

# civil service commission

## BOARD OF REVIEW AND APPEALS



### Commissioners

Don Becker  
Alyse M. Lazar  
Haywood Merricks III  
Joyce A. Taylor  
James Vandenberg

**MINUTES OF  
SPECIAL MEETING  
MONDAY, JUNE 2, 2014  
9:30 a.m.  
CONFERENCE ROOM B, FOURTH FLOOR  
HALL OF ADMINISTRATION**

Chair Merricks called the special meeting to order at 9:30 a.m. Present were Chair Merricks, Vice-Chair Becker, Commissioners Vandenberg, Lazar and Taylor, Cheryl Shaw, Commission Assistant, Robert Orellana, Law Advisor, and Tabin Cosio, IR.

- 1. SECTION 103 REVIEW OF PROPOSED MOA AND LETTER TO THE BOARD OF SUPERVISORS OF THE COUNTY OF VENTURA RE:** Adoption of 2014-2017 Memorandum of Agreement between the County of Ventura and the California Nurses Association (CNA) (Regular Unit).

Tabin Cosio outlined the major changes in the agreement which he indicated were for the most part in line with prior agreements that had recently been reviewed by the Commission.

The MOA provides for a one-time payment of \$750 for full time employees and a 1% salary increase and 1% market-based adjustment based on a compensation market study to be conducted. There will be a 3% general salary increase effective June, 2016 and increases to the flexible credit allowance for health premium payments. As with other represented employee groups, the CNA agreement also provides for a 50/50 cost-sharing of retirement for current employees and a one-time salary increase to offset the employees' increased contributions. Changes were also made to the calculations for contractual overtime.

A significant change to the agreement is the implementation of a wage grid effective September 14, 2014. The grid abolishes the previous salary range, classification and compensation structure. Due to the competition and demand for skilled nurses, the County was hiring nurses at the top of the old salary range, which meant that nurses with only several years of experience were being compensated at the same rate as those with much more extensive experience. The County hopes the new grid system, which recognizes performance and years of service, along with the defined benefit package, will assist the County in recruiting and retaining skilled nurses. All existing County nurses

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will complete a professional experience form which human resources staff will review and verify to determine years of nursing experience.

The majority of the other changes to the agreement were language changes to reflect the change to a wage grid. Merit increases will also be used to recognize nurses who achieve various certifications.

Mr. Cosio explained that the MOA's contract overtime terms provide a more liberal application of overtime than that required by federal law (FSLA). Most nurses work on a 72 hour, 2 week schedule. Under the MOA, additional hours above a nurse's scheduled shift are compensated at "time and a half" pay per hour regardless of whether more than 40 hours were worked in any given week. If a nurse works more than 40 hours in any given week, FSLA overtime is paid.

Commissioner Becker commented that both Articles 5 and 25 would affect the Personnel Rules and Regulations and that the agreement does differ in many respects from the agreements reviewed by the Commission in the past. Mr. Cosio reiterated that the majority of the changes in the agreement were necessitated by the change to a wage grid. Mr. Cosio also stated that if any disagreement arose in regard to application of the new wage grid for any given employee, the matter would be submitted to arbitration pursuant to the terms of the MOA.

Upon motion by Commissioner Becker, seconded by Commissioner Taylor, the Commission voted to direct the Chair to sign a letter to the Board of Supervisors stating that the Commission, by unanimous vote, finds that the proposed MOA amendment will have no adverse impact on the County's Personnel Rules and Regulations. Staff was instructed to submit the letter to the Clerk of the Board of Supervisors for placement on its next meeting's agenda.

The meeting was adjourned at 10:05 a.m.