

**SIDE LETTER OF AGREEMENT  
BETWEEN  
THE COUNTY OF VENTURA  
AND  
THE UNION OF AMERICAN PHYSICIANS AND DENTISTS**

Section 403(C) of the memorandum of agreement (MOA) between the County of Ventura (County) and the Union of American Physicians and Dentists (UAPD) establishes a Quality of Care Incentive (QCI) for each eligible employee covered by this agreement. The incentive is based on the number of defined performance metrics met by the eligible employee's regularly assigned clinic over a specified measurement period.

The parties mutually agreed upon the metrics to be used and, currently, section 403(C)1 requires patient satisfaction to be considered as one of metrics for the initial measurement period of July 1, 2021 through December 31, 2021. However, the County has determined that it does not have a sufficient amount of data to provide an accurate measurement of patient satisfaction for that period.

In agreeing to the QCI, the parties intended to include measurement of patient satisfaction as one of the quality benchmarks on which the QCI would be based in the initial measurement period and the parties agree that it's omission would limit the number of possible metrics available for eligible employees to qualify for the QCI.

Therefore, the parties mutually agree that, for the initial measurement period (July 1, 2021 through December 31, 2021), each clinic will be deemed to have passed the patient satisfaction measure and will be credited with one (1) additional metric "passed."

For example, an employee works at a clinic that passes four (4) metric measures for the initial measurement period. In addition to the four (4) metric measures passed, the clinic will be credited with one additional metric measure for patient satisfaction and, therefore, considered to have passed five (5) total metric measures for the purposes of QCI earned. Each eligible employee at that clinic will earn the QIC based on the clinic having passed five (5) total metric measures.

This side letter agreement shall only apply to the initial metric measurement period of July 1, 2021 through December 31, 2021.

Agreed to this 24<sup>th</sup> day of January, 2022

For the County:

For UAPD:



---

Mike Curnow  
Labor Relations Manager



---

Bryan Toledano  
Labor Representative/Organizer