

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.

Effective 7/5/2026, the County and the VCDSA agree to amend the 2024-2028 MOA as follows:

ARTICLE 8 OTHER COMPENSABLE BENEFITS

Sec. 804 COMPENSATION FOR COURT APPEARANCES: Subject to the provisions of the Fair Labor Standards Act, each employee who is required, while off duty, to attend court or any other official proceeding in response to a subpoena in connection with a matter arising out of and during the course and scope of that individual's employment as a peace officer shall receive compensation for actual time spent in each appearance in court or other official proceeding in accordance with Section 1004 at the rate of straight hourly compensation for each hour actually spent in such proceeding, with a minimum compensation of four (4) hours, at straight time. An employee who is required to make an appearance in response to one subpoena in the morning and required to make an appearance in response to a different subpoena in the same afternoon, shall be deemed to have made two (2) appearances ~~on that same day~~ for the purpose of ascertaining the appropriate Court Time Premium when the four (4) hour minimum per appearance requirement shall apply.

If actual court time is less than four (4) hours, the employee will receive in addition to paid court time a Court Time Premium pay that corresponds to the amount listed in the table below.

Actual Court Time	Court Time Premium		
	7/5/2026	1/3/2027	1/2/2028
Equal to 1 Hour or less	\$ 215	\$ 225	\$ 236
Equal to 2 hours and greater than 1 hour	\$ 153	\$ 160	\$ 168
Equal to 3 hours and greater than 2 hours	\$ 92	\$ 96	\$ 101
Greater than 3 hours and less than 4 hours	\$ 61	\$ 64	\$ 67
Equal to 4 hours or greater	\$ -	\$ -	\$ -

Employees who have commenced travel, while off duty, to a scheduled court appearance and are subsequently released (i.e., "called off") prior to the court time indicated on the subpoena, while in route shall receive a \$100 in lieu of the above referenced Court Time Premium.

It is the intention of the parties that the court time premiums listed in the table above will increase each subsequent year in accordance with any future negotiated hourly wage increases, including general salary increases and market based adjustments.

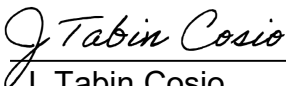
ARTICLE 10 HOURS OF WORK

Sec. 1004 BASIS FOR COMPUTING OVERTIME: Time worked shall include paid compensatory time off, paid annual leave, paid sick leave, paid assigned holidays, paid industrial leave, paid jury service as provided in Section 2203, paid time for serving as a witness as provided in Section 2202, actual time spent in court as provided in Section 804, and the thirty (30) minutes assigned and worked each calendar day by K-9 officers to provide for the care and maintenance of the dog assigned to them.

Agreed to this 15TH day of May 2026, by:

FOR THE COUNTY:

FOR VCDSA:



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



Justin Doering
VCDSA, President