



Legislation Text

File #: 2022-0238, **Version:** 1

DATE: October 11, 2022

SUBJECT:

SCHEDULE OF COMPENSATION

A) ORDINANCE AMENDING SALARY ORDINANCE NO. 3056 ENTITLED "AN ORDINANCE ESTABLISHING A SCHEDULE OF COMPENSATION FOR OFFICERS AND EMPLOYEES OF THE SAN DIEGO UNIFIED PORT DISTRICT"

B) RESOLUTION AMENDING THE SAN DIEGO UNIFIED PORT DISTRICT (DISTRICT) DIRECTORY OF CLASSIFICATION SPECIFICATIONS FOR FISCAL YEAR 2022/2023

EXECUTIVE SUMMARY:

This agenda item requests the Board of Port Commissioners (Board) adopt an ordinance amending Salary Ordinance 3056 and requests a resolution amending the San Diego Unified Port District (District) Directory of Classification Specifications for Fiscal Year 2022/2023.

RECOMMENDATION:

Adopt an Ordinance amending Salary Ordinance No. 3056 Entitled "An Ordinance Establishing a Schedule of Compensation for Officers and Employees of the San Diego Unified Port District" and adopt a Resolution amending the San Diego Unified Port District Directory of Classification Specifications for Fiscal Year 2022/2023.

FISCAL IMPACT:

This agenda item has no fiscal impact for Fiscal Year 2022/2023.

COMPASS STRATEGIC GOALS:

This agenda item supports the following Strategic Goal(s).

- A Port that the public understands and trusts.
- A Port with an innovative and motivated workforce.
- A financially sustainable Port that drives job creation and regional economic vitality.

DISCUSSION:

Salary Ordinance:

The San Diego Unified Port District Act (codified as Harbors & Navigation Code, App. I) requires that

the salaries and wages of officers and employees of the District be set by the Board by ordinance (Section 73) and that the payment of salaries and wages be made at regular periods as set by the Board by ordinance (Section 77). These requirements are addressed via the Salary Ordinance, which establishes salary and benefits for employees each salary year. The salary year runs from October 1 through September 30 of each year. Salary Ordinance No. 3056 was adopted by the Board at its September 13, 2022 meeting.

Staff has incorporated changes into the amended Salary Ordinance to reflect provisions negotiated in the new Memorandum of Understanding (MOU) with the San Diego Harbor Police Officers' Association (SDHPOA). This includes a new salary structure arrangement for SDHPOA-represented positions.

Directory of Classification Specifications:

The Directory of Classification Specifications (Directory) contains a list of all the job descriptions in the District. The Directory for FY 2022/2023 was adopted by the Board at its June 14, 2022, meeting and amended at its September 13, 2022 meeting. Staff has incorporated changes to reflect provisions negotiated in the new MOU with the SDHPOA.

The following existing classifications are amended in salary range:

Class Title	Class Number	Unclassified/ Classified	FLSA Exempt/ Non-Exempt	Range
Harbor Police Corporal	E505-CNR19	Classified	Non-Exempt	3
Harbor Police Lieutenant	E520-CNR17	Classified	Non-Exempt	10
Harbor Police Officer	E515-CNR21	Classified	Non-Exempt	1
Harbor Police Officer (Trainee)	E515-CNR21	Classified	Non-Exempt	0
Harbor Police Sergeant	E510-CNR17	Classified	Non-Exempt	6

No new classifications are created by this amendment, and no classifications are removed from the Directory by this amendment.

General Counsel's Comments:

The Office of the General Counsel has reviewed this agenda as presented to it and approves the same as to form and legality.

Environmental Review:

The proposed Board action, including without limitation, amending Salary Ordinance No. 3056 entitled "An Ordinance Establishing a Schedule of Compensation for Officers and Employees of the San Diego Unified Port District" and amending the San Diego Unified Port District (District) Directory of Classification Specifications for Fiscal Year 2022/2023, does not constitute a project under the definition set forth in California Environmental Quality Act (CEQA) Guidelines Section 15378 because

there is not a potential to result in a direct or indirect physical change in the environment. Therefore, the proposed Board action is not subject to CEQA and no further action under CEQA is required.

The proposed Board action complies with Sections 21 and 35 of the Port Act, which allow the Board to pass resolutions; and to do all acts necessary and convenient for the exercise of its powers. The Port Act was enacted by the California Legislature and is consistent with the Public Trust Doctrine. Consequently, the proposed Board action is consistent with the Public Trust Doctrine.

The proposed Board action does not allow for development, as defined in Section 30106 of the California Coastal Act, or new development, pursuant to Section 1.a. of the District's Coastal Development Permit Regulations. Therefore, issuance of a Coastal Development Permit or an exclusion finding is not required.

Diversity, Equity, and Inclusion Program:

This agenda sheet has no direct impact on District workforce or contract reporting at this time.

PREPARED BY:

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Attachment(s):

Attachment A: Salary Ordinance XXXX, 2022-2023, and Directory of Classification Specifications, 2022-2023