

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 OF
SPECIAL MEETING
WEDNESDAY, MARCH 12, 2014
9:00 a.m.
CONFERENCE ROOM B, Fourth Floor
HALL OF ADMINISTRATION**

Chair Merricks called the meeting to order at 9:00 a.m. Present were Chair Merricks, Commissioners Lazar and Taylor, Cheryl Shaw, Commission Assistant, Robert Orellana, Law Advisor, Tobin Cosio, IR, and Catherine Rodriguez, IR.

- 1. 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 (MOA) between the County of Ventura and the Ventura County Deputy Sheriffs' Association (VCDSA).

Tobin Cosio addressed the Commission and summarized the proposed amendments to the MOA, which he indicated were consistent with changes that have been approved by the Board of Supervisors and other employee organizations. He also stated that despite some significant changes, the MOA's terms would not have any adverse impact on the County's Personnel Rules and Regulations.

The significant changes include the following: Existing employees will contribute 50% of the normal cost rate of their retirement plan which will meet the target of the Public Employees Pension Reform Act (PEPRA). Connected with the cost sharing arrangement, the County will provide a one-time salary offset of 14.15 %. Any future increases will be shared equally between the employer and employee. The MOA also provides for salary increases to keep salaries in line with other cities and counties which will be determined from a compensation survey.

In response to a question from Commissioner Lazar, Mr. Cosio indicated that with respect to the salary survey, if the results show that current compensation is not more than 10% above average, then represented employees will receive a 1% salary increase. The compensation study includes the cities of Ventura, Simi Valley, and Oxnard, as well as Santa Barbara and Los Angeles Counties.

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The MOA also provides an annual increase to the flex credit allowance of \$312 effective in March, 2014, and another \$312 increase in December, 2014. Significant changes were negotiated to the overtime provisions specifically with respect to the compensatory time calculations, which will reduce the number of vacancies when employees elect to take time off. The accrual rate will now be one hour for every hour worked and the number of hours which may be banked is reduced from 480 to 360. The overtime provision formula has also been changed. In response to inquiries from Chair Merricks, Mr. Cosio stated that there will be no expiration date for banked hours. Compensatory time off will be paid out at an employee's current salary level. And, an employee cannot be compelled to use the compensatory time off but in the instance of disability, an employee can draw 50% from long term disability and the other 50% from combined compensatory time off and vacation banks.

Mr. Cosio stated that the proposed amendments were ratified by the membership and are scheduled to go before the Board of Supervisors for second hearing and final adoption on March 18, 2014.

Upon motion by Commissioner Lazar, seconded by Commissioner Taylor, it was unanimously voted to instruct the Chair to sign a proposed letter from the Chair to the Board of Supervisors stating that the Commission, by unanimous vote, finds that the proposed amendment will have no adverse impact of the County's Personnel Rules and Regulations. Staff was directed to submit the letter to the Clerk of the Board of Supervisors for placement on their March 18, 2014 agenda.