

COUNTY OF VENTURA
civil service commission
BOARD OF REVIEW AND APPEALS



Commissioners
Don Becker
Alyse M. Lazar
Haywood Merricks III
Joyce A. Taylor
James Vandenberg

MINUTES
REGULAR BUSINESS MEETING
THURSDAY, JANUARY 23, 2014
9:30 a.m.
County of Ventura Government Center
Hall of Administration
LOWER PLAZA ASSEMBLY ROOM

- I. **CALL TO ORDER** - The meeting was called to order by Chair Merricks at 9:32 a.m.
- II. **ROLL CALL** - Commissioners present: Chair Merricks, Vice-Chair Becker and Commissioners Vandenberg, Lazar and Taylor. Staff present: Cheryl Shaw, Commission Assistant, Robert Orellana, Law Advisor, Stephen Millich, Law Advisor, Jim Dembowski (IR) and Mike Curnow (IR.)
- III. **PLEDGE OF ALLEGIANCE**
- IV. **MINUTES FOR APPROVAL** – The Minutes of the Regular Business of November 21, 2013, were approved on motion by Commissioner Vandenberg, seconded by Commissioner Lazar.
- V. **PUBLIC COMMENTS** - None.
- VI. **OLD BUSINESS** – Anthony Sheppard, IT Services (Termination) Case #13-102-19-04. Select hearing panel; Address request from IT Services that appeal hearing be conducted in partially closed session.

Chair Merricks directed the request be taken up at the at the end of the Commission's agenda.

Present for the Petitioner was attorney Thomas Brown. Assistant County Counsel Tom Temple was present for IT Services, with conflict attorney Stephen Millich acting as law advisor for the Commission. With respect to the County's request that certain portions of the petitioner's hearing be closed to the public, Mr. Temple stated the request was necessary to protect the privacy of another county employee. Mr. Brown stated that he would not stipulate to the hearing being closed, but that he had no formal objection to the request.

Mr. Temple then requested that any further discussion before the Commission on the subject be conducted in closed session. Upon finding good cause, and there being no objection, the Commission ordered the remainder of its discussions relating to the appeal filed by Mr. Sheppard be heard in closed session. Further discussion was closed to the public at 9:48 a.m.

VII. NEW BUSINESS

- A. Section 103 Review of Proposed MOA and Letter to the Board of Supervisors of the County of Ventura Re: Approval of Adoption of 2014-2017 Memorandum of Agreement between the County of Ventura and the Ventura Employees Association (VEA).

Mike Curnow was present for Industrial Relations and highlighted the changes in the MOA which included the following. Effective July 6, 2014, employees shall pay 100% of the actuarially determined employee retirement contribution rate and 50% of the actuarially determined normal retirement cost. Long term disability is now also offered to the appraiser unit of VEA. Educational incentives were amended to reflect that benefits paid to new employees shall be taken in the form of direct contributions to a 401k account, rather than in cash salary.

In response to Commissioner Becker's question, Jim Dembowski indicated that the increase in the flexible benefit credit averages for most units approximately 1%. Mr. Curnow reiterated in response to Commission Lazar that the disciplinary arbitration provisions of section 3200 were unchanged from the prior MOA. Mr. Dembowski then represented that Industrial Relations did not believe that any of the proposed amendments would have an adverse impact on the County Personnel Rules and Regulations.

By unanimous vote, after a motion by Vice-Chair Becker, seconded by Commissioner Lazar, the Commission decided to recommend to the Board of Supervisors that the subject amendments to the MOA do not adversely impact the Ventura County Personnel Rules and Regulations. Chair Merricks was directed to sign a letter regarding same which will be submitted by staff to the Board of Supervisors for their next meeting agenda.

Ms. Shaw commented that she was pleased that the Clerk of the Board, Brian Palmer, was able to accommodate the Commission's meeting schedule and assured her that the Commission's letter of advise would be placed on the agenda for the Board's next meeting on January 28.

VIII. REQUEST FOR HEARING – None.

IX. REQUEST FOR INVESTIGATION – None.

X. INFORMATIONAL - None.

XI. COMMISSION/STAFF COMMENTS - Presentation of quarterly report to Board of Supervisors regarding Commission's activities for first and second fiscal quarters.

Upon motion by Commissioner Becker, seconded by Commissioner Vandenberg, the Commission voted to direct the Chair to sign the letter to the Board of Supervisors for the Board's next business meeting.

XII. ADJOURNMENT - The meeting was adjourned following the closed session of agenda item VI at 10:10 a.m.