



April 9, 2024

Board of Supervisors  
County of Ventura  
800 South Victoria Avenue  
Ventura, California 93009

**Subject: Second Public Hearing Regarding Adoption of the 2024-2029 Memorandum of Agreement between the County of Ventura and the California Nurses Association – Per Diem Unit; Proposed Salary/Benefits Increases – With No Material Impact on Funding Status of Retirement System.**

## Recommendations

It is recommended that your Board:

1. Commence a public hearing, as required by Article 20, Section 2006B, of the Personnel Rules and Regulations, on the adoption of the proposed 2024-2029 Memorandum of Agreement (MOA) between the County of Ventura (County) and the California Nurses Association – Per Diem Unit (CNA); and
2. Adopt the proposed MOA at the conclusion of the hearing.

## Fiscal/Mandates Impact

Mandatory:	No <input checked="" type="checkbox"/> Yes <input type="checkbox"/>
Source of Funding:	Various
Funding Match Required:	No
Impact on Other Departments:	None

## Summary of Fiscal Impact:

<u>FY 2023-24</u>	<u>FY 2024-25</u>	<u>FY 2025-26</u>	<u>FY 2026-27</u>	<u>FY 2027-28</u>	<u>FY 2028-29</u>
\$239,172	\$1,255,939	\$848,438	\$770,180	\$809,093	\$690,267

In accordance with California Government Code sections 31515.5 and 23026, the proposed salary and benefits increases will have no material impact on the funding of the County's retirement system. The employees covered by this MOA are not members of VCERA; instead, they are eligible for the County's "Safe Harbor" Social Security alternative plan.

## **Strategic Priority**

This agenda item supports the County strategic priority to attract, hire, develop, and retain a diverse workforce empowered to meet the needs of our customers.

## **Summary**

Formal negotiations to discuss a successor agreement to the 2021-2024 MOA between the County and CNA commenced on December 1, 2023, and the parties participated in 11 bargaining sessions. The parties reached a formal written and signed comprehensive tentative agreement on the terms of a successor MOA on March 6, 2024. The successor MOA is attached hereto and presented for your Board's consideration and adoption at the conclusion of this second hearing. CNA membership ratified the new successor agreement on March 15, 2024.

The proposed five (5) year term of the successor MOA is April 14, 2024, through midnight, April 13, 2029. Below is a summary of the major proposed revisions:

- General salary increases (GSIs) of five and one-half percent (5.5%) effective April 14, 2024; four percent (4.0%) effective April 13, 2025, and three and one-half percent (3.5%) effective on April 12, 2026, April 11, 2027, and April 11, 2028; respectively;
- Targeted market-based adjustments (MBAs) ranging from one-half percent (0.50%) to three and one-half percent (3.5%) annually over five years. All CNA Per Diem Unit employees will receive an MBA during the term of the successor MOA; and
- The Per Diem Registered Nurse and Per Diem Public Health Nurse classification series incumbents who are currently receiving a five percent (5.0%) difficult to recruit premium will have said premium permanently incorporated into the base pay/salary. This action will not preclude the classifications from eligibility for any difficult to recruit premiums in the future.
- An employee referral incentive program; and
- Agreements regarding various committees and other nurse premiums.

## **Discussion**

Since the global COVID-19 pandemic began four years ago, it has and continues to impact the medical field, adding an additional layer of complexity to a decade-long critical nursing shortage with regard to attracting and retaining qualified staff. Consequently, health care employers continue to utilize increasingly aggressive recruitment and retention efforts to compete for staff to continue providing quality patient care. The County

of Ventura Health Care Agency competes with other government employers and private sector health systems to recruit and retain nurses and other health care professionals. The proposed wage and benefits enhancements have been designed to enhance the County's competitiveness in the labor market and to curb reliance on temporary staffing agencies.

The County utilized a data-driven approach in its negotiations with CNA. Your Board has historically granted GSIs to keep County salaries competitive within the market. The proposed GSIs for each of the five years of the MOA are designed to generally keep up with increases in the cost of living. The County has historically utilized MBAs to target and adjust compensation for job classifications that have been found to be compensated below comparable jobs in other surveyed jurisdictions. The proposed MBAs strive to support your Board's goal by providing wage adjustments, and the proposed five-year term seeks to establish certainty and stability for both the health care system and CNA Per Diem unit represented staff in a post-pandemic market.

If approved by your Board, the MOA will provide pay and benefits increases for each year of the proposed five-year term. The agreement is fair, sustainable and represents a close partnership and commitment between the health care system leadership and our dedicated CