

Exhibit 1

**Understanding and Agreement
between
VCPPOA – Probation Unit and The County of Ventura
regarding
Restructuring of the Classification Plan for Corrections Services Officer and Deputy Probation
Officer**

Representatives of the County Executive Office have held discussions with representatives of Ventura County Professional Peace Officers' Association – Probation Unit regarding the restructuring of the classification plan of classifications performing the Corrections Services Officer and Deputy Probation Officer functions. Those discussions have led to the following understandings and agreement:

1. The County shall establish a new classification series by creating the "Deputy Probation Officer I" classification, reclassifying the existing "Deputy Probation Officer" classification as "Deputy Probation Officer II" and deleting three (3) existing classifications ("Corrections Services Officer I", "Corrections Services Officer II", and "Corrections Services Officer III) in order to allow for greater flexibility in assigning work and career advancement. All current incumbents in the Corrections Officer I and II classes will be reclassified as Deputy Probation Officer I and all incumbents in the Corrections Officer III class will be reclassified as Senior Deputy Probation Officers.
2. The incumbents reclassified into positions in the new classification structure with a higher maximum salary range will receive a pay increase upon reclassification in accord with Section 912 C. of the Ventura County Personnel Rules and Regulations, (the minimum rate of the new salary range or 5% above their current pay rate, whichever is greater). However, the pay for such employees will not exceed the maximum pay rate for their new classification.
3. Incumbents reclassified as part of this study shall not serve a probation period. However, if currently on probation, incumbents will continue their remaining probationary period. Such individuals shall be eligible for a 5% merit increase after working 1,040 meritorious hours (exclusive of overtime) in the new classification in accordance with Section 512 and Section 513 of the VCPPOA – Probation Unit Memorandum of Agreement.
4. As a result of the classification changes, no employee will lose educational incentive pay or be Y-rated.
5. Employees in the DPO II and Sr DPO classifications will continue to work 4 hours overtime per pay period at the Juvenile Facility. This provision will end on June 30, 2025.
6. All employees in the classifications of DPO II or Sr. DPO who were appointed to those classifications after July 1, 2024 (Note: Does not include those appointed to DPO II as a


result of the merger, including if they subsequently promote to Sr. DPO after July 1, 2024; but does include CSO III reclassified as Sr. DPO as part of the merger if those employees subsequently voluntarily demote to DPO II after July 1, 2024.), are subject to being reassigned to the Juvenile Facility at the discretion of the Chief Probation Officer. All unit employees in the classifications of DPO II or Sr. DPO who were appointed to either of those classifications on or before July 1, 2024, are subject to being reassigned to the Juvenile Facility in emergency circumstances, only, except as set forth in paragraph 7, below.

7. There are presently 32 employees in the DPO II classification who were initially appointed to the DPO classification from January 1, 2022, to June 30, 2024. Commencing July 1, 2025, through June 30, 2027, those 32 employees, may, at the discretion of the Chief Probation Officer, be redeployed to the Juvenile Facility for up to 90 calendar days, in a rolling 12-month period. For each employee appointed to the DPO II classification after July 1, 2024, upon completion of that employee's probationary period, one of these 32 DPO IIs shall be removed from the list of employees who may be deployed to the Juvenile Facility as set forth in this paragraph. The DPO II to be removed from the list shall be the most senior DPO II, by date of appointment to a position now classified post-merger as the DPO II classification.

The parties further understand and agree that other than as specifically provided herein, all other terms/provisions of the current MOA between them are to be considered as, and in fact are, unaffected by this Understanding and Agreement.

Agreed to this 17 Day of July, 2024, by the following:

FOR THE COUNTY:



Jennifer Duran
Labor Relations

FOR VCPPOA:



Kris Acebo
VCPPOA President