

**SALARY SCHEDULE
HARBOR TITLES
Effective 01/01/21**

01/01/21 Minimum Wage \$14.00

Amounts shown are hourly, bi-weekly and monthly equivalents.

OCCUP CODE	POSITION TITLE	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
NA2CN	ADMINISTRATIVE AIDE III	520	26.502	27.825	29.445	30.995	32.588	34.286	36.036
			2,120.160	2,226.000	2,355.600	2,479.600	2,607.040	2,742.880	2,882.880
			4,609.000	4,840.000	5,121.000	5,391.000	5,668.000	5,963.000	6,268.000
NB1CN	ADMINISTRATIVE AIDE III-CONF	520	26.502	27.825	29.445	30.995	32.588	34.286	36.036
			2,120.160	2,226.000	2,355.600	2,479.600	2,607.040	2,742.880	2,882.880
			4,609.000	4,840.000	5,121.000	5,391.000	5,668.000	5,963.000	6,268.000
NB4NN	ASSISTANT DIRECTOR-FINANCE	E00	0.000						
N01N1	ASSOC DIRECTOR OF PROPERTIES	B00	0.000						
N02NN	ASST CHIEF HARBOR ENGINEER	764	61.368	64.942	68.187	71.594	75.178	78.936	82.879
			4,909.440	5,195.360	5,454.960	5,727.520	6,014.240	6,314.880	6,630.320
			10,674.000	11,295.000	11,860.000	12,452.000	13,076.000	13,729.000	14,415.000
NB9NN	ASST DIR SEC-HOMELAND SECURITY	E00	0.000						
NB8NN	ASST DIR-COMMCTNS/COMM RELTNS	E00	0.000						
NH4NN	ASST DIR-CONSTRUCTION MGMT	E00	0.000						
NH5NN	ASST DIR-ENGINEERING DESIGN	E00	0.000						
NG8NN	ASST DIR-ENVIRON PLAN-STDS RMD	E00	0.000						
NE7NN	ASST DIR-ENVIRONMENTAL PLNG	E00	0.000						
NH6NN	ASST DIR-PROGRAM MANAGEMENT	E00	0.000						
NH7NN	ASST DIR-SECURITY OPERATIONS	E00	0.000						
N05NN	ASST DIRECTOR OF MAINTENANCE	670	39.036	40.990	43.376	45.668	48.067	50.570	53.185
			3,122.880	3,279.200	3,470.080	3,653.440	3,845.360	4,045.600	4,254.800
			6,789.000	7,129.000	7,544.000	7,943.000	8,360.000	8,796.000	9,250.000
NG6NN	ASST DIRECTOR-BUSINESS DEVEL	E00	0.000						
NB5NN	ASST DIRECTOR-HUMAN RESOURCES	E00	0.000						
ND7NN	ASST DIRECTOR-INFORMATION MGMT	E00	0.000						
N62NN	ASST DIRECTOR-REAL ESTATE	E00	0.000						
N09NN	ASST EXECUTIVE DIRECTOR-HARBOR	E00	0.000						
NE8NN	ASST EXECUTIVE OFF-THE BOARD	E00	0.000						
N67AN	ASST MARKETING MANAGER I	470	23.399	24.570	26.002	27.351	28.741	30.213	31.774
			1,871.920	1,965.600	2,080.160	2,188.080	2,299.280	2,417.040	2,541.920
			4,070.000	4,273.000	4,522.000	4,757.000	4,999.000	5,255.000	5,526.000
N67BN	ASST MARKETING MANAGER II	560	29.332	30.798	32.588	34.286	36.036	37.875	39.860
			2,346.560	2,463.840	2,607.040	2,742.880	2,882.880	3,030.000	3,188.800
			5,102.000	5,357.000	5,668.000	5,963.000	6,268.000	6,588.000	6,933.000

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N67CN	ASST MARKETING MANAGER III	630	34.991	36.741	38.879	40.863	42.959	45.229	47.605
			2,799.280	2,939.280	3,110.320	3,269.040	3,436.720	3,618.320	3,808.400
			6,086.000	6,390.000	6,762.000	7,107.000	7,472.000	7,867.000	8,280.000
NH1NN	ASST MNG DIR-ALT PRJ DEL/CONST	E00	0.000						
N03NN	ASST TERMINAL SVCS MANAGER	590	31.637	33.223	35.157	36.931	38.879	40.863	42.959
			2,530.960	2,657.840	2,812.560	2,954.480	3,110.320	3,269.040	3,436.720
			5,503.000	5,778.000	6,115.000	6,423.000	6,762.000	7,107.000	7,472.000
NA3NN	ASST TO EXECUTIVE DIRECTOR	E00	0.000						
N42NN	ASST TRAFFIC MANAGER	600	32.430	34.054	36.036	37.875	39.860	41.898	44.081
			2,594.400	2,724.320	2,882.880	3,030.000	3,188.800	3,351.840	3,526.480
			5,641.000	5,923.000	6,268.000	6,588.000	6,933.000	7,287.000	7,667.000
NI0NN	BUSINESS DEVELOPMENT ANALYST	660	37.709	39.596	41.898	44.081	46.390	48.823	51.361
			3,016.720	3,167.680	3,351.840	3,526.480	3,711.200	3,905.840	4,108.880
			6,559.000	6,887.000	7,287.000	7,667.000	8,069.000	8,492.000	8,933.000
NJ7NN	CAPITAL PROGRAMS EXECUTIVE	E00	0.000						
N68AN	CARGO AUDIT CLERK I	340	16.862	17.703	18.737	19.673	20.664	21.708	22.802
			1,348.960	1,416.240	1,498.960	1,573.840	1,653.120	1,736.640	1,824.160
			2,933.000	3,079.000	3,259.000	3,422.000	3,594.000	3,776.000	3,966.000
N68BN	CARGO AUDIT CLERK II	360	17.704	18.589	19.673	20.664	21.708	22.802	24.163
			1,416.320	1,487.120	1,573.840	1,653.120	1,736.640	1,824.160	1,933.040
			3,079.000	3,233.000	3,422.000	3,594.000	3,776.000	3,966.000	4,203.000
N68CN	CARGO AUDIT CLERK III	400	19.536	20.511	21.708	22.802	24.163	25.428	26.685
			1,562.880	1,640.880	1,736.640	1,824.160	1,933.040	2,034.240	2,134.800
			3,398.000	3,567.000	3,776.000	3,966.000	4,203.000	4,423.000	4,641.000
N68DN	CARGO AUDIT CLERK IV	440	21.749	22.835	24.163	25.428	26.685	28.019	29.445
			1,739.920	1,826.800	1,933.040	2,034.240	2,134.800	2,241.520	2,355.600
			3,783.000	3,972.000	4,203.000	4,423.000	4,641.000	4,873.000	5,121.000
NK3NN	CHIEF EXECUTIVE-HARBOR DEPT	E00	0.000						
N10NN	CHIEF HARBOR ENGINEER	E00	0.000						
N11NN	CHIEF PORT SECURITY OFFICER	680	39.674	41.659	44.081	46.390	48.823	51.361	54.046
			3,173.920	3,332.720	3,526.480	3,711.200	3,905.840	4,108.880	4,323.680
			6,900.000	7,246.000	7,667.000	8,069.000	8,492.000	8,933.000	9,400.000
N12NN	CHIEF WHARFINGER	680	39.674	41.659	44.081	46.390	48.823	51.361	54.046
			3,173.920	3,332.720	3,526.480	3,711.200	3,905.840	4,108.880	4,323.680

