

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

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**RESOLUTION NO. 2021-12**

**A RESOLUTION AUTHORIZING A SALARY STEP SYSTEM FOR MANAGEMENT EMPLOYEES AND  
PROVIDING A ONE TIME INCENTIVE BASED SALARY INCREASE**

**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 2021-12 supersedes Resolution 2021-02.

**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 12<sup>th</sup> day of August 2021 by the following polled vote:

**AYES:** Dale, Doss, Higgins, Kullmann, Marks

**NOES:** None

**ABSENT:** None

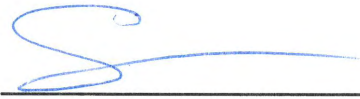
**ABSTAIN:** None

**ATTEST:**



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**Patrick Higgins, Secretary  
Board of Commissioners**



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**Stephen Kullmann, 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. **2021-12** entitled,

**A RESOLUTION AUTHORIZING A SALARY STEP SYSTEM FOR MANAGEMENT EMPLOYEES AND PROVIDING A ONE TIME INCENTIVE BASED SALARY INCREASE**

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 **12<sup>th</sup> day of August 2021**; 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 **12<sup>th</sup> day of August 2021**.



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**Patrick Higgins, Secretary  
Board of Commissioners**

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

**EXHIBIT A OF RESOLUTION NO. 2021-12  
Salary Step and Wage Classification for District Management Employees**

Reflect the Salary Schedule approved through Resolution 2021-03

STEP	WAGE CLASS																	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
1	\$ 52,230	\$ 54,165	\$ 56,099	\$ 58,034	\$ 59,968	\$ 61,902	\$ 63,837	\$ 65,771	\$ 67,706	\$ 69,640	\$ 71,575	\$ 73,509	\$ 75,444	\$ 77,378	\$ 79,313	\$ 81,247	\$ 83,181	\$ 85,116
2	\$ 54,979	\$ 57,015	\$ 59,052	\$ 61,088	\$ 63,124	\$ 65,161	\$ 67,197	\$ 69,233	\$ 71,269	\$ 73,306	\$ 75,342	\$ 77,378	\$ 79,414	\$ 81,451	\$ 83,487	\$ 85,523	\$ 87,559	\$ 89,596
3	\$ 57,873	\$ 60,016	\$ 62,160	\$ 64,303	\$ 66,447	\$ 68,590	\$ 70,733	\$ 72,877	\$ 75,020	\$ 77,164	\$ 79,307	\$ 81,451	\$ 83,594	\$ 85,738	\$ 87,881	\$ 90,024	\$ 92,168	\$ 94,311
4	\$ 60,919	\$ 63,175	\$ 65,431	\$ 67,688	\$ 69,944	\$ 72,200	\$ 74,456	\$ 76,713	\$ 78,969	\$ 81,225	\$ 83,481	\$ 85,738	\$ 87,994	\$ 90,250	\$ 92,506	\$ 94,763	\$ 97,019	\$ 99,275
5	\$ 64,125	\$ 66,500	\$ 68,875	\$ 71,250	\$ 73,625	\$ 76,000	\$ 78,375	\$ 80,750	\$ 83,125	\$ 85,500	\$ 87,875	\$ 90,250	\$ 92,625	\$ 95,000	\$ 97,375	\$ 99,750	\$ 102,125	\$ 104,500
6	\$ 67,500	\$ 70,000	\$ 72,500	\$ 75,000	\$ 77,500	\$ 80,000	\$ 82,500	\$ 85,000	\$ 87,500	\$ 90,000	\$ 92,500	\$ 95,000	\$ 97,500	\$ 100,000	\$ 102,500	\$ 105,000	\$ 107,500	\$ 110,000

Reflect the Salary Schedule with a \$1 per hour increase in salary step when RTI Infrastructure Inc. pays District after receiving their Coastal Development Permit for their broadband cable landing

