



## Legislation Text

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**File #:** 20-0999, **Version:** 1

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Recommendation to adopt resolution approving the most recent Harbor Department Salary Resolution.

### Requested Action

Approve and adopt the Harbor Department Salary Resolution for FY 20.

### Background

Each year, the Harbor Department, along with other City Departments, submits a Salary Resolution for approval to their respective appointing authorities. The latest adopted Harbor Salary Resolution was for Fiscal Year 2019. On September 24, 2018 (Resolution Number HD-2932), the Board of Harbor Commissioners approved the Resolution. On October 23, 2018, the City Council approved and adopted the Resolution (RES-18-0163).

The Board of Harbor Commissioners' authority extends over compensation and organizational matters. Upon approval by the Board, the Salary Resolution is forwarded to the City Clerk's Office to be submitted to the City Council for approval and adoption. The Salary Resolution primarily reflects classification and organizational changes that are recommended and/or have already been approved in the Harbor Department's Adopted Budget for the same year. It also reflects negotiated changes with collective bargaining units.

On September 14, 2020, the Board of Harbor Commissioners' approved the Salary Resolution for Fiscal Year 2020. The approved changes include: a new management position, title changes, an increase to the Executive (EOO) maximum salary range, review of hourly positions salary grades, technical corrections and organizational structure changes. Per the Department of Human Resources compensation changes for represented, hourly positions are subject to the negotiation process and a meet and confer. These approved amendments have been summarized below:

### Section I: Proposed Management Classification

Management Position Title	New	New
Occupational Code	Salary Grade	
Manager, Harbor Grants	TBD	EOO

### Section II: Title Changes

Below are technical corrections to job titles.

Current Title	Current	New Title
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Occupational		
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Code		
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Assistant to Chief Executive	NA3NN	Assistant to Executive Director
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Manager- Grants Administration	NF9NN	Manager, Security Operations-
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Grants and Administration		
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Manager, Emergency Management	NFINN	Manager, Security Operations-
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Training		
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Assistant Director, Security Support	NH7NN	Assistant Director, Security
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Operations		
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Section III: Executive Salary Range Changes and Requests for Compensation Review

Revise EOO salary range from a maximum monthly of \$29,167 to \$31,392.

Review salary ranges for hourly, represented classifications listed below.

Current Title	Current	Current Salary	Proposed Salary
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Occupational	Range	Range	
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Code			
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Port Communications	N93DN	580	TBD
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Specialist IV			
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Port Communications	N93EN	620	TBD
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Specialist V			
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Communications Officer	N64NN	660	TBD
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Section IV: Technical Corrections to Attachments

The occupational codes for classifications approved in the FY 19 Salary Resolution were added to the attachments.

Section V: Organizational Structures Changes

Attachment I reflects organizational changes to sections or functions within the Finance and Security divisions.

Section VI: Language Additions, Deletions or Changes None

Section VII: Terminal Positions None

Approve recommendation.

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## HARBOR DEPARTMENT