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			6,900.000	7,246.000	7,667.000	8,069.000	8,492.000	8,933.000	9,400.000
W84NN	CIVIL ENGINEERING ASST-NC	N57	26.824	28.163	29.801	31.341	32.951	34.614	36.440
			2,145.920	2,253.040	2,384.080	2,507.280	2,636.080	2,769.120	2,915.200
			4,665.000	4,898.000	5,183.000	5,451.000	5,731.000	6,020.000	6,338.000
NJ8AN	COMMERCIAL DIVER I	610	33.562	35.240	37.289	39.257	41.260	43.376	45.668
			2,684.960	2,819.200	2,983.120	3,140.560	3,300.800	3,470.080	3,653.440
			5,837.000	6,129.000	6,486.000	6,828.000	7,176.000	7,544.000	7,943.000
NJ8BN	COMMERCIAL DIVER II	640	36.224	38.037	40.247	42.305	44.509	46.841	49.297
			2,897.920	3,042.960	3,219.760	3,384.400	3,560.720	3,747.280	3,943.760
			6,300.000	6,616.000	7,000.000	7,358.000	7,741.000	8,147.000	8,574.000
N94AN	COMMUNICATIONS ASSISTANT I	370	18.153	19.060	20.168	21.175	22.239	23.420	24.808
			1,452.240	1,524.800	1,613.440	1,694.000	1,779.120	1,873.600	1,984.640
			3,157.000	3,315.000	3,508.000	3,683.000	3,868.000	4,073.000	4,315.000
N94BN	COMMUNICATIONS ASSISTANT II	400	19.536	20.511	21.708	22.802	24.163	25.428	26.685
			1,562.880	1,640.880	1,736.640	1,824.160	1,933.040	2,034.240	2,134.800
			3,398.000	3,567.000	3,776.000	3,966.000	4,203.000	4,423.000	4,641.000
N94CN	COMMUNICATIONS ASSISTANT III	430	21.077	22.132	23.420	24.808	26.002	27.351	28.741
			1,686.160	1,770.560	1,873.600	1,984.640	2,080.160	2,188.080	2,299.280
			3,666.000	3,849.000	4,073.000	4,315.000	4,522.000	4,757.000	4,999.000
N64NN	COMMUNICATIONS OFFICER	660	37.709	39.596	41.898	44.081	46.390	48.823	51.361
			3,016.720	3,167.680	3,351.840	3,526.480	3,711.200	3,905.840	4,108.880
			6,559.000	6,887.000	7,287.000	7,667.000	8,069.000	8,492.000	8,933.000
W76AN	CONSTRUCTION INSP I-NC	N63	26.876	28.216	29.858	31.395	32.974	34.718	36.489
			2,150.080	2,257.280	2,388.640	2,511.600	2,637.920	2,777.440	2,919.120
			4,675.000	4,908.000	5,193.000	5,460.000	5,735.000	6,038.000	6,346.000
W76BN	CONSTRUCTION INSP II-NC	N72	29.679	31.163	32.974	34.718	36.489	38.407	40.350
			2,374.320	2,493.040	2,637.920	2,777.440	2,919.120	3,072.560	3,228.000
			5,162.000	5,420.000	5,735.000	6,038.000	6,346.000	6,680.000	7,018.000
NE6NN	CONSTRUCTION MANAGER	644	43.954	46.514	48.884	51.445	54.136	56.972	59.821
			3,516.320	3,721.120	3,910.720	4,115.600	4,330.880	4,557.760	4,785.680
			7,645.000	8,090.000	8,502.000	8,948.000	9,416.000	9,909.000	10,405.000
N15NN	CONSTRUCTION SUPERVISOR	540	28.162	29.570	31.296	32.905	34.618	36.385	38.243
			2,252.960	2,365.600	2,503.680	2,632.400	2,769.440	2,910.800	3,059.440
			4,898.000	5,143.000	5,443.000	5,723.000	6,021.000	6,328.000	6,652.000

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NC2AN	CONTRACT ADMINISTRATOR I	460	22.886	24.026	25.428	26.685	28.019	29.445	30.995
			1,830.880	1,922.080	2,034.240	2,134.800	2,241.520	2,355.600	2,479.600
			3,981.000	4,179.000	4,423.000	4,641.000	4,873.000	5,121.000	5,391.000
NC2BN	CONTRACT ADMINISTRATOR II	520	26.502	27.825	29.445	30.995	32.588	34.286	36.036
			2,120.160	2,226.000	2,355.600	2,479.600	2,607.040	2,742.880	2,882.880
			4,609.000	4,840.000	5,121.000	5,391.000	5,668.000	5,963.000	6,268.000
NL1AN	CONTRACT COMPLIANCE ANALYST I	600	32.430	34.054	36.036	37.875	39.860	41.898	44.081
			2,594.400	2,724.320	2,882.880	3,030.000	3,188.800	3,351.840	3,526.480
			5,641.000	5,923.000	6,268.000	6,588.000	6,933.000	7,287.000	7,667.000
NL1BN	CONTRACT COMPLIANCE ANALYST II	630	34.991	36.741	38.879	40.863	42.959	45.229	47.605
			2,799.280	2,939.280	3,110.320	3,269.040	3,436.720	3,618.320	3,808.400
			6,086.000	6,390.000	6,762.000	7,107.000	7,472.000	7,867.000	8,280.000
NL1DN	CONTRACT COMPLIANCE ANALYST IV	710	43.564	45.746	48.033	50.433	52.956	55.605	58.381
			3,485.120	3,659.680	3,842.640	4,034.640	4,236.480	4,448.400	4,670.480
			7,577.000	7,957.000	8,354.000	8,772.000	9,211.000	9,671.000	10,154.000
NL1CN	CONTRACT COMPLIANCE ANALYST III	660	37.709	39.596	41.898	44.081	46.390	48.823	51.361
			3,016.720	3,167.680	3,351.840	3,526.480	3,711.200	3,905.840	4,108.880
			6,559.000	6,887.000	7,287.000	7,667.000	8,069.000	8,492.000	8,933.000
NF4DN	CONTROL CENTER OPERATOR IV	560	29.617	31.097	32.905	34.618	36.385	38.243	40.247
			2,369.360	2,487.760	2,632.400	2,769.440	2,910.800	3,059.440	3,219.760
			5,151.000	5,409.000	5,723.000	6,021.000	6,328.000	6,652.000	7,000.000
NC4NN	CONTROLLER-ACTA	E00	0.000						
N16NN	DEPUTY CHIEF HARBOR ENGINEER	724	53.835	56.972	59.951	63.067	66.361	69.815	73.306
			4,306.800	4,557.760	4,796.080	5,045.360	5,308.880	5,585.200	5,864.480
			9,363.000	9,909.000	10,427.000	10,969.000	11,542.000	12,143.000	12,750.000
N16AN	DEPUTY CHIEF HARBOR ENGINEER I	724	53.835	56.972	59.951	63.067	66.361	69.815	73.306
			4,306.800	4,557.760	4,796.080	5,045.360	5,308.880	5,585.200	5,864.480
			9,363.000	9,909.000	10,427.000	10,969.000	11,542.000	12,143.000	12,750.000
N16BN	DEPUTY CHIEF HARBOR ENGR II	757	55.376	58.598	61.618	64.822	68.233	71.779	75.367
			4,430.080	4,687.840	4,929.440	5,185.760	5,458.640	5,742.320	6,029.360
			9,631.000	10,192.000	10,717.000	11,274.000	11,868.000	12,484.000	13,108.000
NL6NN	DEPUTY CHIEF SURVEYOR	644	43.954	46.514	48.884	51.445	54.136	56.972	59.821
			3,516.320	3,721.120	3,910.720	4,115.600	4,330.880	4,557.760	4,785.680
			7,645.000	8,090.000	8,502.000	8,948.000	9,416.000	9,909.000	10,405.000

