

**AMENDMENT TO THE MEMORANDUM OF AGREEMENT  
BETWEEN  
THE UNION OF AMERICAN PHYSICIANS AND DENTISTS  
AND  
THE COUNTY OF VENTURA**

There is presently in full force and effect a Memorandum of Agreement ("MOA") between the County of Ventura ("County") and the Union of American Physicians and Dentists ("UAPD") which sets forth the terms and conditions of employment of all employees of the County represented by UAPD for the period between June 27, 2021 through June 30, 2024.

The County and the UAPD have agreed to amend the 2021-2024 MOA as follows:

- Revise Section 601, "Health Insurance," as follows:

Effective the first day of the first pay period following adoption of this Agreement by the Board of Supervisors, the County shall make available to employees a Cafeteria Plan qualified under Section 125 of the Internal Revenue Code, known as the Flexible Benefit Program, which includes medical, vision and dental coverage. The County shall contribute toward the cost of the program an amount as approved by the Board of Supervisors, an appropriate contribution according to the following tiered structure with the first tier being for an "Employee Only" designation, the second tier being for an "Employee, plus One" designation and the third tier being an "Employee, plus Family" designation

- A.** Full-time Employees: The biweekly payments shall be made according to the following schedule contingent upon tier:

	Effective Date			
	MOA Adoption	12/12/2021	<u>2/19/2023</u>	<u>12/10/2023</u>
<b><i>Medical Plan Enrollment</i></b>				
Tier I - Employee Only/Opt-Out	\$472	\$497	<u>\$497</u>	<u>\$502</u>
Tier II - Employee +1	\$572	\$622	<u>\$678</u>	<u>\$730</u>
Tier III - Employee +Family	\$642	\$737	<u>\$825</u>	<u>\$905</u>

- B.** Part-Time Employees: Flexible credits for employees enrolled less than full-time shall be established on a separate basis from full-time employees. The biweekly payments shall be made according to the following schedule contingent upon tier:

	Effective Date			
	MOA Adoption	12/12/2021	2/19/2023	12/10/2023
<b>Medical Plan Enrollment</b>				
Tier I - Employee Only/Opt-Out	\$330	\$348	<u>\$348</u>	<u>\$351</u>
Tier II - Employee +1	\$400	\$435	<u>\$475</u>	<u>\$511</u>
Tier III - Employee +Family	\$449	\$516	<u>\$578</u>	<u>\$634</u>

For purposes of this Article only, less than full-time employees shall be defined as those who work no fewer than forty (40) hours but less than sixty (60) hours per biweekly pay period.

No modifications or exceptions shall be made to the provisions of the Flexible Benefits Program except that pay reduction may also be allocated as specified in the Flexible Benefits Program document.

~~C. CONTRIBUTIONS FOR PLAN YEARS 2023 and 2024: The parties agree to meet and confer regarding the amount of contribution the County shall contribute toward the cost of the program for plan years 2023 and 2024. The meet and confer process shall commence no sooner than October 1, 2022, and no later than October 31, 2022.~~

- **Add Section 602, "County Contribution for Employees to Purchase a County-Sponsored Health Plan," as follows:**

The provisions of Sec. 602 and Sec. 603 below will be implemented as soon as administratively possible. When implemented, the language of Sec. 602 will supersede and replace section 601 above.

Regular employees may elect to be covered by the County of Ventura Flexible Benefits Program. The County shall contribute a biweekly contribution amount as approved by the Board of Supervisors to be allocated to the purchase of any benefit option under the County's Flexible Benefits Program and subject to the provisions set forth below for full-time and part-time regular employees.

- A. For regular, full-time employees enrolled in the County of Ventura Flexible Benefits Program, subject to terms and conditions of the plan document, the County shall continue to contribute a biweekly contribution amount for each tier of coverage as follows ("County Contribution"):**

	Effective Date			
	MOA Adoption	12/12/2021	2/19/2023	12/10/2023
<b><u>Medical Plan Enrollment</u></b>				
Tier I - Employee Only/Opt-Out	\$472	\$497	<b><u>\$497</u></b>	<b><u>\$502</u></b>
Tier II - Employee +1	\$572	\$622	<b><u>\$678</u></b>	<b><u>\$730</u></b>
Tier III - Employee +Family	\$642	\$737	<b><u>\$825</u></b>	<b><u>\$905</u></b>

The County Contribution will be allocated as follows: (1) a portion equal to the biweekly premium for the lowest cost employee-only group health coverage that offers minimum value ("Health Allowance") shall be used solely for the purchase of group health plan coverage; and (2) the difference between the County Contribution and Health Allowance may be used for the purchase of any other benefits offered under the Flexible Benefits Program, or taken as taxable compensation.

- B. For regular part-time employees enrolled in the County of Ventura Flexible Benefits Program, subject to the conditions of the plan document, the County shall continue to contribute a biweekly amount for each tier of coverage as follows:**

	Effective Date			
	MOA Adoption	12/12/2021	2/19/2023	12/10/2023
<b><u>Medical Plan Enrollment</u></b>				
Tier I - Employee Only/Opt-Out	\$330	\$348	<b><u>\$348</u></b>	<b><u>\$351</u></b>
Tier II - Employee +1	\$400	\$435	<b><u>\$475</u></b>	<b><u>\$511</u></b>
Tier III - Employee +Family	\$449	\$516	<b><u>\$578</u></b>	<b><u>\$634</u></b>

For purposes of this Article only, part time employees shall be defined as those who work no fewer than forty (40) hours but less than sixty (60) hours per biweekly pay period.

- **Add Sec. 603, "MEDICAL PLAN OPT-OUT OPTION," as follows:**
  - A. **A regular employee may elect the Medical Plan Opt Out Option declining medical coverage under the County of Ventura Flexible Benefits Program for the employee and the employee's dependents with adequate proof of enrollment in other qualifying group health insurance coverage.**
  - B. **Employees electing not to participate in a County-sponsored health care plan must complete and submit the Opt Out Certification Form certifying that they are enrolled and covered under another group hospital and medical health plan. The Opt Out Certification Form shall be received by the Human Resources Department within thirty (30) days from date of hire, mid-year change and annually during Open**

**Enrollment.**

C. **For regular full-time employees electing the Medical Plan Opt Out Option, the employee will receive a taxable biweekly cash payment as follows:**

1. **Effective <1<sup>st</sup> Full Pay Period Following BOS Approval>, \$145**
2. **Effective December 10, 2023, \$147**

D. **For regular part-time employees electing the Medical Plan Opt Out Option, the employee will not be eligible to receive a taxable biweekly cash payment**

• **Revise Sec. 1102, "PAID ASSIGNED HOLIDAYS," as follows:**

1. New Year's Day, January 1;
2. Martin Luther King Day, the third Monday in January;
3. Presidents' Day, the third Monday in February;
4. Memorial Day, the last Monday in May;
5. **Junteenth, June 19;**
6. Independence Day, July 4;
7. Labor Day, the first Monday in September;
8. Veterans Day, November 11th
9. Thanksgiving Day, the fourth Thursday in November;
10. Day After Thanksgiving,
11. Christmas Day, December 25;
12. And every day appointed by the President of the United States or Governor of the State for public fast, thanksgiving, or holiday, which is specifically authorized by the Board of Supervisors.

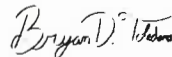
Agreed to this 30th day of December, 2022, by:

For the County:



Mike Curnow  
Labor Relations Manager

For UAPD:



Digitally signed by Bryan  
Toledano  
Date: 2022.12.30 10:22:01  
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Bryan Toledano  
UAPD Representative