

**AMENDMENT TO THE MEMORANDUM OF AGREEMENT
BETWEEN THE COUNTY OF VENTURA AND
THE VENTURA COUNTY DEPUTY SHERIFFS' ASSOCIATION**

There is presently in full force and effect a Memorandum of Agreement (“MOA”) between the County of Ventura (“County”) and the Ventura County Deputy Sheriffs’ Association (VCDSA) that sets forth the terms and conditions of employment of all County employees represented by VCDSA for the period between December 10, 2024 through December 9, 2028.

The County and the VCDSA agree to amend the 2024-2028 MOA as follows:

ARTICLE 6 PREMIUM PAY

Sec. 601 **BILINGUAL PREMIUM PAY:** Positions that require the use of bilingual skills shall be allocated for bilingual premium pay. An employee shall have the option to qualify or recertify/requalify for bilingual premium pay through either (a) the County-provided test or (b) a test conducted by the instructor with whom the Sheriff’s Office contracts to teach a bilingual course. The level of an employee’s bilingual proficiency shall also be determined through either (a) or (b) above. Employees assigned to such positions shall be eligible for bilingual premium pay at the level of their proficiency.

FOR ALL EMPLOYEES RECEIVING BILINGUAL PREMIUM PAY AT LEVELS I, II or III: All employees receiving bilingual premium pay at Levels I or II shall be subject to a requalification examination through either the (a) or (b) option described above for their premium level every three (3) years. Employees receiving Level II premium pay may voluntarily elect to take the Level I “oral only” qualification exam offered by the Sheriff’s Office in lieu of requalifying for the Level II premium. Should such employee pass the Level I examination, the premium pay for Level 1 shall be effective the next full pay period following the results of the examination. Any employees who fail to qualify at their current level of bilingual proficiency shall no longer be eligible for bilingual premium pay until they pass a subsequent qualification examination. Employees who have passed the County Level III exam are exempted from the requalification requirements.

FOR ALL EMPLOYEES NOT RECEIVING BILINGUAL PREMIUM PAY AND FOR ALL EMPLOYEES WHO FAIL TO PASS A REQUALIFICATION EXAM TO MAINTAIN ELIGIBILITY FOR THEIR CURRENT LEVEL OF BILINGUAL PAY: Such employees may take a qualification examination through either the (a) or (b) option described above for the level of their proficiency for Bilingual Levels I, II or III. Thereafter, all employees receiving bilingual premium pay, except those who pass the County Level III examination, shall be subject to requalification examination for their

premium level every three (3) years. Any employees who fail to qualify at their current level of bilingual proficiency shall no longer be eligible for bilingual premium pay until they pass a subsequent qualification examination.

IN CONJUNCTION WITH THE INSTITUTION OF REQUALIFICATION EXAMINATIONS FOR BILINGUAL PREMIUM PAY: The Sheriff's Office will initiate training classes to assist employees both in obtaining and maintaining bilingual proficiency. Employees may attend training classes provided space is available and such attendance occurs on their own time or does not otherwise result in overtime expense.

The biweekly premium pay rates for the respective levels will be as follows:

<u>Bilingual Level</u>	<u>Premium Pay</u>
I	\$0.69/hr
II	\$1.38/hr
III	\$2.81/hr

Employees eligible to receive this premium pay shall receive the appropriate rate per hour compensated per biweekly pay period, not to exceed eighty (80) compensated hours per pay period.

Such premium pay shall be in addition to their base pay. To be eligible to receive this premium pay, upon the recommendation of the agency/department head and the Director-Human Resources, the County Executive Officer must designate that such payment will be made.

Effective August 26, 2025, section 601 shall be amended as follows and shall replace and supersede section 601 Bilingual Premium Pay of the 2024-2028 MOA:

Sec. 601 **BILINGUAL PREMIUM PAY: Positions that require the use of bilingual skills shall be allocated for bilingual premium pay. An employee shall qualify for the "Basic" bilingual premium pay through the County-provided test and scoring within the proficiency range of Level I and Level II. Alternatively, if the Sheriff contracts with an instructor who administers a test that is calibrated to test for the County Level I and Level II proficiency level, an employee may qualify for the "Basic" bilingual premium pay by taking and passing such test by such instructor. An employee shall qualify for the "Advanced" bilingual premium pay through the County-provided Level III proficiency test.**

Effective August 31, 2025, the biweekly premium pay rates for the respective levels will be as follows:

<u>Bilingual Level</u>	<u>Premium Pay</u>
<u>Basic</u>	<u>\$1.38/hr</u>
<u>Advanced</u>	<u>\$2.81/hr</u>

Employees eligible to receive this premium pay shall receive the appropriate rate per hour compensated per biweekly pay period, not to exceed eighty (80) compensated hours per pay period.

Such premium pay shall be in addition to their base pay. To be eligible to receive this premium pay, upon the recommendation of the agency/department head and the Director-Human Resources, the County Executive Officer must designate that such payment will be made.

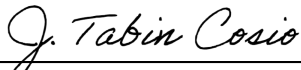
Legacy Clause:

The employees listed in the attached Exhibit 1 are recognized to have previously passed the Level I or Level II bilingual exam, shall be exempt from the requalification requirement that was set forth in this section prior to this Amendment, and shall receive the Bilingual Premium Pay for which they qualified, effective with the first pay period after approval of this Amendment by the Board of Supervisors.


Agreed to this 30TH day of July, 2025, by:

FOR THE COUNTY:

FOR VCDSA:



J. Tabin Cosio
Chief Deputy Executive Officer
Human Resources/Labor Relations



Justin Doering
VCDSA, President