Ventura Port District
Compensation Transparency
March 1, 2023

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 Brian D. Pendleton as General Manager (GM) of the District effective May 1, 2019 to be responsible for all aspects of operations in the Harbor. The GM's contract, performance and compensation is reviewed by the Board annually, with his last review occurring on April 28, 2022. The Board approved a new GM's contract, effective May 1, 2022, with a base salary of $206,938. The GM is included in the District's 2%@55 formula for CalPERS retirement plan. Effective January 1, 2018, the GM shall pay the full 7% employee contribution to PERS. The District pays up to $10,400 annually 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 600 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 approved Resolution No. 3456, an employee salary schedule and benefits package for non-represented employees for fiscal year 2022-2023 on June 29, 2022. On February 1, 2023, the Board adopted Resolution No. 3467 revising the Resolution establishing the salary schedule for non-represented employees of the District for Fiscal Year 2022-2023 and rescinded Resolution No. 3456. Compensation ranges stayed the same.

Salary schedule for non-represented employees of the District effective July 1, 2022 by Resolution No. 3467:

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

Classification	Monthly Range		
Accountant I	$4,635	-	$6,488
Accountant II	$5,150	-	$7,210

Accounting Manager*	$6,651	-	$10,327
Accounting Technician	$3,895	-	$5,960
Administrative Assistant/Clerk of the Board	$4,581	-	$7,009
Business Operations Analyst I*	$4,658	-	$6,624
Business Operations Analyst II*	$5,279	-	$7,452
Business Operations Manager*	$9,409	-	$12,253
Capital Projects Manager*	$6,959	-	$10,446
Custodian I	$2,832	-	$4,335
Deputy General Manager*	$10,896	-	$14,688
Executive Assistant/Clerk of the Board*	$5,039	-	$7,710
Facilities Manager*	$6,516	-	$9,496
Harbormaster	$6,406	-	$9,805
Landscaper	$3,736	-	$5,721
Maintenance Lead Worker	$4,342	-	$7,245
Maintenance Supervisor*	$5,541	-	$8,482
Maintenance Technician I	$4,342	-	$6,643
Maintenance Technician II	$4,554	-	$7,245
Maintenance Worker I	$3,116	-	$4,768
Maintenance Worker II	$3,736	-	$5,721
Marina Manager*	$5,484	-	$8,393
Marketing & Event Coordinator I	$3,931	-	$5,213
Marketing & Event Coordinator II	$4,323	-	$5,734
Marketing Manager*	$5,975	-	$9,145
Senior Business Operations Manager*	$10,350	-	$13,479
Senior Harbor Patrol Officer	$5,570	-	$8,525

*Exempt Employee Status

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

Part-time & Temporary Employee	**Hourly Range**		
Dispatcher	$15.99	-	$21.17
Marine Safety Officer	$18.83	-	$25.62
Administrative/Marketing Services	$14.49	-	$26.50

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 July 7, 2021 by Resolution No. 3420 for a three-year term:
(All positions in the table below are full-time and paid bi-weekly)

Courtesy Dockmaster	Monthly Range
Salary Range Year 1	$2,906 - $4,405
Salary Range Year 2	$2,993 - $4,537
Salary Range Year 3	$3,083 - $4,673

Effective upon the first full pay period after the ratification of the MOU, the represented employees receive an increase of 3.75. Additionally, employees shall be paid a one-time, non-PERS compensation, bonus of $525. Effective upon the first full pay period after July 1, 2022, the represented employees' wages shall be adjusted by 3.5%. Effective upon the first full pay period after July 1, 2023, the represented employees' wages shall be adjusted 3.5%.

The District will provide and replace as necessary the following essential equipment for each Courtesy Dockmaster: belt, shoes, hat, jacket, foul weather gear, flashlight, waterproof VHF radio, and other equipment deemed essential for the job by the Marina Manager. All aforementioned equipment will be returned to the Port District upon separation from employment. All Courtesy Dockmasters 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 June 1, 2022 by Resolution No. 3451 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	$4,593 - $6,046	$4,754-$6,258	$4,920 - $6,477
Harbor Patrol Officer II	$5,026 - $7,252	$5,202 - $7,506	$5,384 - $7,769

Effective the first full pay period following ratification of the MOU and not earlier, the minimum base hourly rate shall be $26.50/hour for the Harbor Patrol Officer I classification; and $29/hour for the Harbor Patrol Officer II classification. Effective the first full pay period following ratification of the MOU and not earlier, those Harbor Patrol Officer I employees whose base hourly rate was at or above $26.50/hour and those Harbor Patrol Officer II employees whose base hourly rate was at or above $29/hour, prior to ratification, shall receive a salary increase of 5%. Effective the first full pay period following January 1, 2023, employees shall receive a salary increase of 3.5%. Effective the first full pay period following January 1, 2024, employees shall receive a salary increase of 3.5%.

Effective upon ratification of the 2018 MOU, the full-time Harbor Patrol I and II positions, were subject to a 7% increase for year 1 of a new three-year contract. Effective on a new pay period, 3% was applied to the employee's share of CALPERS retirement obligation. There was no retroactivity to wages or the CALPERS retirement benefit. Additionally, the full amount of the employee's contribution towards PERS Safety Retirement shall be the employee's obligation.

There shall be a 2.5% shift differential pay for time worked during the hours of 12:00 am to 3:00 am, and 3:00 am to 6:00 am, for both full-time Harbor Patrol Officer I and II.

Annual Performance Evaluations will continue for the term of the contract. Adjustments within the District approved salary range will be based on individual merit. Merit encompasses an employee's knowledge, experience, ability, and performance among other factors. A merit increase is considered as being earned by an employee. A merit increase is advancement to a higher rate in the employee's salary range. A merit increase is based on performance and must be accompanied by a current employee evaluation prepared and signed by the employee's supervisor and signed and approved by the General Manager or his/her designee. The employee shall acknowledge receipt of such evaluation.

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

Salary schedule for Harbor Patrol part-time employees represented by the Service Employees International Union, Local 721 effective June 1, 2022 by Resolution No. 3451 for a three-year term:
(All positions in the table below are hourly and paid bi-weekly as needed)

Part-time Harbor Patrol Officers	**Hourly**
Salary Range Year 1	$19.10 - $26.00
Salary Range Year 2	$19.77 - $27.85
Salary Range Year 3	$20.46 - $27.85

Effective the first full pay period following ratification of the MOU and not earlier, employees shall receive a salary increase of 5%. Effective the first full pay period following January 1, 2023, employees shall receive a salary increase of 3.5%. Effective the first full pay period following January 1, 2024, employees shall receive a salary increase of 3.5%.

One-time MOU Signing Bonus – Effective the first pay period following ratification of the MOU, there shall be a one-time signing bonus of $500 to be provided to each part-time employee; and a one-time signing bonus of $750 to be provided to each full-time employee. This one-time signing bonus shall not be reported to CalPERS as compensation earnable/reportable compensation.