

Resolution No. 19-03

of the

San Mateo County Harbor District

**RESOLUTION APPROVING DISTRICT SALARY SCHEDULES
FOR ALL POSITIONS
2012 - 2019**

WHEREAS, the Board of Commissioners of the San Mateo County Harbor District (the Board) posted salary ranges on the District's website as part of the Job Specifications; and

WHEREAS, the California Public Employees' Retirement System code requires the District to have a publicly adopted and posted Salary Schedule; and

WHEREAS, the Board of Commissioners is meeting the requirement of California Code of Regulations Section 570.5 by adopting the attached District Salary Schedule (effective 7/8/18) as well as historical salary schedules back to 2012 (effective 7/1/12, 7/1/13, 7/1/14, 7/1/15, 2/3/16, 5/15/16, 7/10/16, 7/9/17).

NOW, THEREFORE BE IT RESOLVED that the San Mateo County Harbor District Board of Harbor Commissioners does hereby approve and adopt the salary schedules, attached hereto as Exhibit A, and retroactively approves historical salary schedules, attached hereto as Exhibit B;

PASSED, APPROVED AND ADOPTED by the Board of Harbor Commissioners of the San Mateo County Harbor District at a regular meeting held on the 20th day of February 2019 by the following vote:

For: Brennan, Chang Kiraly, Larenas, Reyerling

Against: None

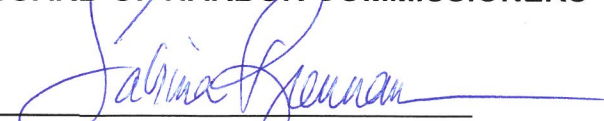
Absent: Mattusch

Abstention: None

Attest


Debbie Gehret
Deputy Secretary

BOARD OF HARBOR COMMISSIONERS


Sabrina Brennan
President

San Mateo County Harbor District

EXHIBIT
A

Effective Date 7/8/18*

Wage and Salary Schedule Fiscal Year 2018/2019 (revised 2/20/19)	Hourly Range Bottom	Annual	Hourly Range Top	Annual	Salary Range Bottom Annual	Salary Range Top Annual
Title						
Management						
General Manager					\$ 150,000.00	\$ 175,000.00
Director of Administrative Services					\$ 115,375.00	\$ 144,386.00
Director of Operations					\$ 115,375.00	\$ 144,386.00
Accounting Manager					\$ 100,786.00	\$ 129,430.00
Harbor Master					\$ 100,786.00	\$ 129,430.00
Sr. Administrative Analyst					\$ 78,476.00	\$ 105,235.00
Administrative Services						
Accountant	\$ 37.73	\$ 78,478.40	\$ 50.56	\$ 105,164.80		
Accounting Specialist	\$ 33.11	\$ 68,868.80	\$ 44.38	\$ 92,310.40		
Deputy Secretary	\$ 33.11	\$ 68,868.80	\$ 44.38	\$ 92,310.40		
Accounting Technician II	\$ 31.04	\$ 64,563.20	\$ 41.64	\$ 86,611.20		
Accounting Tech I/Administrative Assistant II	\$ 28.97	\$ 60,257.60	\$ 38.83	\$ 80,766.40		
Administrative Assistant I	\$ 24.03	\$ 49,982.40	\$ 32.20	\$ 66,976.00		
Office Assistant	\$ 15.38	\$ 31,990.40	\$ 20.61	\$ 42,868.80		
Project Coordinator	\$ 39.19	\$ 81,515.20	\$ 52.52	\$ 109,241.60		
Planner Analyst	\$ 33.11	\$ 68,868.80	\$ 44.38	\$ 92,310.40		
Operations						
Assistant Harbormaster	\$ 45.63	\$ 94,910.40	\$ 52.82	\$ 109,865.60		
DHMB/Training Officer	\$ 37.98	\$ 78,998.40	\$ 43.46	\$ 90,396.80		
Deputy Harbormaster B	\$ 35.76	\$ 74,380.80	\$ 41.39	\$ 86,091.20		
Deputy Harbormaster A	\$ 30.89	\$ 64,251.20	\$ 35.76	\$ 74,380.80		
Harbor Worker C	\$ 41.39	\$ 86,091.20	\$ 47.92	\$ 99,673.60		
Harbor Worker B	\$ 21.50	\$ 44,720.00	\$ 24.89	\$ 51,771.20		

