



April 9, 2024

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

Subject: Public Hearing Regarding Adoption of a Proposed Amendment to the 2021-2024 Memorandum of Agreement Between the County of Ventura and the Ventura County Sheriff's Correctional Officers' Association, With No Material Impact on Funding Status of Retirement System.

Recommendations

It is recommended that your Board:

1. Commence a public hearing on the adoption of the attached proposed Amendment to the 2021-2024 Memorandum of Agreement (MOA) between the County of Ventura (County) and the Ventura County Sheriff's Correctional Officers' Association (VCSCOA) to approve non-elective payments to employees' 401(k) plans; and
2. Set a second public hearing on April 23, 2024, as required by Article 20, Section 2006(B), of the Personnel Rules and Regulations, and adopt the proposed Amendment at the conclusion of the second 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	\$117,780.42

The fiscal impact figure is based on approximately eighty (80) currently eligible employees as of December 31, 2023. The FY 2023-2024 cost is estimated using plan compensation for the fiscal year.

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 cost of the proposed amendments is approximately \$117,780 and is not included in pensionable compensation. Accordingly, the recommended action is not expected to have a negative or material impact on 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

In July 2021 the current MOA between the County and VCSCOA was adopted by your Board. The VCSCOA MOA covers the Sheriff Service Technicians I/II, who monitor inmates' movements and behavior in our main and auxiliary County jails.

The proposed amendment would create a benefit that, effective in May 2024, and annually thereafter in the third pay period of subsequent payroll years, would provide an annual non-elective contribution by the County to each eligible employee's 401(k) plan equivalent to two percent (2%) of annualized compensation.

This benefit will be implemented with the aim of retaining current employees covered by this agreement by supplementing the County's existing retirement benefits through bolstering the 401(k) Plan participation of each eligible employee. To be eligible, an employee must have five (5) years of continuous County service as of December 31 of the calendar year immediately preceding the payment date and be scheduled to receive a regular (not final) paycheck for the pay period in which the non-elective contribution is to be made (i.e., the third pay period of each calendar year). This benefit was recently approved by your Board for employees covered by the labor agreements with the Criminal Justice Attorneys' Association of Ventura County and Specialized Peace Officers' Association of Ventura County, and the Management, Confidential Clerical, and Other Unrepresented Employees Resolution.

A copy of the proposed amendment to the subject MOA is attached as Exhibit 1. We recommend that your Board commence a public hearing on the adoption of the proposed Amendment, set a second hearing for April 23, 2024, and adopt the proposed amendment at the conclusion of the second hearing.

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The County Executive Office, the Auditor-Controller's Office, the 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,



Tabin Cosio

Interim Director of Human Resources



Sevet Johnson, PsyD

County Executive Officer

c: Jeffery S. Burgh, Auditor-Controller
Tiffany N. North, County Counsel
Mike Pettit, Assistant County Executive Officer
Scott Powers, Interim County Financial Officer
Ventura County Sheriff's Correctional Officers' Association

Attachments:

Exhibit 1 – VCSCOA MOA 2021 – 2024 Amendment
Exhibit 2 – Civil Service Commission Statement