

Santa Cruz Port District
Unrepresented Positions Hourly and Salary Pay Rates (Part-time / Temporary / Seasonal / Provisional)
 Effective January 1, 2025

Job Classification*	Hourly Rate Semi-Monthly Payroll		Monthly Salary Rate Semi-Monthly Payroll		Salary Grade(s)
	SCPD Minimum	SCPD Maximum	SCPD Minimum	SCPD Maximum	
Boatyard Worker**	\$16.50	\$20.00			
Dredge Monitor / Dredge Services I	\$16.50	\$20.00			
Dredge Monitor / Dredge Services II	\$16.50	\$22.00			
Front Desk Customer Service / Office Assistant	\$16.50	\$25.88			
Harbor Dredge Worker I - Provisional	\$25.01	\$33.52	\$4,335	\$5,810	17
Harbor Dredge Worker II - Provisional	\$28.96	\$38.80	\$5,019	\$6,726	20
Harbor Dredge Worker III**	\$33.52	\$44.92	\$5,810	\$7,786	23
Harbor Maintenance Worker I - Provisional	\$25.01	\$33.52	\$4,335	\$5,810	17
Harbor Maintenance Worker II / III - Provisional	\$28.96	\$44.92	\$5,019	\$7,786	20/23
Marina Management Specialist**	\$30.00	\$40.00			
Operations Assistant	\$16.50	\$20.00			
Reserve Deputy Harbormaster / Operations Officer**	\$23.66	\$31.71			
Parking Control / Water Taxi Crew	\$16.50	\$20.00			
Water Taxi Operator**	\$16.50	\$22.00			

*Employees working out of classification shall be paid their normal hourly pay rate, unless a differential hourly pay rate has been established.

**Positions designated as eligible to be filled by retired annuitants for limited duration in accordance with PERL Sections 7522.56-57.

