40	200	80.0	B	10	200	20.0	D	76	D	66	D3	66	B2	38	B1	33	C3	38	A0	0	A1	10	627	Port Police Officer II	4563	IL	23,527	34,661	I	3	C	40,241	I	7	B	Complex security enforcement work which involves the protection of life and property through the enforcement of Port security rules and regulations, Guam Criminal and Motor vehicle codes and applicable local and federal mandates
I	132	I	132	D	50	264	132.0	C	15	264	39.6	E	100	E	100	C2	38	B2	29	C1	43	E3	57	F1	87	C1	33	923	Port Police Supervisor	4564	LL	29,172	49,266	K	5	D	57,196	K	9	C	Responsible supervisory enforcement work which involves the protection of life and property through enforcement of Port security rules and regulations, Guam Criminal and Motor vehicle codes and applicable local and federal mandates
I	115	H	100	D	45	215	96.8	C	15	215	32.3	D	66	D	66	C3	57	D3	76	B1	33	C2	33	A0	0	B1	25	700	Preventive Maint. Mech. Leader	10179	J	22,942	37,972	J	2	C	44,084	J	6	B	Leads and participates in the maintenance, repair, replacement, fabrication, painting of the structural framework and components of gantry cranes, straddle hoists, stick cranes and other similar heavy equipment.
I	132	I	132	D	50	264	132.0	C	15	264	39.6	D	87	E	87	C3	50	B3	43	B1	33	D2	43	F0	66	C1	29	874	Preventive Maint. Mech. Sup.	10193	L	26,520	47,817	K	5	A	55,514	K	8	D	Supervises and participates in the maintenance, repair, replacement, fabrication, painting of the structural framework and components of gantry cranes, straddle hoists, stick cranes and other similar heavy equipment.
I	100	G	66	C	40	166	66.4	B	10	166	16.6	C	57	C	50	C3	57	D3	76	A1	19	C2	33	A0	0	A1	10	551	Preventive Maint. Mechanic	10178	I	21,389	33,978	I	3	A	39,448	I	6	D	Performs skilled work involving the maintenance, repair, replacement, fabrication and painting of the structural framework and components of gantry cranes, straddle hoists, stick cranes and other similar heavy equipment.
J	132	J	152	D	55	284	156.2	D	20	284	56.8	E	132	E	115	A1	12	A1	22	D2	76	E3	76	F2	115	B1	25	1070	Procurement & Supply Manager	1452	P	36,850	65,422	N	3	A	75,953	N	6	D	Responsible for the overall management of the Port's procurement and supply activities of the Port.
J	132	H	76	C	35	208	72.8	B	10	208	20.8	C	57	D	57	A1	12	A1	22	B1	25	C2	33	A0	0	A1	0	508	Program Coordinator I	2120	K	24,656	27,754	G	4	C	32,221	G	8	B	Routine technical work involved in planning, developing, implementing and coordinating federally funded or local programs and projects.
J	132	H	87	C	40	219	87.6	C	15	219	32.9	D	76	D	76	A1	12	A1	22	B1	29	C2	38	A0	0	A1	10	602	Program Coordinator II	2121	L	26,520	32,979	I	2	B	38,288	I	6	A	Moderately complex technical work involved in planning, developing, implementing and coordinating federally funded or local programs and projects
J	132	I	115	D	45	247	111.2	C	15	247	37.1	E	100	E	87	A1	12	A1	22	C1	38	D3	50	F1	87	A1	14	805	Program Coordinator III	2122	M	28,678	41,116	J	4	C	47,737	J	8	B	Complex technical work involved in planning, developing, implementing or coordinating federally funded or local programs and projects.
J	132	I	132	D	50	264	132.0	C	15	264	39.6	E	115	E	100	A1	12	A1	22	C1	43	E3	66	F1	100	B1	19	913	Program Coordinator IV	2123	N	31,064	48,349	L	2	C	57,292	L	6	B	Administers the programs and activities of federally funded or local programs and projects.
J	132	I	132	D	50	264	132.0	C	15	264	39.6	E	115	E	87	A1	12	A1	22	B1	33	D2	38	G0	87	A1	14	844	Programmer Analyst	2640	M	28,678	47,817	K	5	A	55,514	K	8	D	Complex professional system analysis and programming work involved in the research, development and maintenance of computer programs.
H	87	F	50	B	25	137	34.3	B	10	137	13.7	C	43	C	38	C2	38	D3	76	A1	22	B2	25	A0	0	A1	10	437	Property Control Officer	1425	H	19,974	21,144	E	4	B	24,548	E	8	A	Responsible work involved in the establishment and maintenance of property control programs and the disposition of surplus and excess property.
J	132	I	115	D	50	247	123.5	C	15	247	37.1	E	115	E	115	A1	12	A1	22	B1	33	E4	87	F2	100	B1	19	911	Public Information Officer	2520	M	28,678	49,266	K	5	D	57,196	K	9	C	Professional public information work involved in the administration of a public relations program.
H	100	H	87	C	40	187	74.8	B	10	187	18.7	C	57	C	50	A1	12	A1	22	B1	25	C2	33	A0	0	A1	0	490	Records Management Officer	2015	J	22,942	26,937	G	3	D	31,274	G	7	C	Administers the records management program and activities involving the maintenance, retention and disposition of records and documents.
H	87	F	57	C	35	144	50.4	B	10	144	14.4	C	50	C	43	C3	57	D3	76	B1	25	B1	22	A0	0	A1	0	468	Refrigeration Mechanic I	10141	H	19,974	25,886	G	2	D	30,053	G	6	C	Performs semi-skilled refrigeration work in the installation, maintenance and repair of refrigeration equipment
I	100	G	66	C	40	166	66.4	B	10	166	16.6	C	57	D	57	C3	57	D3	76	B1	29	C2	33	A0	0	A1	10	551	Refrigeration Mechanic II	10142	I	21,389	33,978	I	3	A	39,448	I	6	D	Performs skilled refrigeration work in the installation, maintenance and repair of refrigeration equipment.
G	76	G	66	C	30	142	42.6	A	5	142	7.1	C	43	C	43	D2	57	D3	76	B1	25	B2	29	A0	0	A1	0	465	Rigger	9607	G	18,723	28,881	G	5	C	33,530	G	9	B	Manufactures and repairs a variety of running and standing cargo handling rigging equipment and devices used for transporting cargo between vessels and the terminal facilities.

Appendix A - Table 2
Results of Compensation and Benefits Review

H	87	G	76	C	35	163	57.1	B	10	163	16.3	C	57	C	50	D2	57	D3	76	B1	29	C2	33	A0	0	A1	10	548	Rigger Leader	9508	I	21,389	31,956	H	4	D	37,099	H	8	C	Participates and leads a crew engaged in the manufacturing and repair of a variety of running and standing rigging equipment and devices used for transporting cargo between vessels and the terminal facilities.
J	132	I	132	D	55	264	145.2	D	20	264	52.8	E	115	E	115	B1	19	A1	22	C2	66	E3	76	F2	115	B1	19	1009	Safety Administrator	4115	M	28,678	50,844	L	3	B	59,026	L	7	A	Administers the occupational safety and health programs and activities.
H	87	F	57	C	30	144	43.2	B	10	144	14.4	C	43	C	50	C1	29	C1	43	A1	22	B2	25	A0	0	A1	0	414	Safety Inspector I	4120	G	18,723	20,728	E	3	D	24,064	E	7	C	Routine technical occupational safety inspection work.
H	100	H	87	C	35	187	65.5	B	10	187	18.7	C	57	D	66	C1	29	C1	43	B1	25	C2	33	A0	0	A1	10	534	Safety Inspector II	4121	I	21,389	27,479	G	4	B	31,902	G	8	A	Moderately complex occupational safety inspection work.
I	115	I	115	C	40	230	92.0	C	15	230	34.5	D	66	E	87	C1	29	C1	43	B1	29	D2	43	F0	57	A1	14	725	Safety Inspector III	4122	J	22,942	37,972	J	2	C	44,084	J	6	B	Leads and performs the full range of complex technical occupational safety inspection work.
G	66	E	36	B	20	104	20.8	B	10	104	10.4	B	29	C	38	C1	29	C1	43	A1	19	B1	22	A0	0	A1	0	315	Safety Technician I	4116	F	17,635	16,109	C	4	A	18,702	C	7	D	Routine technical occupational safety inspection work.
H	76	F	43	B	25	119	29.8	B	10	119	11.9	B	33	C	38	C1	29	C1	43	A1	19	B1	22	A0	0	A1	0	345	Safety Technician II	4117	G	18,723	18,733	D	4	C	21,748	D	8	B	Moderately complex occupational safety inspection work.
H	76	F	50	C	30	126	37.8	B	10	126	12.6	B	38	C	43	C1	29	C1	43	A1	22	B2	25	A0	0	A1	0	378	Safety Technician III	4118	I	21,389	19,919	E	2	D	23,125	E	6	C	Leads and performs the full range of complex technical occupational safety inspection work.
H	76	F	43	B	25	119	29.8	B	10	119	11.9	B	33	C	38	D3	66	B2	38	B1	33	B3	25	A0	0	A1	0	394	Security Guard (Armed)	4520	FL	19,398	22,003	E	5	B	25,544	E	9	A	This is routine security work in the enforcement of rules and regulations for the protection of government property.
G	66	F	57	C	30	123	36.9	A	5	123	6.2	B	38	C	38	D2	57	D3	76	B1	25	B2	25	A0	0	A1	0	425	Stevedore	9482	F	17,635	27,161	F	7	B	31,533	F	11	A	Performs routine manual work in loading, unloading and storage of containerized and breakbulk cargo between vessels and the terminal facilities.
H	87	G	76	C	35	163	57.1	B	10	163	16.3	C	57	C	50	D2	57	D3	76	B1	29	C2	33	A0	0	A1	10	548	Stevedore Leader	9483	H	19,974	31,956	H	4	D	37,099	H	8	C	Leads and participates in stevedoring work.
I	115	I	115	C	40	230	92.0	C	15	230	34.5	D	87	E	87	C1	33	C2	43	B1	33	D3	50	D0	33	B1	25	748	Stevedore Supervisor I	9485	J	22,942	37,972	J	2	C	44,084	J	6	B	Supervises one or two stevedoring gangs in the loading, unloading and storage of containerized and breakbulk cargo between cargo vessels and the terminal facilities.
I	132	I	132	D	45	264	118.8	C	15	264	39.6	D	87	E	100	B1	22	B1	26	B1	33	D3	50	D0	33	B1	25	801	Stevedore Supervisor II	9486	K	24,656	40,308	J	4	A	48,797	J	7	D	Supervises and coordinates stevedoring activities in the loading, unloading and storage of containerized and breakbulk cargo between cargo vessels and the terminal facilities.
I	132	J	152	D	50	284	142.0	D	20	284	56.8	E	115	E	115	B1	19	A1	22	C2	66	E3	66	F2	115	D1	50	1051	Stevedoring Superintendent	10809	P	36,850	62,870	N	2	A	72,990	N	5	D	Administers the seaport cargo stevedoring operations, programs and activities.
I	132	I	132	D	50	264	132.0	D	20	264	52.8	E	115	E	115	A1	12	A1	22	D2	76	E3	76	F2	115	B1	25	1005	Supply Man. Administrator	1451	N	31,064	59,716	M	4	A	69,331	M	7	D	Administers procurement, supply, inventory and surplus property programs
H	100	H	87	C	40	187	74.8	C	15	187	28.1	D	76	D	66	C2	33	B2	33	B1	25	C2	33	F0	57	A1	14	627	Supply Supervisor	1421	I	21,389	33,978	I	3	A	36,448	I	6	D	Complex supervisory work involved in directing the programs and activities of the central supply warehouse.
G	66	E	36	B	15	104	15.6	B	10	104	10.4	A	25	B	25	B2	29	C3	50	A1	16	B1	22	A0	0	A1	0	297	Supply Technician I	1419	E	16,656	16,432	C	4	C	19,078	C	8	B	Responsible manual and clerical work in the operation of central supply warehouse
G	76	F	43	B	20	119	23.8	B	10	119	11.9	B	38	B	33	B2	29	C3	50	A1	19	B2	25	A0	0	A1	10	359	Supply Technician II	1420	F	17,635	21,144	E	4	B	24,548	E	8	A	Complex storekeeping work involved in the operation of a central supply warehouse.

Appendix A - Table 2
Results of Compensation and Benefits Review

J	132	J	152	D	55	284	156.2	D	20	284	56.8	E	132	E	115	A1	12	A1	22	D2	76	E3	76	F2	115	B1	22	1067	Systems Manager	2644	Q	40,352	64,775	N	2	D	75,201	N	6	C	Administers and provides complex professional programming work for the data processing center
J	132	I	132	D	55	284	145.2	C	15	264	39.6	E	115	E	100	A1	12	A1	22	C1	50	D3	50	F1	100	A1	14	918	Systems Programmer	2624	N	31,064	50,844	L	3	B	59,028	L	7	A	Complex professional systems programming work involved in the design, programming and maintenance of computer software and hardware
I	132	H	76	D	45	208	93.6	C	15	208	31.2	D	87	E	87	A1	12	A1	22	B1	29	C3	38	F0	57	B1	19	684	Tariff Supervisor	1120	I	21,389	35,358	I	4	A	41,050	I	7	D	Supervisory and technical work involved in the application of the tariff and related agreements for billing purposes.
H	87	G	57	C	35	144	50.4	B	10	144	14.4	C	50	B	33	A1	12	A1	22	A1	22	B2	25	A0	0	A1	0	373	Tariff Technician	1119	H	19,974	22,896	E	8	B	26,582	E	10	A	Technical work involved in the application of the tariff and related agreements for billing purposes
I	132	J	152	D	55	284	156.2	D	20	284	56.8	E	132	E	115	B1	18	A1	22	D2	76	E3	76	G2	132	D1	43	1112	Terminal Superintendent	10996	P	38,850	69,447	N	4	C	80,628	N	8	B	Administers the seaport terminal operations, programs and activities
G	66	D	33	A	10	99	9.9	B	10	99	9.9	A	22	B	25	B2	25	C2	43	A1	19	B1	22	A0	0	A1	0	275	Tool Clerk	9405	D	15,840	16,432	C	4	C	19,078	C	8	B	Performs manual and clerical work in the operation and maintenance of a tool and equipment stockroom
H	76	F	50	B	25	126	31.5	B	10	126	12.6	C	43	C	38	C3	57	D3	76	A1	16	B1	22	A0	0	A1	0	422	Tool Mechanic	10821	F	17,535	20,728	E	3	D	24,064	E	7	C	Maintains and repairs tools and mechanical equipment
G	66	D	33	A	10	99	9.9	B	10	99	9.9	A	25	A	22	D3	76	D3	76	A1	16	A1	14	A0	0	A1	0	348	Trades Helper	10205	D	15,840	17,300	D	2	C	20,084	D	6	B	Performs unskilled trades work.
I	132	J	152	D	55	284	156.2	D	20	284	56.8	E	115	E	115	B1	19	A1	22	D2	76	E3	76	G2	132	D1	50	1102	Transportation Superintendent	10993	P	36,850	68,079	N	4	A	79,037	N	7	D	Administers the programs and activities involving the operation of seaport cargo handling equipment.
I	132	I	132	D	50	264	132.0	C	15	264	39.6	E	100	E	100	B2	25	B2	33	C1	43	D3	57	F1	100	D1	43	937	Transportation Supervisor	10991	M	28,678	51,266	K	6	D	59,518	K	10	C	Supervises and participates in the operation of cargo handling cranes and related equipment for transporting containerized and breakbulk cargo between vessels and the terminal facilities.
H	87	F	57	C	35	144	50.4	B	10	144	14.4	C	50	C	38	C3	57	D3	76	B1	25	B1	22	A0	0	A1	0	468	Welder I	10121	H	19,974	25,886	G	2	D	30,053	G	6	C	Performs semi-skilled welding work in the fabrication, assembly and repair of metal equipment, tools, fixtures and other items by electrical or acetylene welding
I	100	G	66	C	40	186	66.4	B	10	186	18.6	C	57	C	50	C3	57	D3	76	B1	28	C2	33	A0	0	A1	10	551	Welder II	10122	I	21,389	33,978	I	3	A	39,448	I	6	D	Performs skilled welding work in the fabrication, assembly, and repair of metal equipment, tools, fixtures, and other items by electrical or acetylene welding
I	115	H	100	D	45	215	96.8	C	15	215	32.3	D	66	D	66	C3	57	D3	76	B1	33	C2	33	A0	0	A1	14	700	Welder Leader	10125	J	22,842	37,972	J	2	C	44,064	J	6	B	Leads a crew and performs skilled work in the fabrication, assembly and repair of metal equipment, tools, fixtures and other items by electrical or acetylene welding
I	132	I	132	D	50	264	132.0	C	15	264	39.6	E	100	E	87	C3	50	B3	43	B1	33	D2	43	F0	68	B1	25	883	Welder Supervisor	10127	L	26,520	47,344	K	4	D	54,965	K	8	C	Supervises and participates in the fabrication, assembly and repair of metal equipment, tools, fixtures and other items by electrical or acetylene welding.
G	76	G	66	C	35	142	49.7	A	5	142	7.1	C	50	C	43	D2	57	D3	76	B1	29	B2	29	A0	0	A1	0	483	Winch Operator	9505	G	18,723	28,881	G	5	C	33,530	G	9	B	Performs semi-skilled work involved in the operation of winches used in the loading and unloading of cargo on transport vessels.
G	66	E	38	A	5	104	5.2	A	5	104	5.2	A	19	A	19	C2	43	D3	76	A1	16	B1	19	A0	0	A1	0	306	Worker Trainee	101	B	14,534	17,473	D	2	D	20,285	D	6	C	On-the-job training for one or more of the mechanical, electrical or related trades.

