

AMENDMENT TO THE MEMORANDUM OF AGREEMENT
BETWEEN
THE COUNTY OF VENTURA AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 721

There is presently in full force and effect a Memorandum of Agreement ("MOA") between the County of Ventura ("County") and the Service Employees International Union, Local 721 (SEIU) that sets forth the terms and conditions of employment of all County employees represented by SEIU for the period between December 18, 2022, and December 18, 2025.

The County and the SEIU agree to amend the 2022-2025 MOA as follows:

1. Revise Section 601, "Bilingual Premium Pay", as follows:

Sec. 601 **BILINGUAL PREMIUM PAY:**

- A. Employees whose positions require the use of bilingual skills shall be allocated for bilingual premium pay at the I, II, or III level. The allocation of positions among the respective levels shall be made by the Agency/Department Head, based upon the criteria established by, and subject to approval by, the Director-Human Resources. An employee's bilingual proficiency at Levels I and II shall be determined by an examination administered and certification issued by the Director-Human Resources or **their designee** ~~other approved county or city employer or educational facility at the employee's expense~~. Level III proficiency examinations shall be developed and administered solely by the Director-Human Resources. The level of an employee's bilingual proficiency shall be determined by an examination administered by the Director - Human Resources. Employees assigned to such positions shall be eligible for bilingual premium pay at the level of their position or level of their proficiency, whichever is less, subject to the conditions set forth herein.

~~The rates for the respective levels are:~~

<u>Bilingual Level</u>	<u>Premium Pay</u>
I	\$.65/hour
II	\$.80/hour
III	\$1.10/hour

Effective 12/25/2022, the **The** rates for the respective **bilingual** levels are:

<u>Bilingual Level</u>	<u>Premium Pay</u>
I	\$.69/hour
II	\$1.00/hour
III	\$1.32/hour

MULTILINGUAL PREMIUM PAY (Three or more languages)

- B. Employees whose positions require the use of multilingual skills shall be allocated for the multilingual premium pay at the I, II, or III level. The allocation of positions among the respective levels shall be made by the Agency/Department Head, based upon the criteria established by, and subject to approval by, the Director-Human Resources. An employee's multilingual proficiency at Levels I and II shall be determined by examinations administered and certification for each language issued by the Director-Human Resources or their designee. Level III proficiency examinations shall be developed and administered solely by the Director-Human Resources. With approval from the HR Director, an employee may be certified at any level where said employee has demonstrated the ability to perform the necessary multilingual skills and where a formal test for one or more of the languages is not readily available. Employees assigned to such positions shall be eligible for multilingual premium pay at the level of their position or level of their proficiency, whichever is less, subject to the conditions set forth herein.**

In order to qualify for the multilingual premium, an employee must engage, as part of their assigned job duties, in active dialogue with members of the public in all three or more languages, on a regular basis. The multilingual premium will not be granted when agency operations and constituent service can effectively be translated in a linguistically appropriate manner with bilingual speakers.

Effective March 31, 2024, the rates for the respective multilingual levels are:

<u>Multilingual Level</u>	<u>Premium Pay</u>
<u>I</u>	<u>\$1.38/hour</u>
<u>II</u>	<u>\$2.00/hour</u>
<u>III</u>	<u>\$2.64/hour</u>

Employees in positions eligible to receive this premium pay shall receive the appropriate rate per hour compensated per bi-weekly pay period, not to exceed eighty (80) compensated hours per pay period.

Such premium pay shall be in addition to their base pay. To be eligible to receive this premium pay, upon the recommendation of the Agency/Department Head and the Director-Human Resources, the County Executive Officer must designate that such payment will be made.

Bilingual and Multilingual Premium Pay are mutually exclusive; employees cannot be paid both Bilingual and Multilingual pay simultaneously.

The provisions of this Section shall not apply to the classification of Interpreter-Translator.

C. Employees in the Non-Supervisory Social Services Unit who currently receive bilingual premium pay shall continue to receive said payment throughout the life of this contract except in cases where an employee accepts a voluntary transfer or is promoted to a position which does not qualify for such premium. Nothing in this Section precludes management from transferring employees to other worksites in order to provide adequate caseload coverage.

2. Revise Section 620, "Environmental Health Response Team Premium", as follows:

Sec. 620 ENVIRONMENTAL HEALTH RESPONSE TEAM PREMIUM:
Environmental Health Employees who are assigned by the Director RMA or his/her designee to the Environmental Health Response Team shall receive a bi-weekly premium of \$192.00. Employees receiving compensation pursuant to this provision are not eligible to receive overtime, standby, or callback pay.

