



COUNTY of VENTURA

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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 an Amendment to the 2022-2025 Memorandum of Agreement Between the County of Ventura and the Ventura Employees' Association; 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 proposed Amendment to the 2022-2025 Memorandum of Agreement (MOA) between the County of Ventura (County) and the Ventura Employees' Association (VEA) 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 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	\$173,862	\$191,221	\$210,785

The fiscal impact figure is based on approximately 90 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 \$576,000 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 December 2022, the successor MOA between the County and VEA was adopted by your Board. The VEA MOA covers various classifications within the Real and Personal Property Appraisers Non-Supervisory Unit and the Engineers Unit.

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 VEA 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 Attorney's Association of Ventura County and the Management, Confidential Clerical, and Other Unrepresented Employees Resolution.

A copy of the proposed Amendment to the VEA 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
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Ventura Employees' Association

Attachments:

Exhibit 1 – VEA MOA 2025 – 2025 Amendment
Exhibit 2 – Civil Service Commission Statement