

**EXHIBIT 1
AMENDMENT TO 2018-2021 MEMORANDUM
OF AGREEMENT BETWEEN THE COUNTY OF VENTURA
AND THE SPECIALIZED PEACE OFFICERS ASSOCIATION OF VENTURA COUNTY**

The County of Ventura (County) and the Specialized Peace Officers Association of Ventura County (SPOAVC) agree to amend the 2018-2021 Memorandum of Agreement (MOA) as follows:

ARTICLE 5 SHALL BE REVISED TO INCLUDE THE FOLLOWING:

Sec. 512 **Evening And Night Shift Differential Premium Pay: Shift differential pay shall be paid as described below.**

Shifts under this MOA shall be defined as follows:

Day Shift: The work hours between 6:00 a.m. and 6:00 p.m.

Evening Shift: The work hours between 6:00 p.m. and 12:00 a.m.

Night Shift: The work hours between 12:00 a.m. and 6:00 a.m.

The payment of a shift differential shall be subject to the following conditions:

- A. An Evening Shift differential premium payment of seven and one-half percent (7.5%) of an employee's base pay/wage shall be paid for each hour worked during the Evening Shift.**
- B. Employees who work fifty percent (50%) or more of their regular scheduled shift during the Evening Shift shall receive the Evening Shift differential premium payment for their entire shift.**
- C. A Night Shift differential premium payment of twelve and one-half percent (12.5%) of an employee's base pay/wage shall be paid for each hour worked during the Night Shift.**
- D. Employees who work fifty percent (50%) or more of their regular scheduled shift during the Night Shift shall receive the Night Shift differential premium payment for their entire shift.**

- E. Under no circumstances shall an employee be paid both an Evening Shift differential premium and Night Shift differential premium for the same hours. If an employee's shift is split equally between the evening shift and the night shift, the employee shall receive the higher of the two premiums for their entire shift.

ARTICLE 3, Section 319, SHALL BE REVISED TO INCLUDE THE FOLLOWING:


1. Effective April 22, 2018, the base salary/hourly rate range of each classification covered by this Agreement and the base salary/hourly rate of pay of each employee employed in those classifications shall be increased by one and one-half percent (1.5%).
2. Effective April 21, 2019, the base salary/hourly rate range of each classification covered by this Agreement and the base salary/hourly rate of pay of each employee employed in those classifications shall be increased by one and one-half percent (1.5%).
3. Upon the implementation by the Medical Examiner of shift work in which employees are assigned to work Evening and/or Night Shifts, the base pay/salary of employees in the classifications of Medical Examiner Investigator I, Medical Examiner Investigator II, and Senior Medical Examiner Investigator shall be increased by nine percent (9%).
4. Effective April 19, 2020, the base salary/hourly rate range of each classification covered by this Agreement and the base salary/hourly rate of pay of each employee employed in those classifications shall be increased by one and one-half percent (1.5%).
5. Effective June 28, 2020, the base pay/salary of employees in the classifications of Medical Examiner Investigator I, Medical Examiner Investigator II, and Senior Medical Examiner Investigator shall be increased by three percent (3%).

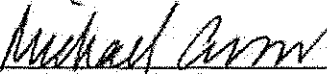
Agreed to this ___23rd___ day of January 2020 by:

FOR THE COUNTY:

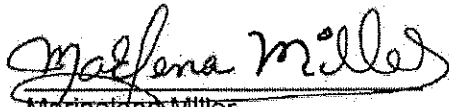

Sandra Ambriz
Program Management Analyst

FOR SPOAVC

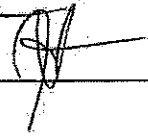

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