

FILE NUMBER: 2024-324

DATE: Tuesday, September 10, 2024

SUBJECT: Ordinance Establishing a Schedule of Compensation for all Officers and Employees of the San Diego Unified Port District for Salary Year 2024/2025

DESCRIPTION: Ordinance Establishing a Schedule of Compensation for all Officers and Employees of the San Diego Unified Port District for Salary Year 2024/2025

EXECUTIVE SUMMARY:

This agenda item requests that the Board of Port Commissioners (Board) adopt an ordinance to establish a schedule of compensation for all officers and employees of the San Diego Unified Port District (District) for Salary Year 2024/2025. The item includes updates to the salary tables for employees represented by Teamsters Local 911 and the Harbor Police Officers' Association, reflecting the terms outlined in their existing Memoranda of Understanding (MOU). There are no current salary table adjustments for unrepresented employees. Please note that this item does not incorporate any changes related to the ongoing classification and compensation study.

RECOMMENDATION:

Adopt an Ordinance Establishing a Schedule of Compensation for all Officers and Employees of the San Diego Unified Port District for Salary Year 2024/2025

FISCAL IMPACT:

There is no fiscal impact caused by approval of this action.

COMPASS STRATEGIC GOALS:

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

- A Port with an innovative and motivated workforce.

DISCUSSION:

This agenda item requests that the Board of Port Commissioners (Board) adopt an ordinance to establish a schedule of compensation for all officers and employees of the San Diego Unified Port District (District) for Salary Year 2024/2025. This is a standard, annual ordinance requiring approval by the Board to authorize salaries and related provisions for the salary year, which runs October 1 through September 30. The item includes updates to the salary tables for employees represented by Teamsters Local 911 and the Harbor Police Officers' Association, reflecting the terms outlined in their existing memoranda of understanding (MOU). There are no current salary table adjustments for unrepresented employees. Please note that this item does not incorporate any changes related to the ongoing classification and compensation study.

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 establishing a schedule of compensation for all officers and employees of the San Diego Unified Port District for Salary Year 2024/2025, 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 for the Board to pass ordinances 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 DEI impact on District workforce or contract reporting at this time.

PREPARED BY:

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Attachment(s):

Attachment A: Salary Ordinance XXXXX 2024-2025 and Directory of Classification Specifications 2024-2025