Appendix C : Table 2 - Market Percentiles

Authority	Position	Division	Department	Budget	Market Percentiles (2008)																		
					5th	10th	15th	20th	25th	30th	35th	40th	45th	50th	55th	60th	65th	70th	75th	80th	85th	90th	95th
PAG	Accountant I	Corporate Services	Finance	565	38,689	39,792	40,896	41,999	43,102	44,205	45,307	46,410	47,512	48,615	49,719	50,823	51,926	53,030	54,134	55,237	56,340	57,444	58,547
PAG	Accountant II	Corporate Services	Finance	805	43,896	46,006	48,115	50,225	52,334	54,377	56,420	58,464	60,507	62,550	64,726	66,901	69,077	71,252	73,428	75,537	77,647	79,756	81,866
PAG	Accountant III	Corporate Services	Finance	913	53,699	56,729	59,758	62,788	65,817	68,714	71,611	74,508	77,405	80,302	83,464	86,626	89,787	92,949	96,111	99,140	102,170	105,199	108,229
PAG	Accounting Technician I	Corporate Services	Finance	338	23,444	24,639	25,833	27,028	28,222	29,414	30,607	31,799	32,992	34,184	35,381	36,577	37,774	38,970	40,167	41,362	42,558	43,751	44,945
PAG	Accounting Technician II	Corporate Services	Finance	414	27,154	28,275	29,396	30,517	31,638	32,759	33,880	34,999	36,118	37,237	38,356	39,475	40,594	41,713	42,832	43,951	45,070	46,189	47,308
PAG	Accounting Technician III	Corporate Services	Finance	490	33,641	34,798	35,955	37,112	38,269	39,426	40,583	41,740	42,897	44,054	45,211	46,368	47,525	48,682	49,839	50,996	52,153	53,310	54,467
PAG	Accounting Technician Supervisor	Corporate Services	Finance	684	39,475	41,062	42,649	44,235	45,822	47,408	48,995	50,582	52,169	53,756	55,343	56,930	58,517	60,104	61,691	63,278	64,865	66,452	68,039
PAG	Administrative Aide	Corporate Services	Finance	274	15,886	17,011	18,137	19,262	20,387	21,511	22,635	24,060	25,284	26,508	27,534	28,560	29,587	30,613	31,639	32,764	33,889	35,015	36,140
PAG	Administrative Assistant	Administration	Administration	491	32,761	34,008	35,255	36,502	37,749	38,996	40,243	41,490	42,737	43,984	45,231	46,478	47,725	48,972	50,219	51,466	52,713	53,960	55,207
PAG	Administrative Officer	Administration	Administration	601	35,017	36,456	37,895	39,333	40,772	42,158	43,544	44,930	46,316	47,702	49,139	50,525	51,911	53,297	54,683	56,069	57,455	58,841	60,227
PAG	Administrative Services Officer	Administration	Administration	900	44,282	46,567	48,852	51,137	53,422	55,707	57,992	60,277	62,562	64,847	67,132	69,417	71,702	73,987	76,272	78,557	80,842	83,127	85,412
PAG	Assistant Comptroller	Corporate Services	Finance	1074	75,228	78,337	81,446	84,555	87,664	90,773	93,882	96,991	100,100	103,209	106,318	109,427	112,536	115,645	118,754	121,863	124,972	128,081	131,190
PAG	Assistant Harbor Master	Compliance Control	Harbor Master	1001	70,638	73,326	76,014	78,703	81,391	84,080	86,768	89,457	92,145	94,834	97,522	100,211	102,900	105,588	108,277	110,966	113,654	116,343	119,032
PAG	Assistant Port Police Chief	Compliance Control	Port Police	977	62,058	64,995	67,932	70,869	73,806	76,743	79,680	82,617	85,554	88,491	91,428	94,365	97,302	100,239	103,176	106,113	109,050	111,987	114,924
PAG	Automotive Body Worker	Maintenance	Equipment Maintenance	543	35,259	36,690	38,120	39,551	40,981	42,412	43,842	45,273	46,703	48,134	49,564	51,000	52,436	53,872	55,308	56,744	58,180	59,616	61,052
PAG	Automotive Mechanic I	Maintenance	Equipment Maintenance	461	31,075	32,250	33,425	34,600	35,775	36,950	38,125	39,300	40,475	41,650	42,825	44,000	45,175	46,350	47,525	48,700	49,875	51,050	52,225
PAG	Automotive Mechanic II	Maintenance	Equipment Maintenance	543	35,259	36,690	38,120	39,551	40,981	42,412	43,842	45,273	46,703	48,134	49,564	51,000	52,436	53,872	55,308	56,744	58,180	59,616	61,052
PAG	Automotive Mechanic Leader	Maintenance	Equipment Maintenance	683	44,484	46,331	48,178	50,025	51,872	53,719	55,566	57,413	59,260	61,107	62,954	64,801	66,648	68,495	70,342	72,189	74,036	75,883	77,730
PAG	Budget Analyst	Corporate Services	Finance	779	41,850	43,953	46,057	48,160	50,263	52,366	54,469	56,572	58,675	60,778	62,881	64,984	67,087	69,190	71,293	73,396	75,499	77,602	79,705
PAG	Building Custodian	Maintenance	Building Maintenance	320	17,008	18,170	19,332	20,494	21,656	22,818	23,980	25,142	26,304	27,466	28,628	29,790	30,952	32,114	33,276	34,438	35,600	36,762	37,924
PAG	Building Maintenance Leader	Maintenance	Building Maintenance	688	36,594	38,315	40,036	41,758	43,479	45,200	46,921	48,642	50,363	52,084	53,805	55,526	57,247	58,968	60,689	62,410	64,131	65,852	67,573
PAG	Building Maintenance Superintendent	Maintenance	Building Maintenance	1015	68,024	70,824	73,624	76,423	79,223	82,023	84,823	87,623	90,423	93,223	96,023	98,823	101,623	104,423	107,223	110,023	112,823	115,623	118,423
PAG	Building Maintenance Supervisor	Maintenance	Building Maintenance	858	49,541	52,485	55,449	58,402	61,356	64,309	67,263	70,216	73,170	76,123	79,077	82,030	84,984	87,937	90,891	93,844	96,798	99,751	102,705
PAG	Buyer I	Corporate Services	Procurement	327	21,373	22,363	23,352	24,342	25,331	26,321	27,310	28,299	29,289	30,278	31,268	32,257	33,247	34,236	35,226	36,215	37,205	38,194	39,184
PAG	Buyer II	Corporate Services	Procurement	388	25,533	26,612	27,690	28,769	29,847	30,926	31,999	33,072	34,145	35,218	36,291	37,364	38,437	39,510	40,583	41,656	42,729	43,802	44,875
PAG	Buyer Supervisor	Corporate Services	Procurement	722	43,797	45,844	47,890	49,937	51,983	54,030	56,076	58,123	60,170	62,217	64,264	66,311	68,358	70,405	72,452	74,499	76,546	78,593	80,640
PAG	Capital Improvement Project Coordinator	Corporate Services	Engineering	1034	71,083	74,131	77,180	80,228	83,276	86,324	89,372	92,420	95,468	98,516	101,564	104,612	107,660	110,708	113,756	116,804	119,852	122,900	125,948
PAG	Captain	Compliance Control	Harbor Master	948	55,087	58,029	60,971	63,913	66,855	69,797	72,739	75,681	78,623	81,565	84,507	87,449	90,391	93,333	96,275	99,217	102,159	105,101	108,043
PAG	Cargo Checker	Operations	Terminal	425	32,594	33,596	34,598	35,599	36,601	37,602	38,604	39,605	40,607	41,608	42,610	43,611	44,613	45,614	46,616	47,617	48,619	49,620	50,622

Appendix C : Table 2 - Market Percentiles

PAG	Cargo Checker Leader	Operations	Terminal	517	37,566	38,506	39,446	40,386	41,326	42,108	42,886	43,667	44,447	45,227	46,327	47,427	48,527	49,627	50,727	51,667	52,607	53,547	54,487
Agency	Position	Division	Department	Number of Positions	Market Percentiles (2008)																		
					5th	10th	15th	20th	25th	30th	35th	40th	45th	50th	55th	60th	65th	70th	75th	80th	85th	90th	95th
PAG	Cargo Checker Supervisor	Operations	Terminal	749	42,697	43,595	44,492	45,390	46,288	47,087	47,887	48,686	49,486	50,285	51,281	52,277	53,274	54,270	55,266	56,164	57,062	57,959	58,857
PAG	Carpenter I	Maintenance	Building Maintenance	461	31,075	32,250	33,425	34,600	35,775	36,972	38,170	39,367	40,565	41,762	42,914	44,067	45,219	46,372	47,524	48,699	49,874	51,049	52,224
PAG	Carpenter II	Maintenance	Building Maintenance	543	35,259	36,690	38,120	39,551	40,981	42,299	43,617	44,934	46,252	47,570	48,113	50,656	52,199	53,742	55,285	56,715	58,146	59,576	61,007
PAG	Chief Planner	Compliance Control	Planning	1067	75,931	79,165	82,398	85,632	88,865	92,370	95,876	99,381	102,887	106,392	109,353	112,315	115,276	118,238	121,199	124,432	127,666	130,899	134,133
PAG	Claims Clerk	Corporate Services	Finance	274	17,080	18,131	19,182	20,233	21,284	22,389	23,494	24,599	25,704	26,809	27,806	28,803	29,800	30,797	31,794	32,845	33,896	34,947	35,998
PAG	Claims Officer	Corporate Services	Finance	351	20,628	21,746	22,864	23,983	25,101	26,132	27,163	28,193	29,224	30,255	31,481	32,667	33,872	35,078	36,284	37,402	38,521	39,639	40,757
PAG	Clerical Services Supervisor	Administration	Administration	582	35,017	36,458	37,895	39,333	40,772	42,158	43,544	44,930	46,316	47,702	49,193	50,685	52,178	53,668	55,159	56,598	58,038	59,475	60,914
PAG	Clerk I	Administration	Administration	212	16,552	17,203	17,853	18,504	19,154	19,837	20,520	21,202	21,885	22,568	23,186	23,804	24,422	25,040	25,658	26,308	26,959	27,609	28,260
PAG	Clerk II	Administration	Administration	235	16,865	17,793	18,721	19,649	20,577	21,433	22,289	23,144	24,000	24,856	25,856	26,856	27,856	28,856	29,856	30,784	31,712	32,640	33,568
PAG	Clerk III	Administration	Administration	274	17,080	18,131	19,182	20,233	21,284	22,389	23,494	24,599	25,704	26,809	27,806	28,803	29,800	30,797	31,794	32,845	33,896	34,947	35,998
PAG	Clerk Typist I	Administration	Administration	241	16,865	17,793	18,721	19,649	20,577	21,433	22,289	23,144	24,000	24,856	25,856	26,856	27,856	28,856	29,856	30,784	31,712	32,640	33,568
PAG	Clerk Typist II	Administration	Administration	289	17,080	18,131	19,182	20,233	21,284	22,389	23,494	24,599	25,704	26,809	27,806	28,803	29,800	30,797	31,794	32,845	33,896	34,947	35,998
PAG	Clerk Typist III	Administration	Administration	332	19,914	21,164	22,414	23,664	24,914	26,004	27,094	28,184	29,274	30,364	31,773	33,183	34,593	36,002	37,412	38,662	39,912	41,162	42,412
PAG	Commercial Manager	Corporate Services	Commercial	1106	76,607	79,706	82,806	85,905	89,004	92,510	96,017	99,523	103,030	106,536	109,228	111,920	114,612	117,304	119,996	123,095	126,194	129,294	132,393
PAG	Comptroller	Corporate Services	Finance	1221	92,481	95,930	99,380	102,829	106,279	109,580	112,882	116,183	119,485	122,786	126,384	129,982	133,579	137,177	140,775	144,225	147,674	151,124	154,573
PAG	Computer Operator	Corporate Services	Information Technology	356	20,695	21,844	22,994	24,143	25,293	26,097	26,900	27,704	28,507	29,311	30,807	32,302	33,798	35,293	36,789	37,939	39,088	40,238	41,387
PAG	Computer Operator I	Corporate Services	Information Technology	356	20,695	21,844	22,994	24,143	25,293	26,097	26,900	27,704	28,507	29,311	30,807	32,302	33,798	35,293	36,789	37,939	39,088	40,238	41,387
PAG	Computer Operator II	Corporate Services	Information Technology	486	29,068	30,379	31,691	33,002	34,313	35,417	36,521	37,626	38,730	39,834	41,352	42,870	44,389	45,907	47,425	48,736	50,047	51,359	52,670
PAG	Computer Operator III	Corporate Services	Information Technology	624	39,404	40,549	41,694	42,839	43,984	45,165	46,346	47,526	48,707	49,888	50,997	52,106	53,216	54,325	55,434	56,579	57,724	58,869	60,014
PAG	Computer Operator Specialist	Corporate Services	Information Technology	805	45,438	47,520	49,601	51,683	53,764	55,819	57,874	59,928	61,983	64,038	66,146	68,254	70,362	72,470	74,578	76,659	78,741	80,822	82,904
PAG	Computer Programmer I	Corporate Services	Information Technology	486	29,068	30,379	31,691	33,002	34,313	35,417	36,521	37,626	38,730	39,834	41,352	42,870	44,389	45,907	47,425	48,736	50,047	51,359	52,670
PAG	Computer Programmer II	Corporate Services	Information Technology	624	39,404	40,549	41,694	42,839	43,984	45,165	46,346	47,526	48,707	49,888	50,997	52,106	53,216	54,325	55,434	56,579	57,724	58,869	60,014
PAG	Computer Programmer III	Corporate Services	Information Technology	805	45,438	47,520	49,601	51,683	53,764	55,819	57,874	59,928	61,983	64,038	66,146	68,254	70,362	72,470	74,578	76,659	78,741	80,822	82,904
PAG	Corporate Services Manager	Corporate Services	Administration	1227	92,915	96,728	100,540	104,353	108,166	111,251	114,336	117,420	120,505	123,590	128,131	132,672	137,212	141,753	146,294	150,107	153,920	157,732	161,545
PAG	Crane Mechanic I	Maintenance	Equipment Maintenance	468	29,388	30,527	31,687	32,846	34,005	34,901	35,796	36,692	37,588	38,484	39,906	41,329	42,751	44,173	45,596	46,755	47,914	49,073	50,232
PAG	Crane Mechanic II	Maintenance	Equipment Maintenance	551	39,957	41,534	43,111	44,688	46,265	47,484	48,703	49,921	51,140	52,359	54,294	56,229	58,165	60,100	62,035	63,612	65,189	66,766	68,343
PAG	Crane Mechanic Leader	Maintenance	Equipment Maintenance	700	44,484	46,331	48,178	50,025	51,872	53,485	55,098	56,710	58,323	59,936	62,017	64,098	66,180	68,261	70,342	72,189	74,036	75,883	77,730
PAG	Crane Mechanic Supervisor	Maintenance	Equipment Maintenance	932	53,285	56,285	59,285	62,285	65,285	68,421	71,557	74,693	77,829	80,965	83,829	86,693	89,557	92,421	95,285	98,285	101,285	104,285	107,285

