

Santa Cruz Port District  
**Unrepresented Positions Hourly and Salary Pay Rates (Part-time / Temporary / Seasonal / Provisional)**  
 Effective January 1, 2026

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**	\$16.90	\$20.00			
Dredge Monitor / Dredge Services I	\$16.90	\$20.00			
Dredge Monitor / Dredge Services II	\$16.90	\$22.00			
Front Desk Customer Service / Office Assistant	\$16.90	\$25.88			
Harbor Dredge Worker I - Provisional	\$25.76	\$34.52	\$4,465	\$5,984	17
Harbor Dredge Worker II - Provisional	\$29.83	\$39.96	\$5,170	\$6,927	20
Harbor Dredge Worker III**	\$34.52	\$46.26	\$5,984	\$8,019	23
Harbor Maintenance Worker I - Provisional	\$25.76	\$34.52	\$4,465	\$5,984	17
Harbor Maintenance Worker II / III - Provisional	\$29.83	\$46.26	\$5,170	\$8,019	20/23
Marina Management Specialist**	\$30.00	\$40.00			
Operations Assistant	\$16.90	\$20.00			
Reserve Deputy Harbormaster / Operations Officer**	\$23.66	\$31.71			
Parking Control / Water Taxi Crew	\$16.90	\$20.00			
Water Taxi Operator**	\$16.90	\$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**  
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
11/1/2025	Port Director	NA	NA	\$ 15,225	NA	NA	NA	NA	NA	\$ 15,968
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
11/1/2025	Port Director	NA	NA	\$ 15,225	NA	NA	NA	NA	NA	\$ 15,968
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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<b>Bargaining Groups:</b>
HMG = Harbor Management Group
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