



## Legislation Text

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**File #:** 2020-0356, **Version:** 1

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**DATE:** November 10, 2020

**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:

- Kirk Nichols, Assistant Chief of Harbor Police, 25 years of service
- Alice Ayala, Staff Assistant II, 20 years of service
- Allison Vosskuhler, Program Manager, 20 years of service
- Denise Buth, Assistant to Vice President, 20 years of service
- Gabby Livingston, Document Management Associate, 15 years of service

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

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

### **Environmental Review:**

The proposed Board action, including without limitation, a presentation of employee service awards, does not constitute a "project" under the definition set forth in California Environmental Quality Act (CEQA) Guidelines Section 15378 because it would not have the 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.

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.

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:**

Maria Sarchi  
Benefits Analyst

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

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

