

Compensation and Benefits Review - Results

| Job Evaluation Results | | | | | | | | | | | | | | | | | | | | | | | | Benchmark Position | Port Position Code # | Hay Plan Pay Grade | Hay Plan - Initial Base Salary (Step 1) | New Port Pay Plan (Implementation Range to 10th Market Percentile) | | | | | | | | Position Overview | | | | | | | | | | | | | | |
|------------------------|---------------|---|-----|---------------|----|-----|------------------|---|----|--------------------|------|---|------------------|---|-----|---------------------|----|----|---------------------|----|----|-------------------|----|--------------------|----------------------|--------------------|---|--|----------------------------------|-------|---------------------|--------|--------|-----------------|---|-------------------|-------------|-------|------|----|--|-------|------|----|---------------|--|--|--|--|--|
| 1. Education | 2. Experience | | | 3. Complexity | | | 4. Scope of Work | | | 5. Problem Solving | | | 6. Sup. Received | | | 7. Work Environment | | | 8. Physical Demands | | | 9. Dis. Decisions | | | | | | 10. HR Skills / Contact | | | 11. Auth. Exercised | | | 12. S & M Resp. | | | TOTAL | | | | Range Minimum | | | | Range Maximum | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | Base Salary | Grade | Step | SS | Base Salary | Grade | Step | SS | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| J | 132 | H | 76 | C | 40 | 208 | 83.2 | C | 15 | 208 | 31.2 | D | 76 | D | 66 | A1 | 12 | A1 | 22 | B1 | 29 | C3 | 38 | A0 | 0 | A1 | 0 | 565 | Accountant I | 2330 | K | 24,656 | 32,329 | I | 1 | D | 37,533 | I | 5 | C | Routine professional accounting work | | | | | | | | | |
| 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 | Accountant II | 2331 | L | 26,520 | 41,118 | J | 4 | C | 47,737 | J | 8 | B | Complex professional and supervisory accounting work | | | | | | | | | |
| 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 | Accountant III | 2332 | N | 31,064 | 49,266 | K | 5 | D | 57,196 | K | 9 | C | Complex supervisory and professional accounting work involved in the preparation and analysis of financial statements for complex governmental centralized accounting function. Employees in this class perform the full range of specialized professional work and supervise professional staff. | | | | | | | | | |
| H | 76 | F | 43 | B | 25 | 119 | 29.8 | B | 10 | 119 | 11.9 | B | 33 | B | 29 | A1 | 12 | A1 | 22 | A1 | 19 | B1 | 22 | A0 | 0 | A1 | 0 | 298 | Accounting Technician I | 2320 | G | 18,723 | 18,333 | C | 7 | B | 21,284 | C | 11 | A | This is routine bookkeeping work involved in the maintenance and summary of subsidiary accounts and preparation of routine financial reports according to established procedures. | | | | | | | | | |
| 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 | Accounting Technician II | 2321 | I | 21,389 | 21,785 | E | 5 | A | 25,292 | E | 8 | D | This is moderately complex bookkeeping work involved in the maintenance and summary of diversified accounts and bookkeeping records. | | | | | | | | | |
| 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 | 480 | Accounting Technician III | 2122 | J | 22,942 | 26,937 | G | 3 | D | 31,274 | G | 7 | C | This is complex bookkeeping and financial reporting work involving federal funds. | | | | | | | | | |
| I | 132 | H | 76 | D | 45 | 208 | 83.6 | C | 15 | 208 | 31.2 | D | 87 | E | 87 | A1 | 12 | A1 | 22 | B1 | 29 | C3 | 38 | F0 | 57 | B1 | 19 | 684 | Accounting Technician Supervisor | 2325 | K | 24,656 | 35,358 | I | 4 | A | 41,050 | I | 7 | D | Supervisory and complex bookkeeping and financial reporting work with the responsibility for all bookkeeping functions of the Agency | | | | | | | | | |
| 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 | Administrative Aide | 1100 | F | 17,635 | 15,327 | C | 2 | D | 17,794 | C | 6 | C | Clerical and administrative work involved in interpreting and applying appropriate laws, rules, regulations, policies and procedures a program or support functions. | | | | | | | | | |
| H | 100 | H | 87 | C | 40 | 187 | 74.8 | B | 10 | 187 | 18.7 | C | 57 | C | 43 | A1 | 12 | A1 | 22 | B1 | 29 | C2 | 33 | A0 | 0 | A1 | 14 | 491 | Administrative Assistant | 1135 | J | 22,942 | 27,754 | G | 4 | C | 32,221 | G | 8 | B | Staff administrative work involved in providing assistance to a department. | | | | | | | | | |
| 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 | B1 | 19 | 601 | Administrative Officer | 2010 | L | 26,520 | 31,378 | I | 1 | A | 36,429 | I | 4 | D | Moderately complex staff administrative work in providing administrative and support services to management | | | | | | | | | |
| J | 132 | I | 132 | D | 50 | 264 | 132.0 | C | 15 | 264 | 39.6 | E | 115 | E | 115 | A1 | 12 | A1 | 22 | C1 | 43 | C2 | 38 | F1 | 100 | B1 | 19 | 900 | Administrative Services Officer | 2030 | N | 31,064 | 42,015 | K | 1 | D | 48,778 | K | 5 | C | Administers a comprehensive administrative services program for the Port. | | | | | | | | | |
| 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 | Assistant Comptroller | 2374 | P | 36,850 | 65,422 | N | 3 | A | 75,953 | N | 6 | D | Responsible for assisting the Controller in administering the financial affairs and administrative programs and operations relative to revenue generation. | | | | | | | | | |
| I | 132 | I | 132 | D | 50 | 264 | 132.0 | D | 20 | 264 | 52.8 | E | 100 | E | 100 | C2 | 38 | A2 | 25 | C2 | 66 | E3 | 66 | G2 | 132 | B1 | 25 | 1001 | Assistant Harbor Master | 10996 | O | 33,811 | 60,315 | M | 4 | B | 70,024 | M | 8 | A | Assists the Harbor Master in administering and coordinating the seaport harbor control activities. | | | | | | | | | |
| I | 132 | I | 132 | D | 50 | 264 | 132.0 | D | 20 | 264 | 52.8 | E | 115 | E | 100 | B2 | 25 | A1 | 22 | C2 | 57 | E3 | 66 | F1 | 100 | D1 | 43 | 977 | Assistant Port Police Chief | 4565 | N | 31,064 | 55,607 | L | 5 | C | 64,558 | L | 9 | B | Assists the Port Police Chief in the administration of complex security and harbor enforcement programs and activities involved in the protection of life and property through enforcement of security rules and regulations, Guam Criminal and Motor vehicle codes and applicable local and federal mandates. | | | | | | | | | |
| 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 | Automotive Body Worker | 10155 | I | 21,389 | 30,104 | H | 3 | B | 34,949 | H | 7 | A | Performs skilled work involving the body repair and painting of vehicles and equipment. | | | | | | | | | |
| 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 | Automotive Mechanic I | 10161 | H | 19,974 | 26,407 | G | 3 | B | 30,657 | G | 7 | A | Performs semi-skilled automotive mechanic work | | | | | | | | | |
| 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 | Automotive Mechanic II | 10162 | I | 21,389 | 30,104 | H | 3 | B | 34,949 | H | 7 | A | Performs skilled automotive mechanic work | | | | | | | | | |

