



**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

June 27, 2023

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

**Subject: Public Hearing Regarding Adoption of an Amendment to the 2022-2025 Memorandum of Agreement between the County of Ventura and the Service Employees International Union (SEIU) Local 721, With No Material Impact on Funding Status of Retirement System; and Waiver of a Second Public Hearing.**

**Recommendations**

It is recommended that your Board:

1. Commence a public hearing regarding adoption of a proposed Amendment to the 2022-2025 Memorandum of Agreement (MOA) between the County of Ventura (County) and the Service Employees International Union (SEIU), Local 721, attached as Exhibit 1; and
2. Waive the second hearing required by Article 20, Section 2006B, of the Personnel Rules and Regulations, and adopt the proposed amendment to the MOA at the conclusion of the public 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>
Total Cost	\$44,928

California Government Code sections 31515.5 and 23026 require that the County give written notice of any salary or benefits changes, including an explanation of the financial impact of the change on the funding of the County's retirement system. The proposed amendment as approved will have a de minimis impact on the funding status of the retirement system. The annual cost of the amendment is approximately \$44,928 and is

included in pensionable compensation. Accordingly, the recommended action is not expected to have a negative or material impact on the retirement system's funding status.

### **Discussion**

In 2022, the Manager-Respiratory Services and Manager-Rehabilitation Services classifications were added to the list of classifications eligible for Certification Pay in accordance with the Management, Confidential Clerical, and Other Unrepresented Employees Resolution. It was recently brought to the attention of the County of Ventura Health Care Agency (HCA) that this change resulted in an oversight that left two professional classifications within Respiratory Services and Rehabilitation Services ineligible for Certification Pay, that of Supervising Therapist I and Supervising Therapist II, represented by Service Employees International Union (SEIU).

Consequently, the incumbents in the Supervising Therapist classifications who maintain and actively utilize their professional certifications to provide quality care to patients, are not included in the eligible classifications which receive pay for these certifications.

Accordingly, the proposed amendment will provide parity to Supervising Therapists, and as an incentive for maintaining those certifications, HCA requested that the Supervising Therapist I/II classifications be made eligible to receive certification pay.


### **Summary**

If approved by your Board, the proposed Amendment to the 2022-2025 SEIU MOA will provide the opportunity for certification pay to the Supervising Therapist I/II classifications.

We recommend that your Board commence a public hearing on adoption of the proposed Amendment, waive a second hearing due to the July 9, 2023, effective date of the proposed Amendment, and adopt the proposed Amendment at the conclusion of this 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  
Mike Pettit, Assistant County Executive Officer  
Kaye Mand, Assistant County Executive Officer/Chief Financial Officer  
J. Tabin Cosio, Chief Deputy Executive Officer  
Service Employees International Union, Local 721

Attachments:

- Exhibit 1 – SEIU, Local 721 2022 – 2025 MOA Amendment
- Exhibit 2 – Civil Service Commission Letter