

**Pay Comparison based on first step of wage and salary scale versus recommendation from HR Answers**

Port first step of wage and salary scale by time period		
Actual first step	Actual first step	Recommended first step
7/1/2020	1/1/2020	7/1/2021

Percent increase from previous period, based on first step	
07-01 to 1/1/2020	01-01 to 7/1/2021

current budget for position
(2021 rate* 2080 hrs)
<b>2021</b>

HR Answers salary survey recommendation		
Based on an individuals experience		
Inflation adjusted annual salaries		
Low	Mid	High
\$ 113,902	\$ 195,395	\$ 284,732
\$ 50,699	\$ 67,768	\$ 84,747
\$ 90,879	\$ 127,865	\$ 166,972
\$ 65,692	\$ 76,939	\$ 89,281
\$ 33,046	\$ 43,118	\$ 53,544
\$ 36,483	\$ 44,854	\$ 53,551
\$ 36,483	\$ 44,854	\$ 53,551
\$ 57,598	\$ 68,116	\$ 82,036
\$ 31,866	\$ 36,786	\$ 42,128
\$ -	\$ -	\$ -
\$ 104,858	\$ 121,115	\$ 139,209
\$ 53,704	\$ 70,293	\$ 87,939
\$ 64,095	\$ 77,926	\$ 94,224
\$ 64,095	\$ 77,926	\$ 94,224
\$ 58,614	\$ 67,718	\$ 77,761
\$ -	\$ -	\$ -
\$ 32,180	\$ 39,043	\$ 46,772
\$ -	\$ -	\$ -

2020	2021
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2020	2021
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**Administration**

General Manager *	\$53.50	\$54.76	\$56.40
Administrative Supervisor	\$17.65	\$18.00	\$18.18

**Finance**

Director of Finance	\$37.75	\$38.51	\$45.00
Accounting Supervisor	\$24.65	\$25.14	\$25.39
Accounting Specialist I	\$17.64	\$17.99	\$18.17
Accounting Specialist II	\$13.91	\$14.19	\$14.33
Accounting Specialist III	\$10.75	\$11.19	\$11.30
RV Park Supervisor	\$15.52	\$27.69	\$28.52
Port Guest Services Rep I			\$17.84
Port Guest Services Rep II			\$14.94

**Operations**

Director of Operations	\$37.32	\$38.07	\$51.92
MOC-P Manager	\$23.32	\$23.79	\$24.02
Commercial Harbormaster	\$23.04	\$23.50	\$31.73
Recreational Harbormaster	\$21.29	\$22.93	\$31.73
NIT Supervisor	\$22.48	\$22.93	\$23.15
Maintenance I	\$19.15	\$19.53	\$22.02
Maintenance II	\$15.10	\$15.40	\$18.45
Maintenance III	\$11.90	\$12.14	\$15.45

\$144,286
\$43,711
\$100,197
\$67,045
\$42,736
\$39,549
\$57,196
\$36,478
\$31,075

\$105,128
\$63,758
\$64,156
\$64,156
\$67,251
\$43,188
\$38,376

\* Contractual - no raise applied to GM salary, only pay range modified