REGULAR MEETING AGENDA

August 06, 2019
8:30 AM

Board of Supervisors
Ventura County

County Government Center
Hall of Administration
Board of Supervisors
Hearing Room
800 S. Victoria Avenue
Ventura, California 93009

Persons who require accommodation for any audio, visual or other disability in order to review an agenda, or to participate in a meeting of the Board of Supervisors per the American Disabilities Act (ADA), may obtain assistance by requesting such accommodation in writing addressed to the Clerk of the Board, 800 South Victoria Avenue, Loc. #1920, Ventura, CA 93009 or telephonically by calling (805) 654-2251. Any such request for accommodation should be made at least 48 hours prior to the scheduled meeting for which assistance is requested.

All agenda reports and supporting data, including those filed in accordance with Government Code Section 54957.5 (b) (1) and (2) are available from the Clerk of the Board of Supervisors Office, Ventura County Government Center, Hall of Administration, 4th Floor, 800 South Victoria Avenue, Ventura, California. The same materials will be available and attached with each associated agenda item, when received, at the following website: www.ventura.org/bosagenda.
LEGAL NOTICES

There will be no regular meetings of the Board of Supervisors on Tuesday, August 13, 20, 27, and September 3, 2019.

Welcome to the Meeting of the Board of Supervisors of the County of Ventura, also sitting as the Governing Board of the County Service Areas, Fire Protection District, Lake Sherwood Community Services District, Watershed Protection District, Ventura County In-Home Supportive Services Public Authority, Ventura County Library, Ventura County Public Financing Authority, and the Waterworks Districts.

The following information is provided to help you understand, follow, and participate in the Board meeting:

Public Comments – Public comment is the opportunity for members of the public to participate in meetings by addressing the Board of Supervisors in connection with one or more agenda or non-agenda items. Public comments by a member of the public at a single meeting are limited to a cumulative total of five minutes at such meeting unless the time allotment is increased or decreased by the Chair depending on the number of speakers. The public comment period during the opening part of the meeting to address non-agenda items is limited to 30 minutes total for all speakers; this 30-minute limit does not apply to items on the agenda.

Members of the public who wish to orally address the Board during public comment are encouraged to submit a blue speaker card to the Clerk of the Board. Members of the public who wish to submit comments but not orally address the Board should submit a yellow comment card to the Clerk of the Board with written comments.

To maintain a public meeting environment conducive and welcoming to receiving public comments from all members of the public, the audience is discouraged from engaging in displays of support or opposition to staff reports or public comments, including clapping, booing, hissing or cheering, that may create a disruptive or intimidating environment for members of the public wishing to participate. Any person who disrupts a meeting will be instructed to cease the disruptive conduct. Failure to do so may result in that person being removed from the meeting.

Members of the public who would like to augment their comments with visual or audio presentations using County equipment must submit their materials to the Clerk of the Board and the Chair for review before use of County equipment will be allowed. The review will be conducted to determine only whether the materials are on matters within the jurisdiction of the Board, would be disruptive of the meeting, or would foster illegality, such as identity theft. If it is determined the materials are about matters not within the Board’s jurisdiction, or would be disruptive of the meeting, or would foster illegality, use of County equipment will not be allowed.
Items on the Consent Agenda, Regular Agenda, Closed Session Agenda, and Correspondence Agenda will be heard at the Board's discretion. Time Certain Items, Presentations, and Hearings will be heard as close to the listed time as possible, but no sooner than the listed time.

Correspondence Agenda matters are being presented to the Board for information. These items require no action or are not ready for Board consideration. The Clerk of the Board may refer these matters to the County Departments and Agencies for acknowledgement, investigation and report back, direct action or response as appropriate. Report back to the Board may appear on Agenda for action by the Board of Supervisors or for informational purposes upon dates indicated below as appropriate.

REMINDER: In order to minimize distractions during public meetings, all personal communication devices should be turned off or put in a non-audible mode.

OPENING

1. Call to Order.

2. Roll Call.

3. Pledge of Allegiance to the Flag of the United States of America.

4. Minutes of the meeting of the County and Special Districts governed by the Board held Tuesday, July 30, 2019.

5. Agenda Review - Consider and approve, by majority vote, minor revisions to Board items and/or attachments and any item added to, or removed/continued from, the Board of Supervisors Agenda.