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

San Mateo County Harbor District

EXHIBIT
B

Effective July 1, 2012

Wage and Salary Schedule							
Fiscal Year 2012-2013							
<i>(revised 2/20/19)</i>							
Title		Hourly Range Bottom	Annual	Hourly Range Top	Annual	Salary Range Bottom Annual	Salary Range Top Annual
Management							
Executive	General Manager					\$ 112,744.20	\$ 151,139.02
Management	Director of Finance					\$ 85,397.96	\$ 124,715.83
	Harbor Master					\$ 85,397.96	\$ 130,645.04
	Human Resources Manager					\$ 85,397.96	\$ 119,242.74
Administrative							
Administrative Assistant 4	Accountant	\$30.387	\$63,204.96	\$40.72	\$84,699.68		
Administrative Assistant 3	Accounting Specialist	\$26.662	\$55,456.96	\$36.12	\$75,121.28		
	Administrative Asst./	\$26.662	\$55,456.96	\$36.12	\$75,121.28		
	Deputy Secretary	\$26.662	\$55,456.96	\$36.12	\$75,121.28		
Administrative Assistant 2	Accounting Technician/	\$23.333	\$48,532.64	\$31.27	\$65,043.68		
	Administrative Asst.	\$23.333	\$48,532.64	\$31.27	\$65,043.68		
Administrative Assistant 1	Administrative Assistant	\$19.344	\$40,235.52	\$25.93	\$53,932.32		
Project Coordinator		\$31.560	\$65,644.80	\$42.29	\$87,971.52		
Operations							
Assistant Harbormaster (AHM)	Assistant Harbormaster	\$36.661	\$76,254.88	\$42.436	\$88,266.88		
Deputy Harbormaster B (DHMB)	Deputy Harbormaster B	\$28.722	\$59,741.76	\$33.251	\$69,162.08		
Deputy Harbormaster A (DHMA)	Deputy Harbormaster A	\$24.810	\$51,604.80	\$27.345	\$56,877.60		
Harbor Worker C	Lead Maintenance Specialist	\$33.252	\$69,164.16	\$38.493	\$80,065.44		
Harbor Worker B (HWB)	Harbor Worker	\$13.802	\$28,708.16	\$20.809	\$43,282.72		
Harbor Worker A	Lifeguard (Temp/ Seasonal)			\$17.506	\$36,412.48		

San Mateo County Harbor District

Effective July 1, 2013

Wage and Salary Schedule		Hourly Range Bottom	Annual	Hourly Range Top	Annual	Salary Range Bottom Annual	Salary Range Top Annual
Fiscal Year 2013-2014 <i>(revised 2/20/19)</i>							
Title							
Management							
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
Administrative							
Administrative Assistant 4	Accountant	\$31.086	\$64,658.67	\$41.658	\$86,647.77		
Administrative Assistant 3	Accounting Specialist	\$27.275	\$56,732.48	\$36.947	\$76,849.07		
	Administrative Asst./	\$27.275	\$56,732.48	\$36.947	\$76,849.07		
	Deputy Secretary	\$27.275	\$56,732.48	\$36.947	\$76,849.07		
Administrative Assistant 2	Accounting Technician/	\$23.870	\$49,648.89	\$31.990	\$66,539.68		
	Administrative Asst.	\$23.870	\$49,648.89	\$31.990	\$66,539.68		
Administrative Assistant 1	Administrative Assistant	\$19.789	\$41,160.93	\$26.525	\$55,172.77		
Project Coordinator		\$32.286	\$67,154.88	\$43.267	\$89,995.36		
Operations							
Assistant Harbormaster (AHM)	Assistant Harbormaster	\$ 37.504	\$78,008.74	\$43.412	\$90,296.96		
Deputy Harbormaster B (DHMB)	Deputy Harbormaster B	\$ 29.383	\$61,115.83	\$34.016	\$70,753.28		
Deputy Harbormaster A (DHMA)	Deputy Harbormaster A	\$ 25.381	\$52,791.71	\$27.974	\$58,185.92		
Harbor Worker C	Lead Maintenance Specialist	\$ 34.017	\$70,754.94	\$39.378	\$81,906.24		
Harbor Worker B (HWB)	Harbor Worker	\$ 14.119	\$29,368.46	\$21.288	\$44,279.04		
Harbor Worker A	Lifeguard (temp/Seasonal)			\$17.909	\$37,249.97		

