

Exhibit 1

**AMENDMENT TO THE MEMORANDUM OF AGREEMENT
BETWEEN
THE COUNTY OF VENTURA
AND
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 721**

The County of Ventura ("County") and Service Employees International Union ("SEIU") have agreed to the following:

Amend the 2022-2025 Memorandum of Agreement ("MOA") as follows:

- Revise Section 626, "Certification Pay", as follows:

Sec. 626 CERTIFICATION PAY: Any Principal Respiratory Therapist, Physical Therapist, Sr. Physical Therapist, Occupational Therapist, Sr. Occupational Therapist, Speech Pathologist and Sr. Speech Pathologist who possesses or acquires certifications issued by a national or state recognized organization is eligible for ~~\$0.625~~ **\$0.80** per hour, per shift, per certification for up to a maximum of three (3) certifications per employee. In order to qualify for the certification pay, the employee must provide appropriate documentation and request the pay. Certifications must be deemed appropriate by Hospital Administrators and be consistently utilized in the employee's regular assignment.

~~Effective 12/25/2022, the premium shall be increased to \$.80 per hour, per shift per certification for up to a maximum of three (3) certifications per employee.~~

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.

At no time will an employee in any classification receive a negative rating, be penalized or refused a merit increase as a result of not having a certification/certifications that are not required in the employee's job classification.

Effective July 9, 2023 the following job classifications shall be added:

Classification	Code
<u>Supervising Therapist I</u>	<u>01249</u>
<u>Supervising Therapist II</u>	<u>01251</u>


Agreed to this 25th day of May, 2023, by:

For the County:



Tina Hansen
Personnel Management Analyst

For SEIU:



Edwin Valdez
Labor Representative