VENTURA
PORT DISTRICT
Established 1952

RESOLUTION NO. 3559

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 2026-2027

WHEREAS, on July 2, 2025, the Board of Port Commissioners (the "Board) passed, approved, and adopted at a regular meeting of the Board, Resolution No. 3534, wherein the Board established a salary schedule for non-represented employees for Fiscal Year 2025-2026.

WHEREA, on February 18, 2026, the Board adopted Resolution No. 3551 to establish the salary schedule for the Chief of Harbor Patrol/Harbormaster, Deputy Chief of Harbor Patrol, and Senior Harbor Patrol Officer positions effective February 18, 2026.

WHEREAS, the Board has determined that it is in the best interest of the District to amend the salary schedules to increase the bottom and the top of the salary ranges 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. 3551 and to adopt Resolution No. 3559 in the manner set forth herein.

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 8, 2026:

Classification	Hourly Range	Monthly Range	Annual Range
Accountant I	$30.54 - $42.74	$5,293 - $7,409	$63,514 - $88,909
Accountant II	$33.93 - $47.50	$5,881 - $8,233	$70,571 - $98,799
Accounting Supervisor*	$46.80 - $72.66	$8,112 - $12,594	$97,341 - $151,130
Accounting Technician I	$25.66 - $39.27	$4,448 - $6,807	$53,372 - $81,680
Accounting Technician II	$28.22 - $43.20	$4,892 - $7,487	$58,708 - $89,849

Administrative Assistant/Clerk of the Board	$30.18 - $46.18	$5,231 - $8,004	$62,772 - $96,045
Administrative Services Manager*	$79.61 - $92.06	$13,800 - $15,957	$165,596 - $191,479
Business Operations Analyst I*	$30.69 - $43.64	$5,319 - $7,565	$63,832 - $90,776
Business Operations Analyst II*	$34.78 - $49.10	$6,029 - $8,510	$72,345 - $102,123
Business Operations Manager*	$61.99 - $80.73	$10,745 - $13,993	$128,934 - $167,914
Capital Projects Manager*	$45.85 - $68.82	$7,948 - $11,930	$95,370 - $143,155
Chief of Harbor Patrol/Harbormaster*	$79.61 - $92.06	$13,800 - $15,957	$165,596 - $191,479
Commercial Fisheries Manager*	$45.85 - $68.82	$7,948 - $11,930	$95,370 - $143,155
Courtesy Dockmaster I	$21.48 - $28.11	$3,723 - $4,872	$44,675 - $58,461
Courtesy Dockmaster II	$23.62 - $30.91	$4,094 - $5,358	$49,134 - $64,298
Custodian I	$18.66 - $28.56	$3,234 - $4,951	$38,807 - $59,409
Deputy Chief of Harbor Patrol*	$50.48 - $67.31	$9,056 - $12,075	$105,000 - $140,000
Deputy General Manager*	$76.66 - $103.35	$13,288 - $17,913	$159,459 - $214,959
Executive Assistant/Senior Clerk of the Board*	$35.45 - $54.25	$6,145 - $9,403	$73,741 - $112,839
Facilities Manager*	$42.93 - $62.56	$7,441 - $10,844	$89,293 - $130,126
Human Resource Analyst I	$30.54 - $42.74	$5,293 - $7,409	$63,514 - $88,909
Human Resource Analyst II	$33.93 - $47.50	$5,881 - $8,233	$70,571 - $98,799
Landscaper	$24.62 - $37.69	$4,267 - $6,533	$51,200 - $78,396
Maintenance Lead Worker	$28.61 - $47.74	$4,959 - $8,274	$59,502 - $99,289
Maintenance Supervisor*	$36.51 - $55.88	$6,328 - $9,686	$75,933 - $116,237
Maintenance Technician I	$28.61 - $43.77	$4,959 - $7,587	$59,502 - $91,041
Maintenance Technician II	$30.00 - $47.74	$5,200 - $8,274	$62,402 - $99,289
Maintenance Worker I	$20.53 - $31.41	$3,558 - $5,445	$42,700 - $65,341
Maintenance Worker II	$24.62 - $37.69	$4,267 - $6,533	$51,200 - $78,396
Management Assistant	$20.92 - $32.00	$3,626 - $5,547	$43,508 - $66,559
Marina Manager*	$36.13 - $55.30	$6,263 - $9,585	$75,152 - $115,019
Marketing & Event Coordinator I	$25.90 - $34.34	$4,490 - $5,953	$53,875 - $71,432
Marketing & Event Coordinator II	$28.48 - $37.78	$4,936 - $6,548	$59,237 - $78,581
Marketing Manager*	$42.04 - $64.34	$7,287 - $11,153	$87,443 - $133,837
Painter	$24.62 - $37.69	$4,267 - $6,533	$51,200 - $78,396
Senior Business Operations Manager*	$66.20 - $86.22	$11,475 - $14,945	$137,700 - $179,336
Senior Harbor Patrol Officer	$45.89 - $64.48	$7,955 - $11,177	$95,455 - $134,119
Senior Marketing & Event Coordinator	$31.32 - $41.56	$5,430 - $7,204	$65,155 - $86,443

*Exempt Employee Status

Part-time & Temporary Employee	Hourly Range	Monthly Range	Annual Range
Administrative/Marketing Services	$15.45 - $28.25	$2,678 - $4,897	$32,136 - $58,766

Lifeguard I	$19.00	-	$22.00	$3,293	-	$3,813	$39,520	- $45,760
Lifeguard II	$22.00	-	$25.00	$3,813	-	$4,333	$45,760	- $52,000
Marine Safety Officer	$20.77	-	$28.27	$3,600	-	$4,900	$43,202	- $58,802
Temporary Harbor Patrol Officer	$23.28	-	$31.71	$4,036	-	$5,496	$48,432	- $65,952

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.

BE IT FURTHER RESOLVED that, effective July 1, 2026 the District shall contribute a maximum of $860.00 per month toward the employee's cost of health and dental insurance. Effective January 1, 2026, the District's Optional Benefit Plan shall be $775.00 per month. Effective July 1, 2026, those employees who choose not to participate in the District's health and dental insurance plans will receive $430.00 per month, as additional salary.

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.

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.

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.

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 17th day of June 2026 at the regular meeting of the Board of Port Commissioners of the Ventura Port District, Resolution No. 3559 was adopted by the following vote:

AYES: Commissioners Howell, Rainey, Stephens, Anderson

NOES:

ABSTAIN:

ABSENT: Chair Blumenberg

Michael Blumenberg, Chair

ATTEST:

Anthony Rainey, Secretary

VENTURA PORT DISTRICT INCORPORATED APR. 15, 1952 CALIFORNIA