



COUNTY of VENTURA

COUNTY EXECUTIVE OFFICE
SEVET JOHNSON, PsyD
County Executive Officer

Mike Pettit
Assistant County Executive Officer

Scott Powers
County Chief Financial Officer

July 23, 2024

Board of Supervisors
County of Ventura
800 South Victoria Avenue
Ventura, California 93009

Subject: Public Hearing Regarding Adoption of the 2024-2027 Memorandum of Agreement between the County of Ventura and the Specialized Peace Officers' Association of Ventura County, and Waiver of the Second Public Hearing (Proposed Recommendations Will Result in an Actuarial Reduction to the Funding Status of the Retirement System).

Recommendations

It is recommended that your Board:

1. Commence a public hearing on the adoption of the proposed 2024-2027 Memorandum of Agreement (MOA) between the County of Ventura (County) and the Specialized Peace Officers' Association of Ventura County (SPOAVC); and
2. Waive the second public hearing required by Article 20, Section 2006(B), of the Personnel Rules and Regulations, and adopt the proposed MOA 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 2024-25</u>	<u>FY 2025-26</u>	<u>FY 2026-27</u>	<u>FY 2027-28</u>
Total Cost:	\$85,374	\$78,859	\$59,188	\$10,584

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 proposed three (3) year agreement spans four (4) fiscal years with an average value of

approximately five and thirteen one-hundredths percent (5.13%), which is higher than the actuarially assumed increase of three and one-quarter percent (3.25%) for the retirement system. Accordingly, the proposed salary and benefits increase are above the actuarial assumptions and will result in an actuarial reduction to 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

The current MOA between the County and SPOAVC expires on July 27, 2024. Formal negotiations for a successor agreement to the 2021-2024 MOA between the County and SPOAVC commenced on May 17, 2024. The parties participated in four (4) bargaining sessions and reached a tentative agreement on the terms of a successor MOA on June 18, 2024. The SPOAVC membership subsequently ratified the terms of the proposed successor MOA.

Below is a summary of the major proposed revisions reflected in the proposed MOA:

- Term of three (3) years from July 28, 2024, through midnight, July 27, 2027.
- General salary increases (GSIs) of 5.50% in year one, 4.00% in year two, and 3.50% in year three.
- Increases to the County's Flexible Credit Allowance to pay for premiums associated with purchasing a County-sponsored medical, dental and/or vision plan. These increases are outlined in the attached MOA.
- Two lump-sum \$1,000 payments for eligible full-time employees. The initial payment of \$1,000 to be made in September 2024 and the final payment of \$1,000 to be made in September 2025.
- An increase in the County contribution rate for the County's 401(k) program, from two and one-half percent (2.5%) to three (3) percent.
- Removal of language pertaining to the Welfare Investigator III classification (1679), which is no longer used.

Summary

If approved by your Board, the MOA will provide pay and benefits increases for each year of the proposed three-year term. The proposed wage increases are sustainable and will

both preserve current public service levels and assist in the County's efforts to recruit and retain a skilled workforce.

A redlined copy of the proposed MOA with the changes redlined is attached as Exhibit 1 and a clean version is attached as Exhibit 2. We recommend that your Board commence a public hearing on adoption of the proposed MOA between the County and SPOAVC, waive the requirement for a second hearing, and adopt the proposed MOA 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) 654-3600.

Respectfully submitted,



J. Tabin Cosio
Interim Director of Human Resources



Sevet Johnson, PsyD
County Executive Officer

c: Jeffery S. Burgh, Auditor-Controller
Tiffany N. North, County Counsel
Mike Pettit, Assistant County Executive Officer
Scott Powers, County Chief Financial Officer
Specialized Peace Officers' Association of Ventura County

Attachments:

Exhibit 1 – SPOAVC MOA 2024-2027 (Redlined)
Exhibit 2 – VCPPOA MOA 2024-2027 (Clean)
Exhibit 3 – Civil Service Commission Statement