

FOI#14131

Frantz Dambreville

July 8, 2013

Daniel Duffy, Freedom of Information Act Officer  
Port Authority of New York and New Jersey  
225 Park Avenue South, 17<sup>th</sup> Floor, 12017  
New York, New York, 10003  
212-435-2542

**RE: FREEDOM OF INFORMATION ACT REQUEST – REFERENCE No. 14073**

Dear Mr. Duffy:

Pursuant to the Freedom of Information Act, I respectfully request a copy of the Agency last five years pay band by Grade/Level showing the minimum and maximum annual salary for each level.

Thank you for your attention to this request.

Sincerely,

  
Frantz Dambreville

07-11-13 10:11 RCVD

**THE PORT AUTHORITY OF NY & NJ**

*FOI Administrator*

August 2, 2013

Mr. Frantz Dambreville

Re: Freedom of Information Reference No. 14131

Dear Mr. Dambreville:

This is a response to your July 8, 2013 request, which has been processed under the Port Authority's Freedom of Information Code (the "Code") for a copy of the agency last five years pay band by grade/level showing the minimum annual salary for each level.

Material responsive to your request and available under the Code can be found on the Port Authority's website at <http://www.panynj.gov/corporate-information/foi/14131-O.pdf>. Paper copies of the available records are available upon request.

Please refer to the above FOI reference number in any future correspondence relating to your request.

Very truly yours,



Daniel D. Duffy  
FOI Administrator

*225 Park Avenue South, 17th Floor  
New York, NY 10003  
T: 212 435 3642  
F: 212 435 7555*

**2010 SALARY RANGES  
SENIOR EXECUTIVE MANAGEMENT  
SALARY PLAN A & B  
MANAGEMENT STAFF ABOVE B-97**

**EFFECTIVE January 1, 2011**

<b><u>Band</u></b>	<b>Minimum</b>		<b>Maximum</b>	
	<b><u>Biweekly</u></b>	<b><u>Annual</u></b>	<b><u>Biweekly</u></b>	<b><u>Annual</u></b>
<b>EM1</b>	\$6,347	\$165,022	\$11,538	\$299,988
<b>EM2</b>	\$5,193	\$135,018	\$9,923	\$257,998
<b>EM3</b>	\$5,039	\$131,014	\$8,770	\$228,020
<b>EM4</b>	\$4,231	\$110,006	\$7,132	\$185,432

**2010 SALARY RANGES  
SENIOR EXECUTIVE MANAGEMENT  
SALARY PLAN A & B  
MANAGEMENT STAFF ABOVE B-97**

**EFFECTIVE January 1, 2010**

<b><u>Band</u></b>	<b>Minimum</b>		<b>Maximum</b>	
	<b><u>Biweekly</u></b>	<b><u>Annual</u></b>	<b><u>Biweekly</u></b>	<b><u>Annual</u></b>
<b>EM1</b>	\$6,731	\$175,006	\$11,538	\$299,988
<b>EM2</b>	\$5,462	\$142,012	\$9,923	\$257,998
<b>EM3</b>	\$5,039	\$131,014	\$8,770	\$228,020
<b>EM4</b>	\$4,310	\$112,060	\$7,132	\$185,432

**2009 SALARY RANGES  
SENIOR EXECUTIVE MANAGEMENT  
SALARY PLAN A & B  
MANAGEMENT STAFF ABOVE B-97**

EFFECTIVE January 1, 2009

Revised  
**CONFIDENTIAL**

<u>Band</u>	<u>Minimum</u>		<u>Maximum</u>	
	<u>Biweekly</u>	<u>Annual</u>	<u>Biweekly</u>	<u>Annual</u>
EM1	\$6,731	\$175,006	\$11,538	\$299,988
EM2	\$5,462	\$142,012	\$9,923	\$257,998
EM3	\$5,039	\$131,014	\$8,770	\$228,020
EM4	\$4,583	\$119,158	\$7,132	\$185,432
EM5	\$4,310	\$112,060	\$6,735	\$175,110