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NB3NN	DEPUTY EXECUTIVE DIRECTOR	E00	0.000						
N77NN	DIR-HUMAN RESOURCES-HARBOR	E00	0.000						
N92NN	DIRECTOR OF COMMUNICATIONS	E00	0.000						
NA4NN	DIRECTOR OF INFORMATION MGMT	E00	0.000						
N18NN	DIRECTOR OF MAINTENANCE	E00	0.000						
NB2NN	DIRECTOR OF PLNG/ENVRMTL AFFRS	E00	0.000						
NB6NN	DIRECTOR OF RISK MANAGEMENT	E00	0.000						
NA5NN	DIRECTOR OF SECURITY	E00	0.000						
NH3NN	DIRECTOR-ALT PROJECT DELIVERY	E00	0.000						
N22NN	DIRECTOR-BUSINESS DEVELOPMENT	E00	0.000						
ND9NN	DIRECTOR-CONSTRUCTION MGMT	E00	0.000						
NE1NN	DIRECTOR-ENGINEERING DESIGN	E00	0.000						
NE2NN	DIRECTOR-ENVIRONMENTAL PLNG	E00	0.000						
N59NN	DIRECTOR-FINANCE	E00	0.000						
NB7NN	DIRECTOR-GOVERNMENT RELATIONS	E00	0.000						
NJ6NN	DIRECTOR-MARKETING	E00	0.000						
NE3NN	DIRECTOR-MASTER PLANNING	E00	0.000						
NE4NN	DIRECTOR-PROGRAM MANAGEMENT	E00	0.000						
NH2NN	DIRECTOR-PROJECT CONTROLS	E00	0.000						
N61NN	DIRECTOR-REAL ESTATE	E00	0.000						
NK6NN	DIRECTOR-SURVEY	E00	0.000						
NJ4NN	DIRECTOR-TEAM DEVELOPMENT	E00	0.000						
NJ5NN	DIRECTOR-TENANT SVCS & OPS	E00	0.000						
NE5NN	DIRECTOR-TRANSPORTATION PLNG	E00	0.000						
W77AN	ENGINEERING TECHNICIAN I-NC	N43	22.604	23.734	25.116	26.341	27.680	29.098	30.602
			1,808.320	1,898.720	2,009.280	2,107.280	2,214.400	2,327.840	2,448.160
			3,931.000	4,128.000	4,368.000	4,581.000	4,814.000	5,061.000	5,323.000
W77BN	ENGINEERING TECHNICIAN II-NC	N53	24.913	26.161	27.680	29.098	30.602	32.191	33.853
			1,993.040	2,092.880	2,214.400	2,327.840	2,448.160	2,575.280	2,708.240
			4,333.000	4,550.000	4,814.000	5,061.000	5,323.000	5,599.000	5,888.000
NC3AN	ENVIRON REMEDIATION SPEC I	644	43.954	46.514	48.884	51.445	54.136	56.972	59.821
			3,516.320	3,721.120	3,910.720	4,115.600	4,330.880	4,557.760	4,785.680
			7,645.000	8,090.000	8,502.000	8,948.000	9,416.000	9,909.000	10,405.000
NC3BN	ENVIRON REMEDIATION SPEC II	694	48.614	51.445	54.136	56.972	59.951	63.067	66.220

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			3,889.120	4,115.600	4,330.880	4,557.760	4,796.080	5,045.360	5,297.600
			8,455.000	8,948.000	9,416.000	9,909.000	10,427.000	10,969.000	11,518.000
W81NN	ENVIRONMENTAL SPEC ASSOC-NC	N80	32.796	34.438	36.440	38.301	40.311	42.352	44.542
			2,623.680	2,755.040	2,915.200	3,064.080	3,224.880	3,388.160	3,563.360
			5,704.000	5,990.000	6,338.000	6,662.000	7,011.000	7,366.000	7,747.000
W80AN	ENVIRONMENTAL SPEC ASST-NC	N57	26.824	28.163	29.801	31.341	32.951	34.614	36.440
			2,145.920	2,253.040	2,384.080	2,507.280	2,636.080	2,769.120	2,915.200
			4,665.000	4,898.000	5,183.000	5,451.000	5,731.000	6,020.000	6,338.000
N24NN	ENVIRONMENTAL SPECIALIST	644	43.954	46.514	48.884	51.445	54.136	56.972	59.821
			3,516.320	3,721.120	3,910.720	4,115.600	4,330.880	4,557.760	4,785.680
			7,645.000	8,090.000	8,502.000	8,948.000	9,416.000	9,909.000	10,405.000
N26NN	ENVIRONMENTAL SPECIALIST ASSOC	594	36.913	38.761	41.013	43.110	45.370	47.669	50.131
			2,953.040	3,100.880	3,281.040	3,448.800	3,629.600	3,813.520	4,010.480
			6,420.000	6,742.000	7,133.000	7,498.000	7,891.000	8,291.000	8,719.000
N25NN	ENVIRONMENTAL SPECIALIST ASST	514	30.189	31.703	33.541	35.272	37.088	38.959	41.013
			2,415.120	2,536.240	2,683.280	2,821.760	2,967.040	3,116.720	3,281.040
			5,251.000	5,514.000	5,834.000	6,135.000	6,451.000	6,776.000	7,133.000
N24AN	ENVIRONMENTAL SPECIALIST I	644	43.954	46.514	48.884	51.445	54.136	56.972	59.821
			3,516.320	3,721.120	3,910.720	4,115.600	4,330.880	4,557.760	4,785.680
			7,645.000	8,090.000	8,502.000	8,948.000	9,416.000	9,909.000	10,405.000
N24BN	ENVIRONMENTAL SPECIALIST II	694	48.614	51.445	54.136	56.972	59.951	63.067	66.220
			3,889.120	4,115.600	4,330.880	4,557.760	4,796.080	5,045.360	5,297.600
			8,455.000	8,948.000	9,416.000	9,909.000	10,427.000	10,969.000	11,518.000
N88NN	EXECUTIVE DIRECTOR-HARBOR	E00	0.000						
N27NN	EXECUTIVE OFFICER TO THE BOARD	E00	0.000						
N39NN	EXECUTIVE SECRETARY-HARBOR	E00	0.000						
N71NN	FINANCIAL RPRTRNG/CONTROLS OFF	680	39.674	41.659	44.081	46.390	48.823	51.361	54.046
			3,173.920	3,332.720	3,526.480	3,711.200	3,905.840	4,108.880	4,323.680
			6,900.000	7,246.000	7,667.000	8,069.000	8,492.000	8,933.000	9,400.000
ND3NN	GARAGE SUPERVISOR	550	28.874	30.317	32.083	33.727	35.498	37.289	39.257
			2,309.920	2,425.360	2,566.640	2,698.160	2,839.840	2,983.120	3,140.560
			5,022.000	5,273.000	5,580.000	5,866.000	6,174.000	6,486.000	6,828.000
ND3AN	GARAGE SUPERVISOR I-HARBOR	551	29.746	31.232	33.052	34.746	36.571	38.415	40.442
			2,379.680	2,498.560	2,644.160	2,779.680	2,925.680	3,073.200	3,235.360

