

San Mateo County Harbor District

Effective Date 7/5/20*

Wage and Salary Schedule Fiscal Year 2020/2021	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								\$ 122,401.00	\$ 153,180.00
Director of Operations								\$ 122,401.00	\$ 153,180.00
Accounting Manager								\$ 106,924.00	\$ 137,312.00
Harbormaster								\$ 106,924.00	\$ 137,312.00
Teamsters Union Local No. 856									
Accountant	\$ 40.03	\$ 42.03	\$ 44.13	\$ 46.34	\$ 48.65	\$ 51.09	\$ 53.64	\$ 83,262.40	\$ 111,571.20
Accounting Specialist	\$ 35.13	\$ 36.89	\$ 38.73	\$ 40.67	\$ 42.70	\$ 44.84	\$ 47.08	\$ 73,070.40	\$ 97,926.40
Deputy Secretary	\$ 35.13	\$ 36.89	\$ 38.73	\$ 40.67	\$ 42.70	\$ 44.84	\$ 47.08	\$ 73,070.40	\$ 97,926.40
Accounting Tech I/Administrative Assistant II	\$ 30.74	\$ 32.28	\$ 33.89	\$ 35.58	\$ 37.36	\$ 39.23	\$ 41.19	\$ 63,939.20	\$ 85,675.20
Administrative Assistant I	\$ 25.49	\$ 26.77	\$ 28.11	\$ 29.51	\$ 30.99	\$ 32.54	\$ 34.16	\$ 53,019.20	\$ 71,052.80
Project Coordinator	\$ 41.58	\$ 43.66	\$ 45.84	\$ 48.13	\$ 50.54	\$ 53.07	\$ 55.72	\$ 86,486.40	\$ 115,897.60
Planner Analyst	\$ 35.13	\$ 36.89	\$ 38.73	\$ 40.67	\$ 42.70	\$ 44.84	\$ 47.08	\$ 73,070.40	\$ 97,926.40
Administrative Analyst- Communications	\$ 35.13	\$ 36.89	\$ 38.73	\$ 40.67	\$ 42.70	\$ 44.84	\$ 47.08	\$ 73,070.40	\$ 97,926.40
Operating Engineers Local Union No. 3									
Assistant Harbormaster	\$ 48.64	\$ 51.07	\$ 53.63	\$ 56.31				\$ 101,171.20	\$ 117,124.80
DHMB/Training Officer	\$ 40.48	\$ 42.51	\$ 44.63	\$ 46.87				\$ 84,207.40	\$ 97,480.59
Deputy Harbormaster B	\$ 38.12	\$ 40.02	\$ 42.02	\$ 44.13				\$ 79,289.60	\$ 91,790.40
Deputy Harbormaster A	\$ 32.93	\$ 34.58	\$ 36.31	\$ 38.12				\$ 68,494.40	\$ 79,289.60
Harbor Worker B	\$ 22.92	\$ 24.06	\$ 25.27	\$ 26.53				\$ 47,673.60	\$ 55,182.40

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