

San Mateo County Harbor District

Effective Date 7/7/19*

Wage and Salary Schedule Fiscal Year 2019/2020	Hourly Rate per Step							Salary Range	
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Annual- Bottom	Annual- Top
Title									
Management									
General Manager								\$ 170,000.00	\$ 170,000.00
Director of Administrative Services								\$ 118,836.00	\$ 148,718.00
Director of Operations								\$ 118,836.00	\$ 148,718.00
Accounting Manager								\$ 103,810.00	\$ 133,313.00
Harbormaster								\$ 103,810.00	\$ 133,313.00
Teamsters Union Local No. 856									
Accountant	\$ 38.86	\$ 40.80	\$ 42.84	\$ 44.99	\$ 47.24	\$ 49.60	\$ 52.08	\$ 80,828.80	\$ 108,326.40
Accounting Specialist	\$ 34.11	\$ 35.81	\$ 37.60	\$ 39.48	\$ 41.46	\$ 43.53	\$ 45.71	\$ 70,948.80	\$ 95,076.80
Deputy Secretary	\$ 34.11	\$ 35.81	\$ 37.60	\$ 39.48	\$ 41.46	\$ 43.53	\$ 45.71	\$ 70,948.80	\$ 95,076.80
Accounting Tech I/Administrative Assistant II	\$ 29.84	\$ 31.34	\$ 32.90	\$ 34.55	\$ 36.27	\$ 38.09	\$ 39.99	\$ 62,067.20	\$ 83,179.20
Administrative Assistant I	\$ 24.75	\$ 25.99	\$ 27.29	\$ 28.65	\$ 30.08	\$ 31.59	\$ 33.17	\$ 51,480.00	\$ 68,993.60
Project Coordinator	\$ 40.37	\$ 42.39	\$ 44.50	\$ 46.73	\$ 49.07	\$ 51.52	\$ 54.10	\$ 83,969.60	\$ 112,528.00
Planner Analyst	\$ 34.11	\$ 35.81	\$ 37.60	\$ 39.48	\$ 41.46	\$ 43.53	\$ 45.71	\$ 70,948.80	\$ 95,076.80
Administrative Analyst- Communications	\$ 34.11	\$ 35.81	\$ 37.60	\$ 39.48	\$ 41.46	\$ 43.53	\$ 45.71	\$ 70,948.80	\$ 95,076.80
Operating Engineers Local Union No. 3									
Assistant Harbormaster	\$ 47.11	\$ 49.46	\$ 51.94	\$ 54.53				\$ 97,988.80	\$ 113,422.40
DHMB/Training Officer	\$ 39.21	\$ 41.01	\$ 42.90	\$ 44.87				\$ 81,556.80	\$ 93,329.60
Deputy Harbormaster B	\$ 36.92	\$ 38.76	\$ 40.70	\$ 42.74				\$ 76,793.60	\$ 88,899.20
Deputy Harbormaster A	\$ 31.90	\$ 33.49	\$ 35.17	\$ 36.92				\$ 66,352.00	\$ 76,793.60
Harbor Worker B	\$ 22.20	\$ 23.31	\$ 24.47	\$ 25.69				\$ 46,176.00	\$ 53,435.20

*Effective date is first day of the first pay period following the beginning of the fiscal year (July 1st) per labor contracts