

Exhibit 1

**AMENDMENT TO THE MEMORANDUM OF AGREEMENT BETWEEN THE VENTURA COUNTY
FIRE PROTECTION DISTRICT AND THE VENTURA COUNTY PROFESSIONAL FIREFIGHTERS'
ASSOCIATION**

There is presently in full force and effect a Memorandum of Agreement ("MOA") between the Ventura County Fire Protection District ("District") and the Ventura County Professional Firefighters' Association (VCPFA) that sets forth the terms and conditions of employment of all District employees represented by VCPFA for the period between August 1, 2021 through July 31, 2024.

The District and the VCPFA agree to amend Article 5 – "SALARY PLAN" of the 2021-2024 MOA as follows:

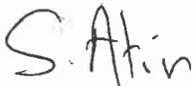
Sec. 522 PAY ADJUSTMENTS WITHIN THE EXISTING PAY/SALARY RANGE: Upon recommendation by the Fire Chief, or designee, and with the approval of the County Executive Officer, or designee, a pay/salary adjustment within the existing pay/salary range of an identified job classification (e.g., Fire Control Worker) or classifications (e.g., Fire Control Worker and Sr. Fire Control Worker) may be granted for some or all individuals employed in any such job classification(s) within an operational unit (e.g., Wildland Services) or entire Department, so long as an individual is not already at the top step of the existing pay/salary range. The incumbents must be regular, permanent employees and the request to the County Executive Officer by the Fire Chief must be accompanied by a performance evaluation for each employee in the classification who is to receive a pay adjustment under this section (abbreviated will be acceptable) demonstrating that each such employee is meritorious of the pay adjustment. Adjustments granted under this section will not cause the top step of the salary range to be increased nor permit any employee to receive pay above the established pay/salary range.

Pay adjustments pursuant to this section shall be limited to once per calendar year for any job classification and incumbent employed in any such classification.

If an employee is granted a pay/salary adjustment pursuant to this section, that employee's next merit increase shall not be due until 2,080 (40-hour employees) or 2,912 (56-hour employees) hours of service have elapsed from the first day of the period in which the pay adjustment under this section went into effect.

Agreed to this 5th day of December, 2023, by:

FOR THE DISTRICT:



Shawn Atin
Asst. County Executive Officer /
Director of Human Resources

FOR VCPFA:



Kevin Aguayo
President