

**AMENDMENT TO THE MEMORANDUM OF AGREEMENT
BETWEEN
THE COUNTY OF VENTURA
AND
THE VENTURA COUNTY PROFESSIONAL FIREFIGHTERS' ASSOCIATION**

There is presently in full force and effect a Memorandum of Agreement ("MOA") between the Ventura County Fire Protection District ("District") and the Ventura County Professional Firefighters' Association ("VCPFA") which sets forth the terms and conditions of employment of all employees of the District represented by VCPFA through July 31, 2024.

The District and VCPFA have agreed to amend the 2021-2024 MOA as follows:

- Revise Article 13, Section 1302, "Combined Leave for Fire Unit Employees," as follows:

Sec. 1302 (A) For historical purposes, for line assigned employees, the following holidays have been included in the Combined Leave accrual rates and shall be scheduled off in accordance with the above paragraph:

1. New Year's Day, January 1
2. Martin Luther King Day, 3rd Monday in January
3. Presidents' Day, 3rd Monday in February
4. Memorial Day, last Monday in May
- 5. Juneteenth, June 19**
- ~~5~~ **6.** Independence Day, July 4th
- ~~6~~ **7.** Labor Day, 1st Monday in September
- ~~7~~ **8.** Admissions Day, September 9th
- ~~8~~ **9.** Veteran's Day, November 11.
- ~~9~~ **10.** Thanksgiving Day, the fourth Thursday in November.
- ~~10~~ **11.** Day After Thanksgiving;
- ~~11~~ **12.** Christmas Day, December 25.
- ~~12~~ **13.** And every day appointed by the Governor of the State of California for public fast, thanksgiving, or holiday when specifically approved by the Board of Directors will add an additional eleven and two-tenths (11.2) hours to each line-assigned, fifty-six (56) hour work week employee's Combined Leave bank.

Sec. 1303 ACCRUAL: Annual Combined Leave periods are earned according to consecutive biweeks of full-time service, commencing with the employee's initial hire date, or with the first date of hire of his latest period of District or County employment.

A. Combined Leave credits are earned according to the following:

56 Hour Employees			40 Hour Employees		
Combined Leave Credit Earned/Biweek	Hours of Compensated Service	Years	Hours of Compensated Service		Combined Leave Credit Earned/Biweek
9.04	<14,560	<5	<10,400		6.76
11.19	14,560 but < 32,032	5 < 11	10400 but < 22,880		8.29
11.63	32,032	11	22,880		8.6
12.03	34,944	12	24,960		8.9
12.47	37,856	13	27,040		9.24
12.9	40,768	14	29,120		9.52
13.34	43,680 +	15 +	31,200 +		9.82

56 Hour Employees			40 Hour Employees		
Combined Leave Credit Earned/Biweek	Hours of Compensated Service	Years	Hours of Compensated Service		Combined Leave Credit Earned/Biweek
<u>9.47</u>	< 14,560	< 5	< 10,400		<u>7.07</u>
<u>11.62</u>	14,560 but < 32,032	5 < 11	10400 but < 22,880		<u>8.60</u>
<u>12.06</u>	32,032	11	22,880		<u>8.91</u>
<u>12.46</u>	34,944	12	24,960		<u>9.21</u>
<u>12.90</u>	37,856	13	27,040		<u>9.52</u>
<u>13.33</u>	40,768	14	29,120		<u>9.83</u>
<u>13.77</u>	43,680 +	15 +	31,200 +		<u>10.13</u>

B. Combined Leave shall not be accumulated beyond seven hundred (700) hours for fifty-six (56) hour employees and five hundred eleven (511) hours for forty (40) hour employees. Any Combined Leave earned beyond the applicable maximum accrual shall be paid in cash at the current hourly rate.

Revise Article 38, Section 3802, "Holidays for Auxiliary Unit Employees," as follows:

Sec. 3802

PAID ASSIGNED HOLIDAYS:

1. New Year's Day, January 1
2. Martin Luther King Day, 3rd Monday in January
3. Presidents' Day, 3rd Monday in February
4. Memorial Day, last Monday in May
5. **Juneteenth, June 19**
- ~~5~~ ~~6~~. Independence Day, July 4th
- ~~6~~ ~~7~~. Labor Day, 1st Monday in September
- ~~7~~ ~~8~~. Veteran's Day, November 11.
- ~~8~~ ~~9~~. Thanksgiving Day, the fourth Thursday in November.
- ~~9~~ ~~10~~. Day After Thanksgiving;
- ~~10~~ ~~11~~. Christmas Day, December 25.
- ~~11~~ ~~12~~. And every day appointed by the President of the United States or Governor of the State for public fast, Thanksgiving, or holiday, when specifically authorized by the Board of Directors.

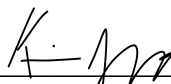
Agreed to this 19th day of April, 2023, by:

For the District:



J. Tabin Cosio
Chief Deputy Executive Officer

For VCPFA:



Kevin Aguayo
VCPFA President