



# Memo

## Ports & Harbors

Date: November 27, 2023

To: Borough Manager / Borough Assembly

From: Shawn Bell, Harbormaster

Re: Port Tariff Hourly Staff Fee

It is the recommendation of the Harbormaster that the Haines Borough Assembly amend the Lutak Dock Security/Tie-Up Rates.

### **Background**

The current proposal rate reads:

#### ***Lutak Dock Port Security/Tie up Rates***

Regularly scheduled staff time (8-5 Mon – Sun) \$40.00 per hour/Non regular hours \$80.00 per hour. The Haines Borough observed holiday rate \$60.00 per hour regular hours/Non-regular hours \$120.00 per hour.

### **Recommendation**

Amend the proposed rate to:

#### ***Lutak Dock Port Security/Tie up Rates***

Regularly scheduled staff time (8-5 Mon – Sun) \$50.00 per hour.

Non-regular hours (including Haines Borough observed holidays) \$100.00 per hour.

### **Reasoning**

During the course of the year, many employees work for the Ports and Harbors Department. The employee pay is not uniform and neither is their overall compensation. It is true that this proposed rate does not cover the Harbormaster's payroll burden to the Borough, but it is important to remember that other staff, specifically seasonal staff, do not receive the same level of compensation. The amended rate was suggested after reviewing staff wages and considering who may perform the required tasks.