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			5,174.000	5,432.000	5,749.000	6,043.000	6,361.000	6,681.000	7,034.000
ND3BN	GARAGE SUPERVISOR II-HARBOR	621	35.456	37.230	39.397	41.463	43.584	45.853	48.256
			2,836.480	2,978.400	3,151.760	3,317.040	3,486.720	3,668.240	3,860.480
			6,167.000	6,475.000	6,852.000	7,212.000	7,581.000	7,975.000	8,393.000
W84AN	GARDENER I-NC	M20	17.183	18.045	19.095	20.054	21.069	22.129	23.451
			1,374.640	1,443.600	1,527.600	1,604.320	1,685.520	1,770.320	1,876.080
			2,989.000	3,139.000	3,321.000	3,488.000	3,665.000	3,849.000	4,079.000
W85NN	GENERAL MAINTENANCE ASST-NC	M31	19.426	20.396	21.586	22.730	24.077	25.240	26.542
			1,554.080	1,631.680	1,726.880	1,818.400	1,926.160	2,019.200	2,123.360
			3,379.000	3,547.000	3,754.000	3,953.000	4,188.000	4,390.000	4,616.000
NL5NN	GEOGRAPHIC INFO SYS SUPV	690	40.666	42.701	45.182	47.551	50.046	52.646	55.399
			3,253.280	3,416.080	3,614.560	3,804.080	4,003.680	4,211.680	4,431.920
			7,073.000	7,427.000	7,858.000	8,270.000	8,704.000	9,157.000	9,635.000
N56NN	GRAPHIC ARTIST	520	26.502	27.825	29.445	30.995	32.588	34.286	36.036
			2,120.160	2,226.000	2,355.600	2,479.600	2,607.040	2,742.880	2,882.880
			4,609.000	4,840.000	5,121.000	5,391.000	5,668.000	5,963.000	6,268.000
NC0NN	GRAPHICS TECHNICIAN	410	20.014	21.012	22.239	23.420	24.808	26.002	27.351
			1,601.120	1,680.960	1,779.120	1,873.600	1,984.640	2,080.160	2,188.080
			3,481.000	3,655.000	3,868.000	4,073.000	4,315.000	4,522.000	4,757.000
NI9NN	HARBOR CONTROL CENTER SUPV	630	34.991	36.741	38.879	40.863	42.959	45.229	47.605
			2,799.280	2,939.280	3,110.320	3,269.040	3,436.720	3,618.320	3,808.400
			6,086.000	6,390.000	6,762.000	7,107.000	7,472.000	7,867.000	8,280.000
N32AN	HARBOR MAINT MECHANIC I	441	22.290	23.403	24.763	26.059	27.348	28.715	30.176
			1,783.200	1,872.240	1,981.040	2,084.720	2,187.840	2,297.200	2,414.080
			3,877.000	4,070.000	4,307.000	4,532.000	4,757.000	4,994.000	5,248.000
W86AN	HARBOR MAINT MECHANIC I-NC	M37	21.109	22.164	23.451	24.678	25.900	27.194	28.578
			1,688.720	1,773.120	1,876.080	1,974.240	2,072.000	2,175.520	2,286.240
			3,671.000	3,855.000	4,079.000	4,292.000	4,505.000	4,730.000	4,971.000
N32BN	HARBOR MAINT MECHANIC II	471	23.980	25.180	26.649	28.030	29.455	30.964	32.564
			1,918.400	2,014.400	2,131.920	2,242.400	2,356.400	2,477.120	2,605.120
			4,171.000	4,380.000	4,635.000	4,875.000	5,123.000	5,386.000	5,664.000
W86BN	HARBOR MAINT MECHANIC II-NC	M46	22.713	23.849	25.240	26.542	27.901	29.325	30.841
			1,817.040	1,907.920	2,019.200	2,123.360	2,232.080	2,346.000	2,467.280
			3,950.000	4,148.000	4,390.000	4,616.000	4,853.000	5,100.000	5,364.000

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N76AN	HARBOR MAINT SUPT I	610	33.562	35.240	37.289	39.257	41.260	43.376	45.668
			2,684.960	2,819.200	2,983.120	3,140.560	3,300.800	3,470.080	3,653.440
			5,837.000	6,129.000	6,486.000	6,828.000	7,176.000	7,544.000	7,943.000
N76BN	HARBOR MAINT SUPT II	640	36.224	38.037	40.247	42.305	44.509	46.841	49.297
			2,897.920	3,042.960	3,219.760	3,384.400	3,560.720	3,747.280	3,943.760
			6,300.000	6,616.000	7,000.000	7,358.000	7,741.000	8,147.000	8,574.000
N33NN	HARBOR MAINTENANCE SUPERVISOR	520	26.759	28.096	29.730	31.296	32.905	34.618	36.385
			2,140.720	2,247.680	2,378.400	2,503.680	2,632.400	2,769.440	2,910.800
			4,654.000	4,887.000	5,171.000	5,443.000	5,723.000	6,021.000	6,328.000
NL7NN	HARBOR MARINE ENGINEER	694	48.614	51.445	54.136	56.972	59.951	63.067	66.220
			3,889.120	4,115.600	4,330.880	4,557.760	4,796.080	5,045.360	5,297.600
			8,455.000	8,948.000	9,416.000	9,909.000	10,427.000	10,969.000	11,518.000
NK8NN	INTERMODAL OPERATIONS COORD	720	43.940	46.137	48.823	51.361	54.046	56.886	59.840
			3,515.200	3,690.960	3,905.840	4,108.880	4,323.680	4,550.880	4,787.200
			7,642.000	8,025.000	8,492.000	8,933.000	9,400.000	9,894.000	10,408.000
NG2AN	MAINTENANCE PLANNER I	540	28.162	29.570	31.296	32.905	34.618	36.385	38.243
			2,252.960	2,365.600	2,503.680	2,632.400	2,769.440	2,910.800	3,059.440
			4,898.000	5,143.000	5,443.000	5,723.000	6,021.000	6,328.000	6,652.000
NG2BN	MAINTENANCE PLANNER II	581	31.624	33.204	35.138	36.931	38.817	40.851	42.940
			2,529.920	2,656.320	2,811.040	2,954.480	3,105.360	3,268.080	3,435.200
			5,500.000	5,775.000	6,112.000	6,423.000	6,751.000	7,105.000	7,468.000
NC6NN	MANAGER OF ACCOUNTING	E00	0.000						
NA6NN	MANAGER OF ENVIRONMENTAL PLNG	757	55.376	58.598	61.618	64.822	68.233	71.779	75.367
			4,430.080	4,687.840	4,929.440	5,185.760	5,458.640	5,742.320	6,029.360
			9,631.000	10,192.000	10,717.000	11,274.000	11,868.000	12,484.000	13,108.000
ND2NN	MANAGER OF MARITIME SERVICES	680	39.674	41.659	44.081	46.390	48.823	51.361	54.046
			3,173.920	3,332.720	3,526.480	3,711.200	3,905.840	4,108.880	4,323.680
			6,900.000	7,246.000	7,667.000	8,069.000	8,492.000	8,933.000	9,400.000
N57NN	MANAGER OF MASTER PLANNING	E00	0.000						
NC1NN	MANAGER OF PORT PROJECTS	E00	0.000						
N65NN	MANAGER OF RAIL TRANSPORTATION	724	53.835	56.972	59.951	63.067	66.361	69.815	73.306
			4,306.800	4,557.760	4,796.080	5,045.360	5,308.880	5,585.200	5,864.480
			9,363.000	9,909.000	10,427.000	10,969.000	11,542.000	12,143.000	12,750.000
NI2NN	MANAGER-BUSINESS DEVELOPMENT	E00	0.000						

