Resolution 16 — 16
to
Adopt Changes to the District Compensation Policy
of the
San Mateo County Harbor District

Whereas, the San Mateo County Board of Harbor Commissioners wishes to update and clarify policy for setting the compensation of District employees, and

Whereas, Compensation for positions included in collective bargaining agreements is determined by said agreements.

Whereas, Compensation for positions not included in collective bargaining agreements is determined by the District, and salary ranges approved by the Board of Harbor Commissioners.

Whereas, the General Manager has approved procedures reflected in Policies and Procedure Number 6.3, for

Therefore, be it resolved that the Board of Harbor Commissioners adopts, the following policy revisions replacing the prior policy section in its entirety with the following:

> The provisions of this policy apply to all employees of the San Mateo County Harbor District who are not covered by a collective bargaining or labor agreement. Employees covered by a labor agreement, shall be provided for by the terms, conditions, and procedures of said labor agreement.

> It is the policy of the San Mateo County Harbor District and the purpose of this plan to establish a compensation system that will allow the District to effectively compete for qualified personnel to fill these positions. We seek to ensure that salaries are equitable and commensurate with the duties performed.

> The salary schedule shall be adopted by the Board of Harbor Commissioners and shall apply to all employees not covered by a labor contract. Copies are available for viewing in the General Manager's Office and on the District website

Approved this 18th day of May 2016 at the regular meeting of the Board of Harbor Commissioners by a recorded vote as follows:

For: Mattusch, Bernardo, Brennan, Chang Kiraly, Parravano

Against: None

Abstaining: None

Attested None

BOARD OF HARBOR COMMISSIONERS

_____
Melanie Hadden
Temporary Deputy Secretary

_____
Tom Mattusch
President