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**Resolution 16-13**  
to  
**Approve an Amended Classification, Wage and  
Salary Schedule for Fiscal Year 2013-2014**  
for the  
**San Mateo County Harbor District**

**Whereas**, the General Manager is responsible for development and administration of the District's Classification and Pay Plan in accordance with Rule 4, Paragraph 4.01 of the Personnel Policies, Rules and Regulations as amended, and

**Whereas**, the General Manager has completed review of matters relating to job classifications, salaries and wages for Fiscal Year 2013-14; and

**Whereas**, the General Manager recommends that the Board adopt the amended attached Classification, Wage and Salary Schedule based on the amendments to the MOU of both the Teamsters Local No. 856 and Operating Engineers Local No. 3; and

**Therefore, be it resolved**, by the Board of Harbor Commissioners of the San Mateo County Harbor District that the Amended Classification, Wage and Salary Schedule for Fiscal Year 2013-14 for all employees is hereby approved.

Approved this 17<sup>th</sup> day of July 2013 at a regular meeting of the Board of Harbor Commissioners by a recorded vote as follows:

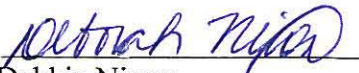
For: Bernardo, Brennan, Holsinger, Parravano, Tucker

Against: none


Absent: none

Abstaining: none

**Attested**

  
Debbie Nixon  
Deputy Secretary

**BOARD OF HARBOR COMMISSIONERS**

  
Robert Bernardo  
President

**San Mateo County Harbor District  
Wage and Salary Schedule  
Fiscal Year 2013-2014  
Effective July 17, 2013- 2.50 % Wage Increase**

| <b>Title</b>                 |  | <b>Hourly<br/>Range<br/>Bottom</b> | <b>Annual</b> | <b>Hourly<br/>Range<br/>Top</b> | <b>Annual</b> | <b>Salary Range<br/>Bottom</b> | <b>Salary Range<br/>Top</b> |
|------------------------------|--|------------------------------------|---------------|---------------------------------|---------------|--------------------------------|-----------------------------|
| <b>Management*</b>           |  |                                    |               |                                 |               |                                |                             |
| Executive                    | General Manager                                |                                    |               |                                 |               | \$ 115,337.32                  | \$ 154,615.22               |
| Management                   | Director of Finance                            |                                    |               |                                 |               | \$ 87,362.10                   | \$ 127,584.29               |
|                              | Harbor Master                                  |                                    |               |                                 |               | \$ 87,362.11                   | \$ 133,649.88               |
|                              | Human Resources Manager                        |                                    |               |                                 |               | \$ 87,362.11                   | \$ 121,985.32               |
| <b>Administrative</b>        |  |                                    |               |                                 |               |                                |                             |
| Administrative Assistant 4   | Accountant                                     | \$31.863                           | \$66,275.040  | 42.699                          | \$88,813.92   |                                |                             |
| Administrative Assistant 3   | Accounting Specialist                          | \$27.957                           | \$58,150.560  | 37.870                          | \$78,769.60   |                                |                             |
|                              | Administrative Asst./                          |                                    |               |                                 |               |                                |                             |
|                              | Deputy Secretary                               |                                    |               |                                 |               |                                |                             |
| Administrative Assistant 2   | Accounting Technician/<br>Administrative Asst. | \$24.466                           | \$50,889.280  | 32.790                          | \$68,203.20   |                                |                             |
| Administrative Assistant 1   | Administrative Assistant                       | \$20.284                           | \$42,190.720  | 27.189                          | \$56,553.12   |                                |                             |
| Project Coordinator          |  |                                    |               |                                 |               | 68,834.019                     | 92,245.070                  |
| <b>Operations</b>            |  |                                    |               |                                 |               |                                |                             |
| Assistant Harbormaster (AHM) | Assistant Harbormaster                         | \$ 38.442                          | \$79,959.360  | 44.497                          | \$92,553.76   |                                |                             |
| Deputy Harbormaster B (DHMB) | Deputy Harbormaster B                          | \$ 30.117                          | \$62,643.360  | 34.866                          | \$72,521.28   |                                |                             |
| Deputy Harbormaster A (DHMA) | Deputy Harbormaster A                          | \$ 26.015                          | \$54,111.200  | 28.673                          | \$59,639.84   |                                |                             |
| Harbor Worker C              | Lead Maintenance Specialist                    | \$ 34.867                          | \$72,523.360  | 40.362                          | \$83,952.96   |                                |                             |
| Harbor Worker B (HWB)        | Harbor Worker                                  | \$ 14.472                          | \$30,101.760  | 21.820                          | \$45,385.60   |                                |                             |
| Harbor Worker A              | Lifeguard                                      |                                    |               | 18.356                          |               |                                |                             |

\* - Management Salaries have not changed.

