

San Mateo County Harbor District

Effective Date 3/24/2024

Wage and Salary Schedule Fiscal Year 2023/24	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								\$ 240,816.00	\$ 240,816.00
Director of Administrative Services								\$ 168,564.00	\$ 202,280.00
Director of Operations								\$ 168,564.00	\$ 202,280.00
Assistant Director of Admin Services								\$ 137,010.00	\$ 164,404.00
Accounting Manager								\$ 137,010.00	\$ 164,404.00
Harbormaster								\$ 137,010.00	\$ 164,404.00
Teamsters Union Local No. 856									
Accountant	\$ 44.37	\$ 46.59	\$ 48.92	\$ 51.37	\$ 53.94	\$ 56.64	\$ 59.47	\$ 92,289.60	\$ 123,697.60
Deputy Secretary	\$ 38.95	\$ 40.90	\$ 42.95	\$ 45.10	\$ 47.36	\$ 49.73	\$ 52.22	\$ 81,016.00	\$ 108,617.60
Accounting Tech /Administrative Tech/ Customer Service Coordinator/ Human Resources Tech	\$ 34.08	\$ 35.78	\$ 37.57	\$ 39.45	\$ 41.42	\$ 43.49	\$ 45.66	\$ 70,886.40	\$ 94,972.80
Administrative Assistant I	\$ 28.27	\$ 29.68	\$ 31.16	\$ 32.72	\$ 34.36	\$ 36.08	\$ 37.88	\$ 58,801.60	\$ 78,790.40
Operating Engineers Local Union No. 3									
Assistant Harbormaster	\$ 54.18	\$ 56.90	\$ 59.74	\$ 62.73	\$ 65.87			\$ 112,694.40	\$ 137,009.60
DHMB/Training Officer	\$ 47.76	\$ 48.92	\$ 51.26	\$ 53.71	\$ 56.30			\$ 99,340.80	\$ 117,104.00
Deputy Harbormaster B	\$ 45.48	\$ 46.59	\$ 48.82	\$ 51.16	\$ 53.61			\$ 94,598.40	\$ 111,508.80
Deputy Harbormaster A	\$ 36.69	\$ 38.52	\$ 40.45	\$ 42.47	\$ 44.59			\$ 76,315.20	\$ 92,747.20
Harbor Worker B	\$ 28.09	\$ 29.65	\$ 30.97	\$ 32.52	\$ 34.15			\$ 58,427.20	\$ 71,032.00