Appendix C : Table 2 - Market Percentiles

Authority	Position	Division	Department	JE Points	Market Percentiles (2008)																		
					5th	10th	15th	20th	25th	30th	35th	40th	45th	50th	55th	60th	65th	70th	75th	80th	85th	90th	95th
PAG	Crane Operator	Operations	Transportation	551	39,957	41,534	43,111	44,688	46,265	47,484	48,703	49,921	51,140	52,359	54,294	56,229	58,165	60,100	62,035	63,612	65,189	66,766	68,343
PAG	Crane Operator Leader	Operations	Transportation	700	44,484	46,331	48,178	50,025	51,872	53,485	55,098	56,710	58,323	59,936	62,017	64,098	66,180	68,261	70,342	72,189	74,036	75,883	77,730
PAG	Data Production Coordinator	Corporate Services	Information Technology	356	20,695	21,844	22,994	24,143	25,293	26,097	26,900	27,704	28,507	29,311	30,807	32,302	33,798	35,293	36,789	37,939	39,088	40,238	41,387
PAG	Deckhand	Operations	Stevedoring	425	32,368	33,398	34,408	35,418	36,428	37,268	38,107	38,947	39,786	40,626	41,807	42,987	44,168	45,348	46,529	47,539	48,549	49,559	50,569
PAG	Deputy General Manager	Executive	Administration	1598	100,712	107,115	113,518	119,921	126,324	131,184	138,045	140,905	145,766	150,626	158,572	166,517	174,463	182,408	190,354	198,757	203,160	209,563	215,966
PAG	Electrician I	Maintenance	Building Maintenance	478	32,462	33,735	35,038	36,342	37,645	38,267	40,890	42,512	44,134	45,756	48,741	47,726	48,711	49,696	50,681	51,984	53,288	54,591	55,895
PAG	Electrician II	Maintenance	Building Maintenance	585	44,305	46,086	47,868	49,647	51,428	53,644	55,860	58,078	60,292	62,508	63,854	65,199	66,545	67,890	69,236	71,017	72,798	74,578	76,359
PAG	Electrician Leader	Maintenance	Building Maintenance	728	46,323	48,481	50,639	52,797	54,955	57,230	59,504	61,779	64,053	66,328	68,369	70,411	72,452	74,494	76,535	78,693	80,851	83,009	85,167
PAG	Electrician Supervisor	Maintenance	Building Maintenance	911	51,932	54,993	58,053	61,114	64,174	67,191	70,207	73,224	76,240	79,257	82,361	85,466	88,570	91,675	94,779	97,840	100,900	103,961	107,021
PAG	Engineer I	Corporate Services	Engineering	677	45,129	46,873	48,617	50,361	52,105	53,836	55,566	57,297	59,027	60,758	62,515	64,272	66,030	67,787	69,544	71,288	73,032	74,776	76,520
PAG	Engineer II	Corporate Services	Engineering	809	58,382	58,348	60,314	62,279	64,245	66,202	68,158	70,115	72,071	74,028	76,003	77,978	79,952	81,927	83,902	85,868	87,833	89,799	91,765
PAG	Engineer III	Corporate Services	Engineering	933	63,571	65,947	68,324	70,700	73,078	75,445	77,814	80,183	82,552	84,921	87,304	89,688	92,071	94,455	96,838	99,214	101,590	103,967	106,343
PAG	Engineering Manager	Corporate Services	Engineering	1204	87,459	90,900	94,341	97,781	101,222	104,101	106,981	109,860	112,740	115,619	119,621	123,623	127,625	131,627	135,629	139,070	142,510	145,951	149,392
PAG	Engineering Technician I	Corporate Services	Engineering	477	28,909	30,023	31,137	32,251	33,365	34,457	35,548	36,640	37,731	38,823	39,959	41,096	42,232	43,369	44,505	45,619	46,733	47,847	48,961
PAG	Engineering Technician II	Corporate Services	Engineering	578	36,216	37,766	39,316	40,866	42,416	43,848	45,281	46,713	48,145	49,577	51,245	52,913	54,581	56,249	57,917	59,467	61,017	62,567	64,117
PAG	Equipment Maintenance Superintendent	Maintenance	Equipment Maintenance	1085	76,882	79,723	82,763	85,804	88,844	92,008	95,173	98,337	101,502	104,666	107,582	110,499	113,415	116,332	119,248	122,288	125,329	128,369	131,410
PAG	Equipment Operator I	Operations	Transportation	386	26,797	27,929	29,060	30,192	31,323	32,158	32,988	33,821	34,653	35,486	36,916	38,347	39,777	41,208	42,638	43,770	44,901	46,033	47,164
PAG	Equipment Operator II	Operations	Transportation	440	33,504	34,610	35,716	36,822	37,928	38,724	39,520	40,317	41,113	41,909	43,325	44,740	46,156	47,571	48,987	50,093	51,199	52,305	53,411
PAG	Equipment Operator III	Operations	Transportation	489	38,859	40,082	41,305	42,528	43,751	44,753	45,756	46,758	47,761	48,763	50,207	51,651	53,094	54,538	55,982	57,205	58,428	59,651	60,874
PAG	Equipment Operator Leader	Operations	Transportation	634	42,648	44,057	45,466	46,874	48,283	49,574	50,865	52,156	53,447	54,738	56,264	57,791	59,317	60,844	62,370	63,779	65,187	66,596	68,005
PAG	Executive Secretary	Administration	Administration	596	35,017	36,456	37,895	39,333	40,772	42,158	43,544	44,930	46,316	47,702	49,193	50,685	52,176	53,668	55,159	56,598	58,036	59,475	60,914
PAG	Financial Affairs Controller	Corporate Services	Finance	1074	75,228	78,337	81,446	84,556	87,665	90,837	94,009	97,181	100,353	103,525	106,572	109,618	112,665	115,712	118,758	121,868	124,977	128,086	131,196
PAG	General Accounting Supervisor	Corporate Services	Finance	1001	61,582	64,639	67,697	70,754	73,812	77,155	80,497	83,840	87,182	90,525	93,298	96,070	98,843	101,615	104,388	107,446	110,503	113,561	116,618
PAG	General Manager	Executive	Administration	1749	111,659	119,825	127,991	136,158	144,322	151,365	158,408	165,452	172,495	179,538	188,826	198,114	207,403	216,691	225,979	234,145	242,310	250,476	258,642
PAG	Harbor Master	Compliance Control	Harbor Master	1119	74,032	77,085	80,139	83,192	86,245	89,653	93,061	96,469	99,877	103,285	106,983	108,682	111,380	114,078	116,777	119,830	122,883	125,937	128,990
PAG	Heavy Equipment Mechanic I	Maintenance	Equipment Maintenance	468	29,388	30,527	31,687	32,846	34,005	34,901	35,796	36,692	37,588	38,484	39,906	41,329	42,751	44,173	45,598	46,755	47,914	49,073	50,232
PAG	Heavy Equipment Mechanic II	Maintenance	Equipment Maintenance	551	39,957	41,534	43,111	44,688	46,265	47,484	48,703	49,921	51,140	52,359	54,294	56,229	58,165	60,100	62,035	63,612	65,189	66,766	68,343
PAG	Heavy Equipment Mechanic Leader	Maintenance	Equipment Maintenance	700	44,484	46,331	48,178	50,025	51,872	53,485	55,098	56,710	58,323	59,936	62,017	64,098	66,180	68,261	70,342	72,189	74,036	75,883	77,730
PAG	Heavy Equipment Mechanic Supervisor	Maintenance	Equipment Maintenance	893	52,629	55,604	58,578	61,553	64,528	67,600	70,672	73,743	76,815	79,887	82,765	85,642	88,520	91,397	94,275	97,250	100,224	103,199	106,174

Appendix C : Table 2 - Market Percentiles

Authority	Position	Division	Department	# Positions	Market Percentiles (2008)																		
					5th	10th	15th	20th	25th	30th	35th	40th	45th	50th	55th	60th	65th	70th	75th	80th	85th	90th	95th
PAG	Laborer	Maintenance	Equipment Maintenance	297	17,008	18,170	19,332	20,494	21,656	22,674	23,692	24,709	25,727	26,745	28,051	29,357	30,664	31,970	33,276	34,438	35,600	36,762	37,924
PAG	Maintenance Custodian	Maintenance	Building Maintenance	320	17,008	18,170	19,332	20,494	21,656	22,674	23,692	24,709	25,727	26,745	28,051	29,357	30,664	31,970	33,276	34,438	35,600	36,762	37,924
PAG	Maintenance Custodian Leader	Maintenance	Building Maintenance	341	18,328	19,641	20,953	22,266	23,579	24,776	25,973	27,171	28,368	29,565	30,993	32,422	33,850	35,279	36,707	38,020	39,333	40,645	41,958
PAG	Maintenance Custodian Supervisor	Maintenance	Building Maintenance	386	22,759	23,981	25,203	26,426	27,648	29,238	30,829	32,419	34,010	35,600	36,454	37,308	38,163	39,017	39,871	41,093	42,316	43,538	44,760
PAG	Maintenance Manager	Maintenance	Administration	1205	89,648	93,045	96,441	99,838	103,234	106,024	108,814	111,603	114,393	117,183	121,186	125,189	129,192	133,195	137,198	140,594	143,991	147,387	150,784
PAG	Maintenance Worker I	Maintenance	Building Maintenance	422	21,885	23,082	24,279	25,476	26,673	28,290	29,906	31,523	33,139	34,756	35,534	36,311	37,089	37,866	38,644	39,841	41,038	42,235	43,432
PAG	Maintenance Worker II	Maintenance	Building Maintenance	468	29,388	30,527	31,687	32,846	34,005	34,901	35,798	36,692	37,588	38,484	39,908	41,329	42,751	44,173	45,596	46,755	47,914	49,073	50,232
PAG	Management / Program Analyst	Administration	Administration	602	38,859	40,524	42,189	43,853	45,518	47,050	48,582	50,113	51,645	53,177	54,975	56,772	58,570	60,367	62,165	63,830	65,494	67,159	68,824
PAG	Management / Program Analyst Officer	Administration	Administration	913	53,407	56,651	59,895	63,140	66,384	69,434	72,485	75,535	78,586	81,636	85,074	88,512	91,951	95,389	98,827	102,071	105,316	108,560	111,804
PAG	Manager, Equipment Support Services	Corporate Services	Planning	920	66,400	69,469	72,538	75,607	78,676	81,418	84,156	86,897	89,637	92,377	95,775	99,173	102,571	105,969	109,367	112,436	115,505	118,574	121,643
PAG	Marina Manager	Compliance Control	Harbor Master	915	52,011	55,102	58,194	61,285	64,377	67,378	70,379	73,379	76,380	79,381	82,563	85,746	88,928	92,111	95,293	98,385	101,476	104,568	107,659
PAG	Marine Equipment Mechanic	Maintenance	Equipment Maintenance	678	42,337	44,172	46,006	47,841	49,675	51,250	52,825	54,399	55,974	57,549	59,643	61,737	63,831	65,925	68,019	69,853	71,688	73,522	75,357
PAG	Marine Traffic Controller	Compliance Control	Harbor Master	671	42,857	44,647	46,438	48,228	50,018	51,762	53,506	55,250	56,994	58,738	60,574	62,411	64,247	66,084	67,920	69,710	71,500	73,291	75,081
PAG	Mobile Equipment Dispatcher	Operations	Transportation	332	19,914	21,164	22,414	23,664	24,914	26,004	27,094	28,184	29,274	30,364	31,773	33,183	34,593	36,002	37,412	38,662	39,912	41,162	42,412
PAG	Mobile Equipment Service Worker	Operations	Transportation	461	31,075	32,250	33,425	34,600	35,775	36,972	38,170	39,367	40,565	41,762	42,914	44,067	45,219	46,372	47,524	48,699	49,874	51,049	52,224
PAG	Operations Manager	Operations	Administration	1224	91,737	95,132	98,527	101,922	105,317	108,643	111,969	115,295	118,621	121,947	125,411	128,875	132,339	135,803	139,267	142,662	146,057	149,452	152,847
PAG	Painter I	Maintenance	Building Maintenance	412	22,907	23,741	24,576	25,410	26,244	27,149	28,054	28,960	29,865	30,770	31,533	32,296	33,060	33,823	34,586	35,420	36,254	37,088	37,923
PAG	Painter II	Maintenance	Building Maintenance	466	31,860	32,770	33,679	34,589	35,498	36,350	37,202	38,053	38,905	39,757	40,724	41,691	42,658	43,625	44,592	45,501	46,411	47,320	48,230
PAG	Payroll Clerk I	Corporate Services	Finance	288	17,080	18,131	19,182	20,233	21,284	22,389	23,494	24,599	25,704	26,809	27,806	28,803	29,800	30,797	31,794	32,845	33,896	34,947	35,998
PAG	Payroll Clerk II	Corporate Services	Finance	346	19,914	21,164	22,414	23,664	24,914	26,004	27,094	28,184	29,274	30,364	31,773	33,183	34,593	36,002	37,412	38,662	39,912	41,162	42,412
PAG	Payroll Supervisor	Corporate Services	Finance	805	47,225	49,162	51,100	53,037	54,974	56,844	58,714	60,585	62,455	64,325	66,329	68,333	70,338	72,342	74,346	76,283	78,220	80,158	82,095
PAG	Personnel Assistant	Corporate Services	Human Resources	364	22,650	23,845	25,040	26,235	27,431	28,700	29,969	31,239	32,508	33,777	34,899	36,020	37,141	38,262	39,383	40,578	41,774	42,969	44,164
PAG	Personnel Services Administrator	Corporate Services	Human Resources	1064	71,626	75,090	78,553	82,017	85,481	88,387	91,293	94,198	97,104	100,010	104,032	108,054	112,075	116,097	120,119	123,583	127,047	130,510	133,974
PAG	Personnel Specialist I	Corporate Services	Human Resources	508	31,417	32,973	34,528	36,084	37,639	39,177	40,715	42,253	43,791	45,329	46,902	48,475	50,048	51,621	53,194	54,750	56,305	57,861	59,416
PAG	Personnel Specialist II	Corporate Services	Human Resources	602	38,859	40,524	42,189	43,853	45,518	47,050	48,582	50,113	51,645	53,177	54,975	56,772	58,570	60,367	62,165	63,830	65,494	67,159	68,824
PAG	Personnel Specialist III	Corporate Services	Human Resources	805	44,067	46,172	48,277	50,382	52,487	54,607	56,727	58,848	60,968	63,088	65,178	67,268	69,357	71,447	73,537	75,642	77,747	79,852	81,957
PAG	Personnel Specialist IV	Corporate Services	Human Resources	913	53,407	56,651	59,895	63,140	66,384	69,434	72,485	75,535	78,586	81,636	85,074	88,512	91,951	95,389	98,827	102,071	105,316	108,560	111,804
PAG	Planner / Work Coordinator	Administration	Administration	593	38,733	40,136	41,538	42,941	44,343	45,746	47,149	48,551	49,954	51,357	52,759	54,161	55,564	56,966	58,368	59,771	61,173	62,576	63,978
PAG	Planner I	Administration	Administration	593	38,733	40,136	41,538	42,941	44,343	45,746	47,149	48,551	49,954	51,357	52,759	54,161	55,564	56,966	58,368	59,771	61,173	62,576	63,978

Appendix C : Table 2 - Market Percentiles

Authority	Position	Division	Department	LE Point	Market Percentiles (2008)																		
					5th	10th	15th	20th	25th	30th	35th	40th	45th	50th	55th	60th	65th	70th	75th	80th	85th	90th	95th
PAG	Planner II	Administration	Administration	704	45,129	46,873	48,617	50,361	52,105	53,838	55,566	57,297	59,027	60,758	62,515	64,272	66,030	67,787	69,544	71,288	73,032	74,776	76,520
PAG	Planner III	Administration	Administration	809	56,382	58,348	60,314	62,279	64,245	66,202	68,158	70,115	72,071	74,028	76,003	77,978	79,952	81,927	83,902	85,868	87,833	89,799	91,765
PAG	Planner IV	Administration	Administration	918	62,741	64,863	66,985	69,107	71,229	73,347	75,465	77,584	79,702	81,820	83,946	86,072	88,197	90,323	92,449	94,571	96,693	98,815	100,937
PAG	Plumber I	Maintenance	Building Maintenance	461	31,075	32,250	33,425	34,600	35,775	36,972	38,170	39,367	40,565	41,762	42,914	44,067	45,219	46,372	47,524	48,699	49,874	51,049	52,224
PAG	Plumber II	Maintenance	Building Maintenance	543	35,258	36,690	38,120	39,551	40,981	42,299	43,617	44,934	48,252	47,570	49,113	50,656	52,199	53,742	55,285	56,715	58,146	59,578	61,007
PAG	Port Civil Engineer	Corporate Services	Engineering	1068	73,554	76,534	79,515	82,495	85,476	88,295	91,114	93,934	96,753	99,572	102,714	105,856	108,998	112,140	115,282	118,263	121,243	124,224	127,204
PAG	Port Marketing Administrator	Compliance Control	Port Marketing	1064	70,464	74,041	77,618	81,194	84,771	87,728	90,685	93,641	96,598	99,555	103,752	107,948	112,145	116,341	120,538	124,735	128,931	133,128	137,324
PAG	Port Police Chief	Compliance Control	Port Police	1058	70,551	73,552	76,553	79,554	82,555	85,170	87,785	90,400	93,015	95,630	98,245	100,860	103,475	106,090	108,705	111,320	113,935	116,550	119,165
PAG	Port Police Officer I	Compliance Control	Port Police	483	32,536	33,569	34,601	35,634	36,666	37,591	38,517	39,442	40,368	41,293	42,432	43,572	44,711	45,851	46,990	48,022	49,055	50,087	51,120
PAG	Port Police Officer II	Compliance Control	Port Police	627	41,216	42,409	43,602	44,796	45,989	47,281	48,572	49,864	51,155	52,447	53,742	54,937	56,232	57,527	58,822	59,915	61,008	62,101	63,194
PAG	Port Police Supervisor	Compliance Control	Port Police	923	52,272	54,934	57,596	60,257	62,919	65,182	67,445	69,708	71,971	74,234	77,294	80,355	83,415	86,476	89,536	92,198	94,859	97,521	100,183
PAG	Preventive Maintenance Mechanic	Maintenance	Equipment Maintenance	551	39,957	41,534	43,111	44,688	46,265	47,484	48,703	49,921	51,140	52,359	54,294	56,229	58,165	60,100	62,035	63,612	65,189	66,766	68,343
PAG	Preventive Maintenance Mechanic Leader	Maintenance	Equipment Maintenance	700	44,484	46,331	48,178	50,025	51,872	53,465	55,098	56,710	58,323	59,936	62,017	64,098	66,180	68,261	70,342	72,189	74,036	75,883	77,730
PAG	Preventive Maintenance Mechanic Sup.	Maintenance	Equipment Maintenance	874	52,529	55,604	58,579	61,553	64,528	67,600	70,672	73,743	76,815	79,887	82,765	85,642	88,520	91,397	94,275	97,150	100,024	102,899	105,774
PAG	Procurement & Supply Manager	Corporate Services	Procurement	1070	75,122	78,232	81,341	84,451	87,560	90,734	93,907	97,081	100,254	103,428	106,473	109,519	112,564	115,610	118,655	121,701	124,747	127,792	130,838
PAG	Program Coordinator I	Administration	Administration	508	31,417	32,973	34,528	36,084	37,639	39,177	40,715	42,253	43,791	45,329	46,902	48,475	50,048	51,621	53,194	54,750	56,305	57,861	59,416
PAG	Program Coordinator II	Administration	Administration	602	38,859	40,524	42,189	43,853	45,518	47,050	48,582	50,113	51,645	53,177	54,975	56,772	58,570	60,367	62,165	63,830	65,494	67,159	68,824
PAG	Program Coordinator III	Administration	Administration	805	44,067	46,172	48,277	50,382	52,487	54,607	56,727	58,848	60,968	63,088	65,178	67,268	69,357	71,447	73,537	75,642	77,747	79,852	81,957
PAG	Program Coordinator IV	Administration	Administration	913	53,407	56,651	59,895	63,140	66,384	69,434	72,485	75,535	78,586	81,636	85,074	88,512	91,951	95,389	98,827	102,071	105,316	108,560	111,804
PAG	Programmer Analyst	Corporate Services	Information Technology	844	56,930	58,835	60,740	62,645	64,550	66,365	68,180	69,996	71,811	73,626	75,621	77,615	79,610	81,604	83,599	85,504	87,409	89,314	91,219
PAG	Property Control Officer	Corporate Services		437	22,077	23,598	25,119	26,641	28,162	29,660	31,158	32,656	34,154	35,652	37,197	38,741	40,286	41,830	43,375	44,896	46,418	47,939	49,460
PAG	Public Information Officer	Corporate Services	Administration	911	52,166	55,709	59,252	62,796	66,339	69,349	72,359	75,370	78,380	81,390	85,466	89,543	93,619	97,696	101,772	105,315	108,859	112,402	115,945
PAG	Records Management Officer	Administration	Administration	480	31,654	32,803	33,953	35,102	36,251	37,387	38,523	39,659	40,795	41,931	43,093	44,256	45,418	46,581	47,743	48,892	50,041	51,191	52,340
PAG	Refrigeration Mechanic I	Maintenance	Building Maintenance	468	29,388	30,527	31,687	32,846	34,005	34,901	35,796	36,692	37,588	38,484	39,906	41,329	42,751	44,173	45,596	46,755	47,914	49,073	50,232
PAG	Refrigeration Mechanic II	Maintenance	Building Maintenance	551	39,957	41,534	43,111	44,688	46,265	47,484	48,703	49,921	51,140	52,359	54,294	56,229	58,165	60,100	62,035	63,612	65,189	66,766	68,343
PAG	Rigger	Operations	Stevedoring	465	34,853	35,543	36,432	37,322	38,212	39,081	39,949	40,818	41,686	42,555	43,466	44,377	45,288	46,199	47,110	48,000	48,890	49,779	50,669
PAG	Rigger Leader	Operations	Stevedoring	548	38,540	39,348	40,157	40,965	41,773	42,476	43,180	43,883	44,587	45,290	46,203	47,116	48,029	48,942	49,855	50,663	51,471	52,280	53,088
PAG	Safety Administrator	Compliance Control	Safety	1009	53,407	56,651	59,895	63,140	66,384	69,434	72,485	75,535	78,586	81,636	85,074	88,512	91,951	95,389	98,827	102,071	105,316	108,560	111,804
PAG	Safety Inspector I	Compliance Control	Safety	414	21,811	23,050	24,489	25,927	27,366	28,544	29,722	30,901	32,079	33,257	34,956	36,655	38,355	40,054	41,753	43,192	44,630	46,069	47,508

