

Ventura Port District
Compensation Transparency
April 12, 2019

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 usually meets twice per month, excluding August.

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 January 31, 2019. The Board approved Amendment No. 5 of the GM's contract to be effective July 1, 2017. Effective July 1, 2017, the GM's base salary is \$176,910.00 per year. Effective January 1, 2018, the GM's base salary is \$182,217.00. The GM is included in the District's 2%@55 formula for CalPERS retirement plan. Effective October 1, 2017, and continuing until December 31, 2017, the GM shall pay 6% of the 7% of the employee contribution to PERS and VPD shall pay the remainder, if any. Effective January 1, 2018, the GM shall pay the full 7% employee contribution to PERS. 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.

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

Compensation

The Board of Port Commissioners approved Resolution No. 3355, an employee salary schedule and benefits package for non-represented employees for fiscal year 2018 – 2019 on July 11, 2018. Effective April 3, 2019, Resolution No. 3355 was rescinded and replaced by Resolution No. 3370 for the non-represented employees to include two new job positions, Accountant I and Accountant II.

Salary schedule for non-represented employees of the District effective April 3, 2019 by Resolution No. 3370:

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

Classification	Monthly Range
Accountant I	\$4,221 - \$5,909
Accountant II	\$4,690 - \$6,566
Accounting Manager*	\$6,058 - \$9,271
Accounting Technician	\$3,547 - \$5,428
Administrative Assistant/Clerk*	\$4,171 - \$6,383
Business Operations Manager*	\$8,006 - \$11,159
Custodian I	\$2,579 - \$3,948
Deputy General Manager*	\$9,923 - \$13,377
Electrical Technician	\$3,954 - \$6,049
Facilities Manager*	\$5,935 - \$8,648
Gardener	\$2,837 - \$4,342
Harbormaster	\$5,834 - \$8,930
Landscaper	\$3,403 - \$5,211
Maintenance Supervisor*	\$5,047 - \$7,724
Maintenance Worker I	\$2,838 - \$4,342
Maintenance Worker II	\$3,403 - \$5,211
Management Assistant	\$2,891 - \$4,423
Marina Manager*	\$4,995 - \$7,644
Marketing & Event Coordinator	\$3,579 - \$4,748
Marketing Manager*	\$5,441 - \$8,329
Mechanical Technician	\$3,954 - \$6,049
Property Manager*	\$5,935 - \$8,648
Senior Harbor Patrol Officer	\$5,073 - \$7,764

*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 - \$19.85
Administrative/Marketing Services	\$11.00 - \$24.85

The Board also approves all Memorandums of Understanding (MOU) which outline salaries and benefit packages for the represented employees.

Salary schedule for employees represented by the International Brotherhood of Teamsters Local Union No. 186 effective April 11, 2018 for a two-year term:

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

Courtesy Patrol	Monthly Range
Effective Year 1	\$2,739 - \$4,152
Effective Year 2	\$2,821 - \$4,277

Effective upon ratification of the MOU, the represented employees received an increase of 8%, of which 7% will be attributed to the employee's share of the PERS retirement benefit. Additionally, employees shall be paid a one-time bonus of \$250. Upon the 13th month of the proposed MOU term, they represented employees' wages shall be adjusted by 2% with a satisfactory evaluation.

The District will provide and replace as necessary the following essential equipment for each Courtesy Patrol: belt, shoes, hat, jacket, foul weather gear, flashlight, waterproof VHF radio, and other equipment deemed essential for the job by the Marina Manager. All Courtesy Patrol will be reimbursed up to \$300.00 per fiscal year, with proof of items purchased related to employment. This gear will be retained by the employee upon separation from employment. Each Courtesy Patrol will also have the option, at the District's expense, to utilize a Uniform Service to provide and clean the basic uniform.

Salary schedule for Harbor Patrol full-time employees represented by the Service Employees International Union, Local 721 effective August 29, 2018 for a three-year term:

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

Full-time Harbor Patrol Officers	Year 1	Year 2	Year 3
Harbor Patrol Officer I	\$3,761 - \$5,427	\$3,874 - \$5,590	\$3,990 - \$5,758
Harbor Patrol Officer II	\$4,311 - \$6,511	\$4,440 - \$6,706	\$4,573 - \$6,907

Effective upon ratification of the MOU, the top and bottom of the salary range of the Harbor Patrol I and Harbor Patrol II positions shall be raised annually through the term of the MOU by 3%. The positions shall also be subject to a 7% increase for year 1 of a new three-year contract. 3% will be applied to the employee's share of the PERS retirement benefit. There shall be no retroactivity to wages or the PERS retirement benefit. Additionally, the full amount of the employee's contribution towards PERS Safety Retirement shall be the employee's obligation.

In year 2, wages for both positions shall be increased by 3%.

In year 3, wages for both positions shall be increased by 3%.

All increases are based on performance and must be accompanied by a current employee evaluation.

There shall be a 2.5% shift differential for the evening shift (8:00PM to 2:00AM) for both positions. This is subject to a meet and confer with the members of the SEIU to determine scheduling related to a 24/7 operation.

A Harbor Patrol I who obtains and maintains a United States Coast Guard License will receive a 2% increase in base pay. Upon promotion to Harbor Patrol II, the employee shall receive a minimum of a 5% increase in pay.

Upon being employed as a Full-time Harbor Patrol Officer, the District shall issue the employee a uniform consisting of: 4 shirts, 4 long pants, 2 pairs of shorts, 1 jacket, 1 pair of shoes, 1 Velcro utility belt, 1 pair of handcuffs, 1 pepper spray holder and can of pepper spray, foul weather gear and a wetsuit. The Port District will replace these items on an "as needed" basis. A Harbor Patrol Officer will receive \$50.00 per quarter to purchase items related to employment as a Harbor Patrol Officer.

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

Effective July 9, 2014, there shall be a 3% increase to the salary range for this position. Effective, July 8, 2015, both the bottom and the top of the hourly salary range shall be adjusted by the percentage equal to the Annual CPI of a minimum of 2% and a maximum of 5%.

Any Part-time Harbor Patrol Officer who attains his or her Coast Guard License will receive incentive pay of \$1.25 per hour.

All increases are based on performance and must be accompanied by a current employee evaluation.