San Mateo County Harbor District

Effective July 1, 2014

Wage and Salary Schedule							
Fiscal Year 2014-2015							
<i>(revised 2/20/19)</i>							
Title		Hourly Range Bottom	Annual	Hourly Range Top	Annual	Salary Range Bottom Annual	Salary Range Top Annual
Management							
Executive	General Manager					\$ 121,294.49	\$ 162,601.09
Management	Director of Finance					\$ 91,874.37	\$ 134,174.02
	Harbor Master					\$ 91,874.37	\$ 140,552.89
	Human Resources Manager					\$ 91,874.37	\$ 128,285.86
Administrative							
Administrative Assistant 4	Accountant	\$33.509	\$69,698.72	\$44.905	\$93,402.40		
Administrative Assistant 3	Accounting Specialist	\$29.401	\$61,154.08	\$39.826	\$82,838.34		
	Administrative Asst./	\$29.401	\$61,154.08	\$39.826	\$82,838.34		
	Deputy Secretary	\$29.401	\$61,154.08	\$39.826	\$82,838.34		
Administrative Assistant 2	Accounting Technician/	\$25.730	\$53,518.40	\$34.484	\$71,726.72		
	Administrative Asst.	\$25.730	\$53,518.40	\$34.484	\$71,726.72		
Administrative Assistant 1	Administrative Assistant	\$21.331	\$44,368.91	\$28.593	\$59,472.48		
Office Assistant	Office Assistant	\$13.646	\$28,382.65	\$16.290	\$28,043.01		
Project Coordinator		\$34.803	\$72,389.29	\$46.639	\$97,009.52		
Operations							
Assistant Harbormaster (AHM)	Assistant Harbormaster	\$40.429	\$84,092.32	\$46.795	\$97,334.16		
Deputy Harbormaster B (DHMB)	Deputy Harbormaster B	\$31.673	\$65,879.84	\$36.667	\$76,267.36		
Deputy Harbormaster A (DHMA)	Deputy Harbormaster A	\$27.359	\$56,907.19	\$30.133	\$62,676.64		
Harbor Worker C	Lead Maintenance Specialist	\$36.668	\$76,269.44	\$42.447	\$88,289.76		
Harbor Worker B (HWB)	Harbor Worker	\$15.219	\$31,656.46	\$22.948	\$47,732.45		
Harbor Worker A	Lifeguard (Temp/Seasonal)			\$19.304	\$40,152.32		

San Mateo County Harbor District

Effective July 1, 2015

Wage and Salary Schedule Fiscal Year 2015-2016 (revised 2/20/19)		Hourly Range Bottom	Annual	Hourly Range Top	Annual	Salary Range Bottom Annual	Salary Range Top Annual
Title							
Management							
Executive	General Manager					\$ 121,294.49	\$ 175,000.00
Management	Director of Finance					\$ 91,874.37	\$ 134,174.02
	Harbor Master					\$ 91,874.37	\$ 140,552.89
	Human Resources Manager					\$ 91,874.37	\$ 128,285.86
Administrative							
Accountant		\$33.509	\$69,698.72	\$44.905	\$93,402.40		
Administrative Assistant 3		\$29.401	\$61,154.08	\$39.826	\$82,838.08		
Deputy Secretary		\$29.401	\$61,154.08	\$39.826	\$82,838.08		
Administrative Assistant 2		\$25.730	\$53,518.40	\$34.484	\$71,726.72		
Accounting Technician		\$25.730	\$53,518.40	\$34.484	\$71,726.72		
Administrative Assistant 1		\$21.331	\$44,368.48	\$28.593	\$59,473.44		
Office Assistant		\$13.646	\$28,383.68	\$16.290	\$33,883.20		
Project Coordinator		\$34.803	\$72,390.24	\$46.639	\$97,009.12		
Operations							
Assistant Harbormaster (AHM)	Assistant Harbormaster	\$40.429	\$84,092.32	\$46.795	\$97,333.60		
Deputy Harbormaster B (DHMB)	Deputy Harbormaster B	\$31.673	\$65,879.84	\$36.667	\$76,267.36		
Deputy Harbormaster A (DHMA)	Deputy Harbormaster A	\$27.359	\$56,906.72	\$30.133	\$62,676.64		
Harbor Worker C	Lead Maintenance Specialist	\$36.668	\$76,269.44	\$42.447	\$88,289.76		
Harbor Worker B (HWB)	Harbor Worker	\$15.219	\$31,655.52	\$22.948	\$47,731.84		
Harbor Worker A	Lifeguard (Temp/Seasonal)			\$19.304	\$40,152.32		