Santa Cruz Port District
MONTHLY SALARY RANGES BY POSITION
2025

Santa Cruz Port District Full Time Equivalent Employees - All Positions

Effective	Position	Bargaining Group	Salary Grade	Monthly Salary Range/Step*						
				1	2	3	4	5	6	7
1/1/2025	Administrative Assistant I	HEA	21	\$ 5,269	\$ 5,533	\$ 5,810	\$ 6,100	\$ 6,405	\$ 6,726	\$ 7,062
1/1/2025	Administrative Services Officer	HEA	29	\$ 7,786	\$ 8,175	\$ 8,584	\$ 9,013	\$ 9,464	\$ 9,937	\$ 10,434
1/1/2025	Assistant Harbormaster	HEA	26	\$ 6,726	\$ 7,062	\$ 7,415	\$ 7,786	\$ 8,175	\$ 8,584	\$ 9,013
1/1/2025	Boatyard Crew	HEA	20	\$ 5,019	\$ 5,269	\$ 5,533	\$ 5,810	\$ 6,100	\$ 6,405	\$ 6,726
1/1/2025	Boatyard Supervisor	HEA	24	\$ 6,100	\$ 6,405	\$ 6,726	\$ 7,062	\$ 7,415	\$ 7,786	\$ 8,175
1/1/2025	Customer Service Representative	HEA	20	\$ 5,019	\$ 5,269	\$ 5,533	\$ 5,810	\$ 6,100	\$ 6,405	\$ 6,726
1/1/2025	Deputy Harbormaster	HEA	23	\$ 5,810	\$ 6,100	\$ 6,405	\$ 6,726	\$ 7,062	\$ 7,415	\$ 7,786
1/1/2025	Facilities Coordinator	HEA	20	\$ 5,019	\$ 5,269	\$ 5,533	\$ 5,810	\$ 6,100	\$ 6,405	\$ 6,726
1/1/2025	Facilities Maintenance and Eng Manager	HMG	34	\$ 9,937	\$ 10,434	\$ 10,955	\$ 11,503	\$ 12,078	\$ 12,682	\$ 13,316
1/1/2025	Finance Officer	HEA	29	\$ 7,786	\$ 8,175	\$ 8,584	\$ 9,013	\$ 9,464	\$ 9,937	\$ 10,434
1/1/2025	Harbor Dredge Worker I	OE3	17	\$ 4,335	\$ 4,553	\$ 4,780	\$ 5,019	\$ 5,269	\$ 5,533	\$ 5,810
1/1/2025	Harbor Dredge Worker II	OE3	20	\$ 5,019	\$ 5,269	\$ 5,533	\$ 5,810	\$ 6,100	\$ 6,405	\$ 6,726
1/1/2025	Harbor Dredge Worker III	OE3	23	\$ 5,810	\$ 6,100	\$ 6,405	\$ 6,726	\$ 7,062	\$ 7,415	\$ 7,786
1/1/2025	Harbor Maintenance Worker I	HEA	17	\$ 4,335	\$ 4,553	\$ 4,780	\$ 5,019	\$ 5,269	\$ 5,533	\$ 5,810
1/1/2025	Harbor Maintenance Worker II	HEA	20	\$ 5,019	\$ 5,269	\$ 5,533	\$ 5,810	\$ 6,100	\$ 6,405	\$ 6,726
1/1/2025	Harbor Maintenance Worker III	HEA	23	\$ 5,810	\$ 6,100	\$ 6,405	\$ 6,726	\$ 7,062	\$ 7,415	\$ 7,786
1/1/2025	Harbormaster	HMG	34	\$ 9,937	\$ 10,434	\$ 10,955	\$ 11,503	\$ 12,078	\$ 12,682	\$ 13,316
1/1/2025	Parking Coordinator	HEA	20	\$ 5,019	\$ 5,269	\$ 5,533	\$ 5,810	\$ 6,100	\$ 6,405	\$ 6,726
11/1/2024	Port Director	NA	NA	\$ 14,097	NA	NA	NA	NA	NA	\$ 15,225
1/1/2025	Senior Deputy Harbormaster	HEA	24	\$ 6,100	\$ 6,405	\$ 6,726	\$ 7,062	\$ 7,415	\$ 7,786	\$ 8,175
1/1/2025	Supervising Harbor Dredge Worker	OE3	25	\$ 6,405	\$ 6,726	\$ 7,062	\$ 7,415	\$ 7,786	\$ 8,175	\$ 8,584
1/1/2025	Supervising Harbor Maintenance Worker	HEA	24	\$ 6,100	\$ 6,405	\$ 6,726	\$ 7,062	\$ 7,415	\$ 7,786	\$ 8,175

*Ranges shown are paid semi-monthly

Bargaining Groups:

- HMG = Harbor Management Group
- HEA = Harbor Employees Association
- OE3 = Operating Engineers Local No. 3

