

**Amendment to Memorandum of Agreement
Between County of Ventura and Ventura Employees Association**

The County of Ventura (County) and the Ventura Employees Association (VEA) hereby agree to amend the 2020– 2022 Memorandum of Agreement (MOA) effective March 22, 2020 as follows:

Article 13 – Vacation, Sec. 1302(C) (Vacation Leave): [NEW]

B. Vacation Credit Accumulation- Vacation credit shall not be accumulated beyond four hundred (400) 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 limit set forth in Sec. 1302(B), above, be permitted to continue to accrue vacation hours in excess of the maximum vacation credit accrual limit up to an amount not to exceed 60 hours. Such accruals in excess of the 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 460.

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. 1302(B), above, shall draw down (by use for paid time off or cash redemption pursuant to Sec. 1303, below) their accrued vacation hours that are in excess of the maximum accrual limit set forth in Sec. 1302(B), above, or lose the value of all hours in excess of that maximum accrual limit.

Article 33 –Annual Leave, Sec. 3315 (B) (Annual Leave): [NEW]

Sec. 3315 **A. PROFESSIONAL ENGINEERS:** The provisions of this section apply only to employees in the Professional Engineers Unit.

COMPENSABLE HOURS	MAXIMUM ACCUMULATION
Less than 10,400 hours (Approximately less than 5 Years)	400 hours maximum
10,400 but less than 31,200 (Approximately 5 but less than 15 Years)	500 hours maximum

31,200 or more

600 hours maximum

(Approximately more than 15 Years)

It is the mutual responsibility of the employee and the department/agency head to insure that no employee shall exceed said maximum accrual.

- B. Annual Leave 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 limit set forth in Sec. 3315(A), above, be permitted to continue to accrue annual leave hours of up to 60 hours in excess of the applicable maximum annual leave credit accrual limit. Such accruals in excess of the applicable maximum annual leave 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 this section.**

Within six months from the date of the end of the natural disaster, any employee who was permitted under this subsection to accrue annual leave hours in excess of the maximum accrual limit set forth in this section, shall draw down (by use for paid time off or cash redemption pursuant to Sec. 3306, below) their accrued vacation hours that are in excess of the maximum accrual limit set forth in this section, or lose the value of all hours in excess of that maximum accrual limit.

Agreed to this 22nd day of May, 2020, by:

For the County:


Sandra Ambriz, Program Management Analyst

For VEA:


Aaron McCants, President