San Mateo County Harbor District

Effective February 3, 2016*

Wage and Salary Schedule Fiscal Year 2015-2016 <i>(revised 2/20/19)</i>		Hourly Range Bottom	Annual	Hourly Range Top	Annual	Salary Range Bottom Annual	Salary Range Top Annual
Title							
Management							
Executive	General Manager					\$ 121,294.49	\$ 175,000.00
Management	Director of Administrative Services					\$ 91,874.00	\$ 128,286.00
	Director of Operations					\$ 91,874.00	\$ 128,286.00
Administrative							
Accountant		33.509	69,698.72	44.905	93,402.40		
Administrative Assistant 3		29.401	61,154.08	39.826	82,838.08		
Deputy Secretary		29.401	61,154.08	39.826	82,838.08		
Administrative Assistant 2		25.730	53,518.40	34.484	71,726.72		
Accounting Technician		25.730	53,518.40	34.484	71,726.72		
Administrative Assistant 1		21.331	44,368.48	28.593	59,473.44		
Office Assistant		13.646	28,383.68	16.290	33,883.20		
Project Coordinator		34.803	72,390.24	46.639	97,009.12		
Planner Analyst		29.400	61,152.00	39.830	82,846.40		
Administrative Analyst		29.400	61,152.00	39.830	82,846.40		
Operations							
Assistant Harbormaster (AHM)	Assistant Harbormaster	40.429	84,092.32	46.795	97,333.60		
Deputy Harbormaster B (DHMB)	Deputy Harbormaster B	31.673	65,879.84	36.667	76,267.36		
Deputy Harbormaster A (DHMA)	Deputy Harbormaster A	27.359	56,906.72	30.133	62,676.64		
Harbor Worker C	Lead Maintenance Specialist	36.668	76,269.44	42.447	88,289.76		
Harbor Worker B (HWB)	Harbor Worker	15.219	31,655.52	22.948	47,731.84		
Harbor Worker A	Lifeguard (Temp/Seasonal)			19.304	40,152.32		

*Effective date reflects Board approved Restructuring of District Administration in 2016

San Mateo County Harbor District

Effective May 15, 2016*

Wage and Salary Schedule Fiscal Year 2015-2016 <i>(revised 2/20/19)</i>		Hourly Range Bottom	Annual	Hourly Range Top	Annual	Salary Range Bottom Annual	Salary Range Top Annual
Title							
Management							
Executive	General Manager					\$ 121,294.49	\$ 175,000.00
Management	Director of Administrative Services					\$ 94,630.00	\$ 132,135.00
	Director of Operations					\$ 94,630.00	\$ 132,135.00
Administrative							
Accountant		\$34.52	\$71,801.60	\$46.29	\$96,283.20		
Administrative Assistant 3		\$30.30	\$63,024.00	\$40.65	\$84,552.00		
Deputy Secretary		\$30.30	\$63,024.00	\$40.65	\$84,552.00		
Administrative Assistant 2		\$26.51	\$55,140.80	\$35.57	\$73,985.60		
Accounting Technician		\$26.51	\$55,140.80	\$35.57	\$73,985.60		
Administrative Assistant 1		\$21.99	\$45,739.20	\$29.50	\$61,360.00		
Office Assistant		\$14.06	\$29,244.80	\$18.87	\$39,249.60		
Project Coordinator		\$35.86	\$74,588.80	\$48.09	\$100,027.20		
Planner Analyst		\$30.30	\$63,024.00	\$40.65	\$84,552.00		
Administrative Analyst		\$30.30	\$63,024.00	\$40.65	\$84,552.00		
Operations							
Assistant Harbormaster (AHM)	Assistant Harbormaster	\$41.65	\$86,632.00	\$48.23	\$100,318.40		
Deputy Harbormaster B (DHMB)	Deputy Harbormaster B	\$32.64	\$67,891.20	\$37.80	\$78,624.00		
Deputy Harbormaster A (DHMA)	Deputy Harbormaster A	\$28.19	\$58,635.20	\$31.08	\$64,646.40		
Harbor Worker C	Lead Maintenance Specialist	\$37.78	\$78,582.40	\$43.75	\$91,000.00		
Harbor Worker B (HWB)	Harbor Worker	\$15.68	\$32,614.40	\$23.58	\$49,046.40		
Harbor Worker A	Lifeguard (Temp/Seasonal)			\$19.89	\$41,371.20		

