

Correction/Revision
Section 408 of 2014 – 2017 VCPPOA PATROL MOA

As noticed by a September 25, 2014, email from Labor Relations Manager James A. Dembowski to VCPPOA President Donald Douglass, as implemented by the County Auditor-Controller on the payday of October 17, 2014, and as ultimately confirmed as proper/accurate by both parties during a meeting held on December 19, 2014, Section 408 of the Memorandum of Agreement between the parties applicable to the Patrol Unit is to read as follows:

- Sec. 408 Effective July 6, 2014, or four (4) pay-periods after commencement of this Agreement, whichever is later, the base hourly rate or salary range of each classification covered by this Agreement, and the base hourly rate or salary of each employee therein, shall be increased by:
- A. the percentage amount equal to the percentage value of eliminating any retirement "pick-up"; and,
 - B. the percentage value of employees participating in the 50:50 cost-sharing of the normal cost of retirement contributions.

The parties understand and agree that the value of the salary/pay offsets described in A & B above shall be done on as close as is possible to a "cost neutral" basis to both the County and the employees; overall the employees are to remain "whole" but at no greater cost to the employer, and that the appropriate pay/salary increases mandated by this section are as follows:


<u>Classification</u>	<u>Code</u>	<u>Increase</u>
Airports Operations Officer	06156	3.65%
Harbor Patrol Officer Trainee	01734	3.65%
Harbor Patrol Officer I	00875	3.65%
Harbor Patrol Officer II	00876	3.65%
Harbor Patrol Officer III	01783	3.65%
Park Services Ranger Trainee	00867	2.952%
Park Services Ranger I	00602	2.952%
Park Services Ranger II	00603	2.952%

The parties further understand and agree that the percentage salary/pay increase due to the subject "offsetting" of increased retirement costs shall not be included in calculation of compensation owed due to payment of any non - "FLSA Mandated Overtime."

Confirmed this 24th day of December, 2014, by:



James A. Dembowski Labor Relations Manager
County of Ventura



Donald Douglass, President
V.C.P.P.O.A.