STEP	WAGE CLASS																	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
1	\$ 54,310	\$ 56,245	\$ 58,179	\$ 60,114	\$ 62,048	\$ 63,982	\$ 65,917	\$ 67,851	\$ 69,786	\$ 71,720	\$ 73,655	\$ 75,589	\$ 77,524	\$ 79,458	\$ 81,393	\$ 83,327	\$ 85,261	\$ 87,196
2	\$ 57,059	\$ 59,095	\$ 61,132	\$ 63,168	\$ 65,204	\$ 67,241	\$ 69,277	\$ 71,313	\$ 73,349	\$ 75,386	\$ 77,422	\$ 79,458	\$ 81,494	\$ 83,531	\$ 85,567	\$ 87,603	\$ 89,639	\$ 91,676
3	\$ 59,953	\$ 62,096	\$ 64,240	\$ 66,383	\$ 68,527	\$ 70,670	\$ 72,813	\$ 74,957	\$ 77,100	\$ 79,244	\$ 81,387	\$ 83,531	\$ 85,674	\$ 87,818	\$ 89,961	\$ 92,104	\$ 94,248	\$ 96,391
4	\$ 62,999	\$ 65,255	\$ 67,511	\$ 69,768	\$ 72,024	\$ 74,280	\$ 76,536	\$ 78,793	\$ 81,049	\$ 83,305	\$ 85,561	\$ 87,818	\$ 90,074	\$ 92,330	\$ 94,586	\$ 96,843	\$ 99,099	\$ 101,355
5	\$ 66,205	\$ 68,580	\$ 70,955	\$ 73,330	\$ 75,705	\$ 78,080	\$ 80,455	\$ 82,830	\$ 85,205	\$ 87,580	\$ 89,955	\$ 92,330	\$ 94,705	\$ 97,080	\$ 99,455	\$ 101,830	\$ 104,205	\$ 106,580
6	\$ 69,580	\$ 72,080	\$ 74,580	\$ 77,080	\$ 79,580	\$ 82,080	\$ 84,580	\$ 87,080	\$ 89,580	\$ 92,080	\$ 94,580	\$ 97,080	\$ 99,580	\$ 102,080	\$ 104,580	\$ 107,080	\$ 109,580	\$ 112,080

Reflects the Salary Schedule with a \$1 per hour increase in salary step when Nordic Aquafarms makes 1st lease payments after receiving their Coastal Development Permit

STEP	WAGE CLASS																	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
1	\$ 56,390	\$ 58,325	\$ 60,259	\$ 62,194	\$ 64,128	\$ 66,062	\$ 67,997	\$ 69,931	\$ 71,866	\$ 73,800	\$ 75,735	\$ 77,669	\$ 79,604	\$ 81,538	\$ 83,473	\$ 85,407	\$ 87,341	\$ 89,276
2	\$ 59,139	\$ 61,175	\$ 63,212	\$ 65,248	\$ 67,284	\$ 69,321	\$ 71,357	\$ 73,393	\$ 75,429	\$ 77,466	\$ 79,502	\$ 81,538	\$ 83,574	\$ 85,611	\$ 87,647	\$ 89,683	\$ 91,719	\$ 93,756
3	\$ 62,033	\$ 64,176	\$ 66,320	\$ 68,463	\$ 70,607	\$ 72,750	\$ 74,893	\$ 77,037	\$ 79,180	\$ 81,324	\$ 83,467	\$ 85,611	\$ 87,754	\$ 89,898	\$ 92,041	\$ 94,184	\$ 96,328	\$ 98,471
4	\$ 65,079	\$ 67,335	\$ 69,591	\$ 71,848	\$ 74,104	\$ 76,360	\$ 78,616	\$ 80,873	\$ 83,129	\$ 85,385	\$ 87,641	\$ 89,898	\$ 92,154	\$ 94,410	\$ 96,666	\$ 98,923	\$ 101,179	\$ 103,435
5	\$ 68,285	\$ 70,660	\$ 73,035	\$ 75,410	\$ 77,785	\$ 80,160	\$ 82,535	\$ 84,910	\$ 87,285	\$ 89,660	\$ 92,035	\$ 94,410	\$ 96,785	\$ 99,160	\$ 101,535	\$ 103,910	\$ 106,285	\$ 108,660
6	\$ 71,660	\$ 74,160	\$ 76,660	\$ 79,160	\$ 81,660	\$ 84,160	\$ 86,660	\$ 89,160	\$ 91,660	\$ 94,160	\$ 96,660	\$ 99,160	\$ 101,660	\$ 104,160	\$ 106,660	\$ 109,160	\$ 111,660	\$ 114,160

POSITIONS	WAGE CLASS
Marina Manager	B
Maintenance Manager	B
Director of Administrative Services	H - R
Deputy Director	R
<del>Director of Facilities Maintenance</del>	H
Director of Facilities and Operations	R
Director of Development 1 - 2	1 - H, 2 - R