Appendix C : Table 2 - Market Percentiles

Authority	Position	Division	Department	# of Positions	Market Percentiles (2008)																		
					5th	10th	15th	20th	25th	30th	35th	40th	45th	50th	55th	60th	65th	70th	75th	80th	85th	90th	95th
PAG	Safety Inspector II	Compliance Control	Safety	534	29,613	31,302	32,990	34,679	36,368	38,227	40,085	41,944	43,802	45,661	47,180	48,699	50,218	51,737	53,256	54,945	56,634	58,322	60,011
PAG	Safety Inspector III	Compliance Control	Safety	725	42,952	44,783	46,615	48,446	50,277	51,707	53,138	54,568	55,998	57,429	59,661	61,893	64,125	66,357	68,589	70,420	72,251	74,082	75,914
PAG	Safety Technician I	Compliance Control	Safety	315	18,869	17,886	18,902	19,919	20,935	22,261	23,586	24,912	26,237	27,563	28,270	29,978	29,685	30,393	31,100	32,117	33,133	34,150	35,166
PAG	Safety Technician II	Compliance Control	Safety	345	19,494	20,785	22,076	23,366	24,657	25,860	27,063	28,267	29,470	30,673	32,051	33,429	34,808	36,186	37,564	38,855	40,145	41,436	42,727
PAG	Safety Technician III	Compliance Control	Safety	376	20,659	22,063	23,466	24,870	26,274	27,441	28,608	29,775	30,942	32,109	33,750	35,390	37,031	38,671	40,312	41,716	43,120	44,523	45,927
PAG	Security Guard (Armed)	Compliance Control	Port Police	394	23,754	24,602	25,451	26,299	27,147	27,995	28,843	29,692	30,540	31,388	32,236	33,084	33,933	34,781	35,629	36,477	37,325	38,174	39,022
PAG	Stevedore	Operations	Stevedoring	425	32,388	33,398	34,408	35,418	36,428	37,268	38,107	38,947	39,786	40,626	41,807	42,987	44,168	45,348	46,529	47,539	48,549	49,559	50,569
PAG	Stevedore Leader	Operations	Stevedoring	548	38,540	39,348	40,157	40,965	41,773	42,476	43,180	43,883	44,587	45,290	46,203	47,116	48,029	48,942	49,855	50,663	51,471	52,280	53,088
PAG	Stevedore Supervisor I	Operations	Stevedoring	748	41,980	42,901	43,823	44,744	45,666	46,498	47,330	48,163	48,995	49,827	50,838	51,849	52,860	53,871	54,882	55,804	56,725	57,647	58,568
PAG	Stevedore Supervisor II	Operations	Stevedoring	801	43,924	44,850	45,776	46,702	47,628	48,479	49,330	50,180	51,031	51,882	52,883	53,884	54,885	55,886	56,887	57,813	58,739	59,665	60,591
PAG	Stevedoring Superintendent	Operations	Stevedoring	1051	71,314	73,892	76,469	79,047	81,624	84,156	86,688	89,220	91,752	94,284	96,907	99,530	102,152	104,775	107,398	109,975	112,553	115,130	117,708
PAG	Supply Management Administrator	Corporate Services	Procurement	1005	68,744	71,801	74,859	77,916	80,973	83,718	86,463	89,209	91,954	94,699	98,068	101,437	104,807	108,176	111,545	114,602	117,659	120,717	123,774
PAG	Supply Supervisor	Corporate Services	Procurement	627	39,330	40,937	42,544	44,151	45,758	46,801	47,844	48,886	49,929	50,972	53,143	55,314	57,486	59,657	61,828	63,435	65,042	66,649	68,256
PAG	Supply Technician I	Corporate Services	Procurement	297	17,310	18,342	19,374	20,406	21,438	22,497	23,557	24,616	25,676	26,735	27,740	28,744	29,749	30,753	31,758	32,790	33,822	34,854	35,886
PAG	Supply Technician II	Corporate Services	Procurement	359	23,253	24,451	25,649	26,847	28,045	29,238	30,430	31,623	32,815	34,008	35,212	36,415	37,618	38,822	40,026	41,224	42,422	43,620	44,818
PAG	Systems Manager	Corporate Services	Information Technology	1067	72,150	75,593	79,036	82,479	85,922	88,492	91,061	93,631	96,200	98,770	103,086	107,403	111,719	116,036	120,352	123,795	127,238	130,681	134,124
PAG	Systems Programmer	Corporate Services	Information Technology	918	57,113	59,643	62,173	64,704	67,234	69,862	72,491	75,119	77,748	80,376	82,808	85,240	87,673	90,105	92,537	95,067	97,598	100,128	102,658
PAG	Tariff Supervisor	Corporate Services	Finance	684	39,475	41,062	42,649	44,235	45,822	47,362	48,902	50,442	51,982	53,522	55,155	56,789	58,422	60,056	61,689	63,276	64,862	66,449	68,036
PAG	Tariff Technician	Corporate Services	Finance	373	26,949	27,972	28,994	30,017	31,039	32,089	33,140	34,190	35,241	36,291	37,285	38,280	39,274	40,269	41,263	42,265	43,308	44,330	45,353
PAG	Terminal Superintendent	Operations	Terminal	1112	78,507	81,512	84,517	87,522	90,527	93,977	97,427	100,877	104,327	107,777	110,337	112,897	115,458	118,018	120,578	123,583	126,588	129,593	132,598
PAG	Tool Clerk	Operations	Equipment Maintenance	275	17,008	18,170	19,332	20,494	21,656	22,674	23,692	24,709	25,727	26,745	28,051	29,357	30,664	31,970	33,276	34,438	35,600	36,762	37,924
PAG	Tool Mechanic	Operations	Equipment Maintenance	422	21,885	23,082	24,279	25,476	26,673	28,290	29,906	31,523	33,139	34,756	35,534	36,311	37,089	37,866	38,644	39,841	41,038	42,235	43,432
PAG	Trades Helper	Operations	Equipment Maintenance	348	18,020	19,176	20,333	21,489	22,645	23,576	24,507	25,438	26,369	27,300	28,681	30,063	31,444	32,826	34,207	35,363	36,519	37,676	38,832
PAG	Transportation Superintendent	Operations	Transportation	1102	76,528	79,622	82,715	85,809	88,902	92,079	95,257	98,434	101,612	104,789	107,799	110,808	113,818	116,827	119,837	122,931	126,024	129,118	132,211
PAG	Transportation Supervisor	Operations	Transportation	937	55,449	58,449	61,449	64,448	67,448	70,544	73,640	76,735	79,831	82,927	85,831	88,734	91,638	94,541	97,445	100,445	103,444	106,444	109,444
PAG	Welder I	Maintenance	Equipment Maintenance	468	29,388	30,527	31,687	32,846	34,005	34,901	35,796	36,692	37,588	38,484	39,906	41,329	42,751	44,173	45,596	46,755	47,914	49,073	50,232
PAG	Welder II	Maintenance	Equipment Maintenance	551	39,857	41,534	43,111	44,688	46,265	47,484	48,703	49,921	51,140	52,359	54,294	56,229	58,165	60,100	62,035	63,612	65,189	66,766	68,343
PAG	Welder Leader	Maintenance	Equipment Maintenance	700	44,484	46,331	48,178	50,025	51,872	53,485	55,098	56,710	58,323	59,936	62,017	64,098	66,180	68,261	70,342	72,189	74,036	75,883	77,730
PAG	Welder Supervisor	Maintenance	Equipment Maintenance	883	51,685	54,717	57,748	60,780	63,811	67,013	70,216	73,418	76,621	79,823	82,683	85,544	88,404	91,265	94,125	97,158	100,188	103,219	106,251

Appendix C : Table 2 - Market Percentiles

PAG	Winch Operator	Operations	Stevedoring	483	34,653	35,543	36,432	37,322	38,212	39,081	39,949	40,818	41,686	42,555	43,466	44,377	45,288	46,199	47,110	48,000	48,890	49,779	50,669
PAG	Worker Trainee	Operations	Equipment Maintenance	308	18,189	19,331	20,473	21,616	22,758	23,748	24,738	25,727	26,717	27,707	29,002	30,297	31,591	32,886	34,181	35,323	36,466	37,608	38,750

Implementation
Structural Adjustment to 10th Market Percentile - PAG

Current Employee Details					Structural Adjust - MIN (10th Mkt percentile)			Structural Adjust - MAX (10th Mkt percentile)			Application of Implementation Criteria											Below 10th Market Percentile				Above 10th Market Percentile										
Employee No	Employee Name	Position Title	New Grade	Current Base Salary	Base Salary Range MIN	Grade	Step	Step Amt	Base Salary Range MAX	Grade	Step	Step Amt	1. Education			2. Experience			3. Performance					Total Score (Educ. + Exp. + Perf)	New Base Salary	New Grade	New Step	New Sub Step	Percentage Increase in Base Salary	New Base Salary	New Grade	New Step	New Sub Step	Percentage Increase in Base Salary		
													Minimum Education (as stipulated by JE criteria)	Employees (highest relevant qualification)	Educ Score	Minimum Experience (as stipulated by JE criteria)	Exp Score	Recent	2nd	3rd	Perf Score															
PAG		Terminal Superintendent	P-3	41,456	69,447	N	4	C	80,626	N	8	B	I	132	Tertiary / Journeyman ++		2	J	152	9 Years	3				6	11	76,713	N	7	A	85.05					
PAG		Cargo Checker	F-1	17,635	27,433	F	7	C	31,849	F	11	B	G	66	Secondary +		2	F	57	2 Years	3				2	7	29,121	F	9	A	65.13					
PAG		Stevedore	F-1	17,635	27,161	F	7	B	31,533	F	11	A	G	66	Secondary +		2	F	57	2 Years	3				2	7	28,832	F	8	D	63.49					
PAG		Cargo Checker	F-1	17,635	27,433	F	7	C	31,849	F	11	B	G	66	Secondary +		2	F	57	2 Years	3				0	5	28,547	F	8	C	61.88					
PAG		Commercial Manager	P-5	46,062	68,079	N	4	A	79,037	N	7	D	I	132	Tertiary / Journeyman ++		1	J	152	9 Years	3				6	10	74,457	N	6	B	61.65					
PAG		Equipment Operator II	G-1	18,723	28,312	G	5	A	32,869	G	8	D	H	87	Tertiary / Certification +		2	F	57	2 Years	3				2	7	30,053	G	6	C	60.51					
PAG		Equipment Operator II	G-1	18,723	28,312	G	5	A	32,869	G	8	D	H	87	Tertiary / Certification +		2	F	57	2 Years	3				2	7	30,053	G	6	C	60.51					
PAG		Crane Mechanic II	I-2	22,726	33,978	I	3	A	39,448	I	6	D	I	100	Tertiary / Journeyman		3	G	66	3 Years	3				2	8	36,429	I	4	D	60.30					
PAG		Stevedore	F-1	17,635	27,161	F	7	B	31,533	F	11	A	G	66	Secondary +		2	F	57	2 Years	3				0	5	28,264	F	8	B	60.27					
PAG		Stevedore	F-1	17,635	27,161	F	7	B	31,533	F	11	A	G	66	Secondary +		2	F	57	2 Years	3				0	5	28,264	F	8	B	60.27					
PAG		Equipment Maintenance Superintendent	P-6	47,904	67,405	N	3	D	78,255	N	7	C	I	132	Tertiary / Journeyman ++		2	J	152	9 Years	3				8	13	75,953	N	6	D	58.55					
PAG		Cargo Checker	F-2	18,737	27,433	F	7	C	31,849	F	11	B	G	66	Secondary +		2	F	57	2 Years	3				4	9	29,706	F	9	C	58.54					
PAG		Cargo Checker	F-2	18,737	27,433	F	7	C	31,849	F	11	B	G	66	Secondary +		2	F	57	2 Years	3				4	9	29,706	F	9	C	58.54					
PAG		Cargo Checker	F-2	18,737	27,433	F	7	C	31,849	F	11	B	G	66	Secondary +		2	F	57	2 Years	3				4	9	29,706	F	9	C	58.54					
PAG		Cargo Checker	F-2	18,737	27,433	F	7	C	31,849	F	11	B	G	66	Secondary +		2	F	57	2 Years	3				3	8	29,412	F	9	B	56.97					
PAG		Welder II	I-3	24,062	33,978	I	3	A	39,448	I	6	D	I	100	Tertiary / Journeyman		3	G	66	3 Years	3				5	11	37,533	I	5	C	55.98					
PAG		Cargo Checker	F-2	18,737	27,433	F	7	C	31,849	F	11	B	G	66	Secondary +		2	F	57	2 Years	3				2	7	29,121	F	9	A	55.42					
PAG		Cargo Checker	F-2	18,737	27,433	F	7	C	31,849	F	11	B	G	66	Secondary +		2	F	57	2 Years	3				2	7	29,121	F	9	A	55.42					
PAG		Stevedore	F-2	18,737	27,161	F	7	B	31,533	F	11	A	G	66	Secondary +		2	F	57	2 Years	3				3	8	29,121	F	9	A	55.42					
PAG		Stevedore	F-2	18,737	27,161	F	7	B	31,533	F	11	A	G	66	Secondary +		2	F	57	2 Years	3				3	8	29,121	F	9	A	55.42					
PAG		Stevedore	F-2	18,737	27,161	F	7	B	31,533	F	11	A	G	66	Secondary +		2	F	57	2 Years	3				3	8	29,121	F	9	A	55.42					
PAG		Preventive Maintenance Mechanic	I-3	24,062	33,978	I	3	A	39,448	I	6	D	I	100	Tertiary / Journeyman		3	G	66	3 Years	3				4	10	37,162	I	5	B	54.44					
PAG		Equipment Operator II	G-2	19,893	28,312	G	5	A	32,869	G	8	D	H	87	Tertiary / Certification +		2	F	57	2 Years	3				4	9	30,857	G	7	A	54.11					
PAG		Cargo Checker	F-2	18,737	27,433	F	7	C	31,849	F	11	B	G	66	Secondary +		2	F	57	2 Years	3				1	6	28,832	F	8	D	53.88					
PAG		Crane Mechanic II	I-3	24,062	33,978	I	3	A	39,448	I	6	D	I	100	Tertiary / Journeyman		3	G	66	3 Years	3				3	9	36,794	I	5	A	52.91					
PAG		Crane Mechanic II	I-3	24,062	33,978	I	3	A	39,448	I	6	D	I	100	Tertiary / Journeyman		3	G	66	3 Years	3				3	9	36,794	I	5	A	52.91					
PAG		Crane Mechanic II	I-3	24,062	33,978	I	3	A	39,448	I	6	D	I	100	Tertiary / Journeyman		2	G	66	3 Years	3				4	9	36,794	I	5	A	52.91					

