

**AGREEMENT TO AMEND THE MEMORANDUM
OF AGREEMENT BETWEEN THE COUNTY OF VENTURA
AND THE SERVICE EMPLOYEES INTERNATIONAL UNION (LOCAL 721)**

The County of Ventura (County) and the Service Employees International Union, Local 721 (SEIU) agree to amend the 2019-2022 Memorandum of Agreement (MOA) covering the period between December 17, 2019 up to and including midnight December 17, 2022 as follows:

1. Exhibit B, NEW "Disaster/Extreme Emergency Overtime Pay", shall be included to read as follows:

EXHIBIT B

DISASTER/EXTREME EMERGENCY OVERTIME PAY PROGRAM

Introduction:

This agreement is reached in an effort to develop a program in which classifications and/or specific positions, designated by the Health Care Agency (HCA) Director can receive an increased overtime rate of pay to cover staffing needs during a state of disaster or extreme emergency. To address potential workforce implications resulting from a natural disaster (as defined by Sec. 1804 of the County Personnel Rules and Regulations) and to ensure the continuity of County operations, the HCA Director may activate the "Emergency Overtime Pay" (EOP) Program as follows:

Activation:

The EOP Program may be activated when:

1. A declaration of a "Local Health Emergency" is issued by the County of Ventura Health Officer; and/or
2. A proclamation is made by the VCMC Chief Executive Officer initiating the Hospital Incident Command System pursuant to the HCA Emergency Management Plan.

When activated, the EOP Program shall supersede the regular overtime pay as identified in Article 10, for the classifications designated by the HCA Director.

EOP Pay:

The EOP rate of pay is as follows:

When activated, employees who are eligible for overtime pay under the provisions of the Fair Labor Standards Act (FLSA) shall be paid in cash at a rate of two and one-half

(2.5) times their regular hourly rate of pay for all FLSA "hours worked" in excess of forty (40) hours during their Designated Work Period. Employees designated under the 7(j) exception (29 U.S.C. section 207, subsection (j)) shall be paid in cash at a rate of two and one-half (2.5) times the employee's regular hourly rate of pay for all FLSA "hours worked" in excess of eight (8) in any workday or eighty (80) in any fourteen (14) day pay period.

The EOP rate is for specific declared times only and is not considered as the rate of pay for usual overtime hours.

Affected Classifications:

The purpose of EOP is to specifically address adequate staffing for the most affected units/departments. Therefore, the application of the EOP pay rate shall be limited to such classifications and/or specific positions designated by the HCA Director, or his/her authorized designee.

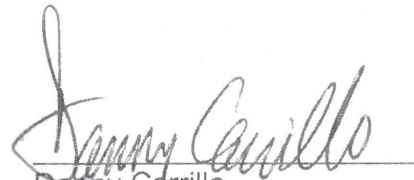
Deactivation:

At any time the HCA Director may deactivate application of the EOP Program.

FOR THE COUNTY:


Robert Abeloe
Program Management Analyst

FOR SEIU:


Danny Carrillo
SEIU Regional Director