



Legislation Text

File #: 2018-0334, Version: 1

DATE: September 12, 2018

SUBJECT:

SCHEDULE OF COMPENSATION

A) ORDINANCE ESTABLISHING A SCHEDULE OF COMPENSATION FOR ALL OFFICERS AND EMPLOYEES OF THE SAN DIEGO UNIFIED PORT DISTRICT

B) RESOLUTION AMENDING THE SAN DIEGO UNIFIED PORT DISTRICT DIRECTORY OF CLASSIFICATION SPECIFICATIONS FOR FY 18/19

EXECUTIVE SUMMARY:

This agenda item requests the Board of Port Commissioners (Board) adopt an ordinance establishing a schedule of compensation for all officers and employees of the San Diego Unified Port District (District). In addition, this agenda item requests a resolution amending the Directory of Classification Specifications for Fiscal Year (FY) 18/19.

RECOMMENDATION:

A) Adopt Salary Ordinance XXXX

B) Adopt a resolution amending the San Diego Unified Port District Directory of Classification Specifications for FY 18/19

FISCAL IMPACT:

This agenda item has no fiscal impact.

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

(§73) and that the payment of salaries and wages be made at regular periods as set by the Board by ordinance (§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.

The proposed Salary Ordinance for 2018-2019 (Attachment A) includes scheduled changes negotiated in the existing Memorandums of Understanding with the San Diego Harbor Police Officers' Association, and the California Teamsters, Public, Professional & Medical Employees Union, Local 911 (Teamsters).

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 18/19 was adopted by the Board at its June 12, 2018, meeting. Subsequently, additional updates have been identified.

The following existing classifications are **obsolete and are removed from the Directory**:

| Class Title | Class Number | Unclassified/ Classified | FLSA Exempt/ Non-Exempt | Range |
|---|--------------|--------------------------|-------------------------|-------|
| Assistant Advertising Manager | B916-UE16 | Unclassified | Exempt | 109 |
| Assistant Manager, Advertising & Attractions | B922-UE17 | Unclassified | Exempt | 110 |
| Department Manager, Advertising & Attractions | B906-UE17 | Unclassified | Exempt | 114 |

The Directory is attached to the Salary Ordinance as an exhibit, and is included in Attachment A.

Board action is required to adopt a Salary Ordinance and to modify existing classifications. Staff recommends the Board adopt an Ordinance establishing a schedule of compensation for all officers and employees of the District and adopt a Resolution amending the San Diego Unified Port District Directory of Classification Specifications for FY 18/19.

General Counsel's Comments:

The Office of the General Counsel has reviewed the agenda sheet, proposed ordinance and resolution as presented to it and approves same for form and legality.

Environmental Review:

The proposed Board direction or action, including without limitation, adopting an ordinance establishing a schedule of compensation for all officers and employees of the District and approving a resolution amending the Directory of Classification Specifications for Fiscal Year (FY) 18/19 does not constitute a "project" under the definition set forth in California Environmental Quality Act (CEQA) Guidelines Section 15378 because it will not have a potential to result in a direct or indirect physical

change in the environment and is, therefore, not subject to CEQA. No further action under CEQA is required.

In addition, the proposed Board action complies with Sections 21, 22, and 81 of the Port Act, which allow for the Board to pass all necessary ordinances and resolutions for the regulation of the District, to employ officers and employees necessary in the work of the District, and for the use of funds for the necessary expenses of conducting the District. 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.

Finally, the proposed Board direction or 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 exclusion is not required.

Equal Opportunity Program:

Not applicable.

PREPARED BY:

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Attachment(s):

Attachment A: Salary Ordinance XXXX, 2018-2019, and Directory of Classification Specifications, 2018-2019