

COUNTY OF VENTURA
civil service commission
BOARD OF REVIEW AND APPEALS



Commissioners
Don Becker
Alyse M. Lazar
J. William Little
Haywood Merricks III
James Vandenberg

**MINUTES OF
SPECIAL MEETING
WEDNESDAY, AUGUST 4, 2010
10:00 a.m.
HALL OF ADMINISTRATION, MAIN PLAZA
ATLANTIC CONFERENCE ROOM 253
(800 S. Victoria Avenue, Ventura, CA)**

Chair Vandenberg called the meeting to order at 10:01 a.m. Commissioners present: Chair Vandenberg, Vice-Chair Merricks and Commissioners Becker, Little and Lazar. Staff present: Cheryl Shaw, Commission Assistant, Robert Orellana and Jim Dembowski, (IR).

I. SECTION 103 REVIEW OF PROPOSED MOA AND LETTER TO THE BOARD OF SUPERVISORS OF THE COUNTY OF VENTURA RE:
Approval of 2010-2013 Memorandum of Agreement between the County of Ventura and the Ventura County Professional Peace Officers Association (VCPPOA).

Mr. Dembowski, indicated that with regard to this MOA, no changes were made that would have an impact on the Personnel Rules and Regulations. Mr. Orellana pointed out to the Commission that there were changes made with regard to arbitration rights. Mr. Dembowski stated that the County has had an agreement with VCPPOA since the late 1980's regarding outside arbitration. Initially, the arbitration provision called for the non-prevailing party to bear the arbitration costs. For the last two contracts, the provision required the County to absorb all arbitration costs. The current MOA changes back that requirement so that the non-prevailing party bears the costs of arbitration.

Mr. Dembowski confirmed Commissioner Becker's question that as the arbitration costs clause was something that originally went into affect a decade ago, that the current change back to such a provision would have no adverse impact on the Personnel Rules and Regulations.

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Commissioner Little inquired about the reduction in salary of Probation Unit employees by .63%. In response, Mr. Dembowski stated that previously the County picked up a portion of retirement funding which was used to fund safety to non-safety members. That is changed in the current MOA which reflects that there is no County pick-up for employees in the Probation Unit.

In response to Commissioner Lazar, Mr. Dembowski indicated that the provision regarding the decision of the Probation Agency to extend the probationary period shall be neither grievable nor arbitrable applies only to VCPPOA employees serving a probationary period.

In response to Vice-Chair Merricks, Mr. Dembowski also confirmed that the union negotiated a five day suspension provision triggering lay-off which was a change from the former one day suspension provision.

On unanimous vote by motion made by Commissioner Becker, seconded by Commissioner Lazar, the Commission agreed to advise to the Board of Supervisors that the subject MOA does not adversely impact the Ventura County Personnel Rules and Regulations. Chair Vandenberg was authorized to sign a letter regarding same, which will be submitted to the Board of Supervisors for their next agenda.

Mr. Dembowski further indicated that the County was currently in negotiations with the California Nurses' Association, and the International Union of Operating Engineers Local 501, but had yet to enter into negotiations with the Ventura Employees' Association.

- II. MINUTES FOR APPROVAL** – The minutes of the Regular Business Meeting of July 22, 2010, were approved on motion by Commissioner Little, seconded by Vice-Chair Merricks.

Chair Vandenberg stated that the barring any substantive business to be addressed in August, that the regular business meeting for August 26, 2010, would most likely be cancelled. Notice will be given by staff the week prior the meeting.

The meeting was adjourned at 10:11 a.m.