



COUNTY of VENTURA
COUNTY EXECUTIVE OFFICE

Sevet Johnson, PsyD
County Executive Officer

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Officer/
Human Resources Director
Labor Relations

March 14, 2023

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

Subject: Public Hearing Concerning Adoption of Amendments, With Effective Dates of March 1, 2023, to the 2021-2024 Memorandum of Agreement Between the County of Ventura and the Specialized Peace Officers Association of Ventura County, the 2021-2024 Memorandum of Agreement Between the County of Ventura and the Ventura County Deputy Sheriffs' Association, the 2021-2024 Memorandum of Agreement Between the County of Ventura and the Ventura County Professional Peace Officers Association – Probation Unit, the 2021-2023 Memorandum of Agreement Between the County of Ventura and the Ventura County Professional Peace Officers Association – Patrol Unit, the 2021-2024 Memorandum of Agreement Between the County of Ventura and the Ventura County Sheriff's Correctional Officers Association, the 2022-2025 Memorandum of Agreement Between the County of Ventura and Service Employees International Union, Local 721, the 2022-2025 Memorandum of Agreement Between the County of Ventura and the Ventura Employees Association, the 2023-2026 Memorandum of Agreement Between the County of Ventura and the International Union of Operating Engineers, and the 2020-2023 Memorandum of Agreement Between the County of Ventura and the California Nurses Association, to Extend by an Additional Four Months the Time for Employees to Utilize Excess Leave Hours, and to Allow Continued Accrual of Leave Hours in Excess of the Otherwise Applicable Maximum Accrual Amounts Through December 31, 2023, With No Material Impact on the Funding Status of the Retirement System.

Fiscal/Mandates Impact:

Mandatory: No Yes
Source of Funding: Department Budgets
Funding Match Required: None
Impact on Other Departments: None

Summary of Fiscal Impact:

The fiscal impact of these amendments should be de minimis and driven by the costs related to staffing coverage required by departments/agencies, while employees utilize their accrued time. Accordingly, there will be no material impact of the funding status of the retirement system.

Recommendations:

It is recommended that your Board:

1. Commence a public hearing on the adoption of the following:
 - a. An amendment to the 2020-2023 Memorandum of Agreement (MOA) between the County of Ventura (County) and the California Nurses Association (CNA) with an effective date of March 1, 2023;
 - b. An amendment to the 2021-2024 MOA between the County and the Ventura County Deputy Sheriffs' Association (VCDSA) with an effective date of March 1, 2023;
 - c. An amendment to the 2021-2023 MOA between the County and the Ventura County Professional Peace Officers' Association (VCPPOA) – Patrol with an effective date of March 1, 2023;
 - d. An amendment to the 2021-2024 MOA between the County and VCPPOA – Probation Unit with an effective date of March 1, 2023;
 - e. An amendment to the 2021-2024 MOA between the County and the Ventura County Sheriff's Correctional Officers' Association (VCSCOA) with an effective date of March 1, 2023;
 - f. An amendment to the 2022-2025 MOA between the County and the Service Employees International Union, Local 721 (SEIU) with an effective date of March 1, 2023;
 - g. An amendment to the 2023-2026 MOA between the County and the International Union of Operating Engineers, Local 501(IUOE) with an effective date of March 1, 2023;
 - h. An amendment to the 2021-2024 MOA between the County and Specialized Peace Officers' Association of Ventura County (SPOAVC) with an effective date of March 1, 2023; and
 - i. An amendment to the 2022-2025 MOA between the County and the Ventura Employees' Association (VEA) with an effective date of March 1, 2023.

2. Set a second hearing on March 28, 2023, as required by Article 20, Section 2006B, of the Personnel Rules and Regulations, and adopt the proposed amendments to the MOAs at the conclusion of that hearing.

Discussion

Previously, your Board approved amendments, effective March 22, 2020, to agreements with nine of the unions representing County employees to allow that during a period of natural disaster declared by the Board of Supervisors (such as the COVID-19 pandemic), employees would be permitted to accrue up to an additional 60 leave hours in excess of their otherwise applicable maximum accrual limit. These amendments also provided that within six months from the date of the end of the declared natural disaster, such excess accrued leave amounts would be required to be drawn down (by use of paid time off or cash redemption), or the value of all hours in excess of the applicable maximum accrual would be lost. Your Board approved these amendments because it was recognized that during the period of a natural disaster, employees would be called upon to perform extraordinary service and that time off from work could often not be taken, and as such the leave bank hour limitations were temporarily increased.

At the time these amendments were approved it was unforeseen that the declared natural disaster would be in place for almost three years or that the impact of the pandemic would create the dramatic labor shortages we are now experiencing.

With the termination of the natural disaster declaration as of February 28, 2023, employees' maximum accruals will return to their pre-pandemic limits, and the six-month window to utilize the allotted additional 60-hour accruals begins. Approximately 525 County of Ventura employees have accrued, or are close to accruing, the additional 60 hours that were permitted during the natural disaster period. These employees include Sheriff's Deputies, healthcare workers, and other frontline employees serving in departments that are facing current staffing shortages. It is anticipated that the existing requirement to utilize or lose the additional 60 hours paid leave time within six months will likely create an incentive for employees to take more than normal amounts of time off from work during the next six months.

We recommend amending the referenced MOAs to allow an extension of time to December 31, 2023, for continued accrual of leave hours in excess of the otherwise applicable maximum accrual amounts and to grant an extension of time to utilize the excess hours by an additional four months, also through December 31, 2023. We anticipate that this additional time will alleviate incentives to employees to request more than normal time off from work and it will prevent potential operational issues at County agencies/departments during the current labor shortage.

We therefore recommend that your Board set a second public hearing on March 28, 2023, regarding adoption of the amendments to the agreements with nine of the unions representing County employees (California Nurses Association, International Union of Operating Engineers Local 501, Service Employees International Union Local 721,

Specialized Police Officers Association of Ventura County, Ventura County Deputy Sheriffs' Association, Ventura Employees' Association, Ventura County Sheriff's Correctional Officers Association, Ventura County Professional Peace Officers Association – Probation Unit, and Ventura County Professional Peace Officers Association – Patrol), to allow for the continued accrual of the additional 60 hours, and an extension of the time to use the excess accruals through the end of this year.

The County has secured agreements with these nine units to amend their respective MOAs (see attached Exhibits 1-9).

This letter has been reviewed by the County Executive Office, County Counsel, and the Auditor-Controller's Office. If you have any questions regarding this item, please contact me at (805) 654-2561, or Patti Dowdy 805-648-9218.

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
 - Specialized Peace Officers Association of Ventura County
 - Ventura County Deputy Sheriffs' Association
 - Ventura County Professional Peace Officers Association
 - Ventura County Sheriff's Correctional Officers Association
 - Service Employees International Union
 - International Union of Operating Engineers
 - Ventura Employees' Association
 - California Nurses Association

Attachments:

- Exhibit 1 - SPOAVC MOA Amendment
- Exhibit 2 - VCDSA MOA Amendment

- Exhibit 3 - VCPPOA - Probation Unit MOA Amendment
- Exhibit 4 - VCPPOA- Patrol Unit MOA Amendment
- Exhibit 5 - VCSCOA MOA Amendment
- Exhibit 6 - CNA MOA Amendment
- Exhibit 7 - SEIU MOA Amendment
- Exhibit 8 - IUOE MOA Amendment
- Exhibit 9 - VEA MOA Amendment