

AMENDMENT
to
2016-2019 MEMORANDUM OF AGREEMENT
between
SEIU LOCAL 721
and
THE COUNTY OF VENTURA

- A. The parties hereto recognize and agree that there is currently in existence a valid, enforceable Memorandum of Agreement (MOA) between the County of Ventura ("County") and the Service Employees International Union, Local 721 ("SEIU"). Section 502-B of that MOA provides:

"Effective January 29, 2017, the base pay/salary range of each classification noted in Exhibit 2 of this MOA and the base pay/salary of each individual employed in such noted classification, will be increased by the indicated percentage."

"Effective January 28, 2018, the base pay/salary range of each classification noted in Exhibit 2 of this MOA and the base pay/salary of each individual employed in such noted classification, will be increased by the indicated percentage."

- B. The parties also agree that, it was their mutual intent in agreeing to Section 502-B of the MOA that all employees employed in the specified classifications were to receive the indicated Market Based Adjustment (MBA).
- C. In the preceding 2013-2016 MOA, the parties had agreed that employees eligible to receive a Market Based Premium Pay (MBPP) as per Section 622 of that MOA were specifically excluded from receiving an MBA. The third paragraph of Section 622 of that MOA stated:


"If an employee is receiving an MBPP on the effective date of the general salary increases set forth in Article 5, Sec. 502-A, his or her MBPP shall not be reduced as a result of the implementation of said salary increase. Employees receiving a MBPP shall be excluded from the MBA studies set forth in Section 502B and shall not be eligible to receive any MBA.

- D. Unfortunately, notwithstanding the intent of the parties to the 2016-2019 agreement that all employees in the specified classifications were to receive the MBA, the exclusion in Section 622 was not deleted and was inadvertently left in place.
- E. The County and SEIU, therefore, agree to amend the current 2016-2019 MOA by deleting the following sentence from the third paragraph of Section 622:

“Employees receiving a MBPP shall be excluded from the MBA studies set forth in Section 502B and shall not be eligible to receive any MBA.”

Agreed Upon on This 12th day of July, 2017, By:

For the County of Ventura



J. A. Dembowski
Senior Deputy Executive Officer
CEO-HR

For SEIU – Local 721



Danny Carrillo
Tri-County Regional Director
Local 721