Santa Cruz Port District
MONTHLY SALARY RANGES BY POSITION
2026

Santa Cruz Port District Full Time Equivalent Employees - All Positions

Effective	Position	Bargaining Group	Salary Grade	Monthly Salary Range/Step*						
				1	2	3	4	5	6	7
1/1/2026	Administrative Assistant I	HEA	21	\$ 5,428	\$ 5,699	\$ 5,984	\$ 6,283	\$ 6,597	\$ 6,927	\$ 7,274
1/1/2026	Administrative Services Officer	HEA	29	\$ 8,019	\$ 8,420	\$ 8,841	\$ 9,283	\$ 9,747	\$ 10,235	\$ 10,747
1/1/2026	Assistant Harbormaster	HEA	26	\$ 6,927	\$ 7,274	\$ 7,637	\$ 8,019	\$ 8,420	\$ 8,841	\$ 9,283
1/1/2026	Boatyard Crew	HEA	20	\$ 5,170	\$ 5,428	\$ 5,699	\$ 5,984	\$ 6,283	\$ 6,597	\$ 6,927
1/1/2026	Boatyard Supervisor	HEA	24	\$ 6,283	\$ 6,597	\$ 6,927	\$ 7,274	\$ 7,637	\$ 8,019	\$ 8,420
1/1/2026	Customer Service Representative	HEA	20	\$ 5,170	\$ 5,428	\$ 5,699	\$ 5,984	\$ 6,283	\$ 6,597	\$ 6,927
1/1/2026	Deputy Harbormaster	HEA	23	\$ 5,984	\$ 6,283	\$ 6,597	\$ 6,927	\$ 7,274	\$ 7,637	\$ 8,019
1/1/2026	Facilities Coordinator	HEA	20	\$ 5,170	\$ 5,428	\$ 5,699	\$ 5,984	\$ 6,283	\$ 6,597	\$ 6,927
1/1/2026	Facilities Maintenance and Eng Manager	HMG	34	\$ 10,235	\$ 10,747	\$ 11,284	\$ 11,848	\$ 12,441	\$ 13,063	\$ 13,716
1/1/2026	Finance Officer	HEA	29	\$ 8,019	\$ 8,420	\$ 8,841	\$ 9,283	\$ 9,747	\$ 10,235	\$ 10,747
1/1/2026	Harbor Dredge Worker I	OE3	17	\$ 4,465	\$ 4,689	\$ 4,924	\$ 5,170	\$ 5,428	\$ 5,699	\$ 5,984
1/1/2026	Harbor Dredge Worker II	OE3	20	\$ 5,170	\$ 5,428	\$ 5,699	\$ 5,984	\$ 6,283	\$ 6,597	\$ 6,927
1/1/2026	Harbor Dredge Worker III	OE3	23	\$ 5,984	\$ 6,283	\$ 6,597	\$ 6,927	\$ 7,274	\$ 7,637	\$ 8,019
1/1/2026	Harbor Maintenance Worker I	HEA	17	\$ 4,465	\$ 4,689	\$ 4,924	\$ 5,170	\$ 5,428	\$ 5,699	\$ 5,984
1/1/2026	Harbor Maintenance Worker II	HEA	20	\$ 5,170	\$ 5,428	\$ 5,699	\$ 5,984	\$ 6,283	\$ 6,597	\$ 6,927
1/1/2026	Harbor Maintenance Worker III	HEA	23	\$ 5,984	\$ 6,283	\$ 6,597	\$ 6,927	\$ 7,274	\$ 7,637	\$ 8,019
1/1/2026	Harbormaster	HMG	34	\$ 10,235	\$ 10,747	\$ 11,284	\$ 11,848	\$ 12,441	\$ 13,063	\$ 13,716
1/1/2026	Parking Coordinator	HEA	20	\$ 5,170	\$ 5,428	\$ 5,699	\$ 5,984	\$ 6,283	\$ 6,597	\$ 6,927
11/1/2024	Port Director	NA	NA	\$ 14,097	NA	NA	NA	NA	NA	\$ 15,225
1/1/2026	Senior Deputy Harbormaster	HEA	24	\$ 6,283	\$ 6,597	\$ 6,927	\$ 7,274	\$ 7,637	\$ 8,019	\$ 8,420
1/1/2026	Supervising Harbor Dredge Worker	OE3	25	\$ 6,597	\$ 6,927	\$ 7,274	\$ 7,637	\$ 8,019	\$ 8,420	\$ 8,841
1/1/2026	Supervising Harbor Maintenance Worker	HEA	24	\$ 6,283	\$ 6,597	\$ 6,927	\$ 7,274	\$ 7,637	\$ 8,019	\$ 8,420

*Ranges shown are paid semi-monthly

Bargaining Groups:
HMG = Harbor Management Group
HEA = Harbor Employees Association
OE3 = Operating Engineers Local No. 3