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NH9NN	MANAGER-CEQA/NEPA PRACTICES	E00	0.000						
NI6NN	MANAGER-PROCUREMENT	E00	0.000						
NH8NN	MANAGER-PROJECT CONTROLS	E00	0.000						
NK7NN	MANAGER-REVENUE	E00	0.000						
NH0NN	MANAGER-SECURITY OPERATIONS	E00	0.000						
NI1NN	MANAGER-TECHNICAL SECURITY	E00	0.000						
NL0NN	MANAGER-TENANT SERVICES	E00	0.000						
N80NN	MANAGING DIRECTOR	E00	0.000						
NA8NN	MARKET PLANNING ASSISTANT	470	23.399	24.570	26.002	27.351	28.741	30.213	31.774
			1,871.920	1,965.600	2,080.160	2,188.080	2,299.280	2,417.040	2,541.920
			4,070.000	4,273.000	4,522.000	4,757.000	4,999.000	5,255.000	5,526.000
N48NN	MARKET RESEARCH ECONOMIST	660	37.709	39.596	41.898	44.081	46.390	48.823	51.361
			3,016.720	3,167.680	3,351.840	3,526.480	3,711.200	3,905.840	4,108.880
			6,559.000	6,887.000	7,287.000	7,667.000	8,069.000	8,492.000	8,933.000
N66NN	MARKETING MANAGER	680	39.674	41.659	44.081	46.390	48.823	51.361	54.046
			3,173.920	3,332.720	3,526.480	3,711.200	3,905.840	4,108.880	4,323.680
			6,900.000	7,246.000	7,667.000	8,069.000	8,492.000	8,933.000	9,400.000
N34NN	MECHANIC-HARBOR	480	24.250	25.463	26.944	28.291	29.730	31.296	32.905
			1,940.000	2,037.040	2,155.520	2,263.280	2,378.400	2,503.680	2,632.400
			4,218.000	4,429.000	4,686.000	4,921.000	5,171.000	5,443.000	5,723.000
N41NN	MECHANICAL SYSTEMS SUPERVISOR	530	27.459	28.828	30.506	32.083	33.727	35.498	37.289
			2,196.720	2,306.240	2,440.480	2,566.640	2,698.160	2,839.840	2,983.120
			4,776.000	5,014.000	5,306.000	5,580.000	5,866.000	6,174.000	6,486.000
NE9NN	MGR-AIR QUALITY PRACTICES	E00	0.000						
NI4NN	MGR-BUS DEVEL-IMPORT CARGO	E00	0.000						
NI5NN	MGR-BUS DEVEL-STRATEGIC SUPRT	E00	0.000						
NG4NN	MGR-BUSINESS APPLICATIONS	E00	0.000						
NI3NN	MGR-BUSINESS DEVEL-EXPRT CARGO	E00	0.000						
NC8NN	MGR-CONTRACT COMPLIANCE	E00	0.000						
NL9NN	MGR-CYBER INFORMATION SECURITY	E00	0.000						
NJ1NN	MGR-ENGINEERING TECHNOLOGY	E00	0.000						
NF8NN	MGR-ENVIRONMENTAL REMEDIATION	E00	0.000						
NC9NN	MGR-FACILITIES MAINTENANCE	E00	0.000						
NG7NN	MGR-FINANCIAL PLNG & ANALYSIS	E00	0.000						

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NM3NN	MGR-HARBOR GRANTS	E00	0.000						
NJ2NN	MGR-HARBOR MARINE	E00	0.000						
ND5NN	MGR-INFRASTRUCTURE MAINTENANCE	E00	0.000						
NK5NN	MGR-INTERMODAL OPERATIONS	E00	0.000						
NJ3NN	MGR-LABOR COMPLIANCE ADMIN	E00	0.000						
NM1NN	MGR-MAINTENANCE ADMINISTRATION	E00	0.000						
NG5NN	MGR-NETWORK OPERATIONS	E00	0.000						
NC7NN	MGR-SAFETY/BUSINESS CONTINUITY	E00	0.000						
NF9NN	MGR-SECURITY OPS-GRANTS & ADMN	E00	0.000						
NF1NN	MGR-SECURITY OPS-TRAINING	E00	0.000						
NF3NN	MGR-STRATEGIC PLNG/PERF MGMNT	E00	0.000						
ND6NN	MGR-SUSTAINABLE PRACTICES	E00	0.000						
NA7NN	MGR-TRANSPORTATION DEVELOPMENT	E00	0.000						
NF2NN	MGR-UTILITIES	E00	0.000						
NG3NN	MGR-WATER QUALITY PRACTICES	E00	0.000						
NB0AN	OFFICE AUTOMATION ANALYST I	530	27.195	28.551	30.213	31.774	33.403	35.157	36.931
			2,175.600	2,284.080	2,417.040	2,541.920	2,672.240	2,812.560	2,954.480
			4,730.000	4,966.000	5,255.000	5,526.000	5,810.000	6,115.000	6,423.000
W73NN	OFFICE AUTOMATION ANALYST I-NC	M52	24.236	25.452	26.932	28.303	29.793	31.327	32.955
			1,938.880	2,036.160	2,154.560	2,264.240	2,383.440	2,506.160	2,636.400
			4,215.000	4,427.000	4,684.000	4,923.000	5,182.000	5,449.000	5,732.000
NB0BN	OFFICE AUTOMATION ANALYST II	560	29.332	30.798	32.588	34.286	36.036	37.875	39.860
			2,346.560	2,463.840	2,607.040	2,742.880	2,882.880	3,030.000	3,188.800
			5,102.000	5,357.000	5,668.000	5,963.000	6,268.000	6,588.000	6,933.000
NB0CN	OFFICE AUTOMATION ANALYST III	590	31.637	33.223	35.157	36.931	38.879	40.863	42.959
			2,530.960	2,657.840	2,812.560	2,954.480	3,110.320	3,269.040	3,436.720
			5,503.000	5,778.000	6,115.000	6,423.000	6,762.000	7,107.000	7,472.000
NB0DN	OFFICE AUTOMATION ANALYST IV	610	33.239	34.902	36.931	38.879	40.863	42.959	45.229
			2,659.120	2,792.160	2,954.480	3,110.320	3,269.040	3,436.720	3,618.320
			5,781.000	6,070.000	6,423.000	6,762.000	7,107.000	7,472.000	7,867.000
ND4AN	OFFICE SYSTEMS ANALYST I	650	36.774	38.615	40.863	42.959	45.229	47.605	50.084
			2,941.920	3,089.200	3,269.040	3,436.720	3,618.320	3,808.400	4,006.720
			6,396.000	6,716.000	7,107.000	7,472.000	7,867.000	8,280.000	8,711.000
ND4BN	OFFICE SYSTEMS ANALYST II	710	43.564	45.746	48.033	50.433	52.956	55.605	58.381

