

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
2020	2021

current budget for position
(2021 rate* 2080 hrs)
2021

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

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