

**AMENDMENT TO THE MEMORANDUM OF AGREEMENT
BETWEEN
THE COUNTY OF VENTURA
AND
THE CALIFORNIA NURSES ASSOCIATION**

There is presently in full force and effect a Memorandum of Agreement ("MOA") between the County of Ventura ("County") and the California Nurses Association ("CNA") which sets forth the terms and conditions of employment of all employees of the County represented by CNA for the period between March 17, 2020 and March 17, 2023.

The County and CNA agree to amend the 2020-2023 MOA as follows:

Article 5 Salary Plan

Sec. 501 Pay/Salary Increase:

4. Step Advances within the Wage Grid: Effective March 20, 2022:
- A. An employee who is below the maximum step 20 shall be eligible for an annual step advance upon:
 - 1. Completion of an additional 2,080 hours of compensable service; and
 - 2. The timely submission by supervision/management of a performance evaluation with a rating of "competent" or better filed at least two months before the employee's step advance anniversary date.
 - ~~B. If no performance evaluation is issued in accordance with subparagraph "4A (2)" above, the employee may submit a written request for their department to issue a performance evaluation. The Department Head, or his/her designee, shall cause issuance of an accurate performance evaluation within five (5) working days of the employee's request. If said evaluation is competent or better, the employee shall be granted a step advance effective to his/her step advance anniversary date.~~
 - B. An employee who has received an "Unsatisfactory" or "Improvement Needed" performance evaluation shall not be granted a step advancement in the position held when such rating was given until a "competent" or better rating is filed.
 - C. Correcting Error In Overlooking Step Advancement: Upon discovery that an employee who would otherwise have been recommended for a step advancement failed to receive such advancement as the result of a failure by management/supervision to submit timely a performance evaluation, or other oversight or

system error, the Auditor-Controller shall compensate the employee for the additional wages he/she should have received dating from the first day of the pay period after which he/she would have satisfied the step advancement hours needed by adding said additional wages to the employee's next biweekly paycheck.

Article 8 Other Compensable Benefits: Effective March 20, 2022:

Sec. 805

- A. Certification Pay: Any permanent employee in any classification represented by this Agreement who acquires and maintains certification(s) issued by a national or state recognized organization is eligible for certification pay per shift of \$0.813 per hour compensated for each certification to a maximum of five (5) certifications per employee upon the employee providing appropriate documentation and requesting certification pay.

An employee who acquires and maintains a certification identified in Exhibit 10 to this Agreement shall receive certification pay per shift of \$2.00 per hour compensated. Among the five (5) certifications for which an employee may be compensated under this section, no more than one (1) may be from the certifications identified in Exhibit 10.

In order to qualify for the certification pay, certifications must be deemed clinically appropriate by Nursing Administrators and must be related to the employee's regular assignment.

The number of employees eligible to receive Certification Pay for the ONS Chemotherapy Immunotherapy Certificate listed in Exhibit 10 shall be as follows:

VCMC – Up to 40 positions in total among the following units:

- Telemetry Department
- Peds/PICU
- ICU
- DOU
- Other as approved by the Chief Nurse Executive

Ambulatory Care Clinics – Up to 15 positions in total among the following clinic sites:

- Pediatric Hematology and Oncology Clinic
- Adult Hematology and Oncology Clinic and Infusion Center

- B. In addition to the certification pay set forth in section 805A above, registered nurses within the Emergency Department who acquire and maintain a Mobile Intensive Care Nurse (MICN) certification shall be eligible for certification pay per shift of \$0.813 per hour compensated.

Certification pay shall be granted pursuant to this section only after submission of appropriate documentation to their nursing manager or his/her designee, who shall submit the documentation to HCA HR within seven (7) business days of receipt. Employee will become eligible for the certification pay the first day of the first full pay period following the receipt of the approved documentation by HCA HR.

Any employee who receives the Certification Pay pursuant to the provisions of this Section, and who is absent as the result of having utilized a day of paid sick leave, paid annual leave, paid vacation, or paid holiday, shall continue to receive the Certification Pay as if they had worked their regular shift for that day(s). Any otherwise eligible part-time employee who takes such day of paid leave off, shall be compensated on a pro-rata basis.

Employees that move departments shall be given up to 6 months, if necessary, to acquire the applicable certifications of the new department without any loss of certification pay.

Sec. 808 Preceptor Pay:

An RN who is assigned by the Director of Nursing or their designee and has verifiable competencies to perform, as a preceptor, shall receive an additional compensation of one dollar (\$1.00) per hour for any hours recognized as precepting. This preceptor pay will become effective the pay period beginning February 12, 2006.

Effective March 20, 2022, the Preceptor Pay amount shall be increased by one dollar and fifty cents (\$1.50) for a total of two dollars and fifty cents (\$2.50) per hour for any hours recognized as precepting.

Article 25 Job Postings and Transfers: Effective March 20, 2022:

Sec. 2514 Senior Registered Nurse Classification Retention When Transferring into A Vacant Position:

Employees employed in the classification of Senior Registered Nurse – Hospital (Job Code 00307) who transfer to a vacant position, pursuant to this Article, specifically section 2502 and 2506, may, at the approval of the hiring manager, retain their classification as senior registered nurse – hospital.

Article 48 Continuing Medical Education

Sec. 4805 Reimbursement for CME-Related Activities:

- A. The County shall, subject to reasonable budgetary control, and unless otherwise designated in this MOA, provide for one hundred percent (100%) reimbursement of those expenses allowed as per subsection 4803 for job-related CME activities up to a maximum of two thousand dollars (\$2,000) per fiscal year in accordance with the provisions of this Article. **When such**

educational expenses are authorized for training, eligible employees may be reimbursed for related travel expenses from the two thousand dollars (\$2,000.00), provided the travel expenses are approved and are directly related to the training or coursework. Reimbursement shall not exceed two thousand dollars (\$2,000) per fiscal year.

