



COUNTY of VENTURA

COUNTY EXECUTIVE OFFICE
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July 23, 2024

Scott Powers
County Chief Financial Officer

Board of Supervisors
County of Ventura
800 South Victoria Avenue
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Subject: Public Hearing Regarding Adoption of the 2024-2027 Memorandum of Agreement between the County of Ventura and the Ventura County Professional Peace Officers' Association – Probation Unit, Approval of Merge Agreement Regarding Restructuring of the Classification Plan for Correctional Services Officer and Deputy Probation Officer, and Waiver of a Second Public Hearing, (Proposed Recommendations Will Result in an Actuarial Reduction to the Funding Status of the Retirement System).

Recommendations

It is recommended that your Board:

1. Commence a public hearing on adoption of the proposed 2024-2027 Memorandum of Agreement (MOA) between the County of Ventura (County) and the Ventura County Professional Peace Officers' Association – Probation Unit (VCPPOA);
2. Approve the Merge Agreement regarding restructuring of the classification plan for Corrections Services Officer and Deputy Probation Officers; and
3. Waive the second public hearing 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:	Various
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>
Total Cost	\$2,497,439	\$1,865,564	\$1,332,252	\$54,888

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 of approximately five and five-hundredths percent (5.05%), 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 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 VCPPOA commenced on March 20, 2024. The 2021-2024 MOA had a term through June 30, 2024. The parties participated in 10 bargaining sessions and reached a tentative agreement on the terms of a successor MOA on June 4, 2024. The VCPPOA membership subsequently ratified the terms of the proposed successor MOA.

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

- Three (3) year term from July 1, 2024, through midnight, June 30, 2027.
- General salary increases (GSIs) of 5.50% for the Deputy Probation Officer (DPO) II and Senior DPO classifications, and 2.00% for the DPO I classification in the first year of the MOA, 4.00% in year two, and 3.50% in year three.
- Targeted market-based wage adjustments (MBAs) of 2.5% for the DPO II and Sr. DPO classifications.
- Increases to the County's Flexible Credit Allowance to pay for premiums associated with purchasing a County-sponsored medical, dental and/or vision plan. These increases are outlined in the attached MOA.
- Increases to the bilingual premium, watch commander premium, training premium, and uniform allowance.
- Expansion to the armed premium for those officers who are assigned armed duties but are not in an armed unit.

- Creation of the canine handler premium pay for any employee who is assigned as a canine handler.
- Two lump sum \$1,000 payments for eligible full-time employees. The initial payment of \$1,000 to be made in August 2024 and the final payment of \$1,000 to be made in August 2025.
- An increase of 536 hours for the Probation Bank for a total of 896 hours. These hours are used as release time to pursue Association business.
- Agreement to reclassify the Corrections Service Officer I/II into the newly created classification of Deputy Probation Officer I, and to reclassify the Corrections Service Officer III classification into the existing Senior Deputy Probation Officer classification. The classification of Deputy Probation Officer I was approved by your Board on June 18, 2024.

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 GSI is 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 of providing wage adjustments that are data-driven based on the results of total compensation studies conducted for the job classifications represented by VCPPOA.

The proposed increases within the composite Flex Credit Allowance will significantly assist our employees with their out-of-pocket costs for 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 mitigate the impact on County employees of rising healthcare premiums.

The structure and population at the Juvenile Facility has changed. As such, an evaluation was completed and it was determined that the roles and responsibilities of the existing Corrections Service Officer classifications needed to be elevated. This resulted in the reclassification of the Corrections Service Officer I/II to the newly created Deputy Probation Officer I classification and the reclassification of the Corrections Service Officer III to the Senior Deputy Probation Officer III classification. The Merge Agreement outlining these reclassifications and the process is attached as Exhibit 1. The intent of restructuring the job classifications of the Correctional Services Officer series is to improve the staffing

at the Juvenile Facility by attracting more applicants and thereby reducing the vacancy rate and also retaining incumbent staff.

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 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 redlined copy of the proposed MOA with the changes redlined is attached as Exhibit 2 and a clean version is attached as Exhibit 3. We recommend that your Board commence a public hearing on adoption of the proposed MOA between the County and VCPPOA, waive the requirement for a second hearing, and adopt the proposed MOA at the conclusion of the 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) 654-3600.

Respectfully submitted,



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Interim Director of Human Resources



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c: Jeffery S. Burgh, Auditor-Controller
Tiffany N. North, County Counsel
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Attachments:

Exhibit 1 – Merge Agreement
Exhibit 2 – VCPPOA MOA 2024-2027 (Redlined)
Exhibit 3 – VCPPOA MOA 2024-2027 (Clean)
Exhibit 4 – Civil Service Commission Statement