**2009 SALARY RANGES  
MANAGEMENT AND PROFESSIONAL EMPLOYEES  
SALARY PAY PLAN "B" & "MT"  
LEVELS 80 - 97**

EFFECTIVE JANUARY 1, 2009

<u>Band</u>	<u>Minimum</u>		<u>Maximum</u>	
	<u>Biweekly</u>	<u>Annual</u>	<u>Biweekly</u>	<u>Annual</u>
97	\$3,827	\$99,502	\$5,906	\$153,556
96	\$3,418	\$88,868	\$5,365	\$139,490
95	\$2,900	\$75,400	\$4,834	\$125,684
94	\$2,698	\$70,148	\$4,216	\$109,616
93	\$2,419	\$62,894	\$3,778	\$98,228
92	\$2,100	\$54,600	\$3,282	\$85,332
91	\$1,877	\$48,802	\$2,929	\$76,154
90	\$1,666	\$43,316	\$2,606	\$67,756
81	\$1,362	\$35,412	\$2,131	\$55,406
80	\$1,261	\$32,786	\$1,967	\$51,142

**2009 SALARY RANGES  
ATTORNEY MATURITY CURVE**

EFFECTIVE JANUARY 1, 2009

<b>Years of Legal Experience</b>	<b>Lower Limit</b>		<b>Control Limit</b>		<b>Special Maximum*</b>	
	<b>Biweekly</b>	<b>Annual</b>	<b>Biweekly</b>	<b>Annual</b>	<b>Biweekly</b>	<b>Annual</b>
0	\$2,115	\$54,990	\$3,180	\$82,680	\$3,498	\$90,948
1	\$2,242	\$58,292	\$3,367	\$87,542	\$3,704	\$96,304
2	\$2,367	\$61,542	\$3,549	\$92,274	\$3,905	\$101,530
3	\$2,488	\$64,688	\$3,731	\$97,006	\$4,104	\$106,704
4	\$2,603	\$67,678	\$3,905	\$101,530	\$4,295	\$111,670
5	\$2,719	\$70,694	\$4,082	\$106,132	\$4,490	\$116,740
6	\$2,829	\$73,554	\$4,242	\$110,292	\$4,666	\$121,316
7	\$2,933	\$76,258	\$4,404	\$114,504	\$4,845	\$125,970
8	\$3,044	\$79,144	\$4,560	\$118,560	\$5,016	\$130,416
9	\$3,143	\$81,718	\$4,714	\$122,564	\$5,186	\$134,836
10	\$3,237	\$84,162	\$4,859	\$126,334	\$5,345	\$138,970
11	\$3,332	\$86,632	\$5,001	\$130,026	\$5,501	\$143,026
12	\$3,424	\$89,024	\$5,138	\$133,588	\$5,652	\$146,952
13	\$3,513	\$91,338	\$5,269	\$136,994	\$5,797	\$150,722
14	\$3,578	\$93,028	\$5,398	\$140,348	\$5,938	\$154,388
15	\$3,684	\$95,784	\$5,521	\$143,546	\$6,073	\$157,898
16	\$3,763	\$97,838	\$5,638	\$146,588	\$6,202	\$161,252
17	\$3,835	\$99,710	\$5,750	\$149,500	\$6,325	\$164,450
18	\$3,905	\$101,530	\$5,858	\$152,308	\$6,444	\$167,544
19	\$3,977	\$103,402	\$5,956	\$154,856	\$6,552	\$170,352
20+	\$4,040	\$105,040	\$6,061	\$157,586	\$6,666	\$173,316

\*Range excess authorized only for employees currently above range maximum.

**2009 SALARY RANGES  
CONFIDENTIAL CLERICAL EMPLOYEES  
SALARY PLAN "C" CONFIDENTIAL  
NCL STAFF  
LEVELS 8 - 22**

EFFECTIVE JANUARY 1, 2009

<u>Level</u>	<u>Minimum</u>		<u>Maximum</u>	
	<u>Biweekly</u>	<u>Annual</u>	<u>Biweekly</u>	<u>Annual</u>
22	\$1,693	\$44,018	\$2,207	\$57,382
21	\$1,611	\$41,886	\$2,117	\$55,042
20	\$1,543	\$40,118	\$2,019	\$52,494
19	\$1,477	\$38,402	\$1,926	\$50,076
18	\$1,422	\$36,972	\$1,835	\$47,710
17	\$1,350	\$35,100	\$1,740	\$45,240
16	\$1,287	\$33,462	\$1,668	\$43,368
15	\$1,237	\$32,162	\$1,610	\$41,860
14	\$1,192	\$30,992	\$1,524	\$39,624
13	\$1,119	\$29,094	\$1,437	\$37,362
12	\$1,069	\$27,794	\$1,386	\$36,036
11	\$1,024	\$26,624	\$1,319	\$34,294
10	\$979	\$25,454	\$1,273	\$33,098
09	\$950	\$24,700	\$1,212	\$31,512
08	\$914	\$23,764	\$1,164	\$30,264

