

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
MONDAY, JUNE 23, 2014
9:30 a.m.
CONFERENCE ROOM B, FOURTH FLOOR
HALL OF ADMINISTRATION**

Chair Merricks called the special meeting to order at 9:35 a.m. Present were Chair Merricks, Vice-Chair Becker, Commissioners Vandenberg and Taylor, Cheryl Shaw, Commission Assistant, Robert Orellana, Law Advisor, and Tabin Cosio, IR.

- 1. SECTION 103 REVIEW OF PROPOSED MOA AND LETTER TO THE BOARD OF SUPERVISORS OF THE COUNTY OF VENTURA RE:** Adoption of Amendment to the 2013-2016 Memorandum of Agreement (MOA) between the County of Ventura and the Service Employees International Union (SEIU), Local 721.

Tabin Cosio outlined the amendments to the existing three year MOA that the County entered into with SEIU in 2013 which includes restructuring the provisions relating to salary increases. The amended MOA now provides that all eligible employees will receive a market based salary adjustment of 4%, with a 1% increase effective August 17, 2014, and a 3% increase effective August 16, 2015. The eligibility criteria has also been changed to allow for the salary adjustment for all employees that are not more than 10% above market.

The second change to the MOA was to eliminate the provision which converted educational incentive pay from cash payments to 401k contributions. The educational incentive pay will continue to be done on a cash payment basis. Additionally, the amendments reinstate the previous MOA's overtime rules so that contract overtime is paid at a reduced rate based on base pay only and does not include other cash payments such as educational bi-lingual incentive pay. FSLA overtime continues to be paid at time-and-a-half based on all cash payments, including incentive pay. The amendments also include changes to the compensation for time off work provisions of the MOA so that the accrual rate is one hour for every hour worked.

Mr. Cosio stated that none of the amendments would adversely affect the County's Personnel Rules and Regulations. In response to a question from Commissioner Vandenberg, he also stated that SEIU is the largest group of represented employees in the County, as SEIU 721 includes six, separate bargaining units, and that during bargaining sessions, each unit is required to have a representative present.

Upon motion by Commissioner Becker, seconded by Commissioner Vandenberg, the Commission voted to direct the Chair to sign a letter to the Board of Supervisors stating that the Commission, by unanimous vote, finds that the proposed MOA amendments would have no adverse impact on the County's Personnel Rules and Regulations. Staff was instructed to submit the letter to the Clerk of the Board of Supervisors for placement on its next meeting's agenda.

2. SECTION 103 REVIEW OF PROPOSED MOA AND LETTER TO THE BOARD OF SUPERVISORS OF THE COUNTY OF VENTURA RE: Adoption of Amendment to the 2014-2017 Memorandum of Agreement (MOA) between the County of Ventura and the Ventura County Deputy Sheriffs' Association (VCDSA).

Mr. Cosio stated that, with respect to the proposed amendments to the MOA, there are no substantive changes to the terms of the MOA last reviewed by the Commission. The proposed amendments are being made to clarify the parties' understanding of the existing contract language pertaining to how overtime is calculated. The amendment is being made in response to a request from the Auditor-Controller's office. Similar to the changes in the SEIU MOA, the existing MOA with VCDSA provides for contract overtime which is more generous than the overtime provisions under FSLA.

Upon motion by Commissioner Becker, seconded by Commissioner Vandenberg, the Commission voted to direct the Chair to sign a letter to the Board of Supervisors stating that the Commission, by unanimous vote, finds that the proposed MOA amendments would have no adverse impact on the County's Personnel Rules and Regulations. Staff was instructed to submit the letter to the Clerk of the Board of Supervisors for placement on its next meeting's agenda.

The meeting was adjourned at 10:00 a.m.