



# VENTURA COUNTY HEALTH CARE AGENCY

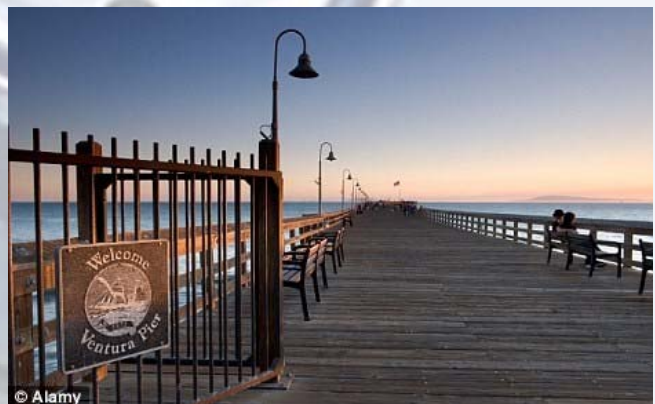
## Registered Nurse I & II

Annual Base Max = \$95,462; Total Compensation Value = \$130,069

Estimated Annual Pension at 30 years of service = \$57,281

### The County of Ventura

- \* Located on the "Gold Coast," approximately 50 miles northwest of Los Angeles and 30 miles south of Santa Barbara
- \* Average annual temperature of 74.2 degrees
- \* Over 850,000 residents
- \* One of the safest and fastest growing regions in Southern California
- \* Home to the following cities and points of interest: Camarillo, Fillmore, Moorpark, Ojai, Oxnard, Port Hueneme, Santa Paula, Simi Valley, Thousand Oaks, and Ventura as well as national protected areas such as parts of the Angeles National Forest, Channel Islands National Park, and the Santa Monica Mountains National Recreation Area
- \* Year-round activities include walking on the beach, surfing, enjoying a concert in a park or one of the various festivals hosted throughout the county, sailing to the Channel Islands or hiking in the Los Padres National Forest
- \* Home to the Ronald Reagan Presidential Library and Museum, the San Buenaventura Mission, art galleries, and a state-of-the-art Civic Arts Plaza
- \* Major industries in the area include biotechnology, agriculture, advanced technologies, oil production, military testing and development, and tourism
- \* Home to two universities (California State University Channel Islands and California Lutheran University), and three Community Colleges (Moorpark, Oxnard, and Ventura), multiple university extensions, institutes, and adult schools





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## MISSION STATEMENT

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Provide comprehensive, cost-effective, compassionate health care for our diverse community, especially those facing barriers, through an exceptional workforce, education, and forward thinking leadership.

## The Health Care Agency

The Health Care Agency is the largest department in the County of Ventura and employs approximately 3,000 people; 1,100 of those in direct patient-care positions. The Health Care Agency oversees the Ventura County Medical Center (VCMC) - Level II Trauma Center, Santa Paula Hospital (SPH), 24 primary care clinics, 11 specialty care clinics, the Public Health Department, the Behavioral Health Department, the Medical Examiner and the County's Animal Services Department. VCMC's Family Medicine Residency Program is affiliated with the UCLA School of Medicine and has been educating physicians since 1928. As a teaching hospital, our doctors value Registered Nurses' knowledge and expertise, and are trained to work cohesively with them for the care of the diverse population we serve.

Check out our YouTube Video: VCMC Nurses Strong  
<https://youtu.be/AVQAp885ZxU>

## The Recruitment & Hiring Process

Applications are reviewed on a routine basis and those candidates meeting the minimum requirements are placed on an eligible list. Eligible candidates are referred to the hiring managers as needed based on area of experience and area of interest.

The hiring manager will schedule interviews with the candidates and hiring selections will be made. The hiring manager will then work with Human Resources in order to determine rate of pay so that an offer can be made.

The approval process once an offer is made includes a background check, fiscal review, and a pre-employment physical exam.

Once all approvals are obtained, a start date is decided upon by the hiring manager and new hire.