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			3,485.120	3,659.680	3,842.640	4,034.640	4,236.480	4,448.400	4,670.480
			7,577.000	7,957.000	8,354.000	8,772.000	9,211.000	9,671.000	10,154.000
ND4CN	OFFICE SYSTEMS ANALYST III	750	47.551	49.930	52.838	55.553	58.441	61.520	64.713
			3,804.080	3,994.400	4,227.040	4,444.240	4,675.280	4,921.600	5,177.040
			8,270.000	8,684.000	9,190.000	9,662.000	10,165.000	10,700.000	11,255.000
ND4DN	OFFICE SYSTEMS ANALYST IV	770	51.752	54.345	57.060	60.055	63.177	66.337	69.652
			4,140.160	4,347.600	4,564.800	4,804.400	5,054.160	5,306.960	5,572.160
			9,001.000	9,452.000	9,924.000	10,445.000	10,988.000	11,538.000	12,114.000
NF7AN	PERSONNEL ANALYST I	570	30.062	31.562	33.403	35.157	36.931	38.879	40.863
			2,404.960	2,524.960	2,672.240	2,812.560	2,954.480	3,110.320	3,269.040
			5,229.000	5,490.000	5,810.000	6,115.000	6,423.000	6,762.000	7,107.000
NF7BN	PERSONNEL ANALYST II	600	32.430	34.054	36.036	37.875	39.860	41.898	44.081
			2,594.400	2,724.320	2,882.880	3,030.000	3,188.800	3,351.840	3,526.480
			5,641.000	5,923.000	6,268.000	6,588.000	6,933.000	7,287.000	7,667.000
NF7CN	PERSONNEL ANALYST III	630	34.991	36.741	38.879	40.863	42.959	45.229	47.605
			2,799.280	2,939.280	3,110.320	3,269.040	3,436.720	3,618.320	3,808.400
			6,086.000	6,390.000	6,762.000	7,107.000	7,472.000	7,867.000	8,280.000
W97NN	PLANNER III-NC	M90	33.636	35.317	37.369	39.278	41.293	43.476	45.760
			2,690.880	2,825.360	2,989.520	3,142.240	3,303.440	3,478.080	3,660.800
			5,850.000	6,143.000	6,500.000	6,832.000	7,182.000	7,562.000	7,959.000
NI7NN	PORT ADMINISTRATIVE OFFICER	E00	0.000						
NI8NN	PORT COMMERCIAL APPRAISER	720	43.940	46.137	48.823	51.361	54.046	56.886	59.840
			3,515.200	3,690.960	3,905.840	4,108.880	4,323.680	4,550.880	4,787.200
			7,642.000	8,025.000	8,492.000	8,933.000	9,400.000	9,894.000	10,408.000
N93CN	PORT COMMUNICATIONS SPCLST III	560	29.332	30.798	32.588	34.286	36.036	37.875	39.860
			2,346.560	2,463.840	2,607.040	2,742.880	2,882.880	3,030.000	3,188.800
			5,102.000	5,357.000	5,668.000	5,963.000	6,268.000	6,588.000	6,933.000
N93AN	PORT COMMUNICATIONS SPECLST I	470	23.399	24.570	26.002	27.351	28.741	30.213	31.774
			1,871.920	1,965.600	2,080.160	2,188.080	2,299.280	2,417.040	2,541.920
			4,070.000	4,273.000	4,522.000	4,757.000	4,999.000	5,255.000	5,526.000
N93BN	PORT COMMUNICATIONS SPECLST II	530	27.195	28.551	30.213	31.774	33.403	35.157	36.931
			2,175.600	2,284.080	2,417.040	2,541.920	2,672.240	2,812.560	2,954.480
			4,730.000	4,966.000	5,255.000	5,526.000	5,810.000	6,115.000	6,423.000
N93DN	PORT COMMUNICATIONS SPECLST IV	580	30.857	32.399	34.286	36.036	37.875	39.860	41.898

**SALARY SCHEDULE
HARBOR TITLES
Effective 01/01/21**

01/01/21 Minimum Wage \$14.00

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OCCUP CODE	POSITION TITLE	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
			2,468.560	2,591.920	2,742.880	2,882.880	3,030.000	3,188.800	3,351.840
			5,367.000	5,635.000	5,963.000	6,268.000	6,588.000	6,933.000	7,287.000
N93EN	PORT COMMUNICATIONS SPECLST V	620	34.086	35.790	37.875	39.860	41.898	44.081	46.390
			2,726.880	2,863.200	3,030.000	3,188.800	3,351.840	3,526.480	3,711.200
			5,929.000	6,225.000	6,588.000	6,933.000	7,287.000	7,667.000	8,069.000
ND1AN	PORT FINANCIAL ANALYST I	640	35.876	37.671	39.860	41.898	44.081	46.390	48.823
			2,870.080	3,013.680	3,188.800	3,351.840	3,526.480	3,711.200	3,905.840
			6,240.000	6,552.000	6,933.000	7,287.000	7,667.000	8,069.000	8,492.000
ND1BN	PORT FINANCIAL ANALYST II	660	37.709	39.596	41.898	44.081	46.390	48.823	51.361
			3,016.720	3,167.680	3,351.840	3,526.480	3,711.200	3,905.840	4,108.880
			6,559.000	6,887.000	7,287.000	7,667.000	8,069.000	8,492.000	8,933.000
ND1CN	PORT FINANCIAL ANALYST III	710	43.564	45.746	48.033	50.433	52.956	55.605	58.381
			3,485.120	3,659.680	3,842.640	4,034.640	4,236.480	4,448.400	4,670.480
			7,577.000	7,957.000	8,354.000	8,772.000	9,211.000	9,671.000	10,154.000
NK2NN	PORT HYDROGRAPHER	644	43.954	46.514	48.884	51.445	54.136	56.972	59.821
			3,516.320	3,721.120	3,910.720	4,115.600	4,330.880	4,557.760	4,785.680
			7,645.000	8,090.000	8,502.000	8,948.000	9,416.000	9,909.000	10,405.000
N63AN	PORT LEASING SALES OFFICER I	470	23.399	24.570	26.002	27.351	28.741	30.213	31.774
			1,871.920	1,965.600	2,080.160	2,188.080	2,299.280	2,417.040	2,541.920
			4,070.000	4,273.000	4,522.000	4,757.000	4,999.000	5,255.000	5,526.000
N63BN	PORT LEASING SALES OFFICER II	530	27.195	28.551	30.213	31.774	33.403	35.157	36.931
			2,175.600	2,284.080	2,417.040	2,541.920	2,672.240	2,812.560	2,954.480
			4,730.000	4,966.000	5,255.000	5,526.000	5,810.000	6,115.000	6,423.000
N63CN	PORT LEASING SALES OFFICER III	550	28.596	30.026	31.774	33.403	35.157	36.931	38.879
			2,287.680	2,402.080	2,541.920	2,672.240	2,812.560	2,954.480	3,110.320
			4,974.000	5,222.000	5,526.000	5,810.000	6,115.000	6,423.000	6,762.000
N63DN	PORT LEASING SALES OFFICER IV	660	37.709	39.596	41.898	44.081	46.390	48.823	51.361
			3,016.720	3,167.680	3,351.840	3,526.480	3,711.200	3,905.840	4,108.880
			6,559.000	6,887.000	7,287.000	7,667.000	8,069.000	8,492.000	8,933.000
N63EN	PORT LEASING SALES OFFICER V	690	40.666	42.701	45.182	47.551	50.046	52.646	55.399
			3,253.280	3,416.080	3,614.560	3,804.080	4,003.680	4,211.680	4,431.920
			7,073.000	7,427.000	7,858.000	8,270.000	8,704.000	9,157.000	9,635.000
N55AN	PORT PLANNER I	620	34.086	35.790	37.875	39.860	41.898	44.081	46.390
			2,726.880	2,863.200	3,030.000	3,188.800	3,351.840	3,526.480	3,711.200