**ITEM 6**

**San Mateo County Harbor District**  
**Filled Position Listing**  
 Fiscal Year 2013-2014

Positon Filled

|                             |  |    |
|-----------------------------|--|----|
| General Manager             |  | 1  |
| Director of Finance*        |  | 0  |
| Harbor Master               |  | 1  |
| Human Resources Manager     |  | 1  |
| Accountant                  |  | 1  |
| Accounting Specialist       |  | 1  |
| Administrative Asst./       |  | 1  |
| Deputy Secretary            |  |    |
| Accounting Technician/      |  | 2  |
| Administrative Asst.        |  |    |
| Administrative Assistant    |  |    |
| Assistant Harbormaster      |  | 2  |
| Deputy Harbormaster B       |  | 13 |
| Deputy Harbormaster A       |  | 0  |
| Lead Maintenance Specialist |  | 2  |
| Harbor Worker*              |  | 0  |
| Lifeguard                   |  |    |
|                             |  |    |
| Total Positions             |  | 25 |

\* - intend to hire - which will put total positions filled to 27

**San Mateo County Harbor District**

**Wage and Salary Schedule**

**Fiscal Year 2013-2014**

**Effective July 1, 2013- 2.30 % COLA**

| Title                        |  | Hourly<br>Range<br>Bottom | Annual       | Hourly<br>Range<br>Top | Annual     | Salary Range<br>Bottom | Salary Range<br>Top |
|------------------------------|--|---------------------------|--------------|------------------------|------------|------------------------|---------------------|
| <b>Management</b>            |  |                           |              |                        |            |                        |                     |
|                              |  |                           |              |                        |            |                        |                     |
| Executive                    | General Manager                                |                           |              |                        |            | \$ 115,337.32          | \$ 154,615.22       |
| Management                   | Director of Finance                            |                           |              |                        |            | \$ 87,362.10           | \$ 127,584.29       |
|                              | Harbor Master                                  |                           |              |                        |            | \$ 87,362.11           | \$ 133,649.88       |
|                              | Human Resources Manager                        |                           |              |                        |            | \$ 87,362.11           | \$ 121,985.32       |
|                              |  |                           |              |                        |            |                        |                     |
| <b>Administrative</b>        |  |                           |              |                        |            |                        |                     |
| Administrative Assistant 4   | Accountant                                     | \$31.086                  | \$64,658.672 | 41.658                 | 86,647.766 |                        |                     |
| Administrative Assistant 3   | Accounting Specialist                          | \$27.275                  | \$56,732.478 | 36.947                 | 76,849.074 |                        |                     |
|                              | Administrative Asst./                          |                           |              |                        |            |                        |                     |
|                              | Deputy Secretary                               |                           |              |                        |            |                        |                     |
| Administrative Assistant 2   | Accounting Technician/<br>Administrative Asst. | \$23.870                  | \$49,648.893 | 31.990                 | 66,539.678 |                        |                     |
| Administrative Assistant 1   | Administrative Assistant                       | \$19.789                  | \$41,160.933 | 26.525                 | 55,172.770 |                        |                     |
| Project Coordinator          |  |                           |              |                        |            | 67,155.140             | 89,995.190          |
|                              |  |                           |              |                        |            |                        |                     |
| <b>Operations</b>            |  |                           |              |                        |            |                        |                     |
| Assistant Harbormaster (AHM) | Assistant Harbormaster                         | \$ 37.504                 | \$78,008.736 | 43.412                 | 90,296.960 |                        |                     |
| Deputy Harbormaster B (DHMB) | Deputy Harbormaster B                          | \$ 29.383                 | \$61,115.829 | 34.016                 | 70,753.280 |                        |                     |
| Deputy Harbormaster A (DHMA) | Deputy Harbormaster A                          | \$ 25.381                 | \$52,791.710 | 27.974                 | 58,185.920 |                        |                     |
| Harbor Worker C              | Lead Maintenance Specialist                    | \$ 34.017                 | \$70,754.944 | 39.378                 | 81,906.240 |                        |                     |
| Harbor Worker B (HWB)        | Harbor Worker                                  | \$ 14.119                 | \$29,368.456 | 21.288                 | 44,279.040 |                        |                     |
| Harbor Worker A              | Lifeguard                                      |                           |              | 17.909                 |            |                        |                     |

**San Mateo County Harbor District**  
**Filled Position Listing**  
 Fiscal Year 2013-2014

Positon

Filled

|                             |  |    |
|-----------------------------|--|----|
| General Manager             |  | 1  |
| Director of Finance*        |  | 0  |
| Harbor Master               |  | 1  |
| Human Resources Manager     |  | 1  |
| Accountant                  |  | 1  |
| Accounting Specialist       |  | 1  |
| Administrative Asst./       |  | 1  |
| Deputy Secretary            |  |    |
| Accounting Technician/      |  | 2  |
| Administrative Asst.        |  |    |
| Administrative Assistant    |  |    |
| Assistant Harbormaster      |  | 2  |
| Deputy Harbormaster B       |  | 13 |
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| Lifeguard                   |  |    |
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