

**HUMBOLDT BAY HARBOR, RECREATION,
AND CONSERVATION DISTRICT**

RESOLUTION NO. 2023-18

**A RESOLUTION AMENDING THE SALARY SCHEDULE FOR MIDDLE-MANAGEMENT UNCLASSIFIED
EMPLOYEES OF THE HUMBOLDT BAY HARBOR, RECREATION AND CONSERVATION DISTRICT**

WHEREAS, the District's Personnel Policies establish the policies, procedures and benefits and outline the obligations, rights, privileges, benefits, and prohibitions which are placed on all employees of the District; and

WHEREAS, Management Employees are categorized as "unclassified" and not covered by the Collective Bargaining Agreement with the Operating Engineers No. 3; and

WHEREAS, California Code of Regulations (CCR)570.5 requires a publicly available pay schedule showing the pay rate for each identified position; and

WHEREAS, this Resolution 2023-18 supersedes Resolution 2021-12.

**NOW, THEREFORE, THE BOARD OF COMMISSIONERS OF THE HUMBOLDT BAY
HARBOR, RECREATION, AND CONSERVATION DISTRICT DOES HEREBY RESOLVE AS FOLLOWS:**

SECTION 1. The Salary Schedule for District Management Employees included as Exhibit A is effective immediately.

PASSED AND ADOPTED by the Humboldt Bay Harbor, Recreation and Conservation District Board of Commissioners at a duly called meeting held on the 12th day of October 2023 by the following polled vote:

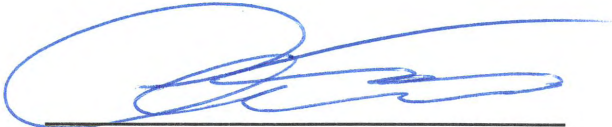
AYES: Dale, Benson, Higgins, Newman

NOES: ∅

ABSENT: Higgins

ABSTAIN: ∅

ATTEST:



**Aaron Newman, Secretary
Board of Commissioners**



**Greg Dale, President
Board of Commissioners**

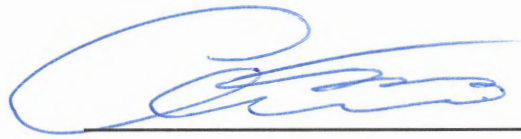
CERTIFICATE OF SECRETARY

The undersigned, duly qualified and acting Secretary of the HUMBOLDT BAY HARBOR, RECREATION AND CONSERVATION DISTRICT, does hereby certify that the attached Resolution is a true and correct copy of RESOLUTION NO. **2023-18** entitled,

**A RESOLUTION AMENDING THE SALARY SCHEUDLE FOR MIDDLE-MANAGEMENT
UNCLASSIFIED EMPLOYEES OF THE HUMBOLDT BAY HARBOR, RECREATION AND
CONSERVATION DISTRICT**

as regularly adopted at a legally convened meeting of the Board of Commissioners of the HUMBOLDT BAY HARBOR, RECREATION AND CONSERVATION DISTRICT, duly held on the **12th day of October 2023**; and further, that such Resolution has been fully recorded in the Journal of Proceedings in my office, and is in full force and effect.

IN WITNESS WHEREOF, I have hereunto set my hand this **12th day of October 2023**.