- B. Advanced Reimbursement - Reimbursement may be made to employees prior to the beginning of the approved CME activities. If the approved activities are not satisfactorily completed, the employee shall reimburse the County for all monies received. If an employee terminates prior to completion of the course, the monies must be reimbursed to the County.

Article 49 PAY-FOR-PERFORMANCE:

Sec. 4901 Pay-for Performance

- C. Quality of Care Incentive Payment: Primary Care Clinic Nurse Practitioners and Primary Care Clinic Physicians Assistants shall be eligible to receive an Annual Quality of Care Incentive Payment of up to five percent (5%) of their base salary based on meeting quality benchmarks listed in the below chart. The Annual Quality of Care Incentive Payment shall be paid as a percentage of the base pay earned during the measurement period and is payable within ~~two~~ **four** pay periods following the last day of the applicable annual measurement period. Payments are subject to payroll taxes as required by the Internal Revenue Service (IRS) and will be includable as compensation earnable if so determined by VCERA.

Add Article 50, "Employee Incentive Programs," as follows effective March 5, 2022:

Article 50
EMPLOYEE INCENTIVE PROGRAMS

Sec. 5001 New Hire Incentive:

Upon agency head recommendation and with the approval of the CEO or his/her designee, an employee who is newly hired may receive a one-time New Hire Incentive of up to ten percent (10%) of the newly hired employee's current annual base wage. For purposes of this provision, "newly hired" means the employee was appointed from an open competitive recruitment and is neither a current employee nor was previously employed by the County of Ventura within the preceding 12 months. Further, the employee shall not be qualified for the benefits of this section if said employee received any other new hire incentive. Subsequent to the aforementioned recommendation and approval, to be eligible to receive the New Hire Incentive, the employee must sign a written agreement, acknowledging and agreeing to the repayment stipulations including paycheck deductions for repayment of the New Hire Incentive. The incentive will be paid in one lump sum within two (2) pay periods of the recommendation and approval and submission of the required documentation and is subject to state and federal taxes, as well as any applicable payroll deductions.

An employee who received the New Hire Incentive must maintain employment within the County of Ventura agency that originally hired said employee and remain in a CNA represented classification for a minimum of 4,160 compensable hours from the date of hire. If the employee is unable to satisfy the 4,160-hour requirement due to voluntary or involuntary separation, the employee is responsible for re-payment of the New Hire Incentive that was paid as follows:

<u>Compensable Hours Completed</u>	<u>Pro-rata Repayment</u>
<u>Within the probationary period</u>	<u>100%</u>
<u>After probation period but before 4,160</u>	<u>50%</u>

Sec. 5002 Employee Referral Incentive:

Upon agency head recommendation, and with the approval of the Director-Human Resources, employees shall be eligible to receive the Employee Referral Incentive. Employees who meet the below specified requirements will be eligible to receive a gross amount of five hundred dollars (\$500) per employee referral for classifications designated as eligible for the Employee Referral Incentive. There is no limit to the number of Employee Referral Incentive payments any one employee may receive. The Director-Human Resources or his/her designee shall determine which positions are eligible to receive the Employee Referral Incentive.

The Employee Referral Incentive will be paid in one lump sum within two (2) pay periods of the referred employee completing the required probationary period. The Employee Referral Incentive is subject to state and federal taxes and any applicable payroll deductions.

The following criteria will be used in determining eligibility for payment of the Employee Referral Incentive:

- A. Referring employee must be an active regular full-time or part-time employee;
- B. The external candidate shall not be a current or former employee, consultant, intern, temporary or student placement who has worked at the County within the last 12 months from the date of posting of the vacancy;
- C. The Employee Referral Incentive will be paid upon the completion by the referred external candidate of the required probationary period;
- D. The referred employee must identify one referring employee on their online application and the referring employee must notify the assigned recruiter of the referral. Award payments will not be split among multiple current employees.

The following listed employees are not eligible for the Employee Referral Incentive program; however, this list is not exhaustive and any employee involved in the assessment or decision-making process of the referred vacancy will not be eligible to receive the Employee Referral Incentive payment.

- A. All Human Resources Recruiters;
- B. Hiring Manager or second level managers, Directors or any executive level employees; and,
- C. Oral Raters and any employee on the interview panel.

Agreed to this 3 day of March, 2022, by:

For the County:



Robert Abeloe
Program Management Analyst

For CNA:



Debbi Pacheco
CNA Labor Representative

EXHIBIT 10

National Certifications Recognized for a \$2.00/hour Premium Pursuant to Sec. 805(A):

- Emergency Department – CEN
- Med/Surg – CMSRN
- Telemetry/Inpatient Oncology- ONS Chemotherapy Immunotherapy Certificate
- DOU – PCCN
- ICU – CCRN / ONS Chemotherapy Immunotherapy Certificate
- Pre-Op – CAPA
- PACU – CPAN
- GI Lab – CGRN
- Interventional Radiology/Nuclear Medicine – CRN
- Pediatrics - APHON / CPN / ONS Chemotherapy Immunotherapy Certificate
- PICU - CCRN-K / ONS Chemotherapy Immunotherapy Certificate
- NICU - RNC-NIC
- Oncology Infusion Center - ONS Chemotherapy Immunotherapy Certificate
- Pediatric Oncology Services – APHON / ONS Chemotherapy Immunotherapy Certificate
- Labor & Delivery - RNC-OB
- Post-Partum - RNC-MNN
- Case Management – Nursing Case Management RN-BC
- Nursing Education - CCNE
- ONS Chemotherapy Immunotherapy Certificate – Other Units as approved by the Chief Nurse Executive