



San Mateo County Harbor District

Board of Harbor Commissioners

Sabrina Brennan, President
Tom Mattusch, Vice President
Nicole David, Secretary
Robert Bernardo, Commissioner
Pietro Parravano, Commissioner

Scott Grindy, Acting General Manager & Treasurer

ITEM 10

ADDITIONAL INFORMATION

formerly occupied in good standing shall occupy the salary step status, probationary status and anniversary date he would have achieved if he had remained in the lower class throughout the period of his service in the higher class.

(s) Salary on Suspension. Whenever an officer or employee is suspended from duty, no salary shall be paid the suspended employee for the duration of his suspension and such suspension shall be treated as an authorized Leave of Absence without pay for purposes of vacation and sick leave accruals.

(t) Salary on Temporary Promotion. An officer or employee assigned to a higher classification to fill a vacancy caused by sick leave or other absence, or any other reason stipulated by the Board of Harbor Commissioners, and who serves in said higher classifications for 15 consecutive work days, shall thereafter be paid the salary of the higher classification at the same step of his previous classification. He shall receive this salary as long as he continues to serve in said higher classification and shall be entitled, pursuant to Section H through K to receive increases within the range for the position as though he had been appointed on the day he began to receive the salary designated for the position. The 15-day waiting period shall apply each time a regular employee is assigned to a higher classification in this matter. ✓

(u) Additional Compensation to Superiors

A person occupying a superior position may receive compensation at a rate of five percent (5) more per month pay period than any one of his subordinates provided that:

1. Both the General Manager and the Board of Harbor Commissioners find he is exercising substantial supervision over the subject subordinate and that he is satisfactorily performing the full supervisory duties of his position, and,
2. Both the supervisor and his subordinate have been permanently appointed to full time positions, and,
3. The classifications of both the superior and subordinate positions is appropriate to the organization and their duties.

Such compensation shall not be effective before the first day of the period during which the finding called for in Paragraph i. above is made. Unless otherwise determined by the Board of Harbor Commissioners, such additional compensation shall be effective only for the period deemed necessary to maintain the salary of the superior at a rate of 5% above that received by the subordinate. If the 5% differential shall cease to exist due to the reclassification, promotion, demotion, termination, or any other contingency, then the salary of the superior shall be adjusted to the rate he would have attained notwithstanding the provisions of this section. The