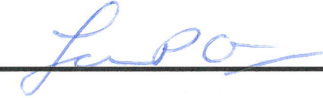


**Aaron Newman, Secretary
Board of Commissioners**

EXHIBIT A

MID MANAGEMENT SALARY SCHEDULE AS APPROVED BY RESOLUTION 2023-18

Approved as to form: _____



Current Salary Schedule approved 11/9/2021

STEP	WAGE CLASS													
	A	B	C	D	E	F	G	H	I	J	K	L	M	N
1	\$ 57,430	\$ 59,365	\$ 61,299	\$ 63,234	\$ 65,168	\$ 67,102	\$ 69,037	\$ 70,971	\$ 72,906	\$ 74,840	\$ 76,775	\$ 78,709	\$ 80,644	\$ 82,578
2	\$ 60,179	\$ 62,215	\$ 64,252	\$ 66,288	\$ 68,324	\$ 70,361	\$ 72,397	\$ 74,433	\$ 76,469	\$ 78,506	\$ 80,542	\$ 82,578	\$ 84,614	\$ 86,651
3	\$ 63,073	\$ 65,216	\$ 67,360	\$ 69,503	\$ 71,647	\$ 73,790	\$ 75,933	\$ 78,077	\$ 80,220	\$ 82,364	\$ 84,507	\$ 86,651	\$ 88,794	\$ 90,938
4	\$ 66,119	\$ 68,375	\$ 70,631	\$ 72,888	\$ 75,144	\$ 77,400	\$ 79,656	\$ 81,913	\$ 84,169	\$ 86,425	\$ 88,681	\$ 90,938	\$ 93,194	\$ 95,450
5	\$ 69,325	\$ 71,700	\$ 74,075	\$ 76,450	\$ 78,825	\$ 81,200	\$ 83,575	\$ 85,950	\$ 88,325	\$ 90,700	\$ 93,075	\$ 95,450	\$ 97,825	\$ 100,200
6	\$ 72,700	\$ 75,200	\$ 77,700	\$ 80,200	\$ 82,700	\$ 85,200	\$ 87,700	\$ 90,200	\$ 92,700	\$ 95,200	\$ 97,700	\$ 100,200	\$ 102,700	\$ 105,200

\$1.50 per hour (\$3,120 annual) wage increase effective July 1, 2023 as Per Resolution NO. 2023-18

\$ 3,120

STEP	WAGE CLASS													
	A	B	C	D	E	F	G	H	I	J	K	L	M	N
1	\$ 60,550	\$ 62,485	\$ 64,419	\$ 66,354	\$ 68,288	\$ 70,222	\$ 72,157	\$ 74,091	\$ 76,026	\$ 77,960	\$ 79,895	\$ 81,829	\$ 83,764	\$ 85,698
2	\$ 63,299	\$ 65,335	\$ 67,372	\$ 69,408	\$ 71,444	\$ 73,481	\$ 75,517	\$ 77,553	\$ 79,589	\$ 81,626	\$ 83,662	\$ 85,698	\$ 87,734	\$ 89,771
3	\$ 66,193	\$ 68,336	\$ 70,480	\$ 72,623	\$ 74,767	\$ 76,910	\$ 79,053	\$ 81,197	\$ 83,340	\$ 85,484	\$ 87,627	\$ 89,771	\$ 91,914	\$ 94,058
4	\$ 69,239	\$ 71,495	\$ 73,751	\$ 76,008	\$ 78,264	\$ 80,520	\$ 82,776	\$ 85,033	\$ 87,289	\$ 89,545	\$ 91,801	\$ 94,058	\$ 96,314	\$ 98,570
5	\$ 72,445	\$ 74,820	\$ 77,195	\$ 79,570	\$ 81,945	\$ 84,320	\$ 86,695	\$ 89,070	\$ 91,445	\$ 93,820	\$ 96,195	\$ 98,570	\$ 100,945	\$ 103,320
6	\$ 75,820	\$ 78,320	\$ 80,820	\$ 83,320	\$ 85,820	\$ 88,320	\$ 90,820	\$ 93,320	\$ 95,820	\$ 98,320	\$ 100,820	\$ 103,320	\$ 105,820	\$ 108,320

\$2.00 per hour (\$4,160 annual) wage increase effective upon successful enrollment in the CalPERS medical coverage program

\$ 4,160

STEP	WAGE CLASS													
	A	B	C	D	E	F	G	H	I	J	K	L	M	N
1	\$ 64,710	\$ 66,645	\$ 68,579	\$ 70,514	\$ 72,448	\$ 74,382	\$ 76,317	\$ 78,251	\$ 80,186	\$ 82,120	\$ 84,055	\$ 85,989	\$ 87,924	\$ 89,858
2	\$ 67,459	\$ 69,495	\$ 71,532	\$ 73,568	\$ 75,604	\$ 77,641	\$ 79,677	\$ 81,713	\$ 83,749	\$ 85,786	\$ 87,822	\$ 89,858	\$ 91,894	\$ 93,931
3	\$ 70,353	\$ 72,496	\$ 74,640	\$ 76,783	\$ 78,927	\$ 81,070	\$ 83,213	\$ 85,357	\$ 87,500	\$ 89,644	\$ 91,787	\$ 93,931	\$ 96,074	\$ 98,218
4	\$ 73,399	\$ 75,655	\$ 77,911	\$ 80,168	\$ 82,424	\$ 84,680	\$ 86,936	\$ 89,193	\$ 91,449	\$ 93,705	\$ 95,961	\$ 98,218	\$ 100,474	\$ 102,730
5	\$ 76,605	\$ 78,980	\$ 81,355	\$ 83,730	\$ 86,105	\$ 88,480	\$ 90,855	\$ 93,230	\$ 95,605	\$ 97,980	\$ 100,355	\$ 102,730	\$ 105,105	\$ 107,480
6	\$ 79,980	\$ 82,480	\$ 84,980	\$ 87,480	\$ 89,980	\$ 92,480	\$ 94,980	\$ 97,480	\$ 99,980	\$ 102,480	\$ 104,980	\$ 107,480	\$ 109,980	\$ 112,480

