

San Mateo County Harbor District

Effective Date 7/4/21*

Wage and Salary Schedule Fiscal Year 2021/2022	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								\$ 172,720.00	\$ 172,720.00
Director of Administrative Services								\$ 126,073.00	\$ 157,775.00
Director of Operations								\$ 126,073.00	\$ 157,775.00
Accounting Manager								\$ 110,132.00	\$ 141,431.00
Harbormaster								\$ 110,132.00	\$ 141,431.00
Teamsters Union Local No. 856									
Accountant	\$ 41.23	\$ 43.29	\$ 45.45	\$ 47.73	\$ 50.11	\$ 52.62	\$ 55.25	\$ 85,758.40	\$ 114,920.00
Deputy Secretary	\$ 36.19	\$ 37.99	\$ 39.89	\$ 41.89	\$ 43.98	\$ 46.18	\$ 48.49	\$ 75,275.20	\$ 100,859.20
Accounting Tech I/Administrative Assistant II	\$ 31.66	\$ 33.24	\$ 34.91	\$ 36.65	\$ 38.48	\$ 40.41	\$ 42.43	\$ 65,852.80	\$ 88,254.40
Administrative Assistant I	\$ 26.26	\$ 27.57	\$ 28.95	\$ 30.40	\$ 31.92	\$ 33.51	\$ 35.19	\$ 54,620.80	\$ 73,195.20
Planner Analyst	\$ 42.83	\$ 44.97	\$ 47.22	\$ 49.58	\$ 52.05	\$ 54.66	\$ 57.39	\$ 89,086.40	\$ 119,371.20
Administrative Analyst- Communications	\$ 42.83	\$ 44.97	\$ 47.22	\$ 49.58	\$ 52.05	\$ 54.66	\$ 57.39	\$ 89,086.40	\$ 119,371.20
Operating Engineers Local Union No. 3									
Assistant Harbormaster	\$ 50.22	\$ 52.73	\$ 55.37	\$ 58.14				\$ 104,457.60	\$ 120,931.20
DHMB/Training Officer	\$ 41.80	\$ 43.89	\$ 46.08	\$ 48.38				\$ 86,934.85	\$ 100,637.95
Deputy Harbormaster B	\$ 39.36	\$ 41.32	\$ 43.39	\$ 45.56				\$ 81,868.80	\$ 94,764.80
Deputy Harbormaster A	\$ 34.00	\$ 35.70	\$ 37.49	\$ 39.36				\$ 70,720.00	\$ 81,868.80
Harbor Worker B	\$ 23.66	\$ 24.84	\$ 26.09	\$ 27.39				\$ 49,212.80	\$ 56,971.20

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