



Staff Report

TO: Board of Harbor Commissioners

FROM: Julie van Hoff, Director of Administrative Services

THRU: James B. Pruett, General Manager

DATE: June 16, 2021

SUBJECT: Publicly Available Salary Schedules & Special Compensation

Recommendation/Motion:

Review and approve salary schedules.

Policy Implications:

On August 10, 2011, California Code of Regulations Title 2, Section 570.5 was adopted and Section 571 subsection (b) was amended by the CalPERS Board of Administration. These sections require pay schedules and special compensation be publicly available and duly approved and adopted by the Board.

Fiscal Implications/Budget Status:

None at this time. The rates listed in the salary schedules have been incorporated into the 2021/22 budget.

Background/Discussion:

All agencies that are members of CalPERS are required to ensure that pay schedules and special compensation included in retirement wage calculations (i.e. shift differential) are publicly available as prescribed by the California Code of Regulations, Title 2, §570.5 and §571 subsection (b). "Publicly available" is defined as posted at the office of the employer or immediately accessible and available for public review from the employer during normal business hours or posted on the employer's internet website.

Attachment 1 contains the District's pay schedule and includes negotiated cost of living increases as follows: 1) Operating Engineers Local Union No. 3 (OE3) employees - 3.25%; and 2) Teamsters Union Local No. 856 - 3.00%. Special Compensation is incorporated in the OE3 Memorandum of Understanding (MOU) and was presented to the Board on June 20, 2018.

Additionally, Attachment 1 includes unrepresented employee's salary ranges which have been increased by 3.00% as approved by the Board on July 18, 2018. This was approved so that wage compaction does not occur. Wage compaction happens when one salary range increases and an adjacent range does not, resulting in the two ranges becoming closer together, and potentially removing the incentive for advancement.

The adopted salary schedule will be posted at <https://www.smharbor.com/district-transparency>.

This will not apply to the General Manager whose terms and conditions of employment are determined separately.

Summary/Recommendation:

Staff recommends approval and adoption of the attached pay schedules in accordance with California Code of Regulations, Title 2, §§570.5 and 571 subsection (b).

Attachments:

1. [Wage and Salary Schedule Fiscal Year 2021/22](#)
2. [Wage and Salary Schedule Fiscal Year 2020/21 \(adopted 12/16/20\)](#)