



## Legislation Text

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**File #:** 2018-0554, **Version:** 1

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**DATE:** February 12, 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 long-term service to the San Diego Unified Port District (District). Board of Port Commissioners (Board) Policy No. 250 gives those employees with 15 or more years of service the opportunity to be recognized during a regularly-scheduled Board meeting. Two employees have elected to receive their award at the February 12, 2019 Board meeting.

#### **RECOMMENDATION:**

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

#### **FISCAL IMPACT:**

Not applicable.

#### **COMPASS STRATEGIC GOALS:**

The Service Recognition Program highlights the long-term service employees provide to the District. The skills and corporate knowledge gained by employees over time contributes to 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 Board of Port Commissioners Policy No. 250 provides 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 two employees have elected to have their award presented during the Board meeting:

- Rita Smith-Pomatto - Maritime Department - 25 years
- Ralph Carpio - Harbor Police Department - 15 years

### **General Counsel's Comments:**

The General Counsel's Office reviewed and approved this presentation for form and legality.

### **Environmental Review:**

The proposed Board action, including without limitation the presentation of service awards, 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 35 of the Port Act which allows for 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 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:**

Nydia Salas  
Technician, Human Resources

### **Attachment (s):**

Attachment A: Board of Port Commissioners Policy No. 250  
Attachment B: Administrative Procedure #128-409