EXHIBIT A

MID MANAGEMENT SALARY SCHEDULE AS APPROVED BY RESOLUTION 2023-18

Approved as to form:



\$1.25 per hour (\$2,600 annual) wage increase effective July 1, 2024

\$ 2,600

STEP	WAGE CLASS													
	A	B	C	D	E	F	G	H	I	J	K	L	M	N
1	\$ 67,310	\$ 69,245	\$ 71,179	\$ 73,114	\$ 75,048	\$ 76,982	\$ 78,917	\$ 80,851	\$ 82,786	\$ 84,720	\$ 86,655	\$ 88,589	\$ 90,524	\$ 92,458
2	\$ 70,059	\$ 72,095	\$ 74,132	\$ 76,168	\$ 78,204	\$ 80,241	\$ 82,277	\$ 84,313	\$ 86,349	\$ 88,386	\$ 90,422	\$ 92,458	\$ 94,494	\$ 96,531
3	\$ 72,953	\$ 75,096	\$ 77,240	\$ 79,383	\$ 81,527	\$ 83,670	\$ 85,813	\$ 87,957	\$ 90,100	\$ 92,244	\$ 94,387	\$ 96,531	\$ 98,674	\$ 100,818
4	\$ 75,999	\$ 78,255	\$ 80,511	\$ 82,768	\$ 85,024	\$ 87,280	\$ 89,536	\$ 91,793	\$ 94,049	\$ 96,305	\$ 98,561	\$ 100,818	\$ 103,074	\$ 105,330
5	\$ 79,205	\$ 81,580	\$ 83,955	\$ 86,330	\$ 88,705	\$ 91,080	\$ 93,455	\$ 95,830	\$ 98,205	\$ 100,580	\$ 102,955	\$ 105,330	\$ 107,705	\$ 110,080
6	\$ 82,580	\$ 85,080	\$ 87,580	\$ 90,080	\$ 92,580	\$ 95,080	\$ 97,580	\$ 100,080	\$ 102,580	\$ 105,080	\$ 107,580	\$ 110,080	\$ 112,580	\$ 115,080

\$1.25 per hour (\$2,600 annual) wage increase effective July 1, 2025

\$ 2,600

STEP	WAGE CLASS													
	A	B	C	D	E	F	G	H	I	J	K	L	M	N
1	\$ 69,910	\$ 71,845	\$ 73,779	\$ 75,714	\$ 77,648	\$ 79,582	\$ 81,517	\$ 83,451	\$ 85,386	\$ 87,320	\$ 89,255	\$ 91,189	\$ 93,124	\$ 95,058
2	\$ 72,659	\$ 74,695	\$ 76,732	\$ 78,768	\$ 80,804	\$ 82,841	\$ 84,877	\$ 86,913	\$ 88,949	\$ 90,986	\$ 93,022	\$ 95,058	\$ 97,094	\$ 99,131
3	\$ 75,553	\$ 77,696	\$ 79,840	\$ 81,983	\$ 84,127	\$ 86,270	\$ 88,413	\$ 90,557	\$ 92,700	\$ 94,844	\$ 96,987	\$ 99,131	\$ 101,274	\$ 103,418
4	\$ 78,599	\$ 80,855	\$ 83,111	\$ 85,368	\$ 87,624	\$ 89,880	\$ 92,136	\$ 94,393	\$ 96,649	\$ 98,905	\$ 101,161	\$ 103,418	\$ 105,674	\$ 107,930
5	\$ 81,805	\$ 84,180	\$ 86,555	\$ 88,930	\$ 91,305	\$ 93,680	\$ 96,055	\$ 98,430	\$ 100,805	\$ 103,180	\$ 105,555	\$ 107,930	\$ 110,305	\$ 112,680
6	\$ 85,180	\$ 87,680	\$ 90,180	\$ 92,680	\$ 95,180	\$ 97,680	\$ 100,180	\$ 102,680	\$ 105,180	\$ 107,680	\$ 110,180	\$ 112,680	\$ 115,180	\$ 117,680

Mid Management Positions	Wage Class
Marina Manager	B
Maintenance Manager	B
Natural Resources Coordinator I	B
Natural Resources Coordinator II	G
Senior Management positions as specified in individual contracts	