Compensation and Benefits Review - Results

| Job Evaluation Results | | | | | | | | | | | | | | | | | | | | | | | | Benchmark Position | Port Position Code # | Hay Plan Pay Grade | Hay Plan - Initial Base Salary (Step 1) | New Port Pay Plan (Implementation Range to 10th Market Percentile) | | | | | | | | Position Overview | | | | | | | | | | | | | |
|------------------------|---------------|---|-----|---------------|----|-----|------------------|---|----|--------------------|------|---|------------------|---|-----|---------------------|----|----|---------------------|----|----|-------------------|----|--------------------|----------------------|--------------------|---|--|------------------------------|------|---------------------|--------|--------|-----------------|---|-------------------|-------------|-------|------|---------------|---|-------|------|---------------|--|--|--|--|--|
| 1. Education | 2. Experience | | | 3. Complexity | | | 4. Scope of Work | | | 5. Problem Solving | | | 6. Sup. Received | | | 7. Work Environment | | | 8. Physical Demands | | | 9. Dis. Decisions | | | | | | 10. HR Skills / Contact | | | 11. Auth. Exercised | | | 12. S & M Resp. | | | TOTAL | | | Range Minimum | | | | Range Maximum | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | Base Salary | Grade | Step | SS | Base Salary | Grade | Step | SS | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 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 | 15,327 | C | 2 | D | 17,794 | C | 6 | C | 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 | 38 | 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 | 13,027 | A | 5 | B | 15,124 | A | 9 | A | 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 | 15,840 | 13,579 | B | 3 | A | 15,765 | B | 6 | D | 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 | 15,327 | C | 2 | D | 17,794 | C | 6 | C | 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 | 15,840 | 14,851 | B | 5 | B | 17,242 | B | 9 | 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 | 16,656 | 15,327 | C | 2 | D | 17,794 | C | 6 | C | 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 | 22,186 | D | 8 | D | Complex typing and clerical work. | | | | | | | | |
| I | 132 | J | 152 | E | 60 | 284 | 170.4 | D | 20 | 284 | 56.8 | E | 132 | E | 115 | A1 | 12 | A1 | 22 | D2 | 76 | 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 | 69.6 | B | 10 | 174 | 17.4 | D | 66 | D | 57 | A1 | 12 | A1 | 22 | B1 | 33 | C1 | 25 | A0 | 0 | A1 | 10 | 486 | 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 | 624 | 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 | 69.6 | B | 10 | 174 | 17.4 | D | 66 | D | 57 | A1 | 12 | A1 | 22 | B1 | 33 | C1 | 25 | A0 | 0 | A1 | 10 | 486 | Computer Programmer I | 2615 | I | 21,389 | 26,145 | G | 3 | A | 30,354 | G | 6 | D | Routine technical electronic computer programming work. | | | | | | | | |