Implementation
Structural Adjustment to 10th Market Percentile - PAG

PAG	Stevedore	F-4	20,942	27,161	F	7	B	31,533	F	11	A	G	66	Secondary +		2	F	57	2 Years	3				4	9	29,412	F	9	B	40.44
PAG	Manager, Equipment Support Services	N-8	43,490	56,725	L	6	A	65,858	L	9	D	I	132	Tertiary / Journeyman ++		2	J	132	8 Years	3				3	8	60,817	L	7	D	39.84
PAG	Equipment Operator III	H-6	25,967	32,598	H	5	B	37,845	H	9	A	H	87	Tertiary / Certification +		2	G	66	3 Years	3				8	11	36,008	H	7	D	38.67
PAG	Management/Program Analyst Officer	N-5	38,830	49,349	L	2	C	57,292	L	6	B	J	132	Bachelors Degree		1	I	132	8 Years	3				5	9	53,437	L	4	C	37.62
PAG	Port Police II	IL-5	29,410	34,661	I	3	C	40,241	I	7	B	H	100	Tertiary / Certification ++		3	H	100	6 Years	3				4	10	39,909	I	5	D	35.70
PAG	Deputy General Manager	L3	75,208	95,967	Q	2	D	111,414	Q	6	C	J	152	Bachelors Degree +		4	K	200	10 + Years	3				0	7	101,870	Q	4	B	35.45
PAG	Preventive Maintenance Mechanic Leader	J-7	30,972	37,972	J	2	C	44,084	J	6	B	I	115	Tertiary / Journeyman +		2	H	100	6 Years	3				6	11	41,945	J	5	A	35.43
PAG	Crane Mechanic Supervisor	L-12	42,813	50,256	K	6	B	58,346	K	10	A	I	132	Tertiary / Journeyman ++		3	I	132	8 Years	3				8	14	57,196	K	9	C	34.22
PAG	General Manager	L2	88,915	108,319	R	2	C	125,755	R	6	B	J	152	Bachelors Degree +		4	L	230	10 + Years	3				3	10	118,467	R	4	D	33.24
PAG	Planner Work Coordinator	K-2	26,197	32,653	I	2	A	37,909	I	5	D	J	132	Bachelors Degree		2	G	76	4 Years	3				2	7	34,661	I	3	C	32.31
PAG	Port Police Supervisor	LL-8	40,841	49,266	K	5	D	57,196	K	9	C	I	132	Tertiary / Journeyman ++		3	I	132	8 Years	3				4	10	53,881	K	8	A	31.93
PAG	Cargo Checker Supervisor	J-8	32,119	38,352	J	2	D	44,525	J	6	C	I	115	Tertiary / Journeyman +		2	I	132	8 Years	3				6	11	42,364	J	5	B	31.90
PAG	Corporate Services Manager	S-9	70,586	82,522	P	2	B	95,806	P	6	A	I	132	Tertiary / Journeyman ++		1	J	152	9 Years	3				9	13	92,988	P	5	B	31.74
PAG	Port Police II	IL-5	29,410	34,661	I	3	C	40,241	I	7	B	H	100	Tertiary / Certification ++		3	H	100	6 Years	3				6	12	38,671	I	6	B	31.49
PAG	Port Police Supervisor	LL-8	40,841	49,266	K	5	D	57,196	K	9	C	I	132	Tertiary / Journeyman ++		3	I	132	8 Years	3				3	9	53,348	K	7	D	30.62
PAG	General Accounting Supervisor	O-9	49,026	56,820	M	2	D	65,966	M	6	C	J	132	Bachelors Degree		3	J	152	9 Years	3				7	13	64,026	M	5	D	30.60
PAG	Stevedore Supervisor I	J-8	32,119	37,972	J	2	C	44,084	J	6	B	I	115	Tertiary / Journeyman +		2	I	115	7 Years	3				6	11	41,945	J	5	A	30.58
PAG	Chief Planner	P-11	57,209	66,077	N	3	B	76,713	N	7	A	J	132	Bachelors Degree		2	J	152	9 Years	3				8	13	74,457	N	6	B	30.15
PAG	Preventive Maintenance Mechanic	I-7	28,875	33,978	I	3	A	39,448	I	6	D	I	100	Tertiary / Journeyman		2	G	66	3 Years	3				6	11	37,533	I	5	C	29.98
PAG	Supply Supervisor	I-7	28,875	33,978	I	3	A	39,448	I	6	D	H	100	Tertiary / Certification ++		2	H	87	5 Years	3				6	11	37,533	I	5	C	29.98
PAG	Marine Traffic Controller	J-7	30,972	36,429	I	4	D	42,283	I	8	C	H	100	Tertiary / Certification ++		3	I	115	7 Years	3				5	11	40,241	I	7	B	29.93
PAG	Stevedore Leader	H-7	26,965	31,956	H	4	D	37,099	H	8	C	H	87	Tertiary / Certification +		2	G	76	4 Years	3				5	10	34,949	H	7	A	29.61
PAG	Accountant III	N-8	43,490	49,349	L	2	C	57,292	L	6	B	J	132	Bachelors Degree		3	I	132	8 Years	3				8	14	56,163	L	5	D	29.14
PAG	Port Police II	IL-5	29,410	34,661	I	3	C	40,241	I	7	B	H	100	Tertiary / Certification ++		3	H	100	6 Years	3				4	10	37,909	I	5	D	28.90
PAG	Equipment Operator III	H-8	27,964	32,598	H	5	B	37,845	H	9	A	H	87	Tertiary / Certification +		2	G	66	3 Years	3				6	11	36,008	H	7	D	28.77
PAG	Transportation Supervisor	M-11	44,524	51,266	K	6	D	59,519	K	10	C	I	132	Tertiary / Journeyman ++		2	I	132	8 Years	3				7	12	57,196	K	9	C	28.48
PAG	Personnel Services Administrator	P-10	55,274	64,133	N	2	C	74,457	N	6	B	J	132	Bachelors Degree		1	J	152	9 Years	3				7	11	70,843	N	5	A	28.17
PAG	Port Police II	IL-5	29,410	34,661	I	3	C	40,241	I	7	B	H	100	Tertiary / Certification ++		3	H	100	6 Years	3				3	9	37,533	I	5	C	27.62
PAG	Port Police II	IL-5	29,410	34,661	I	3	C	40,241	I	7	B	H	100	Tertiary / Certification ++		3	H	100	6 Years	3				3	9	37,533	I	5	C	27.62
PAG	Building Maintenance Supervisor	L-10	39,780	46,496	K	3	D	52,820	K	7	C	I	132	Tertiary / Journeyman ++		2	I	115	7 Years	3				7	12	50,759	K	6	C	27.60
PAG	Preventive Maintenance Mechanic	I-7	28,875	33,978	I	3	A	39,448	I	6	D	I	100	Tertiary / Journeyman		0	G	66	3 Years	3				6	9	36,794	I	5	A	27.43
PAG	Program Coordinator III	N-3	34,947	41,118	J	4	C	47,737	J	8	B	J	132	Bachelors Degree		1	I	115	7 Years	3				5	9	44,525	J	6	C	27.41
PAG	Port Police Chief	OL-10	55,788	63,496	N	2	B	73,720	N	6	A	I	132	Tertiary / Journeyman ++		3	J	152	9 Years	3				6	12	70,843	N	5	A	26.98
PAG	Crane Mechanic Leader	J-10	34,414	37,972	J	2	C	44,084	J	6	B	I	115	Tertiary / Journeyman +		3	H	100	6 Years	3				9	15	43,648	J	6	A	26.83
PAG	Buyer Supervisor	J-9	33,266	38,352	J	2	D	44,525	J	6	C	I	132	Tertiary / Journeyman ++		2	I	132	8 Years	3				5	10	41,945	J	5	A	26.09

Implementation
Structural Adjustment to 10th Market Percentile - PAG

PAG	Electrician Supervisor	L-14	45,648	48,778	K	5	C	56,630	K	9	B	I	132	Tertiary / Journeyman ++	2	I	132	8 Years	3				6	11	53,881	K	8	A	18.04
PAG	Port Police II	IL-08	32,938	34,661	I	3	C	40,241	I	7	B	H	100	Tertiary / Certification ++	3	H	100	6 Years	3				6	12	38,671	I	6	B	17.40
PAG	Port Police Supervisor	LL-12	46,874	49,266	K	5	D	57,196	K	9	C	I	132	Tertiary / Journeyman ++	3	I	132	8 Years	3				6	12	54,965	K	8	C	17.26
PAG	Administrative Services Officer	N-6	40,383	42,015	K	1	D	48,778	K	5	C	J	132	Bachelors Degree	1	H	87	5 Years	3				9	13	47,344	K	4	D	17.24
PAG	Planner-Work Coordinator	K-5	30,820	32,653	I	2	A	37,908	I	5	D	J	132	Bachelors Degree	2	G	76	4 Years	3				6	11	36,069	I	4	C	17.03
PAG	Stevedore Leader	H-10	29,962	31,956	H	4	D	37,099	H	8	C	H	87	Tertiary / Certification +	2	G	76	4 Years	3				5	10	34,949	H	7	A	16.64
PAG	Port Police II	IL-08	32,938	34,661	I	3	C	40,241	I	7	B	H	100	Tertiary / Certification ++	3	H	100	6 Years	3				5	11	38,288	I	6	A	18.24
PAG	Crane Mechanic II	I-10	32,083	33,978	I	3	A	39,448	I	6	D	I	100	Tertiary / Journeyman	3	G	66	3 Years	3				4	10	37,162	I	5	B	15.83
PAG	Crane Operator	I-10	32,083	33,978	I	3	A	39,448	I	6	D	H	100	Tertiary / Certification ++	1	H	87	5 Years	3				6	10	37,162	I	5	B	15.83
PAG	Heavy Equipment Mechanic II	I-10	32,083	33,978	I	3	A	39,448	I	6	D	I	100	Tertiary / Journeyman	3	G	66	3 Years	3				4	10	37,162	I	5	B	15.83
PAG	Welder II	I-10	32,083	33,978	I	3	A	39,448	I	6	D	I	100	Tertiary / Journeyman	2	G	66	3 Years	3				5	10	37,162	I	5	B	15.83
PAG	Security Guard (Armed)	FL-2	20,611	22,003	E	5	B	25,544	E	9	A	H	76	Tertiary / Certification	3	F	43	1 Year	3				3	9	23,828	E	7	B	15.60
PAG	Maintenance Worker I	F-3	19,840	20,728	E	3	D	24,064	E	7	C	H	76	Tertiary / Certification	2	F	50	18 Months	3				6	11	22,896	E	6	B	15.40
PAG	Port Police II	IL-08	32,938	34,661	I	3	C	40,241	I	7	B	H	100	Tertiary / Certification ++	3	H	100	6 Years	3				4	10	37,909	I	5	D	15.09
PAG	Cargo Checker Supervisor	J-12	36,865	38,352	J	2	D	44,525	J	6	C	I	115	Tertiary / Journeyman +	2	I	132	8 Years	3				6	11	42,364	J	5	B	14.92
PAG	Engineering Manager	Q-17	77,009	78,388	O	4	B	91,004	O	8	A	J	152	Bachelors Degree +	2	J	152	9 Years	3				8	13	88,327	O	7	B	14.70
PAG	Crane Mechanic II	I-10	32,083	33,978	I	3	A	39,448	I	6	D	I	100	Tertiary / Journeyman	0	G	66	3 Years	3				6	9	36,794	I	5	A	14.68
PAG	Preventive Maintenance Mechanic	I-10	32,083	33,978	I	3	A	39,448	I	6	D	I	100	Tertiary / Journeyman	0	G	66	3 Years	3				6	9	36,794	I	5	A	14.68
PAG	Systems Programmer	N-10	46,588	50,844	L	3	B	58,028	L	7	A	J	132	Bachelors Degree	1	I	132	8 Years	3				2	6	53,437	L	4	C	14.68
PAG	Security Guard (Armed)	FL-2	20,611	22,003	E	5	B	25,544	E	9	A	H	76	Tertiary / Certification	3	F	43	1 Year	3				2	8	23,590	E	7	A	14.46
PAG	Security Guard (Armed)	FL-2	20,611	22,003	E	5	B	25,544	E	9	A	H	76	Tertiary / Certification	3	F	43	1 Year	3				2	8	23,590	E	7	A	14.46
PAG	Systems Manager	Q-11	62,646	64,775	N	2	D	75,201	N	6	C	J	132	Bachelors Degree	1	J	152	9 Years	3				7	11	71,552	N	5	B	14.22
PAG	Program Coordinator IV	N-11	48,227	49,349	L	2	C	57,292	L	6	B	J	132	Bachelors Degree	1	I	132	8 Years	3				8	12	55,057	L	5	B	14.16
PAG	Marine Traffic Controller	J-11	35,618	36,429	I	4	D	42,293	I	8	C	H	100	Tertiary / Certification ++	3	I	115	7 Years	3				6	12	40,643	I	7	C	14.11
PAG	Marine Traffic Controller	J-11	35,618	36,429	I	4	D	42,293	I	8	C	H	100	Tertiary / Certification ++	3	I	115	7 Years	3				6	12	40,643	I	7	C	14.11
PAG	Port Police II	IL-08	32,938	34,661	I	3	C	40,241	I	7	B	H	100	Tertiary / Certification ++	3	H	100	6 Years	3				3	9	37,533	I	5	C	13.95
PAG	Preventive Maintenance Mechanic Leader	J-12	36,865	37,972	J	2	C	44,084	J	6	B	I	115	Tertiary / Journeyman +	2	H	100	6 Years	3				6	11	41,945	J	5	A	13.78
PAG	Winch Operator	G-10	28,085	28,881	G	5	C	33,530	G	9	B	G	76	Secondary ++	2	G	66	3 Years	3				6	11	31,902	G	8	A	13.59
PAG	Engineer II	M-12	46,082	47,344	K	4	D	54,965	K	8	C	J	132	Bachelors Degree	2	I	115	7 Years	3				6	11	52,297	K	7	B	13.49
PAG	Security Guard (Armed)	FL-2	20,611	22,003	E	5	B	25,544	E	9	A	H	76	Tertiary / Certification	2	F	43	1 Year	3				2	7	23,356	E	6	D	13.32
PAG	Security Guard (Armed)	FL-2	20,611	22,003	E	5	B	25,544	E	9	A	H	76	Tertiary / Certification	3	F	43	1 Year	3				1	7	23,356	E	6	D	13.32
PAG	Electrician II	I-13	35,571	37,533	I	5	C	43,575	I	9	B	I	100	Tertiary / Journeyman	2	H	87	5 Years	3				3	8	40,241	I	7	B	13.13
PAG	Electrician II	I-13	35,571	37,533	I	5	C	43,575	I	9	B	I	100	Tertiary / Journeyman	2	H	87	5 Years	3				3	8	40,241	I	7	B	13.13
PAG	Welder II	I-11	33,206	33,978	I	3	A	39,448	I	6	D	I	100	Tertiary / Journeyman	3	G	66	3 Years	3				5	11	37,553	I	5	C	13.09
PAG	Program Coordinator IV	N-11	48,227	49,349	L	2	C	57,292	L	6	B	J	132	Bachelors Degree	2	I	132	8 Years	3				6	11	54,511	L	5	A	13.03

Implementation
Structural Adjustment to 10th Market Percentile - PAG

PAG	Rigger	G-10	28,085	28,881	G	5	C	33,530	G	9	B	G	76	Secondary ++		2	G	66	3 Years	3			5	10	31,586	G	7	D	12.47
PAG	Cargo Checker	F-10	26,453	27,433	F	7	C	31,849	F	11	B	G	66	Secondary +		0	F	57	2 Years	3			6	9	29,706	F	9	C	12.30
PAG	Stevedore	F-10	26,453	27,161	F	7	B	31,533	F	11	A	G	66	Secondary +		2	F	57	2 Years	3			5	10	29,706	F	9	C	12.30
PAG	Stevedore	F-10	26,453	27,161	F	7	B	31,533	F	11	A	G	66	Secondary +		2	F	57	2 Years	3			5	10	29,706	F	9	C	12.30
PAG	Security Guard (Armed)	FL-2	20,611	22,003	E	5	B	25,544	E	9	A	H	76	Tertiary / Certification		2	F	43	1 Year	3			1	6	23,125	E	6	C	12.20
PAG	Security Guard (Armed)	FL-2	20,611	22,003	E	5	B	25,544	E	9	A	H	76	Tertiary / Certification		2	F	43	1 Year	3			1	6	23,125	E	6	C	12.20
PAG	Equipment Operator III	H-12	32,096	32,598	H	5	B	37,845	H	9	A	H	87	Tertiary / Certification +		2	G	66	3 Years	3			6	11	36,008	H	7	D	12.19
PAG	Heavy Equipment Mechanic II	I-12	33,219	33,978	I	3	A	39,448	I	6	D	I	100	Tertiary / Journeyman		2	G	66	3 Years	3			5	10	37,162	I	5	B	11.87
PAG	Equipment Operator II	G-9	27,149	28,312	G	5	A	32,869	G	8	D	H	87	Tertiary / Certification +		2	F	57	2 Years	3			3	8	30,354	G	6	D	11.81
PAG	Equipment Operator II	G-10	28,085	28,312	G	5	A	32,869	G	8	D	H	87	Tertiary / Certification +		2	F	57	2 Years	3			6	11	31,274	G	7	C	11.36
PAG	Rigger	G-10	28,085	28,881	G	5	C	33,530	G	9	B	G	76	Secondary ++		0	G	66	3 Years	3			6	9	31,274	G	7	C	11.35
PAG	Plumber I	H-5	24,968	26,407	G	3	B	30,657	G	7	A	H	87	Tertiary / Certification +		0	F	57	2 Years	3			3	6	27,754	G	4	C	11.16
PAG	Heavy Equipment Mechanic II	I-11	33,206	33,978	I	3	A	39,448	I	6	D	I	100	Tertiary / Journeyman		2	G	66	3 Years	3			4	9	36,794	I	5	A	10.81
PAG	Cargo Checker	F-11	27,379	27,433	F	7	C	31,849	F	11	B	G	66	Secondary +		2	F	57	2 Years	3			6	11	30,303	F	10	A	10.68
PAG	Stevedore Leader	H-11	31,011	31,956	H	4	D	37,099	H	8	C	H	87	Tertiary / Certification +		0	G	76	4 Years	3			5	8	34,261	H	6	C	10.48
PAG	Welder II	I-12	34,368	33,978	I	3	A	39,448	I	6	D	I	100	Tertiary / Journeyman		3	G	66	3 Years	3			6	12	37,909	I	5	D	10.30
PAG	Equipment Operator II	G-10	28,085	28,312	G	5	A	32,869	G	8	D	H	87	Tertiary / Certification +		2	F	57	2 Years	3			5	10	30,964	G	7	B	10.25
PAG	Building Maintenance Leader	J-10	34,414	34,318	I	3	B	39,842	I	7	A	I	115	Tertiary / Journeyman +		2	H	100	6 Years	3			6	11	37,909	I	5	D	10.16
PAG	Administrative Assistant	J-5	28,678	27,754	G	4	C	32,221	G	8	B	H	100	Tertiary / Certification ++		2	H	87	4 Years	3			9	14	31,586	G	7	D	10.14
PAG	Rigger	G-11	29,068	28,881	G	5	C	33,530	G	9	B	G	76	Secondary ++		2	G	66	3 Years	3			6	11	31,902	G	8	A	9.75
PAG	Crane Mechanic II	I-11	33,206	33,978	I	3	A	39,448	I	6	D	I	100	Tertiary / Journeyman		2	G	66	3 Years	3			3	8	36,429	I	4	D	9.71
PAG	Planner-Work Coordinator	K-7	33,286	32,653	I	2	A	37,909	I	5	D	J	132	Bachelors Degree		2	G	76	4 Years	3			7	12	36,429	I	4	D	9.44
PAG	Crane Operator	I-12	34,368	33,978	I	3	A	39,448	I	6	D	H	100	Tertiary / Certification ++		3	H	87	5 Years	3			5	11	37,533	I	5	C	9.21
PAG	Equipment Operator II	G-10	28,085	28,312	G	5	A	32,869	G	8	D	H	87	Tertiary / Certification +		0	F	57	2 Years	3			6	9	30,657	G	7	A	9.16
PAG	Marine Traffic Controller	J-12	36,865	36,429	I	4	D	42,293	I	8	C	H	100	Tertiary / Certification ++		3	I	115	7 Years	3			5	11	40,241	I	7	B	9.16
PAG	Preventive Maintenance Mechanic Supervisor	L-16	48,900	47,817	K	5	A	55,514	K	8	D	I	132	Tertiary / Journeyman ++		2	I	132	8 Years	3			7	12	53,348	K	7	D	9.10
PAG	Heavy Equipment Mechanic Supervisor	L-16	48,900	48,295	K	5	B	56,069	K	9	A	I	132	Tertiary / Journeyman ++		3	I	132	8 Years	3			5	11	53,348	K	7	D	9.10
PAG	Winch Operator	G-11	29,068	28,881	G	5	C	33,530	G	9	B	G	76	Secondary ++		2	G	66	3 Years	3			5	10	31,586	G	7	D	8.66
PAG	Winch Operator	G-11	29,068	28,881	G	5	C	33,530	G	9	B	G	76	Secondary ++		2	G	66	3 Years	3			5	10	31,586	G	7	D	8.66
PAG	Stevedore	F-11	27,379	27,161	F	7	B	31,533	F	11	A	G	66	Secondary +		2	F	57	2 Years	3			5	10	29,706	F	9	C	8.50
PAG	Planner-Work Coordinator	K-7	33,286	32,653	I	2	A	37,909	I	5	D	J	132	Bachelors Degree		2	G	76	4 Years	3			6	11	36,069	I	4	C	8.36
PAG	Plumber II	I-9	31,014	30,104	H	3	B	34,949	H	7	A	I	100	Tertiary / Journeyman		3	G	66	3 Years	3			6	12	33,586	H	6	A	8.29
PAG	Port Police Supervisor	LL-15	51,971	49,266	K	5	D	57,196	K	9	C	I	132	Tertiary / Journeyman ++		2	I	132	8 Years	3			9	14	56,069	K	9	A	7.89
PAG	Stevedore Leader	H-12	32,096	31,956	H	4	D	37,099	H	8	C	H	87	Tertiary / Certification +		0	G	76	4 Years	3			6	9	34,603	H	6	D	7.81
PAG	Safety Administrator	M-15	51,092	50,844	L	3	B	59,028	L	7	A	J	132	Bachelors Degree		1	I	132	8 Years	3			5	9	55,057	L	5	B	7.76