6. Moment of Inspiration.

7. Consent Agenda Items 11 through 38 - Review and approve unless an item is pulled for separate action by the Board and moved to the Regular agenda for consideration. Consent items are to be routine and non-controversial. All items are approved as recommended without discussion. (See Guidelines above)

8. Public Comments - Citizen presentations regarding County related matters NOT appearing on this agenda. (See Guidelines above)

9. Board Comments - Comments by Board members on matters they deem appropriate including memorial adjournments. A Board member may ask a question for clarification, make a brief announcement, or make a brief report on his or her own activities. A Board member may also provide a reference to staff or other resources for factual information, or request staff to report back to the Board at a subsequent meeting concerning any matter. The Board may also direct staff to place a matter of business on a future agenda.

10. CEO Comments - Brief announcements and report on CEO and County workforce activities.
CONSENT AGENDA

COUNTY EXECUTIVE OFFICE

11. Adoption of the Amended and Restated County of Ventura 401(k) Shared Savings Plan Document to Incorporate Changes Made Available Under the Bipartisan Budget Act of 2018. CEO RECOMMENDS APPROVAL AS PROPOSED

DEPARTMENT OF AIRPORTS

12. Authorization for the Department of Airports Director to Award Annual Consulting-Services Contracts to Coffman and Associates Inc. of Scottsdale, Arizona and Mead and Hunt, Inc. of Windsor for Fiscal Year 2019-20; and Authorization for the Department of Airports Director to Issue Work Orders Against These Contracts for Planning of Construction Projects Not Yet Approved Up to $35,000 each Project and Up to $200,000 each Work Order for Other Services; Supervisorial District Nos. 3 and 5. CEO RECOMMENDS APPROVAL AS PROPOSED

13. Authorization for the Department of Airports Director to Accept and Sign an Agreement for a Federal Aviation Administration Grant to Provide Funds for Camarillo Airport Improvements in an Estimated Amount of $318,195; Authorization for the Department of Airports Director to Apply for, Accept, and Sign an Agreement for a Matching Grant from Caltrans; and Authorization for County Counsel to Execute the Certificate of Sponsor’s Attorney Required by Federal Aviation Administration Grant Agreements; Supervisorial District No. 3. CEO RECOMMENDS APPROVAL AS PROPOSED

14. Approval of the Plans and Specifications for the Camarillo Airport Taxiway H Pavement Rehabilitation; Waive Any Minor Irregularities in the Bid; Award a Contract to Maxwell Asphalt, Inc. in the Amount of $213,351 on the Basis of the Lowest Responsive Bid; Find the Project is Categorically Exempt Under the California Environmental Quality Act; and Authorization for the Department of Airports Director to Execute the Contract; Supervisorial District No. 3. CEO RECOMMENDS APPROVAL AS PROPOSED

DISTRICT ATTORNEY


FIRE PROTECTION DISTRICT

16. Approval of Ventura County Fire Protection District’s Fire Hazard Reduction Program Account of Expenses for Fiscal Year 2018-19. CEO RECOMMENDS APPROVAL AS PROPOSED
CONSENT AGENDA, CONTINUED

HEALTH CARE AGENCY

17. Approval of a Contribution of $165,000 from Ventura County Medical Center (VCMC) to the Health Care Foundation for Ventura County, Inc. (HCFVC) Towards the 2019 Salary and Benefits of the HCFVC Executive Director; Approval for the Ventura County Health Care Agency to Include a Contribution of $165,000 from VCMC to HCFVC Towards the 2020 Salary and Benefits of the HCFVC Executive Director; and Authorization for the Auditor-Controller to Process the Necessary Budgetary Transactions.

RECOMMENDATION NO. 3 REQUIRES 4/5THS VOTE
CEO RECOMMENDS APPROVAL AS PROPOSED

HEALTH CARE AGENCY - Behavioral Health


CEO RECOMMENDS APPROVAL AS PROPOSED

19. Approval of, and Authorization for the Ventura County Behavioral Health (VCBH) Director to Sign, the Second Amendment to the Agreement for Drug Medi-Cal Organized Delivery System (DMC-ODS) Substance Use Disorder (SUD) Services to Pay for Services Rendered with Tarzana Treatment Centers, Inc. (Tarzana) Increasing the Maximum Amount for Fiscal Year (FY) 2018-19 from $533,675 to $783,675; Ratification of VCBH's Authorization for Tarzana to Provide Services in Excess of the Agreement Maximum Amount in FY 2018-19; and Approval of, and Authorization for the VCBH Director to Sign, the Third Amendment to the Agreement for DMC-ODS SUD Services with Tarzana Increasing the Maximum Amount from $1,192,493 to $1,212,493, Effective July 1, 2019 through June 30, 2020.