Compensation and Benefits Review - Results

| Job Evaluation Results | | | | | | | | | | | | | | | | | | | | | | | | | Benchmark Position | Port Position Code # | Hay Plan Pay Grade | Hay Plan - Initial Base Salary (Step 1) | New Port Pay Plan (Implementation Range to 10th Market Percentile) | | | | | | | | Position Overview | | | | | |
|------------------------|---------------|---|---------------|---|----|------------------|-------|---|--------------------|-----|-------|------------------|-----|---------------------|-----|---------------------|----|-------------------|----|-------------------------|-----|---------------------|-----|-----------------|--------------------|----------------------|--------------------|---|--|-------|------|--------|---------------|-------|------|----|-------------------|---------------|----|---|--|--|
| 1. Education | 2. Experience | | 3. Complexity | | | 4. Scope of Work | | | 5. Problem Solving | | | 6. Sup. Received | | 7. Work Environment | | 8. Physical Demands | | 9. Dis. Decisions | | 10. HR Skills / Contact | | 11. Auth. Exercised | | 12. S & M Resp. | | | | | TOTAL | | | | Range Minimum | | | | | Range Maximum | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | Base Salary | Grade | Step | SS | Base Salary | Grade | Step | SS | | | | | | |
| 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 | 624 | Computer Programmer II | 2616 | J | 22,942 | 33,642 | I | 2 | D | 39,057 | I | 6 | C | Complex technical electronic computer programming work. | |
| 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 | 81,705 | P | 2 | A | 94,857 | P | 5 | D | 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 | 25,886 | 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 | 586 | Crane Operator | 9534 | I | 21,389 | 32,653 | I | 2 | A | 37,909 | I | 5 | 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 | 699 | Crane Operator Leader | 9535 | J | 22,942 | 37,162 | I | 5 | B | 43,144 | I | 9 | A | 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 | 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 | 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 | 29 | 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 | 48,778 | 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 | 28,520 | 38,352 | J | 2 | D | 44,525 | J | 6 | C | Routine professional civil, mechanical, electrical, telephone, traffic, environmental or architectural engineering work | |

