

Exhibit 8

AMENDMENT TO THE MEMORANDUM OF AGREEMENT BETWEEN THE INTERNATIONAL UNION OF OPERATING ENGINEERS AND THE COUNTY OF VENTURA

There is presently in full force and effect a Memorandum of Agreement ("MOA") between the County of Ventura ("County") and the International Union of Operating Engineers ("IUOE") which sets forth the terms and conditions of employment of all employees of the County represented by IUOE for the period between January 14, 2023, through January 9, 2026.

The County and the IUOE have agreed to amend the 2023-2026 MOA as follows:

Sec. 1202

- B. Vacation Credit Accumulation - Vacation credit shall not be accumulated beyond four hundred (400) hours.

Effective January 22, 2023, vacation credit shall not be accumulated beyond four hundred forty (440) hours.

- C. Vacation Credit Accumulation During a Natural Disaster: During a natural disaster, as defined in Sec. 1804 of the Ventura County Personnel Rules and Regulations and as declared by the Ventura County Board of Supervisors, employees shall, notwithstanding the accrual limits set forth in Sec. 1202(B), above, be permitted to continue to accrue vacation hours in excess of the maximum vacation credit accrual limit up to an amount not to exceed 60 hours. Such accruals in excess of the maximum vacation credit accrual limit may occur only during the period of the declared natural disaster and in no case shall the total number of accrued hours of any employee exceed 460 hours.

Effective January 22, 2023, the maximum vacation accrual limit allowed for any employee covered by this agreement during a period of declared natural disaster shall not exceed 500 hours.

Within six (6) months from the date of the end of the natural disaster, any employee who was permitted under this subsection to accrue vacation hours in excess of the maximum accrual limit set forth in Sec. 1202(B), above, shall draw down (by use for paid time off or cash redemption pursuant to Sec. 1203, below) their accrued vacation hours that are in excess of the maximum accrual limit set forth in Sec. 1202(B), above, or lose the value of all hours in excess of that maximum accrual limit.

- D. Notwithstanding the provisions of subsection 1202(C), employees may continue to accrue annual leave hours of up to 60 hours in excess of the maximum accrual limit set forth in Sec. 1202(B), above, from the declared end of the Local Emergency Order for COVID-19, effective February 28, 2023, until December 31, 2023. Employees must draw down (by use for paid time off or cash redemption pursuant to Sec. 1203 below) their accrued annual leave hours that are in excess of the maximum accrual

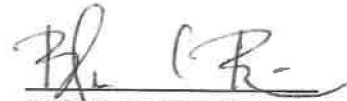
limit set forth in Sec. 1202(B) by December 31, 2023, or lose the value of all hours in excess of that maximum accrual limit as of that date.

Agreed to this 7th day of March 2023

For the County:


Robert Abela
CEO Labor Relations

For IUOE:


IUOE Representative