Implementation
Structural Adjustment to 10th Market Percentile - PAG

PAG	Program Coordinator I	K-5	30,820	27,754	G	4	C	32,221	G	8	B	J	132	Bachelors Degree		1	H	76	4 Years	3			7	11	30,658			-0.53	30,964	G	7	B	0.47
PAG	Stevedore Supervisor I	J-16	42,304	37,972	J	2	C	44,084	J	8	B	I	115	Tertiary / Journeyman +		2	I	115	7 Years	3			6	11	41,945			-0.65	42,364	J	5	B	0.14
PAG	Systems Programmer	N-16	57,278	50,844	L	3	B	59,028	L	7	A	J	132	Bachelors Degree		1	I	132	8 Years	3			6	10	56,725			-0.97	57,292	L	6	B	0.02
PAG	Crane Mechanic II	I-14	36,816	33,978	I	3	A	39,448	I	6	D	I	100	Tertiary / Journeyman		2	G	66	3 Years	3			3	8	36,429			-1.05	37,162	I	5	B	0.94
PAG	Clerk III	E-3	18,738	16,270	C	4	B	18,889	C	8	A	H	76	Tertiary / Certification		2	E	43	2 Years	3			9	14	18,517			-1.18	18,889	C	8	A	0.81
PAG	Port Police II	IL-12	37,905	34,661	I	3	C	40,241	I	7	B	H	100	Tertiary / Certification ++		2	H	100	6 Years	3			3	8	37,161			-1.70	37,906	I	5	D	0.28
PAG	Plumber II	I-11	33,206	30,104	H	3	B	34,949	H	7	A	I	100	Tertiary / Journeyman		2	G	66	3 Years	3			3	8	32,598			-1.83	33,253	H	5	D	0.14
PAG	Crane Operator	I-15	38,105	33,978	I	3	A	39,448	I	6	D	H	100	Tertiary / Certification ++		3	H	87	5 Years	3			4	10	37,161			-2.48	38,288	I	6	A	0.48
PAG	Cargo Checker Leader	H-15	35,585	31,326	H	4	B	36,368	H	8	A	H	100	Tertiary / Certification ++		2	G	76	4 Years	3			6	11	34,603			-2.76	35,652	H	7	C	0.19
PAG	Crane Operator Leader	J-17	43,784	37,972	J	2	C	44,084	J	6	B	I	115	Tertiary / Journeyman +		3	I	115	7 Years	3			6	12	42,364			-3.24	44,084	J	6	B	0.89
PAG	Personnel Specialist II	L-8	37,128	32,979	I	2	B	38,288	I	6	A	J	132	Bachelors Degree		1	H	87	5 Years	3			6	10	35,712			-3.82	37,162	I	5	B	0.09
PAG	Planner-Work Coordinator	K-11	38,278	32,653	I	2	A	37,909	I	5	D	J	132	Bachelors Degree		2	G	76	4 Years	3			8	13	36,794			-3.89	38,288	I	6	A	0.03
PAG	Clerk III	E-3	18,738	16,270	C	4	B	18,889	C	8	A	H	76	Tertiary / Certification		2	E	43	2 Years	3			6	11	17,972			-4.09	18,889	C	8	A	0.81
PAG	Clerk III	E-3	18,738	16,270	C	4	B	18,889	C	8	A	H	76	Tertiary / Certification		2	E	43	2 Years	3			6	11	17,972			-4.09	18,889	C	8	A	0.81
PAG	Clerk III	E-3	18,738	16,270	C	4	B	18,889	C	8	A	H	76	Tertiary / Certification		2	E	43	2 Years	3			6	11	17,972			-4.09	18,889	C	8	A	0.81
PAG	Administrative Assistant	J-8	32,119	27,754	G	4	C	32,221	G	8	B	H	100	Tertiary / Certification ++		2	H	87	5 Years	3			6	11	30,658			-4.55	32,221	G	8	B	0.32
PAG	Crane Operator	I-16	39,438	33,978	I	3	A	39,448	I	6	D	H	100	Tertiary / Certification ++		3	H	87	5 Years	3			5	11	37,533			-4.83	39,448	I	6	D	0.03
PAG	Administrative Officer	L-7	35,802	31,378	I	1	A	36,429	I	4	D	J	132	Bachelors Degree		1	H	87	5 Years	3			5	9	33,978			-5.10	36,089	I	4	C	0.75
PAG	Stevedore Supervisor I	J-17	43,784	37,972	J	2	C	44,084	J	6	B	I	115	Tertiary / Journeyman +		2	I	115	7 Years	3			5	10	41,529			-5.15	44,084	J	6	B	0.69
PAG	Budget Analyst	L-14	45,648	39,514	J	3	C	45,874	J	7	B	J	132	Bachelors Degree		1	I	115	7 Years	3			6	10	43,216			-5.33	45,874	J	7	B	0.50
PAG	Cargo Checker	F-15	31,418	27,433	F	7	C	31,849	F	11	B	G	66	Secondary +		2	F	57	2 Years	3			4	9	29,706			-5.45	31,533	F	11	A	0.37
PAG	Equipment Operator III	H-17	38,120	32,598	H	5	B	37,845	H	9	A	H	87	Tertiary / Certification +		2	G	66	3 Years	3			6	11	36,008			-5.54	38,224	H	9	B	0.27
PAG	Personnel Specialist III	M-13	47,685	41,116	J	4	C	47,737	J	8	B	J	132	Bachelors Degree		1	I	115	7 Years	3			6	10	44,970			-5.71	47,737	J	8	B	0.09
PAG	Electrician II	I-19	43,726	37,533	I	5	C	43,575	I	9	B	I	100	Tertiary / Journeyman		2	H	87	5 Years	3			5	10	41,049			-6.12	44,011	I	9	C	0.65
PAG	Planner-Work Coordinator	K-11	38,278	32,653	I	2	A	37,909	I	5	D	J	132	Bachelors Degree		2	G	76	4 Years	3			4	9	35,712			-6.70	38,288	I	6	A	0.03
PAG	Accountant I	K-11	38,278	32,329	I	1	D	37,533	I	5	C	J	132	Bachelors Degree		3	H	76	4 Years	3			7	13	35,711			-6.71	38,288	I	6	A	0.03
PAG	Equipment Operator Leader	J-16	42,304	35,712	I	4	B	41,460	I	8	A	H	100	Tertiary / Certification ++		2	H	100	6 Years	3			6	11	39,448			-6.75	42,716	I	8	D	0.97
PAG	Cargo Checker	F-16	32,517	27,433	F	7	C	31,849	F	11	B	G	66	Secondary +		2	F	57	2 Years	3			6	11	30,303			-6.81	32,814	F	12	A	0.91
PAG	Crane Operator	I-17	40,819	33,978	I	3	A	39,448	I	6	D	H	100	Tertiary / Certification ++		3	H	87	5 Years	3			6	12	37,908			-7.13	41,050	I	7	D	0.57
PAG	Crane Operator	I-17	40,819	33,978	I	3	A	39,448	I	6	D	H	100	Tertiary / Certification ++		3	H	87	5 Years	3			6	12	37,908			-7.13	41,050	I	7	D	0.57
PAG	Stevedore Leader	H-17	38,120	31,956	H	4	D	37,099	H	8	C	H	87	Tertiary / Certification +		2	G	76	4 Years	3			6	11	35,299			-7.40	38,224	H	9	B	0.27
PAG	Welder Leader	J-18	45,317	37,972	J	2	C	44,084	J	6	B	I	115	Tertiary / Journeyman +		3	H	100	6 Years	3			5	11	41,945			-7.44	45,420	J	7	A	0.23
PAG	Program Coordinator IV	UN-7	55,000	49,349	L	2	C	57,292	L	6	B	J	132	Bachelors Degree		1	I	132	1 Year	3			0	4	50,844			-7.56	55,514	K	8	D	0.93
PAG	Management/Program Analyst	K-11	38,278	32,979	I	2	B	38,288	I	6	A	J	132	Bachelors Degree		2	H	87	5 Years	3			4	9	35,358			-7.63	38,288	I	6	A	0.03
PAG	Crane Operator	I-16	39,438	33,978	I	3	A	39,448	I	6	D	H	100	Tertiary / Certification ++		0	H	87	5 Years	3			5	8	36,429			-7.63	39,448	I	6	D	0.03

Implementation
Structural Adjustment to 10th Market Percentile - PAG

PAG	Equipment Operator II	G-14	32,228	28,312	G	5	A	32,869	G	8	D	H	87	Tertiary / Certification +		0	F	57	2 Years	3					6	9	29,756			-7.67	32,543	G	8	C	0.98
PAG	Port Police II	IL-15	41,918	34,661	I	3	C	40,241	I	7	B	H	100	Tertiary / Certification ++		2	H	100	6 Years	3					7	12	38,670			-7.74	42,293	I	8	C	0.90
PAG	Heavy Equipment Mechanic II	I-17	40,819	33,978	I	3	A	39,448	I	6	D	I	100	Tertiary / Journeyman		2	G	68	3 Years	3					5	10	37,161			-8.98	41,050	I	7	D	0.57
PAG	Supply Technician II	F-9	25,571	21,144	E	4	B	24,548	E	8	A	H	87	Tertiary / Certification +		2	F	50	18 Months	3					5	10	23,125			-9.57	25,800	E	9	B	0.90
PAG	Accounting Technician II	I-7	28,675	23,629	F	3	D	27,433	F	7	C	H	87	Tertiary / Certification +		2	F	57	5 Years	3					6	11	26,101			-9.61	29,121	F	9	A	0.85
PAG	Cargo Checker	F-17	33,656	27,433	F	7	C	31,849	F	11	B	G	66	Secondary +		2	F	57	2 Years	3					6	11	30,303			-9.96	33,808	F	12	D	0.45
PAG	Crane Operator	I-18	42,247	33,978	I	3	A	39,448	I	6	D	H	100	Tertiary / Certification ++		3	H	87	5 Years	3					6	12	37,908			-10.27	42,293	I	8	C	0.11
PAG	Building Maintenance Leader	J-16	42,304	34,318	I	3	B	39,842	I	7	A	I	115	Tertiary / Journeyman +		2	H	100	6 Years	3					6	11	37,908			-10.39	42,716	I	8	D	0.97
PAG	Administrative Officer	L-9	38,454	31,378	I	1	A	38,429	I	4	D	J	132	Bachelors Degree		1	H	87	5 Years	3					6	10	34,318			-10.78	38,671	I	6	B	0.56
PAG	Mobile Equipment Dispatcher	D-10	23,760	19,109	D	5	A	22,186	D	8	D	H	100	Tertiary / Certification ++		2	H	76	4 Years	3					6	11	21,109			-11.16	23,086	D	9	D	-2.84
PAG	Winch Operator	G-17	35,732	28,881	G	5	C	33,530	G	9	B	G	76	Secondary ++		2	G	66	3 Years	3					5	10	31,587			-11.60	35,948	G	11	A	0.60
PAG	Painter I	F-10	26,453	21,356	E	4	C	24,793	E	8	B	H	76	Tertiary / Certification		2	F	50	18 Months	3					5	10	23,356			-11.71	26,562	E	10	A	0.49
PAG	Personnel Specialist I	K-8	34,518	27,754	G	4	C	32,221	G	8	B	J	132	Bachelors Degree		1	H	76	4 Years	3					6	10	30,354			-12.06	34,891	G	10	B	1.08
PAG	Marine Traffic Controller	J-18	45,317	36,429	I	4	D	42,293	I	8	C	H	100	Tertiary / Certification ++		3	I	115	7 Years	3					5	11	39,842			-12.08	45,344	I	10	B	0.06
PAG	Crane Operator	I-18	42,247	33,978	I	3	A	39,448	I	6	D	H	100	Tertiary / Certification ++		1	H	87	5 Years	3					5	9	36,793			-12.91	42,293	I	8	C	0.11
PAG	Equipment Operator Leader	J-18	45,317	35,712	I	4	B	41,460	I	8	A	H	100	Tertiary / Certification ++		2	H	100	6 Years	3					6	11	39,448			-12.95	45,344	I	10	B	0.06
PAG	Cargo Checker	F-18	34,834	27,433	F	7	C	31,849	F	11	B	G	66	Secondary +		2	F	57	2 Years	3					6	11	30,303			-13.01	35,181	F	13	D	1.00
PAG	Buyer II	H-8	27,964	22,445	E	5	D	26,058	E	9	C	H	100	Tertiary / Certification ++		2	H	87	5 Years	3					4	9	24,305			-13.09	28,217	E	11	C	0.90
PAG	Buyer II	H-8	27,964	22,445	E	5	D	26,058	E	9	C	H	100	Tertiary / Certification ++		2	H	87	5 Years	3					4	9	24,305			-13.09	28,217	E	11	C	0.90
PAG	Crane Operator	I-17	40,819	33,978	I	3	A	39,448	I	6	D	H	100	Tertiary / Certification ++		1	H	87	5 Years	3					2	6	35,358			-13.38	41,050	I	7	D	0.57
PAG	Tariff Technician	H-9	28,963	22,896	E	6	B	26,582	E	10	A	H	100	Tertiary / Certification ++		2	H	87	5 Years	3					5	10	25,041			-13.54	29,072	E	12	B	0.38
PAG	Stevedore Leader	H-19	40,835	31,956	H	4	D	37,099	H	8	C	H	87	Tertiary / Certification +		2	G	76	4 Years	3					6	11	35,299			-13.58	40,981	H	11	A	0.36
PAG	Cargo Checker	F-18	34,834	27,433	F	7	C	31,849	F	11	B	G	66	Secondary +		2	F	57	2 Years	3					5	10	30,003			-13.87	35,181	F	13	D	1.00
PAG	Crane Operator	I-19	43,726	33,978	I	3	A	39,448	I	6	D	H	100	Tertiary / Certification ++		3	H	87	5 Years	3					5	11	37,533			-14.16	44,011	I	9	C	0.65
PAG	Cargo Checker	H-14	34,382	27,433	F	7	C	31,849	F	11	B	G	66	Secondary +		2	F	57	2 Years	3					3	8	29,412			-14.46	34,488	F	13	B	0.31
PAG	Program Coordinator I	K-8	34,518	27,754	G	4	C	32,221	G	8	B	J	132	Bachelors Degree		1	H	76	4 Years	3					3	7	29,461			-14.65	34,545	G	10	A	0.08
PAG	Computer Operator III	J-16	42,304	33,642	I	2	D	39,057	I	6	C	I	115	Tertiary / Journeyman +		2	H	100	6 Years	3					3	8	36,069			-14.74	42,716	I	8	D	0.97
PAG	Refrigeration Mechanic I	H-13	33,219	25,886	G	2	D	30,053	G	6	C	H	87	Tertiary / Certification +		2	F	57	2 Years	3					5	10	28,311			-14.77	33,530	G	9	B	0.94
PAG	Program Coordinator I	K-9	35,751	27,754	G	4	C	32,221	G	8	B	J	132	Bachelors Degree		1	H	76	4 Years	3					6	10	30,354			-15.10	35,948	G	11	A	0.55
PAG	Accounting Technician II	I-8	29,944	23,629	F	3	D	27,433	F	7	C	H	87	Tertiary / Certification +		2	F	57	6 Years	3					3	8	25,333			-15.40	30,003	F	9	D	0.20
PAG	Equipment Operator II	G-18	36,983	28,312	G	5	A	32,869	G	8	D	H	87	Tertiary / Certification +		2	F	57	2 Years	3					6	11	31,274			-15.44	37,037	G	11	D	0.15
PAG	Equipment Operator II	G-18	36,983	28,312	G	5	A	32,869	G	8	D	H	87	Tertiary / Certification +		2	F	57	2 Years	3					6	11	31,274			-15.44	37,037	G	11	D	0.15
PAG	Accountant I	K-13	41,005	32,329	I	1	D	37,533	I	5	C	J	132	Bachelors Degree		1	H	76	4 Years	3					3	7	34,318			-16.31	41,050	I	7	D	0.11
PAG	Stevedore	F-18	34,834	27,161	F	7	B	31,533	F	11	A	G	66	Secondary +		0	F	57	2 Years	3					5	8	29,120			-16.40	35,181	F	13	D	1.00
PAG	Rigger	G-19	38,277	28,881	G	5	C	33,530	G	9	B	G	76	Secondary ++		2	G	66	3 Years	3					6	11	31,903			-16.65	38,541	G	12	D	0.69

