



COUNTY of VENTURA

COUNTY EXECUTIVE OFFICE

Sevet Johnson, PsyD
County Executive Officer

Mike Pettit
Assistant County Executive Officer

Kaye Mand
County Chief Financial Officer

Shawn Atin
Assistant County Executive
Officer/
Human Resources Director
Labor Relations

November 7, 2023

Board of Supervisors
County of Ventura
800 South Victoria Avenue
Ventura, California 93009

Subject: Public Hearing Regarding Adoption of the 2023-2026 Memorandum of Agreement Between the County of Ventura and the Criminal Justice Attorneys Association of Ventura County and Waiver of Second Public Hearing, With Impact on Funding Status of Retirement System.

Recommendations:

It is recommended that your Board:

1. Commence a public hearing on the adoption of the 2023-2026 Memorandum of Agreement (MOA) between the County of Ventura (County) and the Criminal Justice Attorneys Association of Ventura County (CJAAVC); and
2. Waive the second public hearing required by Article 20, Section 2006(B), of the Personnel Rules and Regulations, and adopt the MOA at the conclusion of the hearing.

Fiscal/Mandates Impact:

Mandatory:	No
Source of Funding:	Various
Funding Match Required:	No
Impact on Other Departments:	None

Summary of Fiscal Impact:

	<u>FY 2023-24</u>	<u>FY 2024-25</u>	<u>FY 2025-26</u>	<u>FY 2026-27</u>
Total Cost	\$2,221,046	\$2,365,392	\$1,745,290	\$593,477

California Government Code sections 31515.5 and 23026 require that the County give written notice of any salary and benefits changes, including an explanation of the financial impact of the changes on the funding of the County's retirement system. The proposed three (3) year agreement spans four (4) fiscal years with an average value

increase of approximately five and eighty-six hundredths of a percent (5.86%), which is higher than the actuarially-assumed increase of three and one-quarter percent (3.25%) for the retirement system. Accordingly, the proposed salary and benefits increases are above actuarial assumptions and will result in an actuarial reduction to the funding status of the retirement system.

Strategic Priority:

This agenda item supports the County strategic priority to attract, hire, develop, and retain a diverse workforce empowered to meet the needs of our customers.

Discussion:

Formal negotiations for a successor agreement to the 2021-2023 MOA between the County and CJAAVC commenced on August 23, 2023. The parties participated in six bargaining sessions and reached a tentative agreement on the terms of a successor MOA on Wednesday, October 11, 2023. The CJAAVC membership subsequently ratified the terms of the proposed successor MOA.

A copy of the proposed MOA with the changes redlined is attached as Exhibit 1 and a clean version is attached as Exhibit 2. The proposed MOA is presented for your Board's consideration and adoption at the conclusion of this hearing. Below is a summary of the salient agreements reflected in the proposed MOA:

- General salary increases of 5.50% on October 29, 2023, 4.0% on November 10, 2024, and 3.5% on November 9, 2025.
- Two targeted market-based wage adjustments of 1.25% each for those classifications found to be behind market. These increases will be effective on November 12, 2023, and November 24, 2024, respectively. All employees covered by the Agreement will be eligible for the two market-based wage adjustments.
- Effective in February 2024, and each calendar year thereafter, an annual non-elective contribution by the County to each eligible employee's 401(k) plan equivalent to two percent (2%) of annualized compensation. This additional benefit was agreed to in lieu of a two percent (2%) cost-of-living adjustment to the pension plan.
- Two lump sum \$1,000 payments for eligible full-time employees and \$500 for eligible part-time employees. The first lump sum payment will be made on January 26, 2024, and the second payment will be made on January 24, 2025.
- Increases to the County's Flexible Credit Allowance to pay for premiums associated with purchasing a County-sponsored medical, dental and/or vision plan. Notably, the new labor agreement establishes a tiered structure to the

allowance provided to eligible employees to pay for premiums associated with purchasing a County-sponsored medical, dental, and/or vision plan. This tiered structure, as well as the aforementioned increases, are outlined in the attached MOA.

- A modest increase to all three levels of the bilingual premium to align the premium payment with other employee groups.
- New language that will incorporate any additional paid holidays authorized by Resolution from your Board automatically to the paid holidays section of the MOA without the need for the parties to meet and confer.
- Updates to the grievance procedure language to clarify who may be present on behalf of the grievant, as well as the Agency/Department, during grievance meetings.

Summary:

The County's compensation philosophy has been, to the extent possible, to keep total compensation within five percent (5%) above or below the identified market median. The recommended increases are aligned with national and regional inflation and wage growth trends. Your Board has historically granted general salary increases to keep County salaries competitive in the market. The proposed pay increases are designed to generally keep up with increases in the cost of living and to keep salaries competitive. The market-based pay adjustments have historically been utilized by the County to target and adjust compensation for job classifications that have been found to be compensated below comparable jobs in other surveyed jurisdictions. The proposed market adjustments strive to support your Board's goal by providing wage adjustments that are data-driven based on the results of a total compensation study conducted for the job classifications represented by CJAAVC.

The proposed tiered structure for the flex credit allowance will significantly assist employees who have dependents with their out-of-pocket costs while also maintaining affordable healthcare coverage for Employee Only coverage. Further, the increases to the flex credit allowance will also significantly assist our employees with their out-of-pocket costs due to increasing health insurance premiums. The increase in the flexible credit allowance for the term of this contract will better align the County's allowance with that of the marketplace and will assist to mitigate the impact of rising healthcare premiums on CJAAVC employees.

In lieu of a two percent (2%) pension cost-of-living adjustment, the parties agreed to a two percent (2%) non-elective County contribution to each eligible employee's 401(k) plan. This benefit will be implemented with the aim of retaining current attorneys covered by this agreement by supplementing the County's existing retirement benefits through bolstering the 401(k) plan participation of each eligible employee. In order to be eligible, an employee must have five (5) years of continuous County service as of

December 31 of the calendar year immediately preceding the payment date and be scheduled to receive a regular (not final) paycheck for the pay period in which the non-elective contribution is to be made (i.e., the third pay period of each calendar year).

If approved by your Board, the MOA will provide pay and benefits increases for each year of the proposed three-year term. The proposed wage and benefits increases found in the recommended MOA are sustainable and will both preserve current service levels to the public and will support the County strategic priority to attract, hire, develop, and retain a diverse workforce empowered to meet the needs of our customers.

A copy of the revised MOA with the changes shown in redline is attached as Exhibit 1 and a clean version is attached as Exhibit 2. We recommend that your Board commence a public hearing on the adoption of the MOA between the County and CJAAVC, waive a second hearing, and adopt the proposed MOA at the end of that hearing.

This letter has been reviewed by the County Executive Office, the Auditor-Controller's Office, the Ventura County Civil Service Commission, and County Counsel. If you have any questions regarding this item, please contact me at (805) 654-2561.

Respectfully submitted,



Shawn Atin
Assistant County Executive Officer/Human Resources Director



Sevet Johnson, PsyD
County Executive Officer

c: Jeffery S. Burgh, Auditor-Controller
Tiffany N. North, County Counsel
J. Tabin Cosio, Chief Deputy Executive Officer/Labor Relations
Criminal Justice Attorneys Association of Ventura County

Attachments:

Exhibit 1 – CJAAVC MOA 2023 – 2026 (Redline)
Exhibit 2 – CJAAVC MOA 2023 – 2026 (Clean)
Exhibit 3 – Statement from Civil Service Commission