

Exhibit 3

AMENDMENT TO THE MEMORANDUM OF AGREEMENT
BETWEEN
THE VENTURA COUNTY PROFESSIONAL PEACE OFFICERS ASSOCIATION – PROBATION UNIT 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 Ventura County Professional Peace Officers Association – Probation Unit ("VCPPOA") which sets forth the terms and conditions of employment of all employees of the County represented by VCPPOA for the period between July 31, 2021, through June 30, 2024.

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

Sec. 1202 VACATION ACCRUAL:

- B. Vacation Credit Accumulation - Vacation credit shall not be accumulated beyond four hundred (400) hours.

For employees with ten (10) or more years continuous County service, vacation credit shall not be accumulated beyond four hundred and forty (440) hours.

- C. Vacation 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 limits set forth in Sec. 1202(B), above, be permitted to continue to accrue vacation hours of up to 60 hours in excess of the applicable maximum vacation credit accrual limit. Such accruals in excess of the applicable maximum vacation 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. 1202(B), above.

Within six months from the date of the end of the natural disaster, any employee who was permitted under this subsection to accrue vacation hours in excess of the maximum accrual limit set forth in Sec. 1202(B), above, shall draw down (by use for paid time off or cash redemption pursuant to Sec. 1203, below) their accrued vacation hours that are in excess of the maximum accrual limit set forth in Sec. 1202(B), above, or lose the value of all hours in excess of that maximum accrual limit.

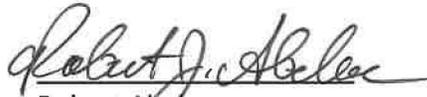
- D. Notwithstanding the provisions of subsection 1202(C), employees may continue to accrue annual leave hours of up to 60 hours in excess of the maximum accrual limit set forth in Sec. 1202(B), above, from the declared end of the Local Emergency Order for COVID-19, effective February 28, 2023, until December 31, 2023. Employees must draw down (by use for paid time off or cash redemption pursuant to Sec. 1203 below) their accrued annual leave hours that are in excess of the maximum accrual limit set forth in Sec.

1202(B) 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 8 day of March 2023

For the County:

For VCPPOA:


Robert Abeio
CEO Labor Relations


VCPPOA Representative
President