

**PORT OF GALVESTON  
REQUEST FOR DISCUSSION AND  
TRUSTEES ACTION**

**BUSINESS ITEM – E-6**

---

**PREPARED BY:** Peter S. Simons                      Interim Port Director                      July 24, 2017

---

**SUBJECT: Discuss and Consider the Beginning Annual Salary of the Director of Engineering, Maintenance and Environmental Affairs**

---

**BACKGROUND:** On July 19, 2017, the Interim Port Director offered the position of Director of Engineering, Maintenance and Environmental Affairs to Mr. Humberto Leal. This position is included in the approved 2017 Budget. The Port’s “Policies Regulating Performance of Duties: Board of Trustees and Port Director of the Galveston Wharves” provides that the Board of Trustees must approve the salary of any Wharves employee that is in excess of \$50,000 per year. The proposed salary for this position is \$125,000.

---

**RECOMMENDATIONS:** The Board is respectfully requested to review the attached information, to listen to the briefing of the Port Director and to approve the proposed beginning annual salary for the Director of Engineering, Maintenance and Environmental Affairs of \$125,000.

---

**Respectfully Submitted By:**



**Peter S. Simons, Interim Port Director**

---

**DATE ACTION TAKEN:** \_\_\_\_\_

Approved: \_\_\_\_\_  
Disapproved: \_\_\_\_\_  
Deferred To: \_\_\_\_\_  
Incorporated into Minutes: \_\_\_\_\_

Motion By: \_\_\_\_\_  
Seconded By: \_\_\_\_\_  
Unanimous: Yes \_\_\_\_\_ No \_\_\_\_\_  
By: \_\_\_\_\_

# PORT OF GALVESTON

## Briefing

### **Discuss and Consider the Beginning Annual Salary of the Director of Engineering, Maintenance and Environmental Affairs**

---

#### **Background**

On July 19, 2017, the Interim Port Director offered the position of Director of Engineering, Maintenance and Environmental Affairs to Mr. Humberto Leal. This position is funded in the approved 2017 Budget. The Port's "Policies Regulating Performance of Duties: Board of Trustees and Port Director of the Galveston Wharves" provides that the Board of Trustees must approve the salary of any Wharves employee that is in excess of \$50,000 per year. The proposed salary for this position is \$125,000.

#### **Current Situation**

Port staff solicited interest in this position thru the American Association of Port Authorities, the Service Academies Career Conference, the Texas Workforce Commission, the Port's website and networking with maritime professionals (principally in the Gulf Coast region). Seventeen individuals applied for the position. A team of three individuals – the Director of Finance, the Director of Economic Development and External Affairs and the Interim Port Director – reviewed each application and identified a short list of five candidates to interview. After the interviews, the Interim Port Director conducted reference checks on the top two candidates. Based on the interview process and reference checks the selection team universally recommends Mr. Leal for this position. Mr. Leal has thirty-eight years of experience with engineering, construction management and project management with an emphasis on marine projects (principally marine terminals and offshore facilities). He also has leadership experience, including supervising a team of junior engineers. Finally, Mr. Leal is a licensed professional engineer in the State of Texas.

#### **Fiscal Impact**

This position is a budgeted position. It has been vacant all year. The recommended salary is within the amount approved in the 2017 Budget.

#### **Staff Recommendation**

The Board of Trustees is respectfully requested to review the attached information, to listen to the briefing from the Port Director and to approve the proposed beginning annual salary for the Director of Engineering, Maintenance and Environmental Affairs of \$125,000.