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October 29, 2024

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

Subject: Public Hearing Regarding Adoption of the 2024-2028 Memorandum of Agreement Between the County of Ventura and the Ventura County Deputy Sheriffs' Association, With Impact on Funding Status of Retirement System.

Recommendations

It is recommended that your Board:

1. Commence a public hearing on adoption of the proposed 2024-2028 Memorandum of Agreement (MOA) between the County of Ventura (County) and the Ventura County Deputy Sheriffs' Association (VCDSA); and
2. Set a second public hearing on December 10, 2024, as required by Article 20, Section 2006(B), of the Personnel Rules and Regulations, and adopt the proposed MOA at the conclusion of the hearing.

Fiscal/Mandates Impact

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

Summary of Fiscal Impact:

	<u>FY 2024-25</u>	<u>FY 2025-26</u>	<u>FY 2026-27</u>	<u>FY 2027-28</u>	<u>FY 2028-29</u>
Total Cost:	\$5,681,093	\$8,929,168	\$7,489,283	\$7,843,842	\$4,339,958

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 four (4) year agreement spans five (5) fiscal years with an average value of approximately four and ninety-nine hundredths of a percent (4.99%) increase in salary and benefits per year, 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 the 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's 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 2021-2024 MOA between the County and VCDSA commenced on May 29, 2024. The 2021-2024 MOA had a term through July 26, 2024. The parties participated in 10 bargaining sessions and reached a tentative agreement on the terms of a successor MOA on September 27, 2024. The VCDSA membership subsequently ratified the terms of the proposed successor MOA.

Below is a summary of the major proposed revisions reflected in the proposed MOA:

- Four (4) year term commencing upon approval by your Board anticipated on December 10, 2024, through midnight, December 9, 2028;
- General salary increases (GSIs) of 5.50% in the first year of the MOA, 4.00% in year two, and 3.50% in each of years three and four;
- Market-based wage adjustments (MBAs) for all classifications covered by the new MOA. The MBAs shall be 1.50% in the first year of the MOA, 1.00% in each of years two and three, and 1.50% in year four;
- A 0.50% increase to the County's contribution to the VCDSA Retirement Medical Trust in year one of the MOA; and,
- Extension of the full release-time for VCDSA's president through the term of the MOA.

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 GSIs to keep County salaries competitive in the market. The proposed GSIs are designed to generally keep up with increases in the cost of living and to keep salaries competitive.

MBAs 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 MBAs strive to support your Board's goal by providing wage adjustments that are data-driven and that keep up with market demand.

If approved by your Board, the MOA will provide pay and benefits increases for each year of the proposed four-year term. The proposed wage increases are sustainable and will both preserve current public service levels and assist in the County's efforts to recruit and retain a skilled workforce.

A copy of the proposed MOA with the changes redlined is attached as Exhibit 1 and a clean version is attached as Exhibit 2. We recommend that your Board commence a public hearing on adoption of the proposed MOA between the County and VCDSA, set a second hearing for December 10, 2024, and adopt the proposed MOA at the conclusion of the second hearing.

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

Respectfully submitted,



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County Human Resources Director/Labor Relations



Sevet Johnson, PsyD
County Executive Officer

c: Jeffrey S. Burgh, Auditor-Controller
Tiffany N. North, County Counsel
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Ventura County Deputy Sheriffs' Association

Attachments:

- Exhibit 1 VCDSA MOA 2024-2028 (Redlined)
- Exhibit 2 VCDSA MOA 2024-2028 (Clean)
- Exhibit 3 Civil Service Commission Statement