

**Side Letter to the 2023-2028 Memorandum of Agreement
Between
The County of Ventura
and
The California Nurses Association**

The County of Ventura ("County") and The California Nurses Association ("CNA") have agreed to the following:

On May 23, 2023, the County of Ventura Board of Supervisors approved the creation of the Registered Nurse First Assistant (RNFA) classification, effective May 28, 2023. The RNFA was created to function as an assistant for robotic surgeries as the classification requires incumbents who are specially trained in surgical procedures. At the time of the classification study, the RNFA salary was set at the rate equal to the Nurse Practitioner (NP) with a low of \$63.958218 and a high of \$68.663190. Additionally, the intent was that future incumbents within the classification would be placed in the CNA step grid as identified in Article 5 "Salary Plan" 3. "Placement of Newly Hired Employees on to the Wage Grid" of the 2023-2028 Memorandum of Agreement ("MOA") between the County and CNA. Finally, the intent was for the RNFA to receive identical general salary increases (GSI) and market-based adjustments (MBA) to that of the classification of the Circulating Operating Room Nurse (CORN).

Although the intent of the creation of RNFA was to include the aforementioned, the classification was not linked to any MBA increases. The result of this is that the RNFA, a higher classification, fell below the salary range of the CORN.

As such, The County and CNA have agreed/recognized the County's original intent as follows:

- Creation of the Registered Nurse First Assistant, as of May 28, 2023, with a salary range of \$63.958218 to \$68.663190.
- As of May 28, 2023, the Registered Nurse First Assistant shall be placed on the wage grid with the identical steps as the Nurse Practitioner.
- Addition of the Registered Nurse First Assistant (Jobe Code 00684) classification to Article 3 "Recognition" in the current Memorandum of Agreement between the County and CNA.
- The Registered Nurse First Assistant classification shall, retroactively and prospectively, receive the GSI and MBA amounts identical to that of the Circulating Operating Room Nurse classification.
- Any incumbent within the Registered Nurse First Assistant classification shall have their salary, including any MOA provisions (cert pay, other pays) retroactively adjusted to that of the amount as if the County's intent was followed from the date of the classification creation.

Agreed to this 22 day of July, 2025

For the County


Robert Abeoe
Labor Relations Manager

For the CNA


Debbi Pacheco
CNA Labor Rep