

**West Coast Port Directors
City Department Heads
Salary Survey May 2019**

| Port | Current Salary | Sea/Air | Effective Date | Total Emplys | Total Gross Rev. (FY 18/19) (Millions) | Salary From Prev Review Incre/Decre | Total Cargo (Metric Ton) | Bargaining Unit | Civil Service Classification | Flat Rate/ Sal Range | Next Salary Increase |
|-----------------------|------------------|---------|----------------|--------------|----------------------------------------|-------------------------------------|--------------------------|-----------------|------------------------------|----------------------|----------------------|
| 1 Long Beach | \$350,000 | Sea | 5/15/2017 | 514 | \$401.67 | no change | 180,593,000 | No | No | Salary Range | Unknown |
| 2 Los Angeles | \$354,020 | Sea | 3/16/2017 | 1,110 | \$475.40 | Increase | 194,500,000 | No | Yes | Flat Rate | Unknown |
| 3 Oakland | \$376,765 | Sea/Air | 6/30/2018 | 461 | \$440.41 | Increase | 33,540,400 | No | No | Flat Rate | Unknown |
| 4 Portland | \$408,250 | Sea/Air | 8/16/2018 | 812 | \$385.70 | Increase | 11,485,311 | No | No | Salary Range | 7/18/2019 |
| 5 San Diego | \$318,011 | Sea | 6/12/2018 | 599 | \$188.87 | Increase | 3,010,469 | No | No | Flat Rate | Unknown |
| 6 Seattle | \$363,300 | Sea/Air | 3/1/2019 | 2032 | \$753.30 | Increase | 181,000,000 | No | No | Flat Rate | 3/1/2020 |
| 7 Stockton | \$268,000 | Sea | 7/1/2018 | 110 | \$71.42 | Increase | 7,427,073 | No | No | Flat Rate | Unknown |
| 8 Tacoma | \$347,508 | Sea | 4/1/2018 | 291 | \$193.00 | Increase | 30,174,623 | No | No | Flat Rate | 4/1/2019 |
| Avg- All Ports | \$348,232 | | | | | | | | | | |
| Avg- Seaports | \$327,508 | | | | | | | | | | |
| San Francisco | \$292,396 | Sea | 7/1/2017 | 292 | \$113.35 | | | | | | |

| CCSF DEPARTMENTS | | |
|----------------------|-------------------|------------------|
| 1 | Director, PUC | \$377,676 |
| 2 | Director, Airport | \$341,614 |
| 3 | Gen Mgr, MTA | \$327,293 |
| 4 | Dir, DPW | \$266,266 |
| 5 | Director, DPH | \$450,476 |
| Average | | |
| | | \$352,665 |
| Port Director | | |
| | | \$292,396 |

Port Executive Director Salary Difference

| | |
|---------------------|-----------------|
| All Port | \$55,836 |
| Seaports | \$35,112 |
| SF Dept Head | \$60,269 |

Port Executive Director Salary - proposed*

| | |
|----------------------|-----------|
| effective 07/01/2019 | \$301,158 |
| effective 12/28/2019 | \$304,174 |

* the proposed salary is derived by adding the percentage increase to the base salary and rounding the bi-weekly rate to the nearest dollar in order to arrive at the hourly rate. The Port Executive Director's salary is off-schedule.