



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 Directors
Ventura County Fire Protection District
800 South Victoria Avenue
Ventura, California 93009

Subject: Public Hearing Regarding Adoption of the 2021-2024 Memorandum of Agreement Between the Ventura County Fire Protection District and the Ventura County Professional Firefighters' Association. The Proposed Increases are Slightly Above the Actuarial Assumptions 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 Ventura County Fire Protection District (District) and the Ventura County Professional Firefighters' Association (VCPFA); and,
2. Waive the second hearing required by Article 20, Section 2006B, of the Personnel Rules and Regulations and adopt the MOA at the conclusion of this hearing.

Fiscal/Mandates Impact:

Mandatory:	No <input checked="" type="checkbox"/> Yes <input type="checkbox"/>
Source of Funding:	Fire Protection District
Funding Match Required:	No
Impact on Other Departments:	No

Summary of Fiscal Impact:

	<u>FY 2021-22</u>	<u>FY 2022-23</u>	<u>FY 2023-24</u>
Total Cost	\$3,039,591	\$2,673,511	\$1,583,206

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 changes on the funding of the County's retirement system. The proposed three (3) year agreement spans four different fiscal years with an average value of approximately three and sixty-seven hundredths percent (3.67%), which is slightly higher than the actuarially assumed increase of three and one-quarter percent (3.25%) for the retirement system. Accordingly, the proposed salary and benefit increase are above actuarial assumptions and will result in a

de minimis negative actuarial impact for the retirement system. The cost of the negotiated increases and its impact has been accounted for in the budget and will be funded.

Discussion:

Formal negotiations to discuss a successor agreement to the 2018-2021 MOA between the District and VCPFA commenced on May 28, 2021, and the parties reached a formal written and signed comprehensive tentative agreement on the terms of a successor MOA after six sessions. VCPFA membership has ratified the terms of the new successor MOA.

The District sought a three-year term during these negotiations. The successor MOA is attached hereto and presented for your Board's consideration during this hearing and adoption at its conclusion. The proposed three (3) year term of the successor MOA is August 1, 2021, through midnight, July 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 21, 2022, respectively, and a two percent (2.00%) GSI effective August 20, 2023;
- A one percent (1.0%) market-based adjustment (MBA) effective August 22, 2021, for all employees covered by the MOA and second MBA increase of one-half percent (0.50%) effective September 4, 2022;
- Two increases of \$50 per pay period each to the County's Flexible Benefit Allowance (FBA), effective August 8, 2021, and December 11, 2022;
- Establish an employer match to the County's Deferred Compensation 401(k) Plan for Fire Unit employees of one and one-half percent (1.50%) for a minimum employee contribution of one and one-half percent (1.50%);
- Increase the Emergency Medical Technician (EMT) premium payment from four and three-quarters percent (4.75%) to six percent (6%) of the top-step Firefighter biweekly base rate; and
- Establish an arbitration process for appeals of disciplinary action.

Summary

The District'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 VCPFA.

The proposed FBA increases for years one and two of the MOA bring VCPFA close to the rates negotiated and approved by your Board in previous negotiations. VCPFA elected to reallocate the value of the third and final fifty dollar (\$50) per pay period increase proposed by the District to an increase to the EMT Premium from the current four and three-quarters percent (4.75%) to six percent (6%) effective December 2023.

If approved by your Board, the MOA will provide pay and benefit increases for 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 District'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 District and VCPFA and adopt the proposed MOA at the end of that 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/Human Resources Director



MICHAEL POWERS

County Executive Office

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
Mark Lorenzen, County Fire Chief
VCPFA

Attachments:

- Exhibit 1 – VCPFA 2021-24 MOA (Redline)
- Exhibit 2 – VCPFA 2021-24 MOA (Clean)

- Exhibit 3 – Statement from the Ventura County Civil Service Commission