



total rewards

COMPENSATION PHILOSOPHY

For Non-represented Employees

Consistent with the Total Rewards Philosophy, the Port is committed to providing a fair and competitive non-represented compensation program that attracts, retains, and rewards employees who support the Port’s mission and values.

- We believe in an overall pay structure where the midpoint of each grade’s pay range reflects the market average.
- We believe that the pay grade and pay range for each job should reflect the level of work performed and should align with the market and/or the Port’s internal evaluation system.
- We strive to provide base pay rates that consider the relevant knowledge, skills, experience and/or work performance that the candidate or employee brings to the job and ensures internal pay equity with similarly situated employees.
- We reward employees for their accomplishments based on the goals established in their performance plans through our Pay for Performance program.
- We will provide transparency by communicating openly about the Port’s pay programs and by providing employees access to job related content, pay increase guidelines, and pay ranges for all non-represented jobs.
- We will ensure that all pay programs meet applicable State, Local and Federal regulations.