Santa Cruz Port District
MONTHLY SALARY RANGES BY POSITION
 2027

Santa Cruz Port District Full Time Equivalent Employees - All Positions

Effective	Position	Bargaining Group	Salary Grade	Monthly Salary Range/Step*						
				1	2	3	4	5	6	7
1/1/2027	Administrative Assistant I	HEA	21	\$ 5,590	\$ 5,870	\$ 6,164	\$ 6,472	\$ 6,795	\$ 7,135	\$ 7,492
1/1/2027	Administrative Services Officer	HEA	29	\$ 8,260	\$ 8,673	\$ 9,106	\$ 9,562	\$ 10,040	\$ 10,542	\$ 11,069
1/1/2027	Assistant Harbormaster	HEA	26	\$ 7,135	\$ 7,492	\$ 7,867	\$ 8,260	\$ 8,673	\$ 9,106	\$ 9,562
1/1/2027	Boatyard Crew	HEA	20	\$ 5,325	\$ 5,590	\$ 5,870	\$ 6,164	\$ 6,472	\$ 6,795	\$ 7,135
1/1/2027	Boatyard Supervisor	HEA	24	\$ 6,472	\$ 6,795	\$ 7,135	\$ 7,492	\$ 7,867	\$ 8,260	\$ 8,673
1/1/2027	Customer Service Representative	HEA	20	\$ 5,325	\$ 5,590	\$ 5,870	\$ 6,164	\$ 6,472	\$ 6,795	\$ 7,135
1/1/2027	Deputy Harbormaster	HEA	23	\$ 6,164	\$ 6,472	\$ 6,795	\$ 7,135	\$ 7,492	\$ 7,867	\$ 8,260
1/1/2027	Facilities Coordinator	HEA	20	\$ 5,325	\$ 5,590	\$ 5,870	\$ 6,164	\$ 6,472	\$ 6,795	\$ 7,135
1/1/2027	Facilities Maintenance and Eng Manager	HMG	34	\$ 10,542	\$ 11,069	\$ 11,622	\$ 12,204	\$ 12,814	\$ 13,454	\$ 14,127
1/1/2027	Finance Officer	HEA	29	\$ 8,260	\$ 8,673	\$ 9,106	\$ 9,562	\$ 10,040	\$ 10,542	\$ 11,069
1/1/2027	Harbor Dredge Worker I	OE3	17	\$ 4,599	\$ 4,830	\$ 5,071	\$ 5,325	\$ 5,590	\$ 5,870	\$ 6,164
1/1/2027	Harbor Dredge Worker II	OE3	20	\$ 5,325	\$ 5,590	\$ 5,870	\$ 6,164	\$ 6,472	\$ 6,795	\$ 7,135
1/1/2027	Harbor Dredge Worker III	OE3	23	\$ 6,164	\$ 6,472	\$ 6,795	\$ 7,135	\$ 7,492	\$ 7,867	\$ 8,260
1/1/2027	Harbor Maintenance Worker I	HEA	17	\$ 4,599	\$ 4,830	\$ 5,071	\$ 5,325	\$ 5,590	\$ 5,870	\$ 6,164
1/1/2027	Harbor Maintenance Worker II	HEA	20	\$ 5,325	\$ 5,590	\$ 5,870	\$ 6,164	\$ 6,472	\$ 6,795	\$ 7,135
1/1/2027	Harbor Maintenance Worker III	HEA	23	\$ 6,164	\$ 6,472	\$ 6,795	\$ 7,135	\$ 7,492	\$ 7,867	\$ 8,260
1/1/2027	Harbormaster	HMG	34	\$ 10,542	\$ 11,069	\$ 11,622	\$ 12,204	\$ 12,814	\$ 13,454	\$ 14,127
1/1/2027	Parking Coordinator	HEA	20	\$ 5,325	\$ 5,590	\$ 5,870	\$ 6,164	\$ 6,472	\$ 6,795	\$ 7,135
11/1/2024	Port Director	NA	NA	\$ 14,097	NA	NA	NA	NA	NA	\$ 15,225
1/1/2027	Senior Deputy Harbormaster	HEA	24	\$ 6,472	\$ 6,795	\$ 7,135	\$ 7,492	\$ 7,867	\$ 8,260	\$ 8,673
1/1/2027	Supervising Harbor Dredge Worker	OE3	25	\$ 6,795	\$ 7,135	\$ 7,492	\$ 7,867	\$ 8,260	\$ 8,673	\$ 9,106
1/1/2027	Supervising Harbor Maintenance Worker	HEA	24	\$ 6,472	\$ 6,795	\$ 7,135	\$ 7,492	\$ 7,867	\$ 8,260	\$ 8,673

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