

CITY OF VENTURA  
**CITY COUNCIL AGENDA**

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# **Supplemental Information Packet**

**Meeting of October 24, 2022**

**Received by October 25, 2022, by 8:30 a.m.**

**Supplemental Information:**

Any agenda related public documents received and distributed to a majority of the City Council after the Agenda Packet is printed are included in Supplemental Packets. Supplemental Packets are produced as needed. The Supplemental Packet is available in the City Clerk's Office, 501 Poli Street, Room 204, Ventura, during normal business hours as well as on the City's Website – [www.cityofventura.ca.gov](http://www.cityofventura.ca.gov)  
<https://www.cityofventura.ca.gov/1236/City-Council-Public-Hearing-NoticesSuppl>

## **CLOSED SESSION**

### **5. CONFERENCE WITH LABOR NEGOTIATORS**

City Negotiators: Alex D. McIntyre, City Manager and Danielle Keys, Human Resources Director

Employee Organizations:

- a. Ventura Police Management Association (VPMA)
- b. Ventura Police Officers' Association (VPOA)

## Tracy Oehler

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**From:** Michael MacDonald  
**Sent:** Monday, October 24, 2022 5:17 PM  
**To:** Tracy Oehler  
**Subject:** Fwd: VPOA Labor negotiations  
**Attachments:** 2022 Letter to Council.docx

For supplemental.

Michael

Sent from my iPhone

Begin forwarded message:

**From:** Danielle Keys <dkeys@cityofventura.ca.gov>  
**Date:** October 24, 2022 at 4:47:00 PM PDT  
**To:** Michael MacDonald <mmacdonald@cityofventura.ca.gov>  
**Subject:** **FW: VPOA Labor negotiations**

Hi shouldn't this have gone to City Clerk?

**From:** Joseph Metz <jmetz@cityofventura.ca.gov>  
**Sent:** Monday, October 24, 2022 3:57 PM  
**To:** Joe Schroeder <jschroeder@cityofventura.ca.gov>; Sofia Rubalcava <srubalcava@cityofventura.ca.gov>; Doug Halter <dhalter@cityofventura.ca.gov>; Lorrie Brown <lbrown@cityofventura.ca.gov>; Mike Johnson <mike.johnson@cityofventura.ca.gov>; Jeannette Sanchez-Palacios <jpalacios@cityofventura.ca.gov>; Jim Friedman <jfriedman@cityofventura.ca.gov>; Danielle Keys <dkeys@cityofventura.ca.gov>  
**Cc:** Mike McGill · VPOA Board <vpoa@ci.ventura.ca.us>  
**Subject:** VPOA Labor negotiations

Good Evening,

My name is Joseph Metz I am the President of the Ventura Police Officers Association. As all of you know we have been in negotiations for quite some time and we have not come to an agreement. I have attached to this email a letter we wrote to you, to express our members feelings and concerns. I was planning on attending tonight and would have preferred to present this in person but, I was made aware I could not present this to you in closed session. We have decided not to present this in a public session as we would not want to cause any unforeseen problems.

The letter is simply the heartbeat of our Officers, and we tried to portray as best we could how they currently feel and how they believe you feel about them.

Please take a few minutes to read our letter so you better understand, US.

Thank you,

J. Metz  
VPOA President

**>> Please verify all links and attachments before opening them! <<**



# VENTURA POLICE OFFICER'S ASSOCIATION

• Ventura, California 93005-5130 •

**To:** Honorable Mayor Rubalcava, Deputy Mayor Schroeder, and City Council members.

**From:** The Ventura Police Officer's Association.

We, the Ventura Police Officer's Association (VPOA), a unified public safety entity, are committed to protecting and serving the City of Ventura by providing our highest level of customer service with excellence, integrity, professionalism, respect, and transparency. Our members proudly serve the City of Ventura, and we strive to perform our best every day, treating each resident equally with respect, empathy, and dignity. We diligently stay engaged in the City's day-to-day operations to keep it a safe and clean place for all who live and visit this beautiful beach community.