2009 SALARY RANGES  
SPECIALIST EMPLOYEES  
SALARY PLAN "D" CONFIDENTIAL  
NCL STAFF  
LEVELS 1 - 5

EFFECTIVE JANUARY 1, 2009

<u>Level</u>	<u>Minimum</u>		<u>Maximum</u>	
	<u>Biweekly</u>	<u>Annual</u>	<u>Biweekly</u>	<u>Annual</u>
05	\$1,540	\$40,040	\$2,316	\$60,216
04	\$1,412	\$36,712	\$2,136	\$55,536
03	\$1,295	\$33,670	\$1,969	\$51,194
02	\$1,202	\$31,252	\$1,816	\$47,216
01	\$1,113	\$28,938	\$1,668	\$43,368

**2009 SALARY RANGES  
TECHNICAL/SPECIALIST EMPLOYEES  
MANAGEMENT AND CONFIDENTIAL  
SALARY PLAN D  
LEVELS 6 - 11**

EFFECTIVE JANUARY 1, 2009

<b>Salary Grade</b>	<b>Minimum</b>		<b>Maximum</b>		<b>Special Maximum*</b>	
	<b><u>Biweekly</u></b>	<b><u>Annual</u></b>	<b><u>Biweekly</u></b>	<b><u>Annual</u></b>	<b><u>Biweekly</u></b>	<b><u>Annual</u></b>
<b>11</b>	\$2,553	\$66,378	\$3,692	\$95,992	\$4,026	\$104,676
<b>10</b>	\$2,345	\$60,970	\$3,388	\$88,088	\$3,740	\$97,240
<b>09</b>	\$2,151	\$55,926	\$3,114	\$80,964	\$3,388	\$88,088
<b>08</b>	\$1,967	\$51,142	\$2,853	\$74,178	\$3,114	\$80,964
<b>07</b>	\$1,796	\$46,696	\$2,622	\$68,172	\$2,853	\$74,178
<b>06</b>	\$1,646	\$42,796	\$2,406	\$62,556	\$2,622	\$68,172

\*Range excess authorized only for employees currently above range maximum.

**2009 SALARY RANGES  
TECHNICAL ENGINEERING EMPLOYEES  
SALARY PLAN E  
LEVELS 1- 5**

**EFFECTIVE JANUARY 1, 2009**

<u>Level</u>	<u>Minimum</u>		<u>Maximum</u>		<u>Special Maximum*</u>	
	<u>Biweekly</u>	<u>Annual</u>	<u>Biweekly</u>	<u>Annual</u>	<u>Biweekly</u>	<u>Annual</u>
<b>05</b>	\$2,345	\$60,970	\$3,388	\$88,088	\$3,740	\$97,240
<b>04</b>	\$1,967	\$51,142	\$2,853	\$74,178	\$3,388	\$88,088
<b>03</b>	\$1,646	\$42,796	\$2,406	\$62,556	\$2,853	\$74,178
<b>02</b>	\$1,371	\$35,646	\$2,046	\$53,196	\$2,406	\$62,556
<b>01</b>	\$1,157	\$30,082	\$1,727	\$44,902	\$2,046	\$53,196

\*Range excess authorized only for employees currently above range maximum.

**2009 SALARY RANGES  
PROFESSIONAL ENGINEERING EMPLOYEES  
SALARY PLAN EDP  
LEVELS 3-7**

EFFECTIVE JANUARY 1, 2009

<u>Level</u>	<u>Minimum</u>		<u>Maximum</u>		<u>Special Maximum*</u>	
	<u>Biweekly</u>	<u>Annual</u>	<u>Biweekly</u>	<u>Annual</u>	<u>Biweekly</u>	<u>Annual</u>
<b>07</b>	\$2,698	\$70,148	\$4,216	\$109,616		
<b>06</b>	\$2,419	\$62,894	\$3,778	\$98,228		
<b>05</b>	\$2,345	\$60,970	\$3,388	\$88,088	\$3,740	\$97,240
<b>04</b>	\$1,967	\$51,142	\$2,853	\$74,178	\$3,388	\$88,088
<b>03</b>	\$1,371	\$35,646	\$2,406	\$62,556	\$2,853	\$74,178

\*Range excess authorized only for employees currently above range maximum.