Implementation
Structural Adjustment to 10th Market Percentile - PAG

PAG		Program Coordinator I	K-9	35,751	27,754	G	4	C	32,221	G	8	B	J	132	Bachelors Degree		1	H	76	4 Years	3				4	8	29,756			-16.77	35,948	G	11	A	0.55	
PAG		Welder II	I-20	45,256	33,978	I	3	A	39,448	I	6	D	I	100	Tertiary / Journeyman		3	G	66	3 Years	3				6	12	37,533			-17.07	45,344	I	10	B	0.19	
PAG		Plumber II	I-16	39,438	30,104	H	3	B	34,949	H	7	A	I	100	Tertiary / Journeyman		2	G	66	3 Years	3				4	9	32,598			-17.34	39,776	H	10	B	0.86	
PAG		Cargo Checker	F-19	36,053	27,433	F	7	C	31,849	F	11	B	G	66	Secondary +		2	F	57	2 Years	3				4	9	29,706			-17.60	36,247	F	14	C	0.64	
PAG		Equipment Operator II	G-19	38,277	28,312	G	5	A	32,869	G	8	D	H	87	Tertiary / Certification +		2	F	57	2 Years	3				6	11	31,274			-18.30	38,541	G	12	D	0.69	
PAG		Accounting Technician II	I-10	32,083	23,629	F	3	D	27,433	F	7	C	H	87	Tertiary / Certification +		3	F	57	6 Years	3				6	12	26,101			-18.65	32,167	F	11	C	0.26	
PAG		Crane Operator	I-21	46,840	33,978	I	3	A	39,448	I	6	D	H	100	Tertiary / Certification ++		3	H	87	5 Years	3				6	12	37,908			-19.07	47,185	I	11	B	0.74	
PAG		Tariff Technician	H-11	31,011	22,898	E	6	B	26,582	E	10	A	H	100	Tertiary / Certification ++		2	H	87	5 Years	3				4	9	24,793			-20.05	31,169	E	14	A	0.51	
PAG		Administrative Assistant	J-13	38,155	27,754	G	4	C	32,221	G	8	B	H	100	Tertiary / Certification ++		2	H	87	7 Years	3				5	10	30,354			-20.45	38,160	G	12	C	0.01	
PAG		Mobile Equipment Dispatcher	D-14	27,265	19,109	D	5	A	22,186	D	8	D	H	100	Tertiary / Certification ++		2	H	76	4 Years	3				5	10	20,900			-23.34	28,170	D	14	D	3.32	
PAG		Accounting Technician II	I-11	33,206	23,629	F	3	D	27,433	F	7	C	H	87	Tertiary / Certification +		2	F	57	5 Years	3				4	9	25,333			-23.71	33,473	F	12	C	0.80	
PAG		Accounting Technician II	I-11	33,206	23,629	F	3	D	27,433	F	7	C	H	87	Tertiary / Certification +		2	F	57	7 Years	3				3	8	25,333			-23.71	33,473	F	12	C	0.80	
PAG		Harbor Master	R-21	96,889	68,079	N	4	A	79,037	N	7	D	I	132	Tertiary / Journeyman ++		2	J	152	9 Years	3				4	9	73,720			-23.91	97,405	N	13	A	0.53	
PAG		Equipment Operator II	G-20	39,617	28,312	G	5	A	32,869	G	8	D	H	87	Tertiary / Certification +		0	F	57	2 Years	3				4	7	30,053			-24.14	39,709	G	13	C	0.23	
PAG		Accounting Technician Supervisor	K-20	52,170	35,358	I	4	A	41,050	I	7	D	I	132	Tertiary / Journeyman ++		2	H	76	4 Years	3				7	12	39,448			-24.39	52,643	I	14	A	0.91	
PAG		Claims Officer	H-8	27,964	19,526	E	2	B	22,669	E	6	A	H	76	Tertiary / Certification		2	F	57	2 Years	3				4	9	21,144			-24.39	28,217	E	11	C	0.80	
PAG		Supply Technician II	F-14	30,355	21,144	E	4	B	24,548	E	8	A	H	87	Tertiary / Certification +		2	F	50	18 Months	3				4	9	22,445			-26.06	30,555	E	13	C	0.66	
PAG		Stevedore Leader	H-23	46,862	31,956	H	4	D	37,099	H	8	C	H	87	Tertiary / Certification +		2	G	76	4 Years	3				4	9	34,604			-26.16	47,106	H	14	C	0.52	
PAG		Maintenance Custodian	D-11	24,592	16,432	C	4	C	19,078	C	8	B	G	66	Secondary		2	D	33	6 Years	3				6	11	18,151			-26.19	24,710	C	14	D	0.48	
PAG		Port Police II	IL-22	53,327	34,661	I	3	C	40,241	I	7	B	H	100	Tertiary / Certification ++		2	H	100	6 Years	3				5	10	38,287			-26.20	53,701	I	14	C	0.70	
PAG		Safety Inspector II	I-18	42,247	27,479	G	4	B	31,902	G	8	A	H	100	Tertiary / Certification ++		2	H	87	5 Years	3				5	10	30,053			-26.86	42,574	G	15	B	0.77	
PAG		Administrative Assistant	J-17	43,784	27,754	G	4	C	32,221	G	8	B	H	100	Tertiary / Certification ++		2	H	87	7 Years	3				3	8	29,756			-32.04	43,864	G	16	A	0.18	
PAG		Painter I	F-18	34,634	21,356	E	4	C	24,793	E	8	B	H	76	Tertiary / Certification		2	F	50	18 Months	3				5	10	23,357			-32.95	35,122	E	17	A	0.83	
PAG		Administrative Aide	F-8	24,689	15,327	C	2	D	17,794	C	6	C	H	76	Tertiary / Certification		2	E	43	4 Years	3				3	8	16,433			-33.44	24,710	C	14	D	0.09	
PAG		Clerk III	E-12	26,763	16,270	C	4	B	18,889	C	8	A	H	76	Tertiary / Certification		2	E	43	6 Years	3				5	10	17,794			-33.51	27,025	C	17	A	0.98	
PAG		Clerk III	E-16	30,712	16,270	C	4	B	18,889	C	8	A	H	76	Tertiary / Certification		2	E	43	6 Years	3				3	8	17,444			-43.20		C				
PAG		Clerk III	E-17	31,737	16,270	C	4	B	18,889	C	8	A	H	76	Tertiary / Certification		2	E	43	5 Years	3				6	11	17,972			-43.37		C				
PAG		Mobile Equipment Dispatcher	D-24	38,418	19,109	D	5	A	22,186	D	8	D	H	100	Tertiary / Certification ++		1	H	76	4 Years	3				6	10	20,900			-45.60		D				
PAG		Administrative Assistant	J-2	24,376	27,754	G	4	C	32,221	G	8	B	H	100	Tertiary / Certification ++																					
PAG		Clerk III	E-10	24,984	16,270	C	4	B	18,889	C	8	A	H	76	Tertiary / Certification																					
PAG		Maintenance Custodian Supervisor	G-13	31,138	17,647	D	3	A	20,488	D	6	D	H	87	Tertiary / Certification +																					

**Appendix C : Table 4
Determining Implementation Ranges - 10th Market Percentile**

Authority	MARKET DATA (at 10th Market Percentile)	JE Points	Market Base Salary	Regression Base Salary	Midpoint (Market Base Salary and Regression Base Salary)	Midpoint Base Salary as a % of Market Base Salary	Adjusted Base Salary to 95% Cap	Adjusted Base Salary to 105% Cap	Structural Adjustment - MIN				Structural Adjustment - MAX			
									Base Salary	Grade	Step	Sub Step	Base Salary	Grade	Step	Sub Step

1600 - 1950 JE Point Range

PAG	General Manager	1749	119,825	216,914	168,369	140.51		125,816	108,319	R	2	C	125,755	R	6	B
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1300 - 1599 JE Point Range

PAG	Deputy General Manager	1598	107,115	171,430	139,273	130.02		112,471	95,967	Q	2	D	111,414	Q	6	C
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1200 - 1299 JE Point Range

PAG	Comptroller	1221	95,930	95,263	95,597	99.65			81,705	P	2	A	94,857	P	5	D
PAG	Corporate Services Manager	1227	96,728	96,158	96,443	99.71			82,522	P	2	B	95,806	P	6	A
PAG	Maintenance Manager	1205	93,045	92,917	92,981	99.93			79,962	O	4	D	92,833	O	8	C
PAG	Operations Manager	1224	95,132	95,709	95,421	100.30			81,569	O	5	B	94,699	O	9	A
PAG	Engineering Manager	1204	90,900	92,772	91,836	101.03			78,386	O	4	B	91,004	O	8	A

1100 - 1199 JE Point Range

PAG	Terminal Superintendent	1112	81,512	80,380	80,946	99.31			69,447	N	4	C	80,626	N	8	B
PAG	Transportation Superintendent	1102	79,622	79,137	79,379	99.70			68,079	N	4	A	79,037	N	7	D
PAG	Commercial Manager	1106	79,706	79,632	79,669	99.95			68,079	N	4	A	79,037	N	7	D
PAG	Harbor Master	1119	77,085	81,262	79,174	102.71			68,079	N	4	A	79,037	N	7	D

1050 - 1099 JE Point Range

PAG	Chief Planner	1067	79,165	74,936	77,050	97.33			66,077	N	3	B	76,713	N	7	A
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**Appendix C : Table 4
Determining Implementation Ranges - 10th Market Percentile**

Authority	MARKET DATA (at 10th Market Percentile)	JE Points	Market Base Salary	Regression Base Salary	Midpoint (Market Base Salary and Regression Base Salary)	Midpoint Base Salary as a % of Market Base Salary	Adjusted Base Salary to 95% Cap	Adjusted Base Salary to 105% Cap	Structural Adjustment - MIN				Structural Adjustment - MAX			
									Base Salary	Grade	Step	Sub Step	Base Salary	Grade	Step	Sub Step
									PAG	Procurement & Supply Manager	1070	78,232	75,287	76,759	98.12	
PAG	Equipment Maintenance Superintendent	1085	79,723	77,068	78,395	98.33			67,405	N	3	D	78,255	N	7	C
PAG	Financial Affairs Controller	1074	78,337	75,758	77,047	98.35			66,077	N	3	B	76,713	N	7	A
PAG	Assistant Comptroller	1074	78,337	75,758	77,047	98.35			66,077	N	3	B	76,713	N	7	A
PAG	Port Civil Engineer	1066	76,534	74,820	75,677	98.88			64,775	N	2	D	75,201	N	6	C
PAG	Stevedoring Superintendent	1051	73,892	73,091	73,491	99.46			62,870	N	2	A	72,990	N	5	D
PAG	Systems Manager	1067	75,593	74,936	75,265	99.57			64,775	N	2	D	75,201	N	6	C
PAG	Personnel Services Administrator	1064	75,090	74,587	74,838	99.67			64,133	N	2	C	74,457	N	6	B
PAG	Port Police Chief	1058	73,552	73,893	73,722	100.23			63,498	N	2	B	73,720	N	6	A
PAG	Port Marketing Administrator	1064	74,041	74,587	74,314	100.37			63,498	N	2	B	73,720	N	6	A

1000 - 1049 JE Point Range

PAG	Assistant Harbor Master	1001	73,326	67,612	70,469	96.10			60,315	M	4	B	70,024	M	8	A
PAG	Supply Management Administrator	1005	71,801	68,034	69,918	97.38			59,718	M	4	A	69,331	M	7	D
PAG	Capital Improvement Project Coordinator	1034	74,131	71,180	72,656	98.01			62,143	M	5	A	72,146	M	8	D
PAG	Building Maintenance Superintendent	1015	70,824	69,103	69,963	98.79			59,718	M	4	A	69,331	M	7	D
PAG	General Accounting Supervisor	1001	64,639	67,612	66,126	102.30			56,820	M	2	D	65,966	M	6	C
PAG	Safety Administrator	1009	56,651	68,460	62,556	110.42		59,484	50,844	L	3	B	59,028	L	7	A

950 - 999 JE Point Range

PAG	Assistant Port Police Chief	977	64,995	65,129	65,062	100.10			55,607	L	5	C	64,558	L	9	B
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**Appendix C : Table 4
Determining Implementation Ranges - 10th Market Percentile**

900 - 949 JE Point Range

Authority	MARKET DATA (at 10th Market Percentile)	JE Points	Market Base Salary	Regression Base Salary	Midpoint (Market Base Salary and Regression Base Salary)	Midpoint Base Salary as a % of Market Base Salary	Adjusted Base Salary to 95% Cap	Adjusted Base Salary to 105% Cap	Structural Adjustment - MIN				Structural Adjustment - MAX			
									Base Salary	Grade	Step	Sub Step	Base Salary	Grade	Step	Sub Step
									PAG	Manager, Equipment Support Services	920	69,469	59,593	64,531	92.89	65,995
PAG	Planner IV	918	64,863	59,408	62,136	95.79			53,437	L	4	C	62,039	L	8	B
PAG	Engineer III	933	65,947	60,813	63,380	96.11			54,511	L	5	A	63,286	L	8	D
PAG	Systems Programmer	918	59,643	59,408	59,526	99.80			50,844	L	3	B	59,028	L	7	A
PAG	Accountant III	913	56,729	58,947	57,838	101.96			49,349	L	2	C	57,292	L	6	B
PAG	Management / Program Analyst Officer	913	56,651	58,947	57,799	102.03			49,349	L	2	C	57,292	L	6	B
PAG	Personnel Specialist IV	913	56,651	58,947	57,799	102.03			49,349	L	2	C	57,292	L	6	B
PAG	Program Coordinator IV	913	56,651	58,947	57,799	102.03			49,349	L	2	C	57,292	L	6	B
PAG	Transportation Supervisor	937	58,449	61,193	59,821	102.35			51,266	K	6	D	59,519	K	10	C
PAG	Public Information Officer	911	55,709	58,763	57,236	102.74			49,266	K	5	D	57,196	K	9	C
PAG	Electrician Supervisor	911	54,993	58,763	56,878	103.43			48,778	K	5	C	56,630	K	9	B
PAG	Captain	948	58,029	62,251	60,140	103.64			51,779	K	7	A	60,114	K	10	D
PAG	Marina Manager	915	55,102	59,131	57,117	103.66			48,778	K	5	C	56,630	K	9	B
PAG	Crane Mechanic Supervisor	932	56,285	60,718	58,502	103.94			50,256	K	6	B	58,346	K	10	A
PAG	Port Police Supervisor	923	54,934	59,873	57,403	104.50			49,266	K	5	D	57,196	K	9	C
PAG	Administrative Services Officer	900	46,567	57,765	52,166	112.02		48,896	42,015	K	1	D	48,778	K	5	C

850 - 899 JE Point Range

PAG	Preventive Maintenance Mechanic Supervisor	874	55,604	55,471	55,537	99.88			47,817	K	5	A	55,514	K	8	D
PAG	Heavy Equipment Mechanic Supervisor	893	55,604	57,138	56,371	101.38			48,295	K	5	B	56,069	K	9	A
PAG	Welder Supervisor	883	54,717	56,254	55,485	101.40			47,344	K	4	D	54,965	K	8	C

**Appendix C : Table 4
Determining Implementation Ranges - 10th Market Percentile**

PAG	Building Maintenance Supervisor	858	52,495	54,105	53,300	101.53			45,496	K	3	D	52,820	K	7	C
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800 - 849 JE Point Range

PAG	Engineer II	809	58,348	50,127	54,237	92.96	55,431		47,344	K	4	D	54,965	K	8	C
PAG	Planner III	809	58,348	50,127	54,237	92.96	55,431		47,344	K	4	D	54,965	K	8	C
PAG	Programmer Analyst	844	58,835	52,937	55,886	94.99	55,894		47,817	K	5	A	55,514	K	8	D
Authority	MARKET DATA (at 10th Market Percentile)	JE Points	Market Base Salary	Regression Base Salary	Midpoint (Market Base Salary and Regression Base Salary)	Midpoint Base Salary as a % of Market Base Salary	Adjusted Base Salary to 95% Cap	Adjusted Base Salary to 105% Cap	Structural Adjustment - MIN				Structural Adjustment - MAX			
									Base Salary	Grade	Step	Sub Step	Base Salary	Grade	Step	Sub Step
PAG	Payroll Supervisor	805	49,162	49,815	49,489	100.66			42,364	J	5	B	49,184	J	9	A
PAG	Computer Operator Specialist	805	47,520	49,815	48,667	102.41			41,530	J	4	D	48,214	J	8	C
PAG	Computer Programmer III	805	47,520	49,815	48,667	102.41			41,530	J	4	D	48,214	J	8	C
PAG	Personnel Specialist III	805	46,172	49,815	47,994	103.95			41,118	J	4	C	47,737	J	8	B
PAG	Program Coordinator III	805	46,172	49,815	47,994	103.95			41,118	J	4	C	47,737	J	8	B
PAG	Accountant II	805	46,006	49,815	47,910	104.14			41,118	J	4	C	47,737	J	8	B
PAG	Stevadore Supervisor II	801	44,850	49,506	47,178	105.19		47,093	40,308	J	4	A	46,797	J	7	D

750 - 799 JE Point Range

PAG	Budget Analyst	779	43,953	47,837	45,895	104.42			39,514	J	3	C	45,874	J	7	B
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700 - 749 JE Point Range

PAG	Planner II	704	46,873	42,560	44,717	95.40			38,352	J	2	D	44,525	J	6	C
PAG	Electrician Leader	728	48,481	44,182	46,332	95.57			39,909	J	3	D	46,333	J	7	C
PAG	Crane Mechanic Leader	700	46,331	42,296	44,314	95.65			37,972	J	2	C	44,084	J	6	B
PAG	Heavy Equipment Mechanic Leader	700	46,331	42,296	44,314	95.65			37,972	J	2	C	44,084	J	6	B

