

Ventura Port District
Compensation Transparency
August 9, 2016

Board of Port Commissioners and General Manager

The Ventura Port District (District) was formed under Sections 6200 to 6372 of the California Harbors and Navigation Code on April 15, 1952 for the purpose of acquiring, constructing and operating a commercial and recreational boat harbor. The District is governed by a board of five commissioners appointed by the City Council of the City of San Buenaventura. The Board of Port Commissioners (Board) serve in four year terms without any compensation or benefits of any kind. The Board appoints legal counsel, an auditor, and a general manager to implement Board policies and direct operational aspects of the harbor. The Board regularly meets on the fourth Wednesday of every month.

All employee compensation, including salaries and benefits, are adopted by the Board in a public meeting process.

Compensation

The Board of Port Commissioners approved an employee salary schedule and benefits package for non-represented employees for fiscal year 2016/17 on July 27, 2016. The Board also approves all Memorandums of Understanding (MOU) which outline salaries and benefit packages for the represented employees. In fiscal year's 09/10, 11/12, 13/14, and 15/16 the Board implemented a wage freeze as part of the annual budgets. No employee increases were given except as required by MOU's already in place during those fiscal years and employee promotions. The General Manager's compensation has not changed since October 1, 2010

The Board appointed Oscar Peña as General Manager (GM) of the District effective July 1, 1999 to be responsible for all aspects of operations in the Harbor. The GM's contract, performance and compensation is reviewed by the Board of Port Commissioners annually, with his last review occurring on April 28, 2010. The Board approved Amendment #4 of the GM's contract to be effective October, 1, 2010. The GM's base salary is \$165,336 per year. The GM is included in the District's 2% @55 formula for CalPERS retirement plan. The GM's employee-paid contribution to CalPERS retirement is 7% of salary paid by the District. The District pays up to \$1,300 per month for health and dental insurance for the GM and his dependents. The GM receives an auto allowance of \$400 per month. The District contributes 5% of the GM's salary to a 457 deferred compensation plan. The GM accrues 296 hours of paid time off per year to a maximum accrual of 540 hours. The GM is entitled to all District holidays and other fringe benefits provided to all District employees not specifically addressed above.

Salary schedule for non-represented employees of the District effective 7/1/2016.

(All positions in the table below are full-time and paid bi-weekly)

Classification	Monthly Range
Accounting Manager*	\$5,710 - \$8,739
Accounting Technician	\$3,343 - \$5,116
Administrative Assistant/Clerk*	\$3,932 - \$6,017
Business Operations Manager*	\$7,547 - \$10,518
Custodian I	\$2,431 - \$3,721
Electrical Technician	\$3,727 - \$5,702
Facilities Manager*	\$5,594 - \$8,152
Gardener	\$2,674 - \$4,093
Harbormaster	\$5,499 - \$8,417
Landscaper	\$3,208 - \$4,912
Maintenance Supervisor*	\$4,757 - \$7,281
Maintenance Worker I	\$2,675 - \$4,093
Maintenance Worker II	\$3,208 - \$4,912
Management Assistant	\$2,725 - \$4,169
Marina Manager*	\$4,708 - \$7,205
Marketing & Event Coordinator	\$3,374 - \$4,475
Marketing Manager*	\$5,129 - \$7,851
Mechanical Technician	\$3,727 - \$5,702
Property Manager*	\$5,594 - \$8,152
Senior Harbor Patrol Officer	\$4,782 - \$7,318

*Exempt Employee Status

(All positions in the table below are hourly and paid bi-weekly as needed)

Temporary Employee Salary Range	Hourly
Dispatcher	\$15.00 - \$19.27
Administrative/Marketing Services	\$10.00 - \$24.11

Salary schedule for employees represented by the International Brotherhood of Teamsters Local Union No. 186

(All positions in the table below are full-time and paid bi-weekly)

Dockmaster/Security Officer	Monthly Range
Effective September 1, 2014	\$2,602 - \$3,944
Effective September 1, 2015	\$2,615 - \$3,964

Effective September 1, 2016	\$2,659 - \$4,031
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Salary schedule for Harbor Patrol full-time employees represented by the Service Employees International Union, Local 721 effective 7/01/2015

(All positions in the table below are full-time and paid bi-weekly)

Full-time Harbor Patrol Officers	Monthly Range
Harbor Patrol Officer I	\$3,651 - \$5,269
Harbor Patrol Officer II	\$4,185 - \$6,321

Salary schedule for Harbor Patrol part-time employees represented by the Service Employees International Union, Local 721

(All positions in the table below are hourly and paid bi-weekly as needed)

Part-time Harbor Patrol Officers	Hourly
Effective July 1, 2014	\$17.31 - \$23.55
Effective July 1, 2015	\$17.66 - \$24.03