Compensation and Benefits Review - Results

| Job Evaluation Results | | | | | | | | | | | | | | | | | | | | | | | | Benchmark Position | Port Position Code # | Hay Plan Pay Grade | Hay Plan - Initial Base Salary (Step 1) | New Port Pay Plan (Implementation Range to 10th Market Percentile) | | | | | | | | Position Overview | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 1. Education | 2. Experience | | | 3. Complexity | | | 4. Scope of Work | | | 5. Problem Solving | | | 6. Sup. Received | | | 7. Work Environment | | | 8. Physical Demands | | | 9. Dis. Decisions | | | | | | 10. HR Skills / Contact | | | 11. Auth. Exercised | | | 12. S & M Resp. | | | TOTAL | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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183 | 184 | 185 | 186 | 187 | 188 | 189 | 190 | 191 | 192 | 193 | 194 | 195 | 196 | 197 | 198 | 199 | 200 | 201 | 202 | 203 | 204 | 205 | 206 | 207 | 208 | 209 | 210 | 211 | 212 | 213 | 214 | 215 | 216 | 217 | 218 | 219 | 220 | 221 | 222 | 223 | 224 | 225 | 226 | 227 | 228 | 229 | 230 | 231 | 232 | 233 | 234 | 235 | 236 | 237 | 238 | 239 | 240 | 241 | 242 | 243 | 244 | 245 | 246 | 247 | 248 | 249 | 250 | 251 | 252 | 253 | 254 | 255 | 256 | 257 | 258 | 259 | 260 | 261 | 262 | 263 | 264 | 265 | 266 | 267 | 268 | 269 | 270 | 271 | 272 | 273 | 274 | 275 | 276 | 277 | 278 | 279 | 280 | 281 | 282 | 283 | 284 | 285 | 286 | 287 | 288 | 289 | 290 | 291 | 292 | 293 | 294 | 295 | 296 | 297 | 298 | 299 | 300 | 301 | 302 | 303 | 304 | 305 | 306 | 307 | 308 | 309 | 310 | 311 | 312 | 313 | 314 | 315 | 316 | 317 | 318 | 319 | 320 | 321 | 322 | 323 | 324 | 325 | 326 | 327 | 328 | 329 | 330 | 331 | 332 | 333 | 334 | 335 | 336 | 337 | 338 | 339 | 340 | 341 | 342 | 343 | 344 | 345 | 346 | 347 | 348 | 349 | 350 | 351 | 352 | 353 | 354 | 355 | 356 | 357 | 358 | 359 | 360 | 361 | 362 | 363 | 364 | 365 | 366 | 367 | 368 | 369 | 370 | 371 | 372 | 373 | 374 | 375 | 376 | 377 | 378 | 379 | 380 | 381 | 382 | 383 | 384 | 385 | 386 | 387 | 388 | 389 | 390 | 391 | 392 | 393 | 394 | 395 | 396 | 397 | 398 | 399 | 400 | 401 | 402 | 403 | 404 | 405 | 406 | 407 | 408 | 409 | 410 | 411 | 412 | 413 | 414 | 415 | 416 | 417 | 418 | 419 | 420 | 421 | 422 | 423 | 424 | 425 | 426 | 427 | 428 | 429 | 430 | 431 | 432 | 433 | 434 | 435 | 436 | 437 | 438 | 439 | 440 | 441 | 442 | 443 | 444 | 445 | 446 | 447 | 448 | 449 | 450 | 451 | 452 | 453 | 454 | 455 | 456 | 457 | 458 | 459 | 460 | 461 | 462 | 463 | 464 | 465 | 466 | 467 | 468 | 469 | 470 | 471 | 472 | 473 | 474 | 475 | 476 | 477 | 478 | 479 | 480 | 481 | 482 | 483 | 484 | 485 | 486 | 487 | 488 | 489 | 490 | 491 | 492 | 493 | 494 | 495 | 496 | 497 | 498 | 499 | 500 | 501 | 502 | 503 | 504 | 505 | 506 | 507 | 508 | 509 | 510 | 511 | 512 | 513 | 514 | 515 | 516 | 517 | 518 | 519 | 520 | 521 | 522 | 523 | 524 | 525 | 526 | 527 | 528 | 529 | 530 | 531 | 532 | 533 | 534 | 535 | 536 | 537 | 538 | 539 | 540 | 541 | 542 | 543 | 544 | 545 | 546 | 547 | 548 | 549 | 550 | 551 | 552 | 553 | 554 | 555 | 556 | 557 | 558 | 559 | 560 | 561 | 562 | 563 | 564 | 565 | 566 | 567 | 568 | 569 | 570 | 571 | 572 | 573 | 574 | 575 | 576 | 577 | 578 | 579 | 580 | 581 | 582 | 583 | 584 | 585 | 586 | 587 | 588 | 589 | 590 | 591 | 592 | 593 | 594 | 595 | 596 | 597 | 598 | 599 | 600 | 601 | 602 | 603 | 604 | 605 | 606 | 607 | 608 | 609 | 610 | 611 | 612 | 613 | 614 | 615 | 616 | 617 | 618 | 619 | 620 | 621 | 622 | 623 | 624 | 625 | 626 | 627 | 628 | 629 | 630 | 631 | 632 | 633 | 634 | 635 | 636 | 637 | 638 | 639 | 640 | 641 | 642 | 643 | 644 | 645 | 646 | 647 | 648 | 649 | 650 | 651 | 652 | 653 | 654 | 655 | 656 | 657 | 658 | 659 | 660 | 661 | 662 | 663 | 664 | 665 | 666 | 667 | 668 | 669 | 670 | 671 | 672 | 673 | 674 | 675 | 676 | 677 | 678 | 679 | 680 | 681 | 682 | 683 | 684 | 685 | 686 | 687 | 688 | 689 | 690 | 691 | 692 | 693 | 694 | 695 | 696 | 697 | 698 | 699 | 700 | 701 | 702 | 703 | 704 | 705 | 706 | 707 | 708 | 709 | 710 | 711 | 712 | 713 | 714 | 715 | 716 | 717 | 718 | 719 | 720 | 721 | 722 | 723 | 724 | 725 | 726 | 727 | 728 | 729 | 730 | 731 | 732 | 733 | 734 | 735 | 736 | 737 | 738 | 739 | 740 | 741 | 742 | 743 | 744 | 745 | 746 | 747 | 748 | 749 | 750 | 751 | 752 | 753 | 754 | 755 | 756 | 757 | 758 | 759 | 760 | 761 | 762 | 763 | 764 | 765 | 766 | 767 | 768 | 769 | 770 | 771 | 772 | 773 | 774 | 775 | 776 | 777 | 778 | 779 | 780 | 781 | 782 | 783 | 784 | 785 | 786 | 787 | 788 | 789 | 790 | 791 | 792 | 793 | 794 | 795 | 796 | 797 | 798 | 799 | 800 | 801 | 802 | 803 | 804 | 805 | 806 | 807 | 808 | 809 | 810 | 811 | 812 | 813 | 814 | 815 | 816 | 817 | 818 | 819 | 820 | 821 | 822 | 823 | 824 | 825 | 826 | 827 | 828 | 829 | 830 | 831 | 832 | 833 | 834 | 835 | 836 | 837 | 838 | 839 | 840 | 841 | 842 | 843 | 844 | 845 | 846 | 847 | 848 | 849 | 850 | 851 | 852 | 853 | 854 | 855 | 856 | 857 | 858 | 859 | 860 | 861 | 862 | 863 | 864 | 865 | 866 | 867 | 868 | 869 | 870 | 871 | 872 | 873 | 874 | 875 | 876 | 877 | 878 | 879 | 880 | 881 | 882 | 883 | 884 | 885 | 886 | 887 | 888 | 889 | 890 | 891 | 892 | 893 | 894 | 895 | 896 | 897 | 898 | 899 | 900 | 901 | 902 | 903 | 904 | 905 | 906 | 907 | 908 | 909 | 910 | 911 | 912 | 913 | 914 | 915 | 916 | 917 | 918 | 919 | 920 | 921 | 922 | 923 | 924 | 925 | 926 | 927 | 928 | 929 | 930 | 931 | 932 | 933 | 934 | 935 | 936 | 937 | 938 | 939 | 940 | 941 | 942 | 943 | 944 | 945 | 946 | 947 | 948 | 949 | 950 | 951 | 952 | 953 | 954 | 955 | 956 | 957 | 958 | 959 | 960 | 961 | 962 | 963 | 964 | 965 | 966 | 967 | 968 | 969 | 970 | 971 | 972 | 973 | 974 | 975 | 976 | 977 | 978 | 979 | 980 | 981 | 982 | 983 | 984 | 985 | 986 | 987 | 988 | 989 | 990 | 991 | 992 | 993 | 994 | 995 | 996 | 997 | 998 | 999 | 1000 | 1001 | 1002 | 1003 | 1004 | 1005 | 1006 | 1007 | 1008 | 1009 | 1010 | 1011 | 1012 | 1013 | 1014 | 1015 | 1016 | 1017 | 1018 | 1019 | 1020 | 1021 | 1022 | 1023 | 1024 | 1025 | 1026 | 1027 | 1028 | 1029 | 1030 | 