



RESOLUTION NO. 3481

**RESOLUTION OF THE BOARD OF PORT COMMISSIONERS
OF THE VENTURA PORT DISTRICT ESTABLISHING THE
SALARY SCHEDULE FOR NON-REPRESENTED EMPLOYEES OF THE
DISTRICT FOR THE FISCAL YEAR 2023-2024**

WHEREAS, on June 29, 2022, the Board of Port Commissioners (the "Board") passed, approved, and adopted at a regular meeting of the Board, Resolution No. 3456, wherein the Board established a salary schedule for non-represented employees for Fiscal Year 2022-2023.

WHEREAS, on February 1, 2023, the Board rescinded Resolution No. 3456 and adopted Resolution No. 3467, wherein the Board approved administrative updates including clarification of Fitness/Wellness Cost Reimbursement Benefit language that was added to the Ventura Port District Human Resources Manual.

WHEREAS, the Board has determined that it is in the best interest of the District to amend the salary schedule to increase the bottom and the top of the salary range as shown below.

WHEREAS, as a result of such amendments, the Board finds it desirable and in the best interest of the District to rescind Resolution No. 3467 and to adopt the revised Resolution No. 3481 in the manner set forth herein; and

NOW, THEREFORE, BE IT RESOLVED, by the Board of Port Commissioners of the Ventura Port District that the Salary Schedules set forth below shall become effective for the first full pay period in the new fiscal year, which is July 12, 2023:

Classification	Monthly Range
Accountant I	\$4,797 - \$6,715
Accountant II	\$5,330 - \$7,462
Accounting Manager*	\$6,884 - \$10,688
Accounting Technician	\$4,031 - \$6,169
Administrative Assistant/Clerk of the Board	\$4,741 - \$7,254

Business Operations Analyst I*	\$4,821	-	\$6,856
Business Operations Analyst II*	\$5,464	-	\$7,713
Business Operations Manager*	\$9,738	-	\$12,682
Capital Projects Manager*	\$7,203	-	\$10,812
Custodian I	\$2,931	-	\$4,487
Deputy General Manager*	\$11,277	-	\$15,202
Executive Assistant/Senior Clerk of the Board*	\$5,215	-	\$7,980
Facilities Manager*	\$6,744	-	\$9,828
Landscaper	\$3,867	-	\$5,921
Maintenance Lead Worker	\$4,494	-	\$7,499
Maintenance Supervisor*	\$5,735	-	\$8,779
Maintenance Technician I	\$4,494	-	\$6,876
Maintenance Technician II	\$4,713	-	\$7,499
Maintenance Worker I	\$3,225	-	\$4,935
Maintenance Worker II	\$3,867	-	\$5,921
Marina Manager*	\$5,676	-	\$8,687
Marketing & Event Coordinator I	\$4,069	-	\$5,395
Marketing & Event Coordinator II	\$4,474	-	\$5,935
Marketing Manager*	\$6,184	-	\$9,465
Senior Business Operations Manager*	\$10,712	-	\$13,951

*Exempt Employee Status

Part-time & Temporary Employee	Hourly Range
Administrative/Marketing Services	\$15.00 - \$27.43

BE IT FURTHER RESOLVED that employees with an employment agreement including the General Manager shall have their salary established as described in the Human Resources Manual; and

BE IT FURTHER RESOLVED that all other rates of pay shall be confined to a Salary Resolution established by the Board and will be based on a range, and

BE IT FURTHER RESOLVED that merit increases shall be subject to the policy established in the Human Resources Manual. Individual increases shall be limited to the limits of the defined salary ranges; and

BE IT FURTHER RESOLVED that the District shall contribute a maximum of \$725.00 per month toward the employee's cost of health and dental insurance. The District's Optional Benefit Plan shall continue to be \$475.00 per month. Those employees who choose not to participate in the District's health and dental insurance plans will receive \$216.00 per month as additional salary.

BE IT FURTHER RESOLVED that on July 1, 2018, the District implemented an employee vision plan. The District shall contribute the monthly premiums for said vision plan for the employees and their dependents, as appropriate; and

BE IT FURTHER RESOLVED that each year during the budget process and at such other times as the Board of Port Commissioners shall determine in its discretion, the Board of Port Commissioners shall review the Salary Range Plan to ensure that the specified salary ranges are appropriate for identified positions given the duties and responsibilities of such positions.

PASSED, APPROVED and ADOPTED this 21st day of June 2023 at the regular meeting of the Board of Port Commissioners of the Ventura Port District, Resolution No. 3481 was adopted by the following vote:

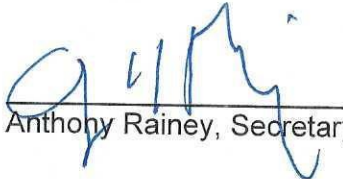
AYES: Commissioners Blumenberg, Gardina, Rainey, Stephens, Brennan

NOES:

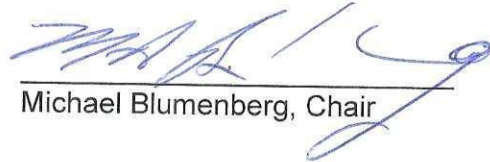
ABSTAIN:

ABSENT:

ATTEST:



Anthony Rainey, Secretary



Michael Blumenberg, Chair