CEO RECOMMENDS APPROVAL AS PROPOSED

20. Approval of, and Authorization for the Ventura County Behavioral Health (VCBH) Director to Sign, the Fifth Amendment to the Agreement for Alcohol and Drug Program (ADP) Prevention Research, Evaluation and Data Management Services with Evalcorp in the Amount of $199,170, Effective July 1, 2019 through December 31, 2019; Approval of, and Authorization for the VCBH Director to Sign, the Sixth Amendment to the Agreement for ADP Prevention Materials, Services and Products with Idea Engineering, Inc. in the Amount of $162,500, Effective July 1, 2019 through December 31, 2019; Approval of, and Authorization for the VCBH Director to Sign, the Fourth Amendment to the Agreement for ADP Prevention Services with Reality Improv Connections, Inc. Doing Business as Straight Up (Straight Up) in the Amount of $106,122, Effective July 1, 2019 through December 31, 2019; and Ratification of VCBH's Authorization for Evalcorp, Idea Engineering, Inc., and Straight Up to Provide Services Under the Proposed Amendments to the Agreements.

CEO RECOMMENDS APPROVAL AS PROPOSED
CONSENT AGENDA, CONTINUED

HEALTH CARE AGENCY - Health Care Plan

21. Authorization for the Health Care Agency Director to Authorize Expenditures to Fourteen Ventura County Health Care Plan Providers of Medical Services in an Amount Up to $4,885,000, Effective July 1, 2019 to June 30, 2020.
CEO RECOMMENDS APPROVAL AS PROPOSED

HEALTH CARE AGENCY - Ventura County Medical Center

22. Approval of, and Authorization for the Health Care Agency (HCA) Director to Sign, a Hospital Services Agreement for Hospital Services with AmericasHealth Plan, Inc., Effective July 1, 2019; and Ratification of the HCA's Performance Under the Agreement.
CEO RECOMMENDS APPROVAL AS PROPOSED

23. Approval of, and Authorization for the Health Care Agency Director to Sign, the Fourth Amendment to the Agreement for Anesthesia Physician Services with Ventura County Anesthesia Medical Group, Inc. Shifting Funds Between Services Within the Existing Contract Maximum of $5,870,600 per Fiscal Year, Effective August 1, 2019 and any Fiscal Year Thereafter.
CEO RECOMMENDS APPROVAL AS PROPOSED

24. Approval of, and Authorization for the Purchasing Agent or Health Care Agency (HCA) Director to Sign, Amendments to the Contracts with Hooper, Lundy, & Bookman, P.C., Experian Health, Inc., Manigault & Associates LLC, and Wipfli HFS, LLC Setting an Aggregate Not to Exceed Amount of $1,687,901 for Fiscal Year (FY) 2019-20, and Ratification of HCA's Authorization of these Contractors to Continue to Provide Services During FY 2019-20; Approval of, and Authorization for the Purchasing Agent to Sign, Amendment No. 19 to the Contract for Temporary Staffing and Coding Services with MedPartners HIM, LLC Changing the Contractor Name to AMN Healthcare Services, Inc., Doing Business as AMN Workforce Solutions, LLC Setting a Not to Exceed Amount of $450,000 for FY 2019-20, Effective June 23, 2019; Ratification of the HCA Director's Execution of Amendment No. 1 for Participation in the Ventura County Recuperative Care Program to Provide an Appropriate Discharge Option for Homeless Patients with the National Health Foundation Extending the Contract through June 30, 2020 and Approving the Amount of $112,000 for FY 2018-19 and $364,000 for FY 2019-20; Approval of the Purchase Order for Inpatient Dialysis Services for Ventura County Medical Center and Santa Paula Hospital with Haemo-Stat, Inc. in the Amount of $741,138 for FY 2019-20; and Authorization for the Auditor-Controller to Process the Necessary Budgetary Transactions.
RECOMMENDATION NO. 5 REQUIRES 4/5THS VOTE
CEO RECOMMENDS APPROVAL AS PROPOSED
CONSENT AGENDA, CONTINUED