1031 | 1032 | 1033 | 1034 | 1035 | 1036 | 1037 | 1038 | 1039 | 1040 | 1041 | 1042 | 1043 | 1044 | 1045 | 1046 | 1047 | 1048 | 1049 | 1050 | 1051 | 1052 | 1053 | 1054 | 1055 | 1056 | 1057 | 1058 | 1059 | 1060 | 1061 | 1062 | 1063 | 1064 | 1065 | 1066 | 1067 | 1068 | 1069 | 1070 | 1071 | 1072 | 1073 | 1074 | 1075 | 1076 | 1077 | 1078 | 1079 | 1080 | 1081 | 1082 | 1083 | 1084 | 1085 | 1086 | 1087 | 1088 | 1089 | 1090 | 1091 | 1092 | 1093 | 1094 | 1095 | 1096 | 1097 | 1098 | 1099 | 1100 | 1101 | 1102 | 1103 | 1104 | 1105 | 1106 | 1107 | 1108 | 1109 | 1110 | 1111 | 1112 | 1113 | 1114 | 1115 | 1116 | 1117 | 1118 | 1119 | 1120 | 1121 | 1122 | 1123 | 1124 | 1125 | 1126 | 1127 | 1128 | 1129 | 1130 | 1131 | 1132 | 1133 | 1134 | 1135 | 1136 | 1137 | 1138 | 1139 | 1140 | 1141 | 1142 | 1143 | 1144 | 1145 | 1146 | 1147 | 1148 | 1149 | 1150 | 1151 | 1152 | 1153 | 1154 | 1155 | 1156 | 1157 | 1158 | 1159 | 1160 | 1161 | 1162 | 1163 | 1164 | 1165 | 1166 | 1167 | 1168 | 1169 | 1170 | 1171 | 1172 | 1173 | 1174 | 1175 | 1176 | 1177 | 1178 | 1179 | 1180 | 1181 | 1182 | 1183 | 1184 | 1185 | 1186 | 1187 | 1188 | 1189 | 1190 | 1191 | 1192 | 1193 | 1194 | 1195 | 1196 | 1197 | 1198 | 1199 | 1200 | 1201 | 1202 | 1203 | 1204 | 1205 | 1206 | 1207 | 1208 | 1209 | 1210 | 1211 | 1212 | 1213 | 1214 | 1215 | 1216 | 1217 | 1218 | 1219 | 1220 | 1221 | 1222 | 1223 | 1224 | 1225 | 1226 | 1227 | 1228 | 1229 | 1230 | 1231 | 1232 | 1233 | 1234 | 1235 | 1236 | 1237 | 1238 | 1239 | 1240 | 1241 | 1242 | 1243 | 1244 | 1245 | 1246 | 1247 | 1248 | 1249 | 1250 | 1251 | 1252 | 1253 | 1254 | 1255 | 1256 | 1257 | 1258 | 1259 | 1260 | 1261 | 1262 | 1263 | 1264 | 1265 | 1266 | 1267 | 1268 | 1269 | 1270 | 1271 | 1272 | 1273 | 1274 | 1275 | 1276 | 1277 | 1278 | 1279 | 1280 | 1281 | 1282 | 1283 | 1284 | 1285 | 1286 | 1287 | 1288 | 1289 | 1290 | 1291 | 1292 | 1293 | 1294 | 1295 | 1296 | 1297 | 1298 | 1299 | 1300 | 1301 | 1302 | 1303 | 1304 | 1305 | 1306 | 1307 | 1308 | 1309 | 1310 | 1311 | 1312 | 1313 | 1314 | 1315 | 1316 | 1317 | 1318 | 1319 | 1320 | 1321 | 1322 | 1323 | 1324 | 1325 | 1326 | 1327 | 1328 | 1329 | 1330 | 1331 | 1332 | 1333 | 1334 | 1335 | 1336 | 1337 | 1338 | 1339 | 1340 | 1341 | 1342 | 1343 | 1344 | 1345 | 1346 | 1347 | 1348 | 1349 | 1350 | 1351 | 1352 | 1353 | 1354 | 1355 | 1356 | 1357 | 1358 | 1359 | 1360 | 1361 | 1362 | 1363 | 1364 | 1365 | 1366 | 1367 | 1368 | 1369 | 1370 | 1371 | 1372 | 1373 | 1374 | 1375 | 1376 | 1377 | 1378 | 1379 | 1380 | 1381 | 1382 | 1383 | 1384 | 1385 | 1386 | 1387 | 1388 | 1389 | 1390 | 1391 | 1392 | 1393 | 1394 | 1395 | 1396 | 1397 | 1398 | 1399 | 1400 | 1401 | 1402 | 1403 | 1404 | 1405 | 1406 | 1407 | 1408 | 1409 | 1410 | 1411 | 1412 | 1413 | 1414 | 1415 | 1416 | 1417 | 1418 | 1419 | 1420 | 1421 | 1422 | 1423 | 1424 | 1425 | 1426 | 1427 | 1428 | 1429 | 1430 | 1431 | 1432 | 1433 | 1434 | 1435 | 1436 | 1437 | 1438 | 1439 | 1440 | 1441 | 1442 | 1443 | 1444 | 1445 | 1446 | 1447 | 1448 | 1449 | 1450 | 1451 |

