File #:	2019-0240	**Version:**	1	Name:		
Type:	Action Item			Status:	Agenda Ready	
File created:	6/11/2019			In control:	Board of Port Commissioners	
On agenda:	8/13/2019			Final action:		
Title:	PRESENTATION OF SERVICE AWARDS TO EMPLOYEES WITH 15 OR MORE YEARS OF SERVICE					
Sponsors:						
Indexes:						
Code sections:						
Attachments:	1. 7. 2019-0240 Attachment A, 2. 7. 2019-0240 Attachment B					

Date	Ver.	Action By	Action	Result

DATE: August 13, 2019

SUBJECT:

PRESENTATION OF SERVICE AWARDS TO EMPLOYEES WITH 15 OR MORE YEARS OF SERVICE

EXECUTIVE SUMMARY:

The Service Recognition Program recognizes employees for their service to the San Diego Unified Port District (District). Board of Port Commissioners (BPC) Policy No. 250 allows those employees with 15 or more years of service to be recognized during a regularly scheduled Board meeting.

RECOMMENDATION:

Presentation of Service Awards to Employees with 15 or more years of service.

FISCAL IMPACT:

This agenda item has no fiscal impact.

COMPASS STRATEGIC GOALS:

The Service Recognition Program highlights the service employees provide to the District and encourages long-term tenure for staff. The skills and corporate knowledge developed by the employees over time helps to improve the overall performance of the District.

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

- A Port with an innovative and motivated workforce.

DISCUSSION:

The Employee Service Award Program provides for recognition of employees for their years of District service. Commencing with their fifth year of service, and every five years thereafter, employees are eligible for recognition. On a quarterly basis, eligible employees will have their service achievement acknowledged during a ceremony with the President/CEO and Executive Leadership Group.

Additionally, the Service Recognition Program set forth in BPC Policy No. 250 allows those employees who attain 15 or more years of service the opportunity to be recognized for their service at a regularly scheduled Board meeting. At this time, the following employees have elected to have their award presented during the Board meeting. Staff determined that the following employees are eligible to receive recognition for their service at the Board meeting:

- Douglas Bogart, Public Safety Dispatcher, 25 years of service
- Chester Wamsley, Equipment Operator, 15 years of service
- Charles Starns, Maintenance Supervisor, 15 years of service

General Counsel's Comments:

The General Counsel's Office reviewed and approved this presentation as presented to it for form and legality.

Environmental Review:

The proposed Board direction or action, including without limitation, presentation of service awards to employees, 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 Section 35 of the Port Act, which allows the Board 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.

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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Benefits Analyst

Attachment (s):
Attachment A: BPC Policy No. 250
Attachment B: Administrative Procedure #128-409