

## Exhibit 1

AMENDMENT TO THE MEMORANDUM OF AGREEMENT  
BETWEEN  
THE SPECIALIZED PEACE OFFICERS ASSOCIATION OF VENTURA COUNTY AND  
THE COUNTY OF VENTURA

There is presently in full force and effect a Memorandum of Agreement ("MOA") between the County of Ventura ("County") and the Specialized Peace Officers Association of Ventura County ("SPOAVC") which sets forth the terms and conditions of employment of all employees of the County represented by SPOAVC for the period between April 16, 2021, through July 27, 2024.

The County and the SPOAVC have agreed to amend the 2021-2024 MOA as follows:

**Sec. 903      Maximum Accrual:**

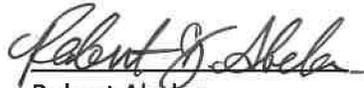
- A. Effective July 2, 2006, for employees in the Medical Examiner Investigator series, the maximum number of hours that an employee can accumulate shall be 600 hours. Employees in the Welfare Investigator series shall accumulate up a maximum of 800 hours. It is the mutual responsibility of the employee and the department or agency head to assure that no employee shall exceed said maximum accrual.
- B. Annual Leave Credit Accumulation During a Natural Disaster: During a natural disaster, as defined in Section 1804 of the Ventura County Personnel Rules and Regulations and as declared by the Ventura County Board of Supervisors, employees shall, notwithstanding the accrual limit set forth in Sec. 903(A), above, be permitted to continue to accrue annual leave hours of up to 60 hours in excess of the applicable maximum annual leave credit accrual limit. Such accruals in excess of the applicable maximum annual leave credit accrual limit may occur only during the period of the declared natural disaster and in no case shall the total number of accrued hours of any employee exceed 60 hours over the applicable maximum accrual limit, as set forth in Sec. 903(A), above.
- C. Notwithstanding the provisions of subsection 903(B), employees may continue to accrue annual leave hours of up to 60 hours in excess of the maximum accrual limit set forth in Sec. 903(A), from the declared end of the Local Emergency Order for COVID-19, effective February 28, 2023, until December 31, 2023. Employees must draw down (by use for paid time off or cash redemption pursuant to Sec. 904 below) their accrued annual leave hours that are in excess of the maximum accrual limit set forth in Sec. 903(A)

by December 31, 2023, or lose the value of all hours in excess of that maximum accrual limit as of that date.

Agreed to this 6th day of March 2023

For the County:

For SPOAVC:



Robert Abeloe  
CEO Labor Relations



SPOAVC Representative