**SALARY SCHEDULE
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OCCUP CODE	POSITION TITLE	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
			5,929.000	6,225.000	6,588.000	6,933.000	7,287.000	7,667.000	8,069.000
N55BN	PORT PLANNER II	650	36.774	38.615	40.863	42.959	45.229	47.605	50.084
			2,941.920	3,089.200	3,269.040	3,436.720	3,618.320	3,808.400	4,006.720
			6,396.000	6,716.000	7,107.000	7,472.000	7,867.000	8,280.000	8,711.000
N55CN	PORT PLANNER III	680	39.674	41.659	44.081	46.390	48.823	51.361	54.046
			3,173.920	3,332.720	3,526.480	3,711.200	3,905.840	4,108.880	4,323.680
			6,900.000	7,246.000	7,667.000	8,069.000	8,492.000	8,933.000	9,400.000
N55DN	PORT PLANNER IV	710	43.564	45.746	48.033	50.433	52.956	55.605	58.381
			3,485.120	3,659.680	3,842.640	4,034.640	4,236.480	4,448.400	4,670.480
			7,577.000	7,957.000	8,354.000	8,772.000	9,211.000	9,671.000	10,154.000
N55EN	PORT PLANNER V	750	47.551	49.930	52.838	55.553	58.441	61.520	64.713
			3,804.080	3,994.400	4,227.040	4,444.240	4,675.280	4,921.600	5,177.040
			8,270.000	8,684.000	9,190.000	9,662.000	10,165.000	10,700.000	11,255.000
ND0BN	PORT RECORDS CENTER SUPERVISOR	520	26.502	27.825	29.445	30.995	32.588	34.286	36.036
			2,120.160	2,226.000	2,355.600	2,479.600	2,607.040	2,742.880	2,882.880
			4,609.000	4,840.000	5,121.000	5,391.000	5,668.000	5,963.000	6,268.000
N64AN	PORT RISK ASSISTANT I	460	22.886	24.026	25.428	26.685	28.019	29.445	30.995
			1,830.880	1,922.080	2,034.240	2,134.800	2,241.520	2,355.600	2,479.600
			3,981.000	4,179.000	4,423.000	4,641.000	4,873.000	5,121.000	5,391.000
N64BN	PORT RISK ASSISTANT II	520	26.502	27.825	29.445	30.995	32.588	34.286	36.036
			2,120.160	2,226.000	2,355.600	2,479.600	2,607.040	2,742.880	2,882.880
			4,609.000	4,840.000	5,121.000	5,391.000	5,668.000	5,963.000	6,268.000
N81NN	PORT RISK MANAGER	660	37.709	39.596	41.898	44.081	46.390	48.823	51.361
			3,016.720	3,167.680	3,351.840	3,526.480	3,711.200	3,905.840	4,108.880
			6,559.000	6,887.000	7,287.000	7,667.000	8,069.000	8,492.000	8,933.000
N81AN	PORT RISK MANAGER I	610	33.239	34.902	36.931	38.879	40.863	42.959	45.229
			2,659.120	2,792.160	2,954.480	3,110.320	3,269.040	3,436.720	3,618.320
			5,781.000	6,070.000	6,423.000	6,762.000	7,107.000	7,472.000	7,867.000
N81BN	PORT RISK MANAGER II	660	37.709	39.596	41.898	44.081	46.390	48.823	51.361
			3,016.720	3,167.680	3,351.840	3,526.480	3,711.200	3,905.840	4,108.880
			6,559.000	6,887.000	7,287.000	7,667.000	8,069.000	8,492.000	8,933.000
W99NN	PORT SECURITY SYS OPER I-NC	M47	23.087	24.243	25.651	26.932	28.303	29.793	31.327
			1,846.960	1,939.440	2,052.080	2,154.560	2,264.240	2,383.440	2,506.160
			4,015.000	4,217.000	4,461.000	4,684.000	4,923.000	5,182.000	5,449.000

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OCCUP									
CODE	POSITION TITLE	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
NF4AN	PORT SECURITY SYSTEM OPER I	490	24.613	25.844	27.351	28.741	30.213	31.774	33.403
			1,969.040	2,067.520	2,188.080	2,299.280	2,417.040	2,541.920	2,672.240
			4,281.000	4,495.000	4,757.000	4,999.000	5,255.000	5,526.000	5,810.000
NF4BN	PORT SECURITY SYSTEM OPER II	530	27.195	28.551	30.213	31.774	33.403	35.157	36.931
			2,175.600	2,284.080	2,417.040	2,541.920	2,672.240	2,812.560	2,954.480
			4,730.000	4,966.000	5,255.000	5,526.000	5,810.000	6,115.000	6,423.000
NF4CN	PORT SECURITY SYSTEM OPER III	560	29.332	30.798	32.588	34.286	36.036	37.875	39.860
			2,346.560	2,463.840	2,607.040	2,742.880	2,882.880	3,030.000	3,188.800
			5,102.000	5,357.000	5,668.000	5,963.000	6,268.000	6,588.000	6,933.000
NL8NN	PORT SENIOR CRANE OPERATOR	540	28.162	29.570	31.296	32.905	34.618	36.385	38.243
			2,252.960	2,365.600	2,503.680	2,632.400	2,769.440	2,910.800	3,059.440
			4,898.000	5,143.000	5,443.000	5,723.000	6,021.000	6,328.000	6,652.000
NF5NN	PROGRAM SCHEDULER	647	46.123	48.807	51.308	54.026	56.860	59.814	62.805
			3,689.840	3,904.560	4,104.640	4,322.080	4,548.800	4,785.120	5,024.400
			8,022.000	8,489.000	8,924.000	9,397.000	9,890.000	10,403.000	10,924.000
NL3AN	PROJECT BUDGET ANALYST I	600	32.430	34.054	36.036	37.875	39.860	41.898	44.081
			2,594.400	2,724.320	2,882.880	3,030.000	3,188.800	3,351.840	3,526.480
			5,641.000	5,923.000	6,268.000	6,588.000	6,933.000	7,287.000	7,667.000
NL3BN	PROJECT BUDGET ANALYST II	630	34.991	36.741	38.879	40.863	42.959	45.229	47.605
			2,799.280	2,939.280	3,110.320	3,269.040	3,436.720	3,618.320	3,808.400
			6,086.000	6,390.000	6,762.000	7,107.000	7,472.000	7,867.000	8,280.000
NL3CN	PROJECT BUDGET ANALYST III	660	37.709	39.596	41.898	44.081	46.390	48.823	51.361
			3,016.720	3,167.680	3,351.840	3,526.480	3,711.200	3,905.840	4,108.880
			6,559.000	6,887.000	7,287.000	7,667.000	8,069.000	8,492.000	8,933.000
NF6NN	PROJECT ESTIMATOR	647	46.123	48.807	51.308	54.026	56.860	59.814	62.805
			3,689.840	3,904.560	4,104.640	4,322.080	4,548.800	4,785.120	5,024.400
			8,022.000	8,489.000	8,924.000	9,397.000	9,890.000	10,403.000	10,924.000
NL2AN	PROJECT SCHEDULER I	634	38.913	40.861	43.233	45.422	47.777	50.289	52.914
			3,113.040	3,268.880	3,458.640	3,633.760	3,822.160	4,023.120	4,233.120
			6,768.000	7,107.000	7,519.000	7,900.000	8,310.000	8,747.000	9,203.000
NL2BN	PROJECT SCHEDULER II	647	46.123	48.807	51.308	54.026	56.860	59.814	62.805
			3,689.840	3,904.560	4,104.640	4,322.080	4,548.800	4,785.120	5,024.400
			8,022.000	8,489.000	8,924.000	9,397.000	9,890.000	10,403.000	10,924.000
NM2NN	PUMP STATION SUPERVISOR	620	34.417	36.138	38.243	40.247	42.305	44.509	46.841