As members of the VPOA board, we have an unwavering commitment to represent our members and value their input, thoughts, feelings, and emotions.

As you know, we met with the City's contract negotiations team to reach a reasonable employment contract. As a result of these negotiations, we received the City's "last, best, and final" offer. We recently held a general membership meeting to discuss the proposed offer.

The last proposed offer from the city did not reflect what we, as a membership, felt we deserved. We acknowledge the City's "unwritten rule" on parity regarding contract agreements.

Parity, specifically in Law Enforcement, should be compared with other law enforcement agencies and not within every work department in the City of Ventura. Parity undermines the collective bargaining process and will make sworn officers feel their work is being devalued, which will, in turn, affect their work attitudes and performance and create a crisis in morale.

Ventura Police officers did not have an equivalent work environment to other city departments over the past 2-3 years during the COVID-19 pandemic. The following are some of the reasons why feel we deserve a more comparable contract:

- We could not work from home.
- We risk our lives in our normal day-to-day operations.
- Our work group had the most COVID exposures during the pandemic.
- The risk levels to Officers' lives increased exponentially due to the constant COVID-19 exposures and contracting COVID-19 multiple times throughout the pandemic.
- We risked our families lives by exposing them and infecting them with COVID-19 multiple times.
- We experienced a significant amount of civil unrest and the increase of the crime rate.

We know you are well aware that in our work group, several of our association members contracted COVID-19 multiple times. This was a direct result of showing up to work every day. Many officers had to be quarantined and away from their families for weeks at a time. Most other working groups did not experience this. Our members worked hard, tirelessly and risked their lives to ensure the safety of the city during these uncertain times.

It is public knowledge the City of Ventura received millions of funds through the American Rescue Plan Act (ARPA) from the federal government. Within ARPA there is specific language which allows the city to provide premium pay which includes law enforcement officers. Knowing this information our members were unpleasantly surprised to find the city chose not to recognize the dangerous and hard work they performed during the past 2-3 years and, simply chose to offer the same 1.75% onetime payout as every other employee within this city. This feeling was well expressed to us the VPOA board and negotiation team which is why we are asking you to right this wrong. We are asking you to show the members they are worth more than 1.75% and show appreciation to the significant health risks they were subjected to while working during these times.

Another topic in our general membership meeting that upset the entire membership was that the city did not want to calculate each person's retroactive pay due to having "an outdated system." It is simply unfair to the entire membership and other work groups. Our officers frequently worked additional shifts and special events, were mandated to cover vacancies, and worked a higher amount of overtime during the last four months. Not every sworn member gets compensated the same salary.

We explained to our members the City's proposal for retroactive pay, which consisted of a flat rate for all sworn members regardless of rank and pay scale steps. Under this proposal, all Sergeants, Corporals, and top step Officers (which makes up the vast majority of our membership) would be compensated at the same retroactive pay rate as that of an officer at the bottom-step pay rate. This created frustration and did not sit well with the entire membership.

Our sworn officers perform many tasks and responsibilities that are difficult to accomplish, and these would be much easier to do if we took shortcuts, but that would not be the right thing to do; it is not what we stand for. We, as officers, took an oath to protect and serve the community with excellence, integrity, professionalism, respect, and transparency. We ask you to support us, do the right thing, and give our members the appropriate retroactive pay rate for each officer.

Currently, our members are disappointed and feel demoralized with the City's "last, best, and final" offer. We do not feel appreciated for all the hard work, high level of customer service, enduring throughout the pandemic, and what we are yet to face in the future. We, the members of the VPOA, know that if every member of the city council can agree that our sworn officers provide excellent customer service, deserve better compensation, and deserve the City's appreciation, we can get a contract ratified.

On behalf of the Ventura Police Officer's Association, we sincerely appreciate your consideration of our requests and hope we can come to an agreement.

United in safety,

VPOA