

AMENDMENT TO THE MEMORANDUM OF AGREEMENT  
 BETWEEN  
 THE VENTURA EMPLOYEES' ASSOCIATION 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 Employees' Association ("VEA") which sets forth the terms and conditions of employment of all employees of the County represented by VEA for the period between December 22, 2022 through December 12, 2025.

The County and the VEA have agreed to amend the 2022-2025 MOA as follows:

Sec. 1302

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

Effective December 25, 2022, vacation credit shall not be accumulated beyond four hundred 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 limit set forth in Sec. 1302(B), above, be permitted to continue to accrue vacation hours in excess of the maximum credit accrual limit up to a n 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. Effective December 25, 2022, in no case shall the total number of accrued hours of any employee exceed 500.

- D. Notwithstanding the provisions of subsection 1302(C), employees may continue to accrue annual leave hours in excess of the maximum accrual limit set forth in Sec. 1302(B), above, up to 60 hours, 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. 1303 below) their accrued annual leave hours that are in excess of the maximum accrual limit set forth in Sec. 1302(B) by December 31, 2023, or lose the value of all hours in excess of that maximum accrual limit as of that date.

Sec. 3315

PROFESSIONAL ENGINEERS:

- A. The provisions of this section apply only to employees in the Professional Engineers Unit.

COMPENSABLE  
HOURS

MAXIMUM  
ACCUMULATION

Less than 10,400 hours

400 hours maximum

(Approximately less than 5 Years)

10,400 hours but less ~~that~~ **than** 31,200                      500 hours maximum  
(Approximately 5 but less than 15 Years)

31,200 or more    600 hours maximum  
(Approximately more than 15 Years)

Effective December 25, 2022, the maximum accumulation for employees in the Professional Engineers Unit shall be as follows:

<u>COMPENSABLE HOURS</u>	<u>MAXIMUM ACCUMULATION</u>
Less than 10,400 hours (Approximately less than 5 Years)	440 hours maximum
10,400 hours but less than 31,200 (Approximately 5 but less than 15 Years)	540 hours maximum
31,200 or more (Approximately more than 15 Years)	640 hours maximum

It is the mutual responsibility of the employee and the department/agency head to ensure 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 section 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 section 3306 ~~below~~ **above**) their accrued vacation hours that are in excess of the maximum accrual limit set ~~forth~~ **forth** in this section, or lose the value of all hours in excess of that maximum accrual limit.

C. Notwithstanding the provisions of subsection 3315(B), employees may continue to accrue annual leave hours of up to 60 hours in excess of the maximum accrual limit set forth in Sec. 3315(A), 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. 3306) their

**accrued annual leave hours that are in excess of the maximum accrual limit set forth in Sec. 3315(A) 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 07 day of March 2023

For the County:

For VEA: Darren Arrieta  
President



Robert Abelee  
CEO Labor Relations



VEA Representative