*Effective date reflects new labor agreements passed in May 2016

San Mateo County Harbor District

Effective 7/10/16*

Wage and Salary Schedule Fiscal Year 2016/2017 (revised 2/20/19)	Hourly Range Bottom	Annual	Hourly Range Top	Annual	Salary Range Bottom Annual	Salary Range Top Annual
Title						
Management						
General Manager					\$150,000.00	\$175,000.00
Director of Administration					\$97,469.00	\$136,099.00
Director of Operations					\$97,469.00	\$136,099.00
Accounting Manager					\$95,000.00	\$122,000.00
Administrative						
Accountant	\$ 35.56	\$ 73,964.80	\$ 47.69	\$ 99,195.20		
Accounting Specialist	\$ 31.21	\$ 64,916.80	\$ 41.86	\$ 87,068.80		
Administrative Assistant III (Deputy Secretary)	\$ 31.21	\$ 64,916.80	\$ 41.86	\$ 87,068.80		
Accounting Technician	\$ 27.31	\$ 56,804.80	\$ 36.64	\$ 76,211.20		
Administrative Assistant II	\$ 27.31	\$ 56,804.80	\$ 36.64	\$ 76,211.20		
Administrative Assistant I	\$ 22.65	\$ 47,112.00	\$ 30.38	\$ 63,190.40		
Office Assistant	\$ 14.49	\$ 30,139.20	\$ 19.45	\$ 40,456.00		
Project Coordinator	\$ 36.94	\$ 76,835.20	\$ 49.52	\$ 103,001.60		
Planner Analyst	\$ 31.21	\$ 64,916.80	\$ 41.86	\$ 87,068.80		
Administrative Analyst	\$ 31.21	\$ 64,916.80	\$ 41.86	\$ 87,068.80		
Operations						
Assistant Harbormaster (AHM)	\$ 42.90	\$ 89,232.00	\$ 49.68	\$ 103,334.40		
Deputy Harbormaster B (DHMB)	\$ 33.62	\$ 69,929.60	\$ 38.94	\$ 80,995.20		
Deputy Harbormaster A (DHMA)	\$ 29.04	\$ 60,403.20	\$ 32.03	\$ 66,622.40		
Harbor Worker C (Lead Maintenance Specialist)	\$ 38.92	\$ 80,953.60	\$ 45.07	\$ 93,745.60		
Harbor Worker B (HWB)	\$ 16.16	\$ 33,612.80	\$ 24.24	\$ 50,419.20		
Harbor Worker A (Lifeguard) (Temp/Seasonal)	\$ 20.49	\$ 42,619.20				

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

San Mateo County Harbor District

Effective Date 7/9/17*

Wage and Salary Schedule Fiscal Year 2017/2018 <i>(revised 2/20/19)</i>	Hourly Range Bottom	Annual	Hourly Range Top	Annual	Salary Range Bottom Annual	Salary Range Top Annual
Title						
Management						
General Manager					\$ 150,000.00	\$ 175,000.00
Director of Administration					\$ 100,393.00	\$ 140,181.00
Director of Operations					\$ 100,393.00	\$ 140,181.00
Accounting Manager					\$ 97,850.00	\$ 125,660.00
Administrative						
Accountant	\$ 36.63	\$ 76,190.40	\$ 49.12	\$ 102,169.60		
Accounting Specialist	\$ 32.15	\$ 66,872.00	\$ 43.12	\$ 89,689.60		
Administrative Assistant III (Deputy Secretary)	\$ 32.15	\$ 66,872.00	\$ 43.12	\$ 89,689.60		
Accounting Technician	\$ 28.13	\$ 58,510.40	\$ 37.73	\$ 78,478.40		
Administrative Assistant II	\$ 28.13	\$ 58,510.40	\$ 37.73	\$ 78,478.40		
Administrative Assistant I	\$ 23.33	\$ 48,526.40	\$ 31.29	\$ 65,083.20		
Office Assistant	\$ 14.93	\$ 31,054.40	\$ 20.04	\$ 41,683.20		
Project Coordinator	\$ 38.05	\$ 79,144.00	\$ 51.02	\$ 106,121.60		
Planner Analyst	\$ 32.15	\$ 66,872.00	\$ 43.12	\$ 89,689.60		
Administrative Analyst	\$ 32.15	\$ 66,872.00	\$ 43.12	\$ 89,689.60		
Operations						
Assistant Harbormaster (AHM)	\$ 44.19	\$ 91,915.20	\$ 51.16	\$ 106,412.80		
Deputy Harbormaster B (DHMB)	\$ 34.63	\$ 72,030.40	\$ 40.10	\$ 83,408.00		
Deputy Harbormaster A (DHMA)	\$ 29.92	\$ 62,233.60	\$ 33.00	\$ 68,640.00		
Harbor Worker C (Lead Maintenance Specialist)	\$ 40.09	\$ 83,387.20	\$ 46.43	\$ 96,574.40		
Harbor Worker B (HWB)	\$ 16.65	\$ 34,632.00	\$ 24.99	\$ 51,979.20		
Harbor Worker A (Lifeguard) (Temp/Seasonal)	\$ 21.11	\$ 43,908.80				

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