Compensation and Benefits Review - Results

| Job Evaluation Results | | | | | | | | | | | | | | | | | | | | | | | | Benchmark Position | Port Position Code # | Hay Plan Pay Grade | Hay Plan - Initial Base Salary (Step 1) | New Port Pay Plan (Implementation Range to 10th Market Percentile) | | | | | | | | Position Overview | | | | | |
|------------------------|---------------|------|---------------|------|------------------|------|--------------------|------|------------------|------|---------------------|------|---------------------|------|-------------------|------|-------------------------|------|---------------------|------|-----------------|------|-------|--------------------|----------------------|--------------------|---|--|---------------------------------------|-------|----|--------|--------|----|---|-------------------|--------|---|---|---|---|
| 1. Education | 2. Experience | | 3. Complexity | | 4. Scope of Work | | 5. Problem Solving | | 6. Sup. Received | | 7. Work Environment | | 8. Physical Demands | | 9. Dis. Decisions | | 10. HR Skills / Contact | | 11. Auth. Exercised | | 12. S & M Resp. | | TOTAL | | | | | | | | | | | | | | | | | | |
| | Grade | Step | Grade | Step | Grade | Step | Grade | Step | Grade | Step | Grade | Step | Grade | Step | Grade | Step | Grade | Step | Grade | Step | Grade | Step | Grade | | | | | Step | Grade | Step | SS | SS | SS | SS | | | | | | | |
| 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 | 1066 | 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 facilities. |
| 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 | 4566 | OL | 37,192 | 62,870 | N | 2 | A | 72,990 | N | 5 | D | Administers a complex security and harbor enforcement program and activities involved in the protection of cargoes, property and personnel |
| 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 | 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. |
| 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. Mechanic 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. Mechanic Supervisor | 10193 | L | 26,520 | 47,344 | K | 4 | D | 54,965 | K | 8 | C | 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. |
| 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 | 41,118 | 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 | 49,266 | K | 5 | D | 57,196 | K | 9 | C | 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. |

Compensation and Benefits Review - Results

| Job Evaluation Results | | | | | | | | | | | | | | | | | | | | | | | | | Benchmark Position | Port Position Code # | Hay Plan Pay Grade | Hay Plan - Initial Base Salary (Step 1) | New Port Pay Plan (Implementation Range to 10th Market Percentile) | | | | | | | | Position Overview | | | | |
|------------------------|---------------|------|---------------|------|------------------|------|--------------------|------|------------------|------|---------------------|------|---------------------|------|-------------------|------|-------------------------|------|---------------------|------|-----------------|------|-------|------|--------------------|----------------------|--------------------|---|--|-------|----|--------|--------|----|-------|------|-------------------|----|----|---|---|
| 1. Education | 2. Experience | | 3. Complexity | | 4. Scope of Work | | 5. Problem Solving | | 6. Sup. Received | | 7. Work Environment | | 8. Physical Demands | | 9. Dis. Decisions | | 10. HR Skills / Contact | | 11. Auth. Exercised | | 12. S & M Resp. | | TOTAL | | | | | | | | | | | | | | | | | | |
| | Grade | Step | Grade | Step | Grade | Step | Grade | Step | Grade | Step | Grade | Step | Grade | Step | Grade | Step | Grade | Step | Grade | Step | Grade | Step | Grade | Step | | | | | Grade | Step | SS | Grade | Step | SS | Grade | Step | | SS | | | |
| 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 | 48,778 | K | 5 | C | 56,630 | K | 9 | B | 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 | 480 | 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 | 482 | Refrigeration Mechanic I | 10141 | H | 19,974 | 26,145 | G | 3 | A | 30,354 | G | 6 | D | 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 | 568 | 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. |
| 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 | 50 | 264 | 132.0 | D | 20 | 264 | 52.8 | E | 100 | E | 115 | B1 | 19 | A1 | 22 | C1 | 50 | E3 | 76 | F2 | 100 | B1 | 19 | 950 | Safety Administrator | 4115 | M | 28,678 | 50,340 | L | 3 | A | 58,444 | L | 6 | D | 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 | 38 | 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 | 376 | 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. |