**Appendix C : Table 4
Determining Implementation Ranges - 10th Market Percentile**

PAG	Preventive Maintenance Mechanic Leader	700	46,331	42,296	44,314	95.65			37,972	J	2	C	44,084	J	6	B
PAG	Welder Leader	700	46,331	42,296	44,314	95.65			37,972	J	2	C	44,084	J	6	B
PAG	Crane Operator Leader	700	46,331	42,296	44,314	95.65			37,972	J	2	C	44,084	J	6	B
PAG	Buyer Supervisor	722	45,844	43,771	44,807	97.74			38,352	J	2	D	44,525	J	6	C
PAG	Safety Inspector III	725	44,783	43,976	44,380	99.10			37,972	J	2	C	44,084	J	6	B
PAG	Cargo Checker Supervisor	749	43,595	45,652	44,623	102.36			38,352	J	2	D	44,525	J	6	C
PAG	Stevodore Supervisor I	748	42,901	45,581	44,241	103.12			37,972	J	2	C	44,084	J	6	B

Authority	MARKET DATA (at 10th Market Percentile)	JE Points	Market Base Salary	Regression Base Salary	Midpoint (Market Base Salary and Regression Base Salary)	Midpoint Base Salary as a % of Market Base Salary	Adjusted Base Salary to 95% Cap	Adjusted Base Salary to 105% Cap	Structural Adjustment - MIN				Structural Adjustment - MAX			
									Base Salary	Grade	Step	Sub Step	Base Salary	Grade	Step	Sub Step

650 - 699 JE Point Range

PAG	Engineer I	677	46,873	40,807	43,840	93.53	44,530		38,352	J	2	D	44,525	J	6	C
PAG	Automotive Mechanic Leader	683	46,331	41,190	43,761	94.45	44,014		37,909	I	5	D	44,011	I	9	C
PAG	Marine Traffic Controller	671	44,647	40,427	42,537	95.27			36,429	I	4	D	42,293	I	8	C
PAG	Marine Equipment Mechanic	678	44,172	40,870	42,521	96.26			36,429	I	4	D	42,293	I	8	C
PAG	Tariff Supervisor	684	41,062	41,254	41,158	100.23			35,358	I	4	A	41,050	I	7	D
PAG	Accounting Technician Supervisor	684	41,062	41,254	41,158	100.23			35,358	I	4	A	41,050	I	7	D
PAG	Building Maintenance Leader	686	38,315	41,383	39,849	104.00			34,318	I	3	B	39,842	I	7	A

600 - 649 JE Point Range

PAG	Equipment Operator Leader	634	44,057	38,162	41,109	93.31	41,854		35,712	I	4	B	41,460	I	8	A
PAG	Port Police Officer II	627	42,409	37,748	40,079	94.50	40,289		34,661	I	3	C	40,241	I	7	B
PAG	Management / Program Analyst	602	40,524	36,305	38,414	94.79	38,498		32,979	I	2	B	38,288	I	6	A

**Appendix C : Table 4
Determining Implementation Ranges - 10th Market Percentile**

PAG	Personnel Specialist II	602	40,524	36,305	38,414	94.79	38,498		32,979	I	2	B	38,288	I	6	A
PAG	Program Coordinator II	602	40,524	36,305	38,414	94.79	38,498		32,979	I	2	B	38,288	I	6	A
PAG	Supply Supervisor	627	40,937	37,748	39,343	96.10			33,978	I	3	A	39,448	I	6	D
PAG	Computer Operator III	624	40,549	37,571	39,060	96.33			33,642	I	2	D	39,057	I	6	C
PAG	Computer Programmer II	624	40,549	37,571	39,060	96.33			33,642	I	2	D	39,057	I	6	C
PAG	Administrative Officer	601	36,456	36,249	36,352	99.72			31,378	I	1	A	36,429	I	4	D

550 - 599 JE Point Range

Authority	MARKET DATA (at 10th Market Percentile)	JE Points	Market Base Salary	Regression Base Salary	Midpoint (Market Base Salary and Regression Base Salary)	Midpoint Base Salary as a % of Market Base Salary	Adjusted Base Salary to 95% Cap	Adjusted Base Salary to 105% Cap	Structural Adjustment - MIN				Structural Adjustment - MAX			
									Base Salary	Grade	Step	Sub Step	Base Salary	Grade	Step	Sub Step
									PAG	Electrician II	585	46,086	35,356	40,721	88.36	43,781
PAG	Crane Mechanic II	551	41,534	33,531	37,533	90.37	39,457		33,978	I	3	A	39,448	I	6	D
PAG	Heavy Equipment Mechanic II	551	41,534	33,531	37,533	90.37	39,457		33,978	I	3	A	39,448	I	6	D
PAG	Preventive Maintenance Mechanic	551	41,534	33,531	37,533	90.37	39,457		33,978	I	3	A	39,448	I	6	D
PAG	Refrigeration Mechanic II	551	41,534	33,531	37,533	90.37	39,457		33,978	I	3	A	39,448	I	6	D
PAG	Crane Operator	551	41,534	33,531	37,533	90.37	39,457		33,978	I	3	A	39,448	I	6	D
PAG	Welder II	551	41,534	33,531	37,533	90.37	39,457		33,978	I	3	A	39,448	I	6	D
PAG	Accountant I	565	39,792	34,271	37,032	93.06	37,803		32,329	I	1	D	37,533	I	5	C
PAG	Planner / Work Coordinator	593	40,136	35,799	37,967	94.60	38,129		32,653	I	2	A	37,909	I	5	D
PAG	Planner I	593	40,136	35,799	37,967	94.60	38,129		32,653	I	2	A	37,909	I	5	D
PAG	Engineering Technician II	578	37,766	34,972	36,369	96.30			31,326	H	4	B	36,368	H	8	A
PAG	Clerical Services Supervisor	582	36,456	35,191	35,823	98.27			30,709	H	3	D	35,652	H	7	C
PAG	Executive Secretary	596	36,456	35,967	36,211	99.33			31,016	H	4	A	36,008	H	7	D

**Appendix C : Table 4
Determining Implementation Ranges - 10th Market Percentile**

500 - 549 JE Point Range

PAG	Cargo Checker Leader	517	38,506	31,801	35,153	91.29	36,580		31,326	H	4	B	36,368	H	8	A
PAG	Stevadore Leader	548	39,348	33,375	36,362	92.41	37,381		31,956	H	4	D	37,099	H	8	C
PAG	Rigger Leader	548	39,348	33,375	36,362	92.41	37,381		31,956	H	4	D	37,099	H	8	C
PAG	Automotive Body Worker	543	36,690	33,116	34,903	95.13			30,104	H	3	B	34,949	H	7	A
PAG	Automotive Mechanic II	543	36,690	33,116	34,903	95.13			30,104	H	3	B	34,949	H	7	A
PAG	Carpenter II	543	36,690	33,116	34,903	95.13			30,104	H	3	B	34,949	H	7	A
PAG	Plumber II	543	36,690	33,116	34,903	95.13			30,104	H	3	B	34,949	H	7	A
PAG	Personnel Specialist I	508	32,973	31,358	32,165	97.55			27,754	G	4	C	32,221	G	8	B
PAG	Program Coordinator I	508	32,973	31,358	32,165	97.55			27,754	G	4	C	32,221	G	8	B
PAG	Safety Inspector II	534	31,302	32,655	31,978	102.16			27,479	G	4	B	31,902	G	8	A

Authority	MARKET DATA (at 10th Market Percentile)	JE Points	Market Base Salary	Regression Base Salary	Midpoint (Market Base Salary and Regression Base Salary)	Midpoint Base Salary as a % of Market Base Salary	Adjusted Base Salary to 95% Cap	Adjusted Base Salary to 105% Cap	Structural Adjustment - MIN				Structural Adjustment - MAX			
									Base Salary	Grade	Step	Sub Step	Base Salary	Grade	Step	Sub Step

450 - 499 JE Point Range

PAG	Equipment Operator III	489	40,082	30,443	35,262	87.98	38,078		32,598	H	5	B	37,845	H	9	A
PAG	Rigger	465	35,543	29,325	32,434	91.25	33,765		28,881	G	5	C	33,530	G	9	B
PAG	Winch Operator	483	35,543	30,160	32,851	92.43	33,765		28,881	G	5	C	33,530	G	9	B
PAG	Accounting Technician III	490	34,798	30,490	32,644	93.81	33,058		28,359	H	1	D	32,924	H	5	C
PAG	Electrician I	478	33,735	29,925	31,830	94.35	32,048		27,479	G	4	B	31,902	G	8	A
PAG	Painter II	466	32,770	29,371	31,070	94.81	31,131		26,671	G	3	C	30,964	G	7	B
PAG	Administrative Assistant	491	34,008	30,538	32,273	94.90	32,308		27,754	G	4	C	32,221	G	8	B
PAG	Port Police Officer I	483	33,569	30,160	31,864	94.92	31,890		27,479	G	4	B	31,902	G	8	A

**Appendix C : Table 4
Determining Implementation Ranges - 10th Market Percentile**

PAG	Carpenter I	461	32,250	29,143	30,697	95.18			26,407	G	3	B	30,657	G	7	A
PAG	Plumber I	461	32,250	29,143	30,697	95.18			26,407	G	3	B	30,657	G	7	A
PAG	Automotive Mechanic I	461	32,250	29,143	30,697	95.18			26,407	G	3	B	30,657	G	7	A
PAG	Mobile Equipment Service Worker	461	32,250	29,143	30,697	95.18			26,407	G	3	B	30,657	G	7	A
PAG	Records Management Officer	480	32,803	30,019	31,411	95.76			26,937	G	3	D	31,274	G	7	C
PAG	Crane Mechanic I	468	30,527	29,463	29,995	98.26			25,886	G	2	D	30,053	G	6	C
PAG	Heavy Equipment Mechanic I	468	30,527	29,463	29,995	98.26			25,886	G	2	D	30,053	G	6	C
PAG	Refrigeration Mechanic I	468	30,527	29,463	29,995	98.26			25,886	G	2	D	30,053	G	6	C
PAG	Maintenance Worker II	468	30,527	29,463	29,995	98.26			25,886	G	2	D	30,053	G	6	C
PAG	Welder I	468	30,527	29,463	29,995	98.26			25,886	G	2	D	30,053	G	6	C
PAG	Engineering Technician I	477	30,023	29,879	29,951	99.76			25,886	G	2	D	30,053	G	6	C
PAG	Computer Programmer I	486	30,379	30,301	30,340	99.87			26,145	G	3	A	30,354	G	6	D
PAG	Computer Operator II	486	30,379	30,301	30,340	99.87			26,145	G	3	A	30,354	G	6	D

Authority	MARKET DATA (at 10th Market Percentile)	JE Points	Market Base Salary	Regression Base Salary	Midpoint (Market Base Salary and Regression Base Salary)	Midpoint Base Salary as a % of Market Base Salary	Adjusted Base Salary to 95% Cap	Adjusted Base Salary to 105% Cap	Structural Adjustment - MIN				Structural Adjustment - MAX			
									Base Salary	Grade	Step	Sub Step	Base Salary	Grade	Step	Sub Step

400 - 449 JE Point Range

PAG	Equipment Operator II	440	34,610	28,205	31,408	90.75	32,880		28,312	G	5	A	32,869	G	8	D
PAG	Cargo Checker	425	33,596	27,553	30,574	91.01	31,916		27,433	F	7	C	31,849	F	11	B
PAG	Deckhand	425	33,398	27,553	30,475	91.25	31,728		27,161	F	7	B	31,533	F	11	A
PAG	Stevedore	425	33,398	27,553	30,475	91.25	31,728		27,161	F	7	B	31,533	F	11	A
PAG	Accounting Technician II	414	28,275	27,085	27,680	97.90			23,629	F	3	D	27,433	F	7	C
PAG	Painter I	412	23,741	27,000	25,371	106.86		24,928	21,356	E	4	C	24,793	E	8	B

**Appendix C : Table 4
Determining Implementation Ranges - 10th Market Percentile**

PAG	Safety Inspector I	414	23,050	27,085	25,067	108.75		24,202	20,728	E	3	D	24,064	E	7	C
PAG	Maintenance Worker I	422	23,082	27,425	25,253	109.41		24,236	20,728	E	3	D	24,064	E	7	C
PAG	Tool Mechanic	422	23,082	27,425	25,253	109.41		24,236	20,728	E	3	D	24,064	E	7	C
PAG	Property Control Officer	437	23,598	28,073	25,836	109.48		24,778	21,144	E	4	B	24,548	E	8	A

350 - 399 JE Point Range

PAG	Tariff Technician	373	27,972	25,408	26,690	95.42			22,896	E	6	B	26,582	E	10	A
PAG	Equipment Operator I	386	27,929	25,928	26,928	96.42			23,125	E	6	C	26,847	E	10	B
PAG	Buyer II	388	26,612	26,009	26,310	98.87			22,445	E	5	D	26,058	E	9	C
PAG	Supply Technician II	359	24,451	24,860	24,655	100.84			21,144	E	4	B	24,548	E	8	A
PAG	Personnel Assistant	364	23,845	25,054	24,449	102.54			21,144	E	4	B	24,548	E	8	A
PAG	Security Guard (Armed)	394	24,602	26,254	25,428	103.36			22,003	E	5	B	25,544	E	9	A
PAG	Maintenance Custodian Supervisor	386	23,981	25,928	24,955	104.06			21,569	E	4	D	25,041	E	8	C
PAG	Claims Officer	351	21,746	24,552	23,149	106.45		22,833	19,526	E	2	B	22,669	E	6	A
PAG	Data Production Coordinator	356	21,844	24,744	23,294	106.64		22,936	19,722	E	2	C	22,896	E	6	B
PAG	Computer Operator	356	21,844	24,744	23,294	106.64		22,936	19,722	E	2	C	22,896	E	6	B
Authority	MARKET DATA (at 10th Market Percentile)	JE Points	Market Base Salary	Regression Base Salary	Midpoint (Market Base Salary and Regression Base Salary)	Midpoint Base Salary as a % of Market Base Salary	Adjusted Base Salary to 95% Cap	Adjusted Base Salary to 105% Cap	Structural Adjustment - MIN				Structural Adjustment - MAX			
									Base Salary	Grade	Step	Sub Step	Base Salary	Grade	Step	Sub Step
PAG	Computer Operator I	356	21,844	24,744	23,294	106.64		22,936	19,722	E	2	C	22,896	E	6	B
PAG	Safety Technician III	376	22,063	25,527	23,795	107.85		23,166	19,919	E	2	D	23,125	E	6	C

300 - 349 JE Point Range

PAG	Accounting Technician I	338	24,639	24,059	24,349	98.82			20,935	E	4	A	24,305	E	7	D
PAG	Buyer I	327	22,363	23,651	23,007	102.88			19,689	D	5	D	22,858	D	9	C

**Appendix C : Table 4
Determining Implementation Ranges - 10th Market Percentile**

PAG	Clerk Typist III	332	21,164	23,836	22,500	106.31		22,222	19,109	D	5	A	22,186	D	8	D
PAG	Mobile Equipment Dispatcher	332	21,164	23,836	22,500	106.31		22,222	19,109	D	5	A	22,186	D	8	D
PAG	Payroll Clerk II	346	21,164	24,361	22,762	107.55		22,222	19,109	D	5	A	22,186	D	8	D
PAG	Safety Technician II	345	20,785	24,323	22,554	108.51		21,824	18,733	D	4	C	21,748	D	8	B
PAG	Worker Trainee	306	19,331	22,889	21,110	109.20		20,298	17,473	D	2	D	20,285	D	6	C
PAG	Maintenance Custodian Leader	341	19,641	24,172	21,906	111.54		20,623	17,647	D	3	A	20,488	D	6	D
PAG	Trades Helper	348	19,176	24,437	21,807	113.72		20,135	17,300	D	2	C	20,084	D	6	B
PAG	Building Custodian	320	18,170	23,394	20,782	114.38		19,079	16,432	C	4	C	19,078	C	8	B
PAG	Maintenance Custodian	320	18,170	23,394	20,782	114.38		19,079	16,432	C	4	C	19,078	C	8	B
PAG	Safety Technician I	315	17,886	23,212	20,549	114.89		18,780	16,109	C	4	A	18,702	C	7	D

250 - 299 JE Point Range

PAG	Tool Clerk	275	18,170	21,809	19,990	110.01		19,079	16,432	C	4	C	19,078	C	8	B
PAG	Supply Technician I	297	18,342	22,570	20,456	111.53		19,259	16,432	C	4	C	19,078	C	8	B
PAG	Laborer	297	18,170	22,570	20,370	112.11		19,079	16,432	C	4	C	19,078	C	8	B
PAG	Administrative Aide	274	17,011	21,776	19,394	114.00		17,862	15,327	C	2	D	17,794	C	6	C
PAG	Claims Clerk	274	18,131	21,776	19,954	110.05		19,038	16,270	C	4	B	18,889	C	8	A
PAG	Clerk III	274	18,131	21,776	19,954	110.05		19,038	16,270	C	4	B	18,889	C	8	A
Authority	MARKET DATA (at 10th Market Percentile)	JE Points	Market Base Salary	Regression Base Salary	Midpoint (Market Base Salary and Regression Base Salary)	Midpoint Base Salary as a % of Market Base Salary	Adjusted Base Salary to 95% Cap	Adjusted Base Salary to 105% Cap	Structural Adjustment - MIN				Structural Adjustment - MAX			
									Base Salary	Grade	Step	Sub Step	Base Salary	Grade	Step	Sub Step
PAG	Payroll Clerk I	288	18,131	22,256	20,194	111.38		19,038	16,270	C	4	B	18,889	C	8	A
PAG	Clerk Typist II	289	18,131	22,291	20,211	111.47		19,038	16,270	C	4	B	18,889	C	8	A

200 - 249 JE Point Range

**Appendix C : Table 4
Determining Implementation Ranges - 10th Market Percentile**

PAG	Clerk Typist I	241	17,793	20,684	19,239	108.12		18,683	16,082	B	7	B	18,670	B	11	A
PAG	Clerk II	235	17,793	20,491	19,142	107.58		18,683	16,082	B	7	B	18,670	B	11	A
PAG	Clerk I	212	17,203	19,770	18,487	107.46		18,063	15,428	A	9	C	17,912	A	13	B