

**AMENDMENT TO THE MEMORANDUM OF  
AGREEMENT BETWEEN THE COUNTY OF VENTURA AND  
THE CRIMINAL JUSTICE ATTORNEYS' ASSOCIATION OF VENTURA COUNTY**

There is presently in full force and effect a Memorandum of Agreement ("MOA") between the County of Ventura ("County") and the Criminal Justice Attorneys Association of Ventura County ("CJAAVC") which sets forth the terms and conditions of employment of all County employees represented by CJAAVC for the period between October 21, 2023 and October 20, 2026.

The County and the CJAAVC agree to amend the 2023-2026 MOA as follows:

1. Revise Section 301, "Recognition," as follows:

Attorney I (0217)  
Attorney II (0218)  
Attorney III (0219)  
**Senior Attorney (1568)**

2. Revise Section 402, "Minimum Qualifications," as follows:

The Attorney I classification requires a minimum of zero to twenty-three months of legal experience.

The Attorney II classification requires a minimum of two years of legal experience.

The Attorney III classification requires a minimum of four or more years of legal experience.

When an Attorney whose performance is satisfactory meets the minimum eligibility requirements for the classifications of Attorney II or III, the Attorney shall be elevated to the applicable classification.

**Senior Attorneys shall require 6 years of experience as a licensed Attorney.**

**Promotions, lateral transfers, and voluntary demotions to the Senior Attorney classification shall be conducted through the recruitment and promotion process, as outlined in the County of Ventura's Personnel Rules & Regulations unless otherwise agreed to.**

3. Delete Section 403, "Senior Attorney Status," in its entirety
4. Revise Section 412, "Additional Compensation To Supervisors," as follows:

A person, occupying a supervisory position, may have the Base Salary increased to a rate of five percent (5%) above the base salary rate (plus supervisory differential of the subordinate, if applicable) of any one of their subordinates provided that:

- A. Both the appointing authority and the County Executive Officer find the employee is exercising substantial supervision over the subject subordinate and that such employee is satisfactorily performing the full supervisory duties of the position; and,
- B. The organization is a permanent one approved by the County Executive Officer; and,
- C. Both the supervisor and the subordinate have been regularly appointed to full-time positions; and,
- D. The classifications of both the supervisor and subordinate's positions are appropriate to the organization and their duties.

Such increased compensation shall be effective on the first (1st) day of the pay period during which the finding called for in Subparagraph "A" above is made. This addition to Base Salary shall be effective only for the period necessary to maintain the Base Salary of the supervisor at a rate of five percent (5%) above that received by the subordinate.

When the conditions authorizing this increase cease to exist, then the Base Salary of the supervisor shall be adjusted to the Base Salary the supervisor would have attained notwithstanding the provisions of this section. The effective date of said adjustment shall be the first (1st) day of the pay period following the action creating the changed condition.

Where the subordinate is receiving a "Y" rate, or is for any other reason paid more than the maximum of the salary range set for their classification, the supervisor's compensation shall be computed on the actual Base Salary paid the subordinate. A change in the salary or status of the supervisor shall invoke the Merit Increase Section of this Agreement and said sections shall only be applied to the base rate of the supervisor's salary.

Policies and procedures relating to probation hours needed and/or merit increase hours needed are not affected by the provisions of this section.

Depending on assignment, and consistent with all other provisions of this section, any attorney employed in any classification covered by this MOA may be eligible for the benefit provided by this section. Further, for purposes of this section, the number of attorneys assigned/designated to perform supervisory duties (and thereby eligible for the benefit of this section) may be no greater than nine (9) in the office of the District Attorney, and two (2) in the office of the Public Defender.

5. Revise Section 419, "Time For Merit Advancements," as follows:

An Attorney newly appointed, reemployed or promoted to a classification specified in Section 402 may qualify for:

- A. An initial merit advancement within the salary range upon completing 1,040 hours of compensable service in that class.

B. Succeeding merit increases within the salary range upon completion of each additional 2,080 hours of compensable service in that class.

The period of service required to qualify for merit increases by regular less than full-time employees shall be the same as for regular full-time employees. Merit increases are not available for classifications assigned a flat salary rate.


6. Delete Section 2817, "Senior Attorney Designation" in its entirety

Agreed to this 20<sup>th</sup> day of May 2026, by:

For the County:

  
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J. Tabin Cosio  
Chief Deputy Executive Officer

For CJAAVC:

  
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John Barrick  
President