



COUNTY of VENTURA

COUNTY EXECUTIVE OFFICE
MICHAEL POWERS
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

September 14, 2021

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

Subject: Public Hearing Regarding Adoption of the 2021-2024 Memorandum of Agreement between the County of Ventura and the Ventura County Professional Peace Officers' Association – Probation Unit. The Proposed Increases are Above the Actuarial Assumption for the Retirement System.

Recommendations:

It is recommended that your Board:

1. Commence a public hearing on the adoption of the 2021–2024 Memorandum of Agreement (MOA) between the County of Ventura (County) and the Ventura County Professional Peace Officers Association – Probation Unit (VCPPOA); and
2. Waive the second public hearing required by Article 20, Section 2006(B), of the Personnel Rules and Regulations, and adopt the MOA at the conclusion of the hearing.

Fiscal/Mandates Impact:

Mandatory:	No
Source of Funding:	Various
Funding Match Required:	No
Impact on Other Departments:	Varies

Summary of Fiscal Impact:

	<u>FY 2021-22</u>	<u>FY 2022-23</u>	<u>FY 2023-24</u>
Total Cost	\$1,657,422	\$1,711,984	\$826,716

California Government Code sections 31515.5 and 23026 require that the County give written notice of any salary and benefit changes, including an explanation of the financial impact of the change on the funding of the County's retirement system. The proposed three (3) year agreement spans three different fiscal years with an average value of

approximately four and ninety-two hundredths percent (4.92%), 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 benefit increases are above actuarial assumptions and will result in a negative actuarial impact for the retirement system. The cost of the negotiated increase and its impact has been accounted for in the budget and will be funded.

Discussion:

Formal negotiations concerning a successor agreement to the 2018-2021 MOA between the County and VCPPOA commenced on April 28, 2021, with the parties having participated in 12 bargaining sessions. The parties reached a verbal tentative agreement on the terms of a successor MOA on Thursday, July 29, 2021, with formal written and signed comprehensive tentative agreements secured on Thursday, July 29, 2021. The terms of the successor MOA are attached hereto and presented for your Board's consideration during this hearing and adoption at its conclusion. VCPPOA membership ratified the successor agreement on August 11, 2021.

The proposed three (3) year term of the successor MOA will commence upon your Board's approval, and will go through midnight, June 30, 2024. Below is a summary of the major proposed revisions:

- Two general salary increases (GSI) of two and one-half percent (2.50%) effective August 8, 2021 and August 7, 2022, respectively, and a two percent (2.00%) GSI effective August 6, 2023.
- Two market-based adjustments of up to four and one-half percent (4.5%), effective August 22, 2021, and August 21, 2022.
- Three increases of \$50 per pay period each to the County's Flexible Benefit Allowance (FBA), effective December 12, 2021, December 11, 2022, and December 10, 2023, respectively.
- Annual uniform allowance increase of \$100.
- Training Premium of an additional \$20 for each shift that an employee in an approved classification is assigned a trainee.

Summary

The County's compensation philosophy has been, to the extent possible, to keep total compensation within five percent (5%) above or below the identified market median. The recommended increases are aligned with national and regional inflation and wage growth

trends. Your Board has historically granted GSIs to keep County salaries competitive in the market. The proposed GSI is designed to generally keep up with increases in the cost of living and to keep salaries competitive in light of the anticipated GSI movement by other entities within our designated market. MBAs have historically been utilized by the County to target and adjust compensation for job classifications that have been found to be compensated below comparable jobs in other surveyed jurisdictions. The proposed MBA strives to support your Board's goal by providing wage adjustments that are data-driven based on the results of a total compensation study conducted for the job classifications represented by VCPPOA. The survey and implementation methodology used in the 2018 study was replicated for 2021.

The proposed FBA increases bring VCPPOA close to the rates negotiated and approved by your Board in previous negotiations.

If approved by your Board, the MOA will provide pay and benefit increases for each year of the proposed three-year term. The proposed wage increases found in the recommended MOA are sustainable and will both preserve current service levels to the public and assist in the County's efforts to recruit and retain a skilled workforce.

A copy of the revised MOA with the changes shown in redline is attached as Exhibit 1 and a clean version is attached as Exhibit 2. We recommend that your Board commence a public hearing on the adoption of the MOA between the County and VCPPOA and adopt the proposed MOA at the end of this 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,



SHAWN ATIN

Assistant County Executive Officer/Labor Relations Director



MICHAEL POWERS

County Executive Officer

c: Jeffery S. Burgh, Auditor-Controller
Tiffany N. North, County Counsel
Mike Pettit, Assistant County Executive Officer
Kaye Mand, County Financial Officer
J. Tabin Cosio, Chief Deputy/Labor Relations
Ventura County Professional Peace Officers Association – Probation Unit

Attachments:

- Exhibit 1 – VCPPOA-Probation MOA 2021 – 2024 (Redlined)
- Exhibit 2 – VCPPOA-Probation MOA 2021 – 2024 (Clean)
- Exhibit 3 – Statement from Ventura County Civil Service Commission