

**Agreement**  
to  
**Extend**  
**Enhanced Salary & Benefits**  
to  
**Employees Called to Combat Military Duty**

The parties hereto acknowledge that:

- 1) On May 16, 2017, the Ventura County Board of Supervisors (BoS) approved a program to extend the salary and benefits set forth in Exhibit 1 of this agreement to all unrepresented County employees;
- 2) On that same day, the BoS also authorized the Director of Human Resources to engage with each organization recognized by the County of Ventura ("County") to represent employees in matters involving wages, hours, and other terms and conditions of employment for the purpose of offering the benefits set forth in Exhibit 1 to represented employees;
- 3) The Service Employees International Union (SEIU) is recognized by the County as an employee organization for purposes of representing employees in matters involving wages, hours, and other terms and conditions of employment; and,
- 4) There is currently in effect a Memorandum of Agreement (MoA) between the County and SEIU.

Notwithstanding the provisions of the MoA referenced in #4 immediately above, the parties hereto agree:

- A) To extend the benefit(s) set forth in Exhibit 1, which is incorporated in its entirety into this agreement, to eligible individuals employed in classifications represented by SEIU; and,
- B) Eligibility for the benefits set forth in Exhibit 1 shall commence with the start of the first pay-period after the date upon which this agreement is signed.

Agreed to this 24 day of May, 2017 by:

For the County:



Shawn Atin  
Assistant County Executive Officer  
Director of HR/LR

For Service Employee International Union:



Danny Carrillo  
Tri-Counties Regional Director  
Service Employee International Union

RESOLUTION NO. 17-052

EXHIBIT 1

RESOLUTION OF THE BOARD OF SUPERVISORS OF  
THE COUNTY OF VENTURA  
EXTENDING SALARY AND BENEFITS TO EMPLOYEES  
CALLED TO COMBAT MILITARY DUTY

**WHEREAS**, Section 395.01 of the Military and Veterans Code provides that employees with one year or more of County service, including recognized military service, are eligible to receive their regular salary for a period not to exceed (30) days; and

**WHEREAS**, the loss of County salary upon which employees who are called to active military duty in combat, preparation for combat, or for the war on terrorism resulting in deployment of the employee with the Armed Forces to a foreign country, have come to rely may result in economic hardship for those individuals; and

**WHEREAS**, The Board of Supervisors has the authority to provide benefits in excess of those provided by the Military and Veterans Code,

**NOW, THEREFORE, BE IT RESOLVED AND ORDERED**, that, notwithstanding any provision of the County Administrative Manual, in recognition of the sacrifices made by these employees on behalf of the citizens of this County and the financial hardship they face as a result of the difference between their County salary and their military pay, that:

1. Effective May 21, 2017, for any regular status County employee in an unrepresented classification with at least one year of County service who is called to active military duty in combat, preparation for combat, or for the war on terrorism resulting in deployment of the employee with the Armed Forces to a foreign country, and after receiving his/her regular salary as required by law, effective on the 31st day of the aforementioned leave, and for a period of up to eleven (11) additional months of eligible deployment, the County will supplement the employee's full gross military salary to maintain the employee at the same assigned daily rate of pay as the date of deployment (excluding unscheduled or unworked overtime) and grant half-time (50%) holiday, sick, vacation and annual leave accruals; once an employee receives 11 months of this supplemental pay/50% leave accrual beyond the 30 days mandated by law (regardless of whether the 11 months is consecutive or not), the employee is no longer eligible to receive such benefits;
2. Effective the first day of the pay-period immediately after receipt of formal agreement with any recognized employee organization, the Human Resources Director shall cause the benefits detailed in #1 immediately above to be extended to eligible employees represented by that Union/Association.

Upon motion of Supervisor Long, seconded by  
Supervisor Zaragoza, the foregoing resolution was passed and  
adopted on this 16 day of May, 2017.

By: John Zangger  
Chair, Board of Supervisors  
County of Ventura

ATTEST: MICHAEL POWERS,  
Clerk of the Board of Supervisors,  
County of Ventura, State of California

By: Tom Harris  
Deputy Clerk of the Board