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			2,753.360	2,891.040	3,059.440	3,219.760	3,384.400	3,560.720	3,747.280
			5,986.000	6,285.000	6,652.000	7,000.000	7,358.000	7,741.000	8,147.000
ND0NN	RECORDS CENTER SUPERVISOR	430	21.077	22.132	23.420	24.808	26.002	27.351	28.741
			1,686.160	1,770.560	1,873.600	1,984.640	2,080.160	2,188.080	2,299.280
			3,666.000	3,849.000	4,073.000	4,315.000	4,522.000	4,757.000	4,999.000
ND0AN	RECORDS CENTER SUPERVISOR I	430	21.077	22.132	23.420	24.808	26.002	27.351	28.741
			1,686.160	1,770.560	1,873.600	1,984.640	2,080.160	2,188.080	2,299.280
			3,666.000	3,849.000	4,073.000	4,315.000	4,522.000	4,757.000	4,999.000
NL4NN	SAFETY SPECIALIST III	650	36.774	38.615	40.863	42.959	45.229	47.605	50.084
			2,941.920	3,089.200	3,269.040	3,436.720	3,618.320	3,808.400	4,006.720
			6,396.000	6,716.000	7,107.000	7,472.000	7,867.000	8,280.000	8,711.000
N95NN	SECRETARY	410	20.014	21.012	22.239	23.420	24.808	26.002	27.351
			1,601.120	1,680.960	1,779.120	1,873.600	1,984.640	2,080.160	2,188.080
			3,481.000	3,655.000	3,868.000	4,073.000	4,315.000	4,522.000	4,757.000
NB0NN	SECRETARY-CONF	410	20.014	21.012	22.239	23.420	24.808	26.002	27.351
			1,601.120	1,680.960	1,779.120	1,873.600	1,984.640	2,080.160	2,188.080
			3,481.000	3,655.000	3,868.000	4,073.000	4,315.000	4,522.000	4,757.000
NG0NN	SENIOR ELECTRICAL ENGINEER	694	48.614	51.445	54.136	56.972	59.951	63.067	66.220
			3,889.120	4,115.600	4,330.880	4,557.760	4,796.080	5,045.360	5,297.600
			8,455.000	8,948.000	9,416.000	9,909.000	10,427.000	10,969.000	11,518.000
NE0NN	SENIOR EQUIPMENT OPER	510	26.379	27.699	29.310	30.811	32.404	34.064	35.853
			2,110.320	2,215.920	2,344.800	2,464.880	2,592.320	2,725.120	2,868.240
			4,588.000	4,818.000	5,098.000	5,359.000	5,636.000	5,925.000	6,236.000
NK1NN	SENIOR ESTIMATOR	724	53.835	56.972	59.951	63.067	66.361	69.815	73.306
			4,306.800	4,557.760	4,796.080	5,045.360	5,308.880	5,585.200	5,864.480
			9,363.000	9,909.000	10,427.000	10,969.000	11,542.000	12,143.000	12,750.000
N63NN	SENIOR PORT LEASING OFFICER	720	43.940	46.137	48.823	51.361	54.046	56.886	59.840
			3,515.200	3,690.960	3,905.840	4,108.880	4,323.680	4,550.880	4,787.200
			7,642.000	8,025.000	8,492.000	8,933.000	9,400.000	9,894.000	10,408.000
NC5NN	SENIOR PROGRAM MANAGER	724	53.835	56.972	59.951	63.067	66.361	69.815	73.306
			4,306.800	4,557.760	4,796.080	5,045.360	5,308.880	5,585.200	5,864.480
			9,363.000	9,909.000	10,427.000	10,969.000	11,542.000	12,143.000	12,750.000
NF0NN	SENIOR PROGRAM MANAGER	724	53.835	56.972	59.951	63.067	66.361	69.815	73.306
			4,306.800	4,557.760	4,796.080	5,045.360	5,308.880	5,585.200	5,864.480

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			9,363.000	9,909.000	10,427.000	10,969.000	11,542.000	12,143.000	12,750.000
NJ0NN	SENIOR SCHEDULER	694	48.614	51.445	54.136	56.972	59.951	63.067	66.220
			3,889.120	4,115.600	4,330.880	4,557.760	4,796.080	5,045.360	5,297.600
			8,455.000	8,948.000	9,416.000	9,909.000	10,427.000	10,969.000	11,518.000
NA9NN	SENIOR SECRETARY	440	21.749	22.835	24.163	25.428	26.685	28.019	29.445
			1,739.920	1,826.800	1,933.040	2,034.240	2,134.800	2,241.520	2,355.600
			3,783.000	3,972.000	4,203.000	4,423.000	4,641.000	4,873.000	5,121.000
W94NN	SENIOR SURVEY TECHNICIAN-NC	N55	27.990	29.392	31.100	32.701	34.389	36.174	38.045
			2,239.200	2,351.360	2,488.000	2,616.080	2,751.120	2,893.920	3,043.600
			4,868.000	5,112.000	5,409.000	5,688.000	5,981.000	6,292.000	6,617.000
NG9NN	SR DIRECTOR-ENG DESIGN/MAINT	E00	0.000						
ND8NN	SR DIRECTOR-PROGRAM DELIVERY	E00	0.000						
NK4NN	SR EXEC-SUPPLY CHAIN OPTMZION	E00	0.000						
NJ9NN	SUPERVISOR-COMMERCIAL DIVING	710	43.987	46.191	48.499	50.923	53.471	56.144	58.948
			3,518.960	3,695.280	3,879.920	4,073.840	4,277.680	4,491.520	4,715.840
			7,651.000	8,034.000	8,435.000	8,857.000	9,300.000	9,765.000	10,253.000
W96NN	SURVEY TECHNICIAN-NC	N45	25.396	26.667	28.212	29.596	31.100	32.701	34.389
			2,031.680	2,133.360	2,256.960	2,367.680	2,488.000	2,616.080	2,751.120
			4,417.000	4,638.000	4,907.000	5,148.000	5,409.000	5,688.000	5,981.000
W95NN	SURVEYOR-NC	N67	31.751	33.335	35.279	37.053	39.011	40.989	43.149
			2,540.080	2,666.800	2,822.320	2,964.240	3,120.880	3,279.120	3,451.920
			5,522.000	5,798.000	6,136.000	6,445.000	6,785.000	7,129.000	7,505.000
N43AN	TERMINAL SERVICES REP I	440	21.749	22.835	24.163	25.428	26.685	28.019	29.445
			1,739.920	1,826.800	1,933.040	2,034.240	2,134.800	2,241.520	2,355.600
			3,783.000	3,972.000	4,203.000	4,423.000	4,641.000	4,873.000	5,121.000
N43BN	TERMINAL SERVICES REP II	510	25.866	27.161	28.741	30.213	31.774	33.403	35.157
			2,069.280	2,172.880	2,299.280	2,417.040	2,541.920	2,672.240	2,812.560
			4,499.000	4,724.000	4,999.000	5,255.000	5,526.000	5,810.000	6,115.000
W98NN	TRAFFIC ENGINEERING ASSIST-NC	N57	26.824	28.163	29.801	31.341	32.951	34.614	36.440
			2,145.920	2,253.040	2,384.080	2,507.280	2,636.080	2,769.120	2,915.200
			4,665.000	4,898.000	5,183.000	5,451.000	5,731.000	6,020.000	6,338.000
N36NN	TRAFFIC MANAGER	680	39.674	41.659	44.081	46.390	48.823	51.361	54.046
			3,173.920	3,332.720	3,526.480	3,711.200	3,905.840	4,108.880	4,323.680
			6,900.000	7,246.000	7,667.000	8,069.000	8,492.000	8,933.000	9,400.000

**SALARY SCHEDULE
HARBOR TITLES
Effective 01/01/21**

01/01/21 Minimum Wage \$14.00

Amounts shown are hourly, bi-weekly and monthly equivalents.

OCCUP									
CODE	POSITION TITLE	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
NC6AN	TRANSPORTATION PLANNER I	620	34.086	35.790	37.875	39.860	41.898	44.081	46.390
			2,726.880	2,863.200	3,030.000	3,188.800	3,351.840	3,526.480	3,711.200
			5,929.000	6,225.000	6,588.000	6,933.000	7,287.000	7,667.000	8,069.000
NC6BN	TRANSPORTATION PLANNER II	650	36.774	38.615	40.863	42.959	45.229	47.605	50.084
			2,941.920	3,089.200	3,269.040	3,436.720	3,618.320	3,808.400	4,006.720
			6,396.000	6,716.000	7,107.000	7,472.000	7,867.000	8,280.000	8,711.000
NC6CN	TRANSPORTATION PLANNER III	680	39.674	41.659	44.081	46.390	48.823	51.361	54.046
			3,173.920	3,332.720	3,526.480	3,711.200	3,905.840	4,108.880	4,323.680
			6,900.000	7,246.000	7,667.000	8,069.000	8,492.000	8,933.000	9,400.000
NC6DN	TRANSPORTATION PLANNER IV	710	43.564	45.746	48.033	50.433	52.956	55.605	58.381
			3,485.120	3,659.680	3,842.640	4,034.640	4,236.480	4,448.400	4,670.480
			7,577.000	7,957.000	8,354.000	8,772.000	9,211.000	9,671.000	10,154.000