



**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 Directors  
Ventura County Fire Protection District  
800 South Victoria Avenue  
Ventura, California 93009

**Subject: Public Hearing Regarding Adoption of an Amendment to the 2021-2024 Memorandum of Agreement between the Ventura County Fire Protection District and the Ventura County Professional Firefighters' Association; and Waiver of Second Public Hearing, With No Material Impact on Funding Status of the Retirement System.**

**Recommendations**

It is recommended that your Board:

1. Commence a public hearing on adoption of an amendment to the 2021–2024 Memorandum of Agreement (MOA) between the Ventura County Fire Protection District (District) and the Ventura County Professional Firefighters' Association (VCPFA); and
2. Waive the second public hearing required by Article 20, Section 2006(B), of the Personnel Rules and Regulations, and adopt the proposed amendment to the MOA at the conclusion of the hearing.

**Fiscal/Mandates Impact**

Mandatory:	No
Source of Funding:	Fire Protection District
Funding Match Required:	No
Impact on Other Departments:	None

Summary of Fiscal Impact:

	<u>FY 2023-24</u>
Total Cost	\$0

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 change on the funding of the County's retirement system. The proposed amendment may result in unscheduled overtime, which is excluded from pensionable income. Accordingly, we do not expect the recommended action to have a material impact on 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:**

The proposed amendment will revise Article 26 of the MOA to include a new Section 2612 (Association Release Time for VCPFA President). Under the terms of the proposed amendment, VCPFA will have the option to cause the District to release the VCPFA President for up to 2,080 hours annually to conduct Association business, while remaining on the District payroll. The VCPFA President will serve in such capacity and be compensated on the basis of a staff assignment at a rate of compensation that includes base hourly rate and all benefits, except for the following: Article 6 - Premium Pay - Sec. 601 (Bilingual Premium); Sec. 602 (Standby Premium); Sec. 605 (HIRT Team Premium); Sec. 606 (HIRT Pool Premium); Sec. 608 (Inspection Premium); Sec. 609 (Urban Search and Rescue); Article 8 - Other Compensable Benefits – Sec. 801 (Mileage Reimbursement); Sec. 802 (Necessary and Actual Expenses); and Sec. 805 (Personal Property Reimbursement). The VCPFA President will continue to earn continuous service credit and seniority in their civil service classification. All normal employer contributions and employee deductions shall remain in effect for the duration of the release.

The Fire Chief, or designee, may revoke the Association Release of the VCPFA President during a state of local emergency, as declared by the District Board of Directors, to provide response to the emergency and ensure the continuity of safety operations. The VCPFA President shall receive appropriate compensation from the District for such work.

VCPFA agrees to indemnify, defend (by paying all defense costs), save and hold harmless, District, its officers, agencies, servants and employees of and from any and all liability, claims, demands, debts, suits, actions and causes of action, including wrongful death, arising out of or in any manner connected with the performance of services by the VCPFA President for the benefit of the VCPFA.

The provisions of Section 2612 shall expire at midnight on July 31, 2024.

A copy of the proposed Amendment to the MOA is attached as Exhibit 1. We recommend that your Board commence a public hearing on adoption of the proposed

Amendment, waive a second hearing, and adopt the proposed Amendment at the end of the 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 call 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  
Ventura County Professional Firefighters' Association

Attachments:

- Exhibit 1 – VCPFA MOA 2021-2024 Amendment Re Association Release Time for VCPFA President
- Exhibit 2 – Statement from Civil Service Commission