HEALTH CARE AGENCY - Ventura County Medical Center, CONTINUED

25. Approval of, and Authorization for the Health Care Agency (HCA) Director to Sign, the First Amendment to the Agreement for Health Care for the Homeless (HCH) Program and Whole Person Care (WPC) Program Services with Salutem, Inc. Increasing the Maximum Amount to be Paid for WPC Program Services to $120,464 for Fiscal Year (FY) 2019-20 and to $60,232 for FY 2020-21; Approval of Maximum Amounts to be Paid under This Agreement for HCH Program and WPC Program Services of $366,064 for the Period January 1, 2019 through June 30, 2020, $185,232 for FY 2020-21 and $125,000 for FY 2021-22; Ratification of the HCA’s Authorization for the Contractor to Provide Expanded WPC Program Services Under the Existing Agreement; and Authorization for the Auditor-Controller to Process the Necessary Budgetary Transactions.

RECOMMENDATION NO. 4 REQUIRES 4/5THS VOTE

CEO RECOMMENDS APPROVAL AS PROPOSED

HUMAN SERVICES AGENCY

26. Approval of, and Authorization for the Human Services Agency (HSA) Director to Sign, the Assignment of the Agreement for the Welfare Client Data Systems Management Services Contract with California State Association of Counties (CSAC) to the California Statewide Automated Welfare System (CalSAWS) Consortium; and Approval of, and Authorization for the HSA Director to Sign, the Assignment of the Agreement for the CalWORKs Information Network Maintenance and Operations Contract with DXC Technology Services, LLC to the CalSAWS Consortium.

CEO RECOMMENDS APPROVAL AS PROPOSED

PUBLIC WORKS AGENCY - County of Ventura

27. Approval of, and Authorization for the Public Works Agency Director to Execute, a Consultant Services Contract for Inspection and Materials Testing for the Todd Road Jail Health & Programming Unit Project with Twining, Inc. of Ventura in the Not to Exceed Amount of $756,230; Contract No. AE20-004; Specification No. CP18-01; Project No. P6T13401; Supervisorial District No. 3.

CEO RECOMMENDS APPROVAL AS PROPOSED

28. Approval of the Agreement for Transit Services for the Kanan Shuttle with the City of Thousand Oaks; Approval of the Agreement for Transit Services for County Dial-A-Ride Services with the City of Thousand Oaks; and Approval of the Third Amendment to Fiscal Agent Agreement for Intercity Dial-A-Ride Services between the City of Thousand Oaks and the Participating Agencies of the East County Transit Alliance, Including the County of Ventura; Supervisorial Districts No. 2, 3 and 4.

CEO RECOMMENDS APPROVAL AS PROPOSED
CONSENT AGENDA, CONTINUED

PUBLIC WORKS AGENCY - County of Ventura, CONTINUED

29. Approval of, and Authorization for, the Public Works Agency Director to Execute, the Sixth Amendment to the Agreement Providing Funds For Investigation Regarding Tierra Rejada Landfill Authorizing the County of Ventura to Reimburse Ventura Regional Sanitation District for Costs Related to Post-Closure Monitoring and Maintenance of the Tierra Rejada Landfill Up to a Total Amount of $120,000 from 2019 through 2024; Supervisorial District No. 4.

CEO RECOMMENDS APPROVAL AS PROPOSED

PUBLIC WORKS AGENCY - Watershed Protection District

30. Ratification of Modification No. 4 and Approval of, and Authorization for the Public Works Agency Director to Execute, Modification No. 5 to Consulting Services Contract for Stormwater Pollution Prevention Public Outreach Services Needed by the Stormwater Quality Management Program to Meet the Requirements of the National Pollution Discharge Elimination System with ProProse, LLC Doing Business as Sagent in the Increased Amount of $328,500, for a Total Contract Amount of $557,500, Extending the Term for An Additional Three Years of Outreach; Contract No. AE18-016; Project No. P6010564; All Watershed Protection District Zones; All Supervisorial Districts.