**SCHEDULE OF SUMMER INTERN RATES FOR 2009  
FOR B-79 & E-1  
SALARY RANGES**

EFFECTIVE JANUARY 1, 2009

**ENGINEERING MAJORS**

<u>Current</u> School Year	<u>2009</u> Hourly Rate	<u>2009</u> Bi-weekly Rate	<u>2009</u> Annual Salary
Freshman	\$11.50	\$835	\$21,710
Sophomore	\$13.85	\$1,004	\$26,104
Junior	\$16.60	\$1,205	\$31,330
Senior	\$19.85	\$1,439	\$37,414
1st Yr Graduate	\$21.90	\$1,589	\$41,314

**INFORMATION SYSTEMS MAJORS**

<u>Current</u> School Year	<u>2009</u> Hourly Rate	<u>2009</u> Bi-weekly Rate	<u>2009</u> Annual Salary
Freshman	\$11.50	\$835	\$21,710
Sophomore	\$13.85	\$1,004	\$26,104
Junior	\$16.60	\$1,205	\$31,330
Senior	\$18.25	\$1,323	\$34,398
1st Yr Graduate	\$20.05	\$1,455	\$37,830

**ALL OTHER MAJORS**

<u>Current</u> School Year	<u>2009</u> Hourly Rate	<u>2009</u> Bi-weekly Rate	<u>2009</u> Annual Salary
Freshman	\$10.90	\$792	\$20,592
Sophomore	\$12.40	\$898	\$23,348
Junior	\$14.20	\$1,031	\$26,806
Senior	\$15.60	\$1,130	\$29,380
1st Yr Graduate	\$18.30	\$1,326	\$34,476
2nd Yr Graduate	\$20.85	\$1,511	\$39,286

Hourly Rates are adjusted to the nearest nickel for easier administration.  
SBW and annual salaries have been rounded to the nearest dollar.

2009 SALARY RANGE  
PATH LEVEL E POSITIONS  
SALARY PLAN ET  
LEVELS 3 - 6

EFFECTIVE JANUARY 1, 2009

<u>Level</u>	<u>Minimum</u>		<u>Maximum</u>	
	<u>Biweekly</u>	<u>Annual</u>	<u>Biweekly</u>	<u>Annual</u>
05	\$2,345	\$60,970	\$3,388	\$88,088
04	\$1,967	\$51,142	\$2,853	\$74,178
03	\$1,646	\$42,796	\$2,406	\$62,556

2009 SALARY RANGE  
PATH FIELD OPERATION SUPERVISORS  
SALARY PLAN FO  
LEVELS 1 - 5

EFFECTIVE JANUARY 1, 2009

<u>Level</u>	<u>MINIMUM</u>		<u>MAXIMUM</u>	
	<u>Weekly</u>	<u>Annual</u>	<u>Weekly</u>	<u>Annual</u>
FO-5	\$1,498	\$77,896	\$2,005	\$104,260
FO-4	\$1,393	\$72,436	\$1,839	\$95,628
FO-3	\$1,287	\$66,924	\$1,689	\$87,828
FO-2	\$1,196	\$62,192	\$1,553	\$80,756
FO-1	\$1,101	\$57,252	\$1,427	\$74,204

2009 SALARY PLAN  
PATH FIELD MAINTENANCE SUPERVISORS  
SALARY PLAN FMT  
LEVELS 3 - 6

EFFECTIVE JANUARY 1, 2009

<u>Level</u>	<u>Minimum</u>		<u>Maximum</u>	
	<u>Weekly</u>	<u>Annual</u>	<u>Weekly</u>	<u>Annual</u>
FMT-6	\$1,498	\$77,896	\$2,005	\$104,260
FMT-5	\$1,393	\$72,436	\$1,839	\$95,628
FMT-4	\$1,287	\$66,924	\$1,689	\$87,828
FMT-3	\$1,196	\$62,192	\$1,553	\$80,756

**2009 SALARY RANGE  
PATH CONFIDENTIAL CLERICAL  
SALARY PLAN ECT**

EFFECTIVE JANUARY 1, 2009

<u>Level</u>	<u>MINIMUM</u>		<u>MAXIMUM</u>	
	<u>Weekly</u>	<u>Annual</u>	<u>Weekly</u>	<u>Annual</u>
Clerk Steno (C-15)	\$756	\$39,312	\$951	\$49,452
Principal Clerk (C-19)	\$913	\$47,476	\$1,131	\$58,812
Principal Secretary (C-20)	\$946	\$49,192	\$1,186	\$61,672
Sr Administrative Secretary (C-21)	\$995	\$51,740	\$1,243	\$64,636
Supervising Assignment	\$1,027	\$53,404	\$1,311	\$68,172