



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

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 2021-2024 Memorandum of Agreement Between the County of Ventura and the Specialized Peace Officers' Association of Ventura County; and Waiver of Second 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 2021-2024 Memorandum of Agreement (MOA) between the County of Ventura (County) and the Specialized Peace Officers' Association of Ventura County (SPOAVC) to approve non-elective payments to eligible employees' 401(k) plans; and
2. Waive the 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 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	\$9,403

The fiscal impact figure is based on approximately four (4) currently eligible employees as of December 19, 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 Amendment is approximately \$9,400 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 July 2021, the successor MOA between the County and SPOAVC was adopted by your Board. The SPOAVC MOA covers the Medical Examiner Investigator classification series. Employees in these classifications respond to and investigate deaths throughout Ventura County.

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 the SPOAVC MOA 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 SPOAVC MOA is attached as Exhibit 1. We recommend that your Board commence a public hearing on the adoption of the proposed Amendment, waive the second hearing, and adopt the proposed Amendment at the conclusion 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 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
Specialized Peace Officers' Association of Ventura County

Attachments:

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