

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
SPECIAL MEETING
THURSDAY, APRIL 23, 2015
9:30 a.m.
LOWER PLAZA ASSEMBLY ROOM
HALL OF ADMINISTRATION**

Chair Merricks called the meeting to order at 9:34. Present were Chair Merricks, Vice-Chair Becker, and Commissioners Vandenberg, Lazar and Taylor; Cheryl Shaw, Commission Assistant; Roberto R. Orellana, Law Advisor to the Commission; and Jim Dembowski, Deputy Executive Officer, Human Resources.

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

Mr. Dembowski expressed his appreciation to the Commission for implementing the procedure to expedite Section 103. With respect to the amended MOA, Mr. Dembowski stated that the County is aware that there are a significant number of employees whose salaries are under \$40,000 per annum and that the amendment would bring those salaries to within market range or a minimum of \$40,000 per year.

The original letter to the Board of Supervisors requesting approval of the amendment also included a request to waive the second public hearing pursuant to Personnel Rules and Regulations Section 2006(B). Mr. Dembowski also stated that in this instance, for an amendment, the second public hearing requirements only apply to newly negotiated memoranda of agreements. However, as Ms. Shaw informed him that two Commissioners had some questions and concerns regarding the amendments, the request to the Board of Supervisors was modified to incorporate the second public hearing to be set for May 2.

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Vice-Chair Becker agreed that the proposed amendment would not adversely impact the Personnel Rules and Regulations but questioned why the letter to the Board of Supervisors did not set forth a reason for the requested waiver of the second public hearing. Mr. Dembowski stated that typically it is recommended that two public hearings be held, however, in some situations it may be appropriate to request a waiver. He acknowledged that by setting forth the reason for the waiver would be more transparent.

In response to Commission Lazar, Mr. Dembowski stated that Industrial Relations would appreciate any input that the Commission may have with respect to the issue of requesting waivers of second public hearings pertaining to memoranda of agreements. He further commented that the recently implemented procedures by the Commission with respect to conducting Section 103 reviews was a large step in efficiency in County government.

Chair Merricks inquired about the County's target goals regarding the salary spread between the lower and upper classifications and the compaction issues in the approval recommendation letter to the Board of Supervisors. Mr. Dembowski indicated that in some cases there is as little as a 4% spread between the lower and upper classifications, and it is generally desirable to have a minimum of a 5% compensation spread. This issue will be left to further bargaining.

Mr. Dembowski also notified the Commission that there is a tentative agreement that was reached to extend the terms of the expired MOA relating to the per-diem unit of the California Nurses Association.

Ms. Shaw was directed to place on the Commission's May 28, 2015, business meeting agenda a discussion relating to recommendations to the Board of Supervisors regarding requested waivers of second public hearings as specified in Personnel Rules and Regulations Section 2006(B).

Upon motion by Commissioner Lazar, seconded by Commissioner Taylor, the Commission unanimously voted to direct the Chair to sign a letter to the Board of Supervisors stating that the Commission finds that the amendment to the MOA will 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 agenda.

2. APPROVAL OF MINUTES: The minutes of the Regular Business Meeting of February 26, 2015, were approved on motion by Commissioner Lazar, seconded by Commissioner Vandenberg. The minutes of the Special Meeting of March 23, 2015, were approved on motion by Commissioner Taylor, seconded by Commissioner Vandenberg.

The meeting was adjourned at 9:50 a.m.