



# COUNTY of VENTURA

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December 13, 2022

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

**Subject: Public Hearing Regarding Adoption of the 2022-2025 Memorandum of Agreement Between the County of Ventura and the Ventura Employees Association. (Impact on Funding Status of Retirement System)**

## **Recommendations:**

It is recommended that your Board:

1. Commence a public hearing on the adoption of the proposed 2022-2025 Memorandum of Agreement (MOA) between the County of Ventura (County) and the Ventura County Employees Association (VEA); 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:	None

## **Summary of Fiscal Impact:**

	<u>FY 2022-23</u>	<u>FY 2023-24</u>	<u>FY 2024-25</u>	<u>FY 2025-26</u>
Total Cost	\$587,475	\$988,578	\$715,456	\$314,352

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 fiscal years with an average value increase of approximately five and thirty-three hundredths of a percent (5.33%), 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

actuarial assumptions and will result in an actuarial reduction to the funding status of the retirement system.

**Discussion:**

Formal negotiations to discuss a successor agreement to the 2020-2022 MOA between the County and VEA commenced on September 29, 2022, with the parties having participated in eight bargaining sessions. The parties reached a tentative agreement on the terms of a successor MOA on Thursday, November 18, 2022. The terms of the successor MOA are attached hereto and presented for your Board's consideration during this hearing and adoption at its conclusion. The VEA membership has ratified the new successor agreement.

The proposed three (3) year term of the successor MOA is December 13, 2022, through midnight, December 13, 2025. Below is a summary of the major proposed revisions:

- A five and one-half percent (5.50%) general salary increase (GSI) effective December 25, 2022; a four percent (4.0%) GSI effective December 24, 2023; and a three and one-half percent (3.5%) GSI effective December 22, 2024;
- Targeted market-based wage adjustment (MBAs) of one percent (1%) effective January 8, 2023, for impacted unit employees. The MBAs include those classifications identified as behind market and those classifications adjusted for internal equity issues. Approximately 125 employees will receive market-based adjustments;
- 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;
- The establishment of a Medical Opt-Out Option which includes a taxable cash payment. This will be implemented as soon as administratively possible;
- Juneteenth, June 19<sup>th</sup>, added as a new paid holiday;
- New employer match tiers on deferred compensation with the highest match of 3% for employees who contribute at least 6% to their 401(k) plan;
- Two lump sum \$1,000 payments for eligible full-time employees employed on the date of adoption. The initial payment of \$1,000 will be effective with the pay period beginning January 8, 2023, and the final payment of \$1,000 will be effective with the pay period beginning January 7, 2024;
- For employees eligible for the California State Retention Bonus under Senate Bill 184, a total of up to \$2,000 will be paid to full-time employees. The initial payment

of \$500 before December 31, 2022, and the final payment of up to \$1,500 before March 31, 2023. Eligible part-time employees will receive a total of up to \$1,000. If an eligible full-time employee does not receive the total of \$2,000, said employee shall receive the difference on 1/26/2024. Employees who receive payment under the California State Retention Bonus program are not eligible for the two lump sum payments described above.

- The addition of a five percent (5%) premium for Hydrologists with a "Professional Hydrologist" certification;
- An increase of \$25 per year for safety shoe reimbursements;
- Modified Bereavement language allowing regular employees to utilize an additional day of their accrued time when traveling to distant locations. This additional day is included for bereavement leave when the deceased is either an immediate family member or a person to whom the employee may be reasonably deemed to owe respect.
- The addition of New Hire, Employee Referral, and Employee Retention incentive bonuses, along with language that allows for pay adjustments within an existing pay/salary range in order to recruit and retain employees;
- An increase of forty (40) hours to the maximum accrual amount for vacation or annual leave (depending on the unit) for approximately 110 employees.

### **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. 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 VEA.

The proposed increases within the flex credit allowance will significantly assist our employees with their out-of-pocket costs due to increasing health insurance premiums. The increase in the flexible credit allowance for the term of this contract will better align the County's allowance with that of the marketplace and assist to mitigate the impact of rising healthcare premiums on VEA employees.

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 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 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 the adoption of the MOA between the County and VEA, waive a second hearing, 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 submitted,



Shawn Atin  
Assistant County Executive Officer/Human Resources Director



Sevet Johnson, PsyD  
County Executive Officer

cc: Jeffery S. Burgh, Auditor-Controller  
Tiffany N. North, County Counsel  
J. Tabin Cosio, Chief Deputy Executive Officer  
Ventura Employees Association

Attachments:

Exhibit 1 – VEA MOA 2022 – 2025 (Redline)  
Exhibit 2 – VEA MOA 2022 – 2025 (Clean)  
Exhibit 3 – Statement from Civil Service Commission