

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. Effective **June 3, 2025**, 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

Classification	Work Assignment	MBPP	Descriptors
Certified Phlebotomy Technician III	Ambulatory Care Clinics	\$2.870000	Ambulatory Care Clinics
Cook	None	0.00	Not needed at this time.
<u>Community Health Worker</u>	<u>Cal Aim</u>	<u>\$2.50</u>	<u>Cal Aim</u>
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
<u>Senior</u> Community Services Worker III	Ambulatory Care Clinics/ HCA – Mixteco translator	\$4.500000	Bilingual/Trilingual translation for Mixteco only speaking patients and clients of Ambulatory Care Clinics and employees assigned to the Health Care Agency Auxiliary Group (Dept: C670)
Histologist	All	\$3.000000	Requires specialized training. Historically difficult to recruit/high turnover positions.
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 III	VCMC/SPH General Pharmacy	\$11.000000 <u>0.0000</u>	General Pharmacy work. All levels require a PhD. And CA state licensure. Excludes those who do not dispense medication.
Pharmacist III	VCMC/SPH General Pharmacy (Non-PEPRA Only, i.e., not subject Gov. Code, § 7522.34)	\$13.000000 <u>\$2.00</u>	General Pharmacy work. All levels require a PhD. And CA state licensure

Classification	Work Assignment	MBPP	Descriptors
Pharmacist I/II <u>Specialty Care</u>	Antimicrobial Stewardship Pharmacist	\$14.000000 <u>0.0000</u>	Oversight & management of antibiotics in both hospitals; Manages Antimicrobial Stewardship Program with ID Physician. Requires specialized knowledge of infectious diseases.
Pharmacist I/II <u>Specialty Care</u>	ICU Pharmacist/Clinical Coordinator	\$14.000000 <u>0.0000</u>	Full-time coverage of ICU pharmacy services to care for high acuity patients. Requires specialized knowledge in critical care.
Pharmacist I/II <u>Specialty Care</u>	Informatics	\$14.000000 <u>0.0000</u>	In addition to regular pharmacy duties, Cerner analyst and liaison for pharmacy.
Pharmacist I/II <u>Specialty Care</u>	Oncology	\$14.000000 <u>0.0000</u>	Handling and management of dangerous, high-cost, toxic chemotherapy and immunosuppressant drugs.
Pharmacist I/II	Night Shift/ Solo Practitioner	\$16.500000 <u>\$5.5000</u>	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
Pharmacist I/II <u>Specialty Care</u>	Medication Safety Officer	\$17.000000 <u>\$3.000</u>	Responsible for medication safety oversight. 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 <u>\$10.0000</u>	Pharmacist on night shifts has full autonomy during night shifts 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 <u>\$1.0000</u>	Handling of dangerous, high-cost, toxic chemotherapy and immunosuppressant drugs.
Pharmacy Technician I/II	VCMC/SPH General Pharmacy	\$6.235980 <u>0.0000</u>	General Pharmacy work. All assignments require CA state certification.
Pharmacy Technician I/II	Night Shift	\$7.235980 <u>\$1.0000</u>	Pharmacy technician on night shift covering both VCMC and SPH as the only pharmacy technician on duty. Must be highly skilled and meticulous.

Classification	Work Assignment	MBPP	Descriptors
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.
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 Medical Imaging Specialist I/II/III	None	0.00	Not needed at this time
Radiologic Technologist <u>I/II/III</u>	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

Classification	Work Assignment	MBPP	Descriptors
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~~ **Senior Community Services Worker**, Community Health Worker, Histologist, ~~Radiologic~~ **Medical Imaging Specialist** I/II and III, Radiologic Technologist **I/II and III**, 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.