CEO RECOMMENDS APPROVAL AS PROPOSED

31. Approval of, and Authorization for the Ventura County Watershed Protection District Director to Execute, a Cooperative Agreement to Provide Riparian Restoration Services of 2.182 Acres of Riparian Habitat in Accordance with the Mitigation Requirements of the Fresno Canyon Diversion Project with the Ojai Valley Land Conservancy at a Maximum Fee of $84,260 Over Five Years; Project No. 81185; Watershed Protection District Zone No. 1; Supervisorial District No. 1.

CEO RECOMMENDS APPROVAL AS PROPOSED

RESOURCE MANAGEMENT AGENCY - Environmental Health


CEO RECOMMENDS APPROVAL AS PROPOSED

33. Approval of, and Authorization for the Resource Management Agency Director to Execute, an Amendment to the Professional Services Contract to Continue Administering the Program to Recover Costs from Participating Homeowners’ Insurance Proceeds for Phase II of the Thomas Fire Damage Debris Removal Program Operated by the California Office of Emergency Services with Tetra Tech, Inc. in the Not to Exceed Amount of $197,415; and Authorization for the Auditor-Controller to Process the Necessary Budgetary Transactions.

RECOMMENDATION NO. 2 REQUIRES 4/5THS VOTE

CEO RECOMMENDS APPROVAL AS PROPOSED
CONSENT AGENDA, CONTINUED

RESOURCE MANAGEMENT AGENCY - Planning

34. Authorization for Resource Management Agency Planning Division Staff and Selected General Plan Update Technical Advisory Committee Members to Participate in the Southern California Resilience Initiative Pilot Project; and Ratification of Out-of-Country Travel by a Resource Management Agency Planning Division Assistant Planner who Attended the Urban Resilience Summit in Rotterdam, the Netherlands from July 7, 2019 through July 12, 2019.
CEO RECOMMENDS APPROVAL AS PROPOSED

SHERIFF’S OFFICE

35. Approval of the Use of Supplemental Law Enforcement Services Account Funds for the Citizens Option for Public Safety Program to Partially Pay for Two Positions for Front Line Law Enforcement Needs in the Unincorporated Areas of the County in the Amount of $155,000 Plus Accumulated Interest for Each of Fiscal Year (FY) 2018-19 and FY 2019-20.
CEO SUPPORTS RECOMMENDATION

36. Ratification of the Sheriff’s Office’s Application for the Youth Reinvestment Grant from the Board of State and Community Corrections (BSCC); Authorization for the Sheriff to Accept the BSCC Grant Award for Youth Diversion in the Amount of $1,000,000; Adoption of a Resolution Authorizing the Sheriff to Sign the Grant Agreement and Any Extensions or Amendments Thereto; Ratification of the Sheriff’s Signature of the Grant Agreement with BSCC; Authorization for the Sheriff to Enter Into and Sign a Memorandum of Understanding for the Purpose of Implementing the Grant with City Impact, Inc. and the Oxnard School District and the Boys and Girls Club of Santa Clara Valley and the Fillmore Unified School District; and Authorization for the Auditor-Controller to Process the Necessary Budgetary Transactions.
RECOMMENDATION NO. 6 REQUIRES 4/5THS VOTE
CEO SUPPORTS RECOMMENDATIONS

VENTURA COUNTY LIBRARY

CEO RECOMMENDS APPROVAL AS PROPOSED

38. Approval of the Twenty-Third Amendment to Agreement with the City of Ojai for Additional Library Services for the City of Ojai, and Ratification of the County’s Continued Performance.
CEO RECOMMENDS APPROVAL AS PROPOSED
TIME CERTAIN ITEMS, PRESENTATIONS AND HEARINGS

9:45 A.M.
39. Adoption of Resolutions Reappointing Directors and Alternate Directors to the Boards of the Arroyo Santa Rosa Basin, Cuyama Basin, Mound Basin, Fillmore and Piru Basins, and the Upper Ventura River Basin Groundwater Sustainability Agencies; All Supervisorial Districts.
   (Public Works Agency - 15 Minutes)
   CEO RECOMMENDS APPROVAL AS PROPOSED

10:00 A.M.
40. Presentation of a Resolution Proclaiming the Week of August 1-7, 2019 as World Breastfeeding Week in Ventura County.
   (Supervisor Bennett - 10 Minutes)
41. Receive and File a Presentation of Quarterly Service Recognition for Employees with 25 Years or More of County Service.
   (County Executive Office - 20 Minutes)
   CEO RECOMMENDS APPROVAL AS PROPOSED

