



# COUNTY of VENTURA

COUNTY EXECUTIVE OFFICE  
**SEVET JOHNSON, PsyD**  
County Executive Officer

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Assistant County Executive Officer/  
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January 23, 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 2023-2026 Memorandum of Agreement Between the County of Ventura and the Ventura County Professional Peace Officers' Association-Patrol Unit; and Waiver of Second Public Hearing, 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 2023-2026 Memorandum of Agreement (MOA) between the County of Ventura (County) and the Ventura County Professional Peace Officers' Association-Patrol Unit (VCPPOA-Patrol) to approve non-elective payments to eligible employees' 401(k) plans; and
2. Waive a second public hearing as required by Article 20, Section 2006(B), of the Personnel Rules and Regulations, and adopt the proposed Amendment 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 2023-24</u>	<u>FY 2024-25</u>	<u>FY 2025-26</u>
Total Cost	\$14,875	\$16,873	\$17,464

The fiscal impact figure is based on approximately eight currently eligible employees as of December 19, 2023. The FY 2023-2024 cost is estimated using plan compensation for the fiscal year. The estimated FY 2024-2025, FY 2025-2026, and FY 2026-2027 costs

have incorporated the planned General Salary Increases (4% - 11/10/2024 and 3.5% - 11/9/2025, respectively).

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 Amendment is approximately \$49,000 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 strategic priority to attract, hire, develop, and retain a diverse workforce empowered to meet the needs of our customers.

### **Discussion**

In October 2023, the successor MOA between the County and VCPPOA-Patrol was adopted by your Board. The VCPPOA-Patrol MOA covers the Park Rangers, Harbor Patrol Officers, and Airport Officers classifications, who patrol the County's parks, harbors, and airports.

The proposed amendment would create a benefit that, effective in February 2024, and each calendar year thereafter, 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 additional benefit was agreed to in lieu of a two percent (2%) cost-of-living adjustment to the pension plan.

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 agreement for the Criminal Justice Attorneys' Association of Ventura County and the Management, Confidential Clerical, and Other Unrepresented Employees Resolution.

A copy of the proposed Amendment to the VCPPOA-Patrol MOA is attached as Exhibit 1. We recommend that your Board commence a public hearing on the adoption of the proposed Amendment, waive the requirement for a second hearing, and adopt the proposed Amendment at the conclusion of the hearing.

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) 654-2561.

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/Labor Relations  
Ventura County Professional Peace Officers' Association

Attachments:

Exhibit 1 – Proposed VCPPOA-Patrol MOA 2023 – 2026 Amendment  
Exhibit 2 – Civil Service Commission Statement