Effective March 31, 2024, section 620 above shall be deleted and replaced with the following:

Sec 620 ENVIRONMENTAL HEALTH ON-CALL PAY:
Environmental Health Employees holding a classification of Environmental Health Specialist II-IV or Supervising Environmental Health Specialist who are assigned by the Director-RMA or his/her designee to the Environmental Health On-Call Team shall receive a bi-weekly premium of \$389.76. Employees receiving compensation pursuant to this provision, may be eligible to receive straight time pay as outlined in Section 654, and are not eligible to receive overtime, standby, or callback pay.

3. Revise Section 646, "International Code Council Certifications", as follows:

Sec. 646 INTERNATIONAL CODE COUNCIL CERTIFICATIONS: Effective the first pay period following Board approval, any employee employed in the classifications Building Inspector I/II/III/IV who completes and possesses any of the following certifications from the International Code Council shall be eligible to receive a one and one-quarter percent (1.25%) incentive of their base pay for each certification up to a maximum of four (4):

1. Plumbing Inspection (Res) Building Inspector I (up to four)
2. Mechanical Inspection (Res) Building Inspector I (up to four)
3. Electrical Inspection (Res) Building Inspector I (up to four)
4. Building Inspection (Res) Building Inspector I (up to four)
5. Plumbing Inspection (Non-Res) Building Inspector II/III/IV (up to four)
6. Mechanical Inspection (Non-Res) Building Inspector II/III/IV (up to four)
7. Electrical Inspection (Non-Res) Building Inspector II/III/IV (up to four)
8. Building Inspection (Non-Res) Building Inspector II/III/IV (up to four)
9. Structural Masonry Special Inspection Building Inspector II/III/IV (up to four)
10. Structural Steel Special Inspection Building Inspector II/III/IV (up to four)
11. Structural Concrete Special Inspection Building Inspector II/III/IV (up to four)
12. Plans Examiner (Plumbing or Mechanical) Building Inspector III, IV (up to four)
13. Plans Examiner (Electrical) Building Inspector III, IV (up to four)
14. Plans Examiner (Res or Non-Res Building) Building Inspector III, IV (up to four)

15. Disabled Access Inspection Building Inspector III, IV (up to four)
16. Energy Conservation Inspection Building Inspector III, IV (up to four)
17. Flood Plain Construction Inspection Building Inspector III, IV (up to four)

Effective March 31, 2024, the following certifications shall be added:

18. Permit Technician Building Inspector III (up to four)
19. Permit Specialist Building Inspector III (up to four)

Incentive shall be granted pursuant to this Section only after submission of appropriate documentation to the employing department. Employees will become eligible to receive the certification pay the first day of the following pay period.

Effective March 31, 2024, any employee in the classification Resource Management Agency Technician I/II – Building and Safety who completes and possesses any of the following certifications from the International Code Council shall be eligible to receive a one and one-quarter percent (1.25%) incentive of their base pay for each certification up to a maximum of four (4):

1. Permit Technician (up to four)
2. Permit Specialist (up to four)
3. Building Inspection (Res) (up to four)
4. Plans Examiner (Res Building) (up to four)

Incentive shall be granted pursuant to this Section only after submission of appropriate documentation to the employing department. Employees will become eligible to receive the certification pay the first day of the following pay period.

4. Add Section 654, "Environmental Health Specialist Straight-Time Overtime", as follows:

Sec. 654

ENVIRONMENTAL HEALTH SPECIALIST STRAIGHT-TIME OVERTIME:
Effective March 31, 2024, employees holding a classification of Environmental Health Specialist II-IV or Supervising Environmental Health Specialist, who are paid on a salary basis and are exempt from overtime pay and who are assigned by the Director-RMA, or designee, to work in the Environmental Health On-Call Team, shall earn straight-time overtime at their current hourly rate, for all hours worked in excess of regularly scheduled work periods. This provision will only apply when: Work is assigned and pre-approved by the Director-RMA or their designee; and work activity is associated with an "on-call" required response or other assigned field inspection or investigation activity exceeding one (1) or more hours in duration.

5. Effective March 31, 2024, revise Section 622, "Market-Based Premium Pay", as follows:

Sec. 622

MARKET-BASED PREMIUM PAY:

Employees in the following classifications with the indicated work assignments shall be paid the additional hourly pay shown. The amount of additional pay ("market-based premium pay" or "MBPP") indicated is the amount the County has deemed necessary to add to regular base pay to compete for qualified individuals in today's job market. The County may, without further approval by Local 721, adjust the amount of MBPP for indicated work assignments based on the County's determination of job market forces. Any adjustment to the MBPP will be calculated as needed and with reference to the latest annual market survey of comparable positions in local hospitals and pharmacies and implemented via an amendment to the chart below that will be publicly posted. Adjustment of the MBPP, whether an increase or decrease, will be in accord with the County's compensation goal of paying within 5% of the median market pay rate, subject to exigent circumstances.

