



STAFF REPORT

TO: Board of Commissioners
FROM: Linda Hendy, Accountant
DATE: June 28, 2022
SUBJECT: Publicly Available Salary Schedules & Special Compensation

Recommendation / Proposed 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 to 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 included within the 2022/23 budget.

Alternatives Considered

The following actions were considered but are not recommended at this time:

- None at this time.

Discussion

All agencies that are members of CalPERS are required to ensure that pay schedules and special compensation (e.g., out-of-class pay, notary pay) 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 three District pay schedules as follows and includes negotiated cost of living increase:

- SEIU employees – 3.0% COLA
- Per Board motion on September 25, 2018, Harbor Director, Business Manager, Facilities Manager, and Chief Harbor Patrol Officer are to be granted the same cost of living increase as received by SEIU employees.
- Harbor Patrol Officers Association (HPOA) salary schedule remains unchanged due to ongoing contract negotiations.

The adopted pay schedules will be posted at www.portsanluis.com.

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

Attachment(s): (1) SEIU, Unrepresented and HPOA Employee's salary schedules

PORT SAN LUIS HARBOR DISTRICT
Pay Schedule for HPOA effective 7-1-2022

Range	Position Title	Hourly Rate per Step						Annual Minimum	Annual Maximum
		A	B	C	D	E	F		
T 1	Minimum Wage	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$31,200	\$31,200
	1.50% COLA FY 2021-22								
95	Harbor Patrol Officer I	\$27.84	\$29.23	\$30.70	\$32.23	\$33.84	\$35.53	\$57,911	\$73,910
104	Harbor Patrol Officer II	\$30.45	\$31.97	\$33.57	\$35.25	\$37.01	\$38.86	\$63,336	\$80,835
109	Harbor Patrol Officer III	\$32.00	\$33.60	\$35.28	\$37.05	\$38.90	\$40.85	\$66,567	\$84,958
127	Supervising Harbor Patrol Officer	\$38.28	\$40.19	\$42.20	\$44.31	\$46.53	\$48.86	\$79,624	\$101,622

PORT SAN LUIS HARBOR DISTRICT
Pay Schedule for SEIU effective 7-1-2022

Range	Position Title	Hourly Rate per Step						Longevity Pay			Annual Minimum	Annual Maximum
		A	B	C	D	E	F	(+2%)	(+4.5)	(+7%)		
T 1	Minimum Wage	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$31,200	\$31,200
	3.0% COLA FY 2022-23											
73	Port Maintenance Worker I	\$23.35	\$24.51	\$25.74	\$27.03	\$28.38	\$29.80	\$30.39	\$31.14	\$31.88	\$48,561	\$66,316
85	Admin. Sec./ Support S. Rep./ P.M.W.II/Acctg. Tech.	\$26.31	\$27.62	\$29.00	\$30.45	\$31.98	\$33.58	\$34.25	\$35.09	\$35.93	\$54,720	\$74,727
88	P.M.W. II - Crane or Captain's license	\$27.10	\$28.46	\$29.88	\$31.38	\$32.95	\$34.59	\$35.29	\$36.15	\$37.01	\$56,378	\$76,991
90	Utility Crew Lead Worker	\$27.65	\$29.03	\$30.48	\$32.01	\$33.61	\$35.29	\$35.99	\$36.88	\$37.76	\$57,511	\$78,538
98	Mooring Crew Lead worker	\$29.94	\$31.44	\$33.01	\$34.66	\$36.39	\$38.21	\$38.98	\$39.93	\$40.89	\$62,276	\$85,046
101	Mooring Crew Lead worker - Crane	\$30.85	\$32.39	\$34.01	\$35.71	\$37.50	\$39.37	\$40.16	\$41.14	\$42.13	\$64,163	\$87,623
104	Planner Analyst/ Hvy Const. Lead/ A. Analyst	\$31.78	\$33.37	\$35.04	\$36.79	\$38.63	\$40.56	\$41.37	\$42.39	\$43.40	\$66,108	\$90,278
107	Accountant	\$32.75	\$34.38	\$36.10	\$37.91	\$39.80	\$41.79	\$42.63	\$43.67	\$44.72	\$68,111	\$93,013
122	Facility Supervisor	\$38.02	\$39.92	\$41.91	\$44.01	\$46.21	\$48.52	\$49.49	\$50.70	\$51.92	\$79,074	\$107,986

Certificate Pay Qualified Before July 1, 2018	
Port Maintenance Worker II: Crane or Captain's License	\$1,879
Port Maintenance Worker II: Crane & Captain's License	\$3,012
Mooring Crew Leader: Crane	\$2,234

Certificate Pay Newly Qualified After July 1, 2018	
Port Maintenance Worker II: Crane or Captain's License	\$1,725
Port Maintenance Worker II: Crane & Captain's License	\$2,987
Mooring Crew Leader: Crane	\$1,725

PORT SAN LUIS HARBOR DISTRICT
Pay Schedule for UNREPRESENTED effective 7-1-2022

Range	Position Title	Hourly Rate per Step						Longevity Pay		
		A	B	C	D	E	F	(+2%)	(+4.5)	(+7%)
T 1	Lifeguards Training Min. Wage	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00
67	Lifeguard	\$17.97	\$18.87	\$19.81	\$20.80	\$21.84	\$22.94	\$23.40	\$23.97	\$24.54
72	Lead Lifeguard	\$18.89	\$19.83	\$20.82	\$21.87	\$22.96	\$24.11	\$24.59	\$25.19	\$25.79
77	Senior Lifeguard	\$19.85	\$20.84	\$21.89	\$22.98	\$24.13	\$25.34	\$25.84	\$26.48	\$27.11
82	Reserve Harbor Patrol Deckhand	\$20.86	\$21.91	\$23.00	\$24.15	\$25.36	\$26.63	\$27.16	\$27.83	\$28.49
87	Reserve Harbor Patrol Boat Operator	\$21.93	\$23.03	\$24.18	\$25.39	\$26.65	\$27.99	\$28.55	\$29.25	\$29.95
92	Reserve Harbor Patrol Officer	\$23.05	\$24.20	\$25.41	\$26.68	\$28.01	\$29.42	\$30.00	\$30.74	\$31.47

Managers	Annual Minimum	Annual Maximum
Facilities Manager/ Business Manager	\$97,737	\$113,282
Chief Harbor Patrol Officer	\$98,239	\$124,431
Harbor Director	\$174,836	\$203,693

CPI Increase	3.0000%			
	Current Low	Current High		
	<u>End</u>	<u>End</u>	<u>New Low</u>	<u>New High</u>
Fac/Bus Managers	\$ 89,443	\$ 103,670	\$ 97,737	\$ 113,282
CHPO	\$ 91,232	\$ 114,315	\$ 98,239	\$ 124,431
Harbor Director	160,000	\$ 160,000	\$ 174,836	\$ 203,693
			<u>New Low</u>	<u>New High</u>
3.00% - COLA		7.1.22	\$ 97,737	\$ 113,282
10% - EQUITY			\$ 95,378	\$ 119,511
			\$ 174,836	\$ 203,693