For application materials or any questions regarding this recruitment you may contact our office:

Judy Larson, Personnel Analyst II  
County of Ventura Human Resources  
2323 Knoll Dr., L# 4610  
Ventura, CA 93003  
Phone: (805) 677-5153  
E-Mail: [judy.larson@ventura.org](mailto:judy.larson@ventura.org)



## YOUR TOTAL COMPENSATION

- \* Evening Shift Differential – 7.5%
- \* Night Shift Differential – 15%
- \* Continuous County Service Incentive Pay:
  - \* 1% for 7 years
  - \* 1.25% for 12 years
  - \* 1.5% for 17 years
- \* Preceptor Pay - \$1.00 per hour
- \* House Supervisor Pay - \$3.00 per hour
- \* Weekend Shift Differential – \$1.50 per hour
- \* Charge Nurse Premium Pay - \$1.50 per hour
- \* Float Nurse Premium Pay - \$2.50 per hour
- \* In-House Registry Pay:
  - \* Non-overtime is 1.75 times base pay
  - \* Overtime is 2 times base pay
- \* Standby Premium Pay – ¼ of regular hourly wage or Federal minimum wage (whichever is greater)

To illustrate our compensation package, please note the following examples (these examples do not include all possible incentives or benefits):

Example	A	B
Approx Annual Wage	\$95,882	\$112,803

- A. A full-time (36 hr) Level 2 certified bilingual RN with 5 years of experience, 5 certifications, and a Bachelor's degree who works the night shift.
- B. A full-time (36 hr) Level 1 certified bilingual RN with 12 years of experience, 5 certifications, and an Associate's degree who works 2 over-time shifts per month.

To illustrate the benefits of our pension program, please note the following examples:

Years of Service	10	30
Annual Wage	\$106,462	\$115,528
Potential Annual Pension Benefit	\$17,462	\$57,281

These pension examples are for a 62 year-old PEPRA RNII retiring with 5 certifications, working day shift with one extra shift a month, and a bachelor's degree.

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# ADDITIONAL COMPENSATION & BENEFITS

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The County offers an attractive compensation and benefits package. In addition to the above base pay range, you may be eligible for the following additional compensation and benefits.

**CERTIFICATION PAY:** Nurses are eligible for certification pay at a rate of \$0.813 per hour for each qualified certification possessed up to a maximum of five (5) certifications.

**EDUCATIONAL INCENTIVE:** Nurses are eligible for educational incentive if they have a degree that is not required for the classification. The incentive is paid as follows: Associate's Degree - 2.5%, Bachelor's Degree - 3.5% and Advanced Degree - 5.0%.

**BILINGUAL INCENTIVE:** Nurses whose positions require the use of bilingual skills, and whose bilingual skills have been certified by a County of Ventura examination, may be eligible for bilingual premium pay as follows: Level I - \$0.65 per hour, Level II - \$0.80 per hour and Level III - \$0.90 per hour.

**RETIREMENT/SOCIAL SECURITY:** Both the County and you contribute to the County's Retirement Plan. Pension benefits vest after 5 years of service. The County and you also each contribute to Social Security.

**HEALTH PLANS:** Medical, Dental, and Vision Plans for you and your dependents. A flexible credit allowance of up to \$7,722 annually.

**FLEXIBLE SPENDING ACCOUNTS:** Increase your spending power by reimbursing you with pre-taxed dollars for IRS approved dependent care and health care expenses.

**ANNUAL LEAVE (in lieu of Vacation and Sick Leave):** Up to 160 hours earned per year, increasing to up to 200 hours after 5 years of service, up to 208 hours after 11 years of service, up to 216 hours after 12 years of service, up to 224 hours after 13 years of service, up to 232 hours after 14 years of service, and to up to 240 hours after 15 years of service.

**ANNUAL LEAVE REDEMPTION:** You may elect to "cash out" up to 80 hours of annual leave per calendar year.

**HOLIDAYS:** 10 paid days per year.

**DEFERRED COMPENSATION:** Regular employees may participate in the County's 401(k) Shared Savings Plan and/or the Section 457 Plan. Employees may contribute the maximum allowed by plan rules. If you participate in the County sponsored 401(k) plan, the County will match a part of your contribution up to 1.5%.

Other benefits include: Disability Plans, Employee Assistance Program, Life Insurance, Tuition Reimbursement, Benefit Reimbursement Program and a Wellness Program.