10:30 A.M.
42. Receive and File a Presentation Regarding Accepting Roads into and Removing Roads from the County Road Inventory; and Provide Guidance on Developing Standards for Accepting Roads into, Removing Roads from, Closing Roads on, and Terminating or Reducing Maintenance of Roads on the County Road Inventory; All Supervisorial Districts.
   (Public Works Agency - 15 Minutes)
   CEO RECOMMENDS APPROVAL AS PROPOSED

43. Approval of, and Authorization for the County Floodplain Administrator to Submit, the Multi-Hazard Mitigation Plan 2019 Progress Report for Community Rating System to the Federal Emergency Management Agency (FEMA); All Supervisorial Districts.
   (Public Works Agency - Watershed Protection District - 15 Minutes)
   CEO RECOMMENDS APPROVAL AS PROPOSED

1:00 P.M.
44. General Plan Update Board of Supervisors Work Session No. 5: Consideration and Approval of the Preliminary Public Review Draft 2040 General Plan; Planning Division Case Number PL17-0141; All Supervisorial Districts.
   (Resource Management Agency - Planning - 4 Hours)
HEALTH CARE AGENCY - Behavioral Health

45. Adoption of a Resolution Deleting Two Full-Time Equivalent Positions of Behavioral Health Clinician III and One Full-Time Equivalent Position of Supervisor - Mental Health Services and Adding One Full-Time Equivalent Fixed-Term Position of Behavioral Health Division Manager - Fixed Term and One Full-Time Equivalent Position of Behavioral Health Division Manager, to Support Programming Outreach and Engagement Efforts, Effective August 11, 2019.

CEO RECOMMENDS APPROVAL AS PROPOSED

BOARD OF SUPERVISORS

46. Recommendation of Supervisor Parks to Direct the Resource Management Agency to Include in the General Plan Update and Climate Action Plan Planting Up to Two Million Trees over the Course of the Twenty-Year Horizon of the 2040 General Plan, with a Minimum County Responsibility for Planting Twenty-Thousand Trees.

COUNTY EXECUTIVE OFFICE

47. Provision of Guidance and/or Feedback Regarding Key Functional Areas That Will Be Incorporated into the Hill and Woolsey Fires Response and Recovery After-Action Reviews.

CEO RECOMMENDS APPROVAL AS PROPOSED

48. Approval of, and Authorization for the County Executive Office (CEO), in Collaboration with the County Health Care Agency, to Submit, an Application to the California Department of Housing and Community Development (HCD) for Housing for a Healthy California Program Funding; Approval of the Supportive Services Plan; Adoption of a Resolution Approving the Application for, Participation In, and Receipt of Housing for a Healthy California Permanent Supportive Housing Development Program Funding; and Direct the CEO to Return to the Board for Authorization to Execute the Agreement with HCD and Establish Appropriations and Revenue for the Program.

CEO RECOMMENDS APPROVAL AS PROPOSED

MATERIALS WILL BE MADE AVAILABLE BY MONDAY, AUGUST 5, 2019
REGULAR AGENDA, CONTINUED

TREASURER-TAX COLLECTOR

CEO SUPPORTS RECOMMENDATION

CLOSED SESSION AGENDA

Closed Session - It is the intention of the Ventura County Board of Supervisors, Ventura County Fire Protection District Board, the In-Home Supportive Services (IHSS) Public Authority Board, and Ventura County Watershed Protection District Board to meet in Closed Session to consider the following items:

BEFORE THE VENTURA COUNTY BOARD OF SUPERVISORS:

50. CONFERENCE WITH LEGAL COUNSEL – ANTICIPATED LITIGATION (Gov. Code, § 54956.9)

INITIATION OF LITIGATION PURSUANT TO PARAGRAPH (4) OF SUBDIVISION (d) OF SECTION 54956.9: Number of cases: One

51. CONFERENCE WITH LABOR NEGOTIATORS (Gov. Code, § 54957.6)

COUNTY DESIGNATED REPRESENTATIVES: Shawn Atin, Tabin Cosio
EMPLOYEE ORGANIZATION:

Service Employees International Union, Local 721
International Union of Operating Engineers, Local 501
Ventura Employees Association