



COUNTY *of* VENTURA

COUNTY EXECUTIVE OFFICE
SEVET JOHNSON, PsyD
County Executive Officer

Mike Pettit
Assistant County Executive Officer

Scott Powers
County Chief Financial Officer

Danielle Keys
County Human Resources Director
Labor Relations

April 29, 2025

County of Ventura Board of Supervisors

SUBJECT: Approval of Continued Employment of Jeffrey Miller, M.D., Per the County of Ventura Personnel Rules and Regulations, Article 10, Section 1004.

RECOMMENDATION

It is recommended that your Board approve the continued employment of Jeffrey Miller, M.D. (Dr. Miller), who is the spouse of Theresa Cho, M.D. (Dr. Cho), the Director of the Health Care Agency (HCA), as a Primary Care Clinic Physician (Classification 000678) at the Las Posas Family Medical Group.

FISCAL/MANDATES IMPACT

There is no fiscal impact to this recommendation.

DISCUSSION

In June of 2021, the Ambulatory Care clinics were integrated with County operations. At that time, Dr. Miller was identified as one of the family practice physicians who would become a County employee as a result of the integration. At that time, Dr. Cho was the CEO of the Ambulatory Care Clinic system for the HCA and was married to Dr. Miller, who would fall under her supervision. Pursuant to then-Section 1005 of the Personnel Rules and Regulations, no person could be employed in a position directly or indirectly supervised by a member of their immediate family without approval of your Board, after a recommendation by the County Human Resources Director. On June 22, 2021, your Board approved the employment of Dr. Miller, with the understanding that any employment issues related to Dr. Miller would be overseen by Dr. Allison Blaze and not by Dr. Cho.

Dr. Cho has subsequently been appointed to the position of Director of HCA. Under the Personnel Rules and Regulations, Article 10, Section 1004, Employment of Relatives:

“An appointing authority shall not employ nor continue to employ an immediate family member in their agency/department and no compensation shall be paid to any person who is an immediate family member of the appointing authority, without the approval of the Board of Supervisors after a recommendation by the Director-Human Resources. No person shall be employed in a position directly or indirectly supervised by an immediate family member without the

approval of the Board of Supervisors after a recommendation by the Director-Human Resources.”

As the Director of HCA, Dr. Cho may now serve as the appointing authority for Ambulatory Care as a part of the HCA. Pursuant to Section 205 of the Personnel Rules and Regulations, the appointing authority is the group or person having the power and authority to make appointments or remove persons from positions in the County service and may be, but is not necessarily, the elective or appointive heads of County department/agencies. As such, your Board’s approval is required to continue to employ Dr. Miller if Dr. Cho is the appointing authority for HCA given their marriage.

Organizationally, the medical providers within the Ambulatory Care system have a direct reporting and leadership line to the Chief Medical Officer, who oversees the clinic medical performance. The Chief Medical Officer is a subordinate to the CEO of Ambulatory Care, who is a subordinate to Dr. Cho. As such, all employment issues related to Dr. Miller, such as compensation, performance, disciplinary actions, or working conditions will be directed to the CEO of Ambulatory Care, preventing conflict with Dr. Cho.

Therefore, we recommend that, pursuant to Section 1004 of the Personnel Rules and Regulations, your Board to approve the employment of Dr. Miller as a Primary Care Clinic Physician for the County of Ventura, which would allow Dr. Cho to serve as the appointing authority for the Health Care Agency.

Strategic Plan

The recommended items support the County’s Strategic Priority to attract, hire, develop, and retain a diverse workforce empowered to meet the needs of our customers.

The County Executive Office, County Counsel, and the Auditor-Controller’s Office have reviewed this letter.

If you have questions regarding this matter, please contact Danielle Keys at (805) 654-2561.

Respectfully submitted,



Danielle Keys
County Human Resources Director/Labor Relations



Sevet Johnson, PsyD
County Executive Officer

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April 29, 2025
Page 3

c: Jeffery S. Burgh, Auditor-Controller
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