Classification	Work Assignment	MBPP	Descriptors
Clinical Laboratory Scientist I	None	0.00	Not needed at this time
Clinical Laboratory Scientist II	None	0.00	Not needed at this time
Clinical Laboratory Scientist III	None	0.00	Not needed at this time
Certified Occupational Therapy Assistant	None	0.00	No Incumbents
Certified Phlebotomy Technician I	Ambulatory Care Clinics	\$1.870000	Ambulatory Care Clinics
Certified Phlebotomy Technician II	Ambulatory Care Clinics	\$2.370000	Ambulatory Care Clinics
Certified Phlebotomy Technician III	Ambulatory Care Clinics	\$2.870000	Ambulatory Care Clinics
Cook	None	0.00	Not needed at this time.
Community Services Worker I	Ambulatory Care Clinics – Mixteco translator	\$2.500000	Bilingual/Trilingual translation for Mixteco only speaking patients and clients of Ambulatory Care Clinics
Community Services Worker II	Ambulatory Care Clinics – Mixteco translator	\$3.500000	Bilingual/Trilingual translation for Mixteco only speaking patients and clients of Ambulatory Care Clinics
Community Services Worker III	Ambulatory Care Clinics/ <u>HCA</u> – Mixteco translator	\$4.500000	Bilingual/Trilingual translation for Mixteco only speaking patients and clients of Ambulatory Care Clinics <u>and employees assigned to the Health Care Agency Auxiliary Group (Dept: C670)</u>
Histologist	All	\$3.000000	Requires specialized training. Historically difficult to recruit/high turnover positions.

Classification	Work Assignment	MBPP	Descriptors
Licensed Physical Therapy Asst.	All	\$5.396550	Under the supervision of a physical therapist provides physical therapy services. Requires CA state license.
Medical Assistant I	None at this time.	0.0000	Not needed at this time.
Medical Assistant II	None at this time.	0.0000	Not needed at this time.
Medical Assistant III	None at this time.	0.0000	Not needed at this time.
Medical Office Assistant I	None at this time.	0.0000	Not needed at this time.
Medical Office Assistant II	None at this time.	0.0000	Not needed at this time.
Medical Office Assistant III	None at this time.	0.0000	Not needed at this time.
Medical Office Assistant IV	None at this time.	0.0000	Not needed at this time.
Orthopedic Technician	Ambulatory Care Clinics	\$4.500000	Ambulatory Care Clinics
Senior Orthopedic Technician	Ambulatory Care Clinics	\$6.000000	Ambulatory Care Clinics
Pharmacist I/II	VCMC/SPH General Pharmacy	\$11.000000	General Pharmacy work. All levels require a PhD. And CA state licensure. Excludes those who do not dispense medication.
Pharmacist I/II	VCMC/SPH General Pharmacy (Non-PEPRA Only, i.e., not subject Gov. Code, § 7522.34)	\$13.000000	General Pharmacy work. All levels require a PhD. And CA state licensure
Pharmacist I/II	Antimicrobial Stewardship Pharmacist	\$14.000000	Oversight & management of antibiotics in both hospitals; Manages Antimicrobial Stewardship Program with ID Physician. Requires specialized knowledge of infectious diseases.
Pharmacist I/II	ICU Pharmacist/Clinical Coordinator	\$14.000000	Full-time coverage of ICU pharmacy services to care for high acuity patients. Requires specialized knowledge in critical care.
Pharmacist I/II	Informatics	\$14.000000	In addition to regular pharmacy duties, Cerner analyst and liaison for pharmacy.
Pharmacist I/II	Oncology	\$14.000000	Handling and management of dangerous, high-cost, toxic chemotherapy and immunosuppressant drugs.
Pharmacist I/II	Night Shift/ Solo Practitioner	\$16.500000	Pharmacist on night shifts has full autonomy during night shifts covering both VCMC and SPH as