Compensation and Benefits Review - Results

| Job Evaluation Results | | | | | | | | | | | | | | | | | | | | | | | | Benchmark Position | Port Position Code # | Hay Plan Pay Grade | Hay Plan - Initial Base Salary (Step 1) | New Port Pay Plan (Implementation Range to 10th Market Percentile) | | | | | | | | Position Overview | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|------------------------|---------------|---------------|-----|---|----|------------------|-------|---|----|--------------------|------|---|-----|------------------|-----|----|----|---------------------|----|----|----|---------------------|----|--------------------|----------------------|--------------------|---|--|---------------------------------|-------|---|-------------------------|--------|---|---|-------------------|---------------------|---|----|---|---|--|--|--|-------------|--|--|--|---------------|--|--|--|---------------|--|--|--|----|--|--|--|-------------|--|--|--|-------|--|--|--|------|--|--|--|----|--|--|--|--|--|
| 1. Education | 2. Experience | 3. Complexity | | | | 4. Scope of Work | | | | 5. Problem Solving | | | | 6. Sup. Received | | | | 7. Work Environment | | | | 8. Physical Demands | | | | | | 9. Dis. Decisions | | | | 10. HR Skills / Contact | | | | | 11. Auth. Exercised | | | | 12. S & M Resp. | | | | TOTAL | | | | Range Minimum | | | | Range Maximum | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | Base Salary | | | | Grade | | | | Step | | | | SS | | | | Base Salary | | | | Grade | | | | Step | | | | SS | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 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 | 44,064 | 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 | 29 | B1 | 33 | D3 | 50 | D0 | 33 | B1 | 25 | 801 | Stevedore Supervisor II | 9486 | K | 24,656 | 40,308 | J | 4 | A | 46,797 | 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 | 10909 | 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 Management Administrator | 1451 | N | 31,064 | 59,718 | 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 | 39,448 | I | 6 | D | Complex supervisory work involved in directing the programs and activities of the central supply warehouse. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| G | 66 | E | 38 | B | 15 | 104 | 15.6 | B | 10 | 104 | 10.4 | A | 25 | B | 25 | C2 | 38 | D3 | 76 | A1 | 16 | B1 | 22 | A0 | 0 | A1 | 0 | 332 | 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 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 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 | 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. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 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 | 64,133 | N | 2 | C | 74,457 | N | 6 | B | Administers and provides complex professional programming work for the data processing center | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| J | 132 | I | 132 | D | 55 | 264 | 145.2 | C | 15 | 264 | 39.6 | E | 115 | E | 100 | A1 | 12 | A1 | 22 | C1 | 50 | D3 | 50 | F1 | 100 | A1 | 14 | 912 | Systems Programmer | 2624 | N | 31,064 | 48,295 | K | 5 | B | 56,069 | K | 9 | 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 | 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 | 480 | Tariff Technician | 1119 | H | 19,974 | 26,937 | G | 3 | D | 31,274 | G | 7 | C | 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 | 19 | A1 | 22 | D2 | 76 | E3 | 76 | G2 | 132 | D1 | 43 | 1112 | Terminal Superintendent | 10996 | P | 36,850 | 68,760 | N | 4 | B | 79,828 | N | 8 | A | 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 | 17,635 | 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 | 67,405 | N | 3 | D | 78,255 | N | 7 | C | 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 | 59,519 | 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. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

Compensation and Benefits Review - Results

| Job Evaluation Results | | | | | | | | | | | | | | | | | | | | | | | Benchmark Position | Port Position Code # | Hay Plan Pay Grade | Hay Plan - Initial Base Salary (Step 1) | New Port Pay Plan (Implementation Range to 10th Market Percentile) | | | | | | | | Position Overview | | | | | | |
|------------------------|---------------|---|---------------|---|------------------|-----|--------------------|---|------------------|-----|---------------------|---|---------------------|---|-------------------|----|-------------------------|----|---------------------|----|-----------------|----|--------------------|----------------------|--------------------|---|--|-----|-------------------|-------|---|--------|---------------|---|-------------------|---|--------|---|---|---|---|
| 1. Education | 2. Experience | | 3. Complexity | | 4. Scope of Work | | 5. Problem Solving | | 6. Sup. Received | | 7. Work Environment | | 8. Physical Demands | | 9. Dis. Decisions | | 10. HR Skills / Contact | | 11. Auth. Exercised | | 12. S & M Resp. | | | | | | TOTAL | | Range Minimum | | | | Range Maximum | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 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 | 477 | Welder I | 10121 | H | 19,974 | 24,345 | F | 4 | C | 28,264 | F | 8 | B | 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 | 166 | 66.4 | B | 10 | 166 | 16.6 | C | 57 | C | 50 | C3 | 57 | D3 | 76 | B1 | 29 | C2 | 33 | A0 | 0 | A1 | 10 | 561 | Welder II | 10122 | I | 21,389 | 30,405 | H | 3 | C | 35,299 | H | 7 | B | 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 | 689 | Welder Leader | 10125 | J | 22,942 | 37,162 | I | 5 | B | 43,144 | I | 9 | A | 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 | 66 | 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. |