



Board of Directors

Christina Villaseñor
Chairperson
Fillmore

Leslie Cornejo
Vice-Chairperson
Santa Paula

James Acosta
Special Districts

Doug Halter
Ventura

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City of Thousand Oak

Kevin Kildee
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Port Hueneme

Bert Perello
Oxnard

Staff

Eric Zetz
General Manager

Robert N. Kwong
General Counsel

Mayra Rodriguez
Clerk of the Board

Mission Statement

The Ventura Regional Sanitation District is a non-tax-supported public agency providing sanitation services. We offer the highest quality service at the lowest possible cost for our customers, and we will provide solutions by involving our staff, our customers, and our community.

NOTICE OF MEETING

NOTICE IS HEREBY GIVEN that the Ventura Regional Sanitation District Board of Directors will hold a **REGULAR MEETING** on **Thursday, February 19, 2026 at 8:30 a.m.**, at the Ventura Regional Sanitation District office, 4105 W. Gonzalez Road, Oxnard, California. The business to be transacted is as follows:

AGENDA

The Board agenda is posted at least 72 hours preceding the Board meeting, and contains all items on which Board action will be allowed pursuant to Government Code Section 54954.2. Action will be taken on unanticipated items only when an emergency (as defined in Government Code Section 54956.5) exists or as otherwise allowed under Government Code Section 54954.2(b). In compliance with the Americans with Disabilities Act, if you need special accommodation/assistance to participate in a District event, please call the California Relay Service TDD line at (800) 735-2929 or the Clerk of the Board at (805) 658-4638 at least 48 hours prior. Notification prior to the meeting will enable the District to make reasonable arrangements to ensure accessibility to participate. Copies of individual reports may be requested from the Clerk of the Board or viewed on the District's website, at www.vrsd.com.

1. **Call Meeting to Order, Roll Call**
2. **Pledge of Allegiance**
3. **Agenda Review (General Manager/Board of Directors)**
Consider and approve, by majority vote, minor revisions to the Board agenda items or related attachments and any item added to, removed from, or continued from the Board agenda.
4. **Public Comment (Items not on the agenda – 5 minute limit)**
Opportunity for members of the public to briefly address the Board on items NOT on the agenda. In accordance with Government Code Section 54953(a). Persons wishing to comment on agenda items should complete a speaker card and submit it (preferably before the meeting) to the Clerk. The Chairman will then recognize them at the appropriate time. Once recognized, persons should step to the podium, clearly state their name and address for the record, and address the item being considered in as brief, clear, and concise a manner as possible.

CONSENT AGENDA (Items 5 and 6)

Matters listed under Consent Agenda are considered to be routine, non-controversial, and are normally approved by one motion without discussion. If discussion is requested by a member of the Board on any Consent Agenda item, or if a member of the public wishes to comment on an item, that item may be removed from the Consent Agenda for separate action.

5. Approval of Minutes: February 5, 2026, Regular Meeting
6. Approve, And Authorize The Board Chair To Sign, Proposed Agriculture Lease Agreement (VRSD Contract No. 26-003) With Pyramid Flowers, Inc. For The Bailard Landfill Buffer Parcel.

Approve, and Authorize the Board Chairperson to sign Ventura Regional Sanitation District (VRSD) Contract 26-003 with Pyramid Flowers, Inc. for the property known as the Bailard Buffer Parcel.

REGULAR AGENDA (Items 7 and 8)

7. 2026 Board Committee Appointment
 - a) Approve appointment of Chairperson Villaseñor, Vice Chairperson Cornejo and former Chairperson Newman to the Executive Committee; and
 - b) Approve Chairperson Villaseñor's appointments to the Facilities Committee, Personnel & Finance Committee, and Ventura County Regional Energy Alliance.
8. Approve And Adopt 2025 Ventura Regional Sanitation District Classification And Base Salary Study Reports

Recommended Actions:

- a) Approve and adopt the Classification and Base Salary Study reports completed by CPS HR Consulting.
- b) Implement reclassification of positions as recommended in the Base Salary Study Report.
- c) Implement, base compensation adjustments for all non-represented employees and vacant positions with increased maximum salaries effective February 22, 2026, as recommended in the Base Salary Study Report.
- d) Implement base compensation adjustments for all union represented employees and vacant represented positions with increase maximum salaries effective February 22, 2026, as recommended in the Base Salary

Study Report contingent on the approval of the corresponding employees' union without opening up the existing Board-approved Memoranda of Understanding or union contracts for negotiations, at this time.

- e) Forego Y-Rating base compensation for all current employees with decreasing maximum salaries recommended in CPS HR Consulting's Classification and Compensation Study.
- f) Authorize District staff to make the necessary budget adjustments for Fiscal Years 2026 and 2027 for the foregoing compensation related actions based on the Fiscal Impact section below.

INFORMATION ITEMS (Items 9 through 11)

It is recommended that the Board receive and file

9. Disbursement Report: January 2026

10. Investment Report: January 2026

11. Future Meetings, Seminars and Conferences

- March 3, 2026, 8:30 a.m. - Personnel and Finance Committee, District Office
- March 5, 2026, 8:30 a.m. - Regular board Meeting, District Office
- March 19, 2026, 8:30 a.m. - Regular board Meeting, District Office

ORAL REPORTS (Items 12 through 15)

It is recommended that the Board receive and file the following:

12. Regulatory Compliance Report: None

13. Committee Reports: None

14. Board Member Comments and Future Agenda Items

Opportunity for Board members to briefly comment on matters they deem appropriate to the business of VRSD. A Board member may ask a question of staff for clarification, make a brief announcement, or make a brief report on his or her own activities related to the VRSD. A Board member may also provide a reference to staff or other resources for factual information, or request staff to report back to the Board at a subsequent meeting concerning a matter related to the VRSD business. The Board may also direct staff to place a matter of business on a future VRSD Board agenda.

15. General Manager Comments:

Brief announcements and report on General Manager and VRSD workforce activities.

ADJOURNMENT: Adjourn to Regular Meeting to be held March 5, 2026, 8:30 a.m. at the Ventura Regional Sanitation District office.