Classification	Work Assignment	MBPP	Descriptors
			the only pharmacist on duty. Must be highly skilled & meticulous
Pharmacist I/II	Medication Safety Officer	\$17.000000	Responsible for medication safety oversight for all of VCMC & SPH. Develops and maintains Medication Error Reduction Program as required by State of California.
Pharmacist I/II	Night Shift/Solo Practitioner/ Grandfathered by assignment date (Non- PEPRA only)	\$21.000000	Pharmacist on night shifts has full autonomy during night shifts covering both VCMC and SPH as the only pharmacist on duty. Must be highly skilled & meticulous. Those assigned to duties on or before 11/13/2011 received higher MBPP because of exigent circumstances at the time of assignment.
Pharmacy Technician I/II	Oncology	\$7.235980	Handling of dangerous, high-cost, toxic chemotherapy and immunosuppressant drugs.
Pharmacy Technician I/II	VCMC/SPH General Pharmacy	\$6.235980	General Pharmacy work. All assignments require CA state certification.
Pharmacy Technician I/II	Night Shift	\$7.235980	Pharmacy technician on night shift covering both VCMC and SPH as the only pharmacy technician on duty. Must be highly skilled and meticulous.
Principal Respiratory Therapist	Adult	\$6.360719	Standard respiratory care of adult patients. All levels require CA state licensure and national certification.
Principal Respiratory Therapist	Adult/COPD/PFT/CM	\$7.860719	Standard respiratory care of adult patients. In addition, trained in Pulmonary Function Testing (PFT) and certified in the care of COPD patients.
Principal Respiratory Therapist	Adult/NRP/STABLE /SPH	\$7.860719	Standard respiratory care of adult patients. On call for births at SPH requiring additional Neonatal certification and training.
Principal Respiratory Therapist	Adult/Cerner	\$8.360719	Standard respiratory care of adult patients. Cerner software analyst and liaison for respiratory.
Principal Respiratory Therapist	PICU/NICU/Adult	\$9.360719	Standard respiratory care of adult patients and respiratory care of higher acuity children, infants and adults.

Classification	Work Assignment	MBPP	Descriptors
Occupational Therapist/Sr. Occupational Therapist	Certified Hand Therapist	\$5.617232	Master's degree, CA state licensure and Specialty certification in hand therapy. Needed to meet the rehab needs of those receiving hand surgery through VCMC.
Operating Room Technician I	VCMC/SPH	\$2.493505	Effective 8/8/2021.
Operating Room Technician II	VCMC/SPH	\$2.690167	Effective 8/8/2021.
Operating Room Technician III	VCMC/SPH	\$2.897885	Effective 8/8/2021.
Physical Therapist/Sr. Physical Therapist	None	0.00	Not needed at this time
Radiologic Specialist I/II/III	None	0.00	Not needed at this time
Radiologic Technologist	Ambulatory Care Clinic Assignments that require the incumbent to perform limited Orthopedic Technician duties.	\$5.00000	Ambulatory Care Clinics
Registered Dietitian I/II/III	Ambulatory Care Clinic – Certified Diabetic Educator	\$2.500000	Registered Dietitians assigned to Ambulatory Care who hold and use a Certified Diabetic Education certification.
Staff Psychologist	All	0.00	Not needed at this time
Senior Psychologist	All	0.00	Not needed at this time
Lead Psychologist	All	0.00	Not needed at this time
Speech Pathologist	All	\$6.494564	Both levels plan, coordinate, and administer speech pathology treatment programs for the rehabilitation of patients.
Senior Speech Pathologist	All	\$6.494564	Both levels require a Master's degree, CA state licensure (SLPAB) and national certification (ASHA).
Supervising Therapist I	None	0.00	Not needed at this time
Supervising Therapist II	Outpatient/Inpatient (excludes CCS)	\$3.770000	Incumbents supervise Physical Therapy and Occupational Therapy staff and/or clinics in the absence of management. Bachelor's or Master's and CA state licensure is required

The MBPP will be fixed in the foregoing amounts; adjustments to the above schedule will be made publicly available in the same form as set forth above;

provided, however, that the MBPP shall not exceed \$15 per hour for these classifications: Pharmacy Technician I and II, Clinical Laboratory Scientist I/II and III, Cook, Community Services Worker I/II and III, Community Health Worker, Histologist, Radiologic Specialist I/II and III, Radiologic Technologist, Licensed Physical Therapy Assistant, Principal Respiratory Therapist and Certified Occupational Therapy Assistant, Certified Phlebotomy Technician I/II and III, Medical Assistant I/II and III, Medical Office Assistant I/II/III and IV; or \$25 for these classifications: Operating Room Technician I, II and III, Pharmacist I and II, Speech Pathologist, Senior Speech Pathologist, Physical Therapist, Senior Therapist, Occupational Therapist, Senior Occupational Therapist, Supervising Therapist I and II, Staff Psychologist, Senior Psychologist and Lead Psychologist, Orthopedic Technician, Senior Orthopedic Technician, Registered Dietitian I/II and III.

If an employee is receiving an MBPP on the effective date of the general salary increases set forth in Article 5, Sec. 501A, his or her MBPP shall not be reduced as a result of the implementation of said salary increase.

The County agrees to meet and consult with the union on any changes in application of Section 622 prior to implementation.


Agreed to this 20th day of February, 2024, by:

For the County:

For SEIU, Local 721:



Robert Abeloe
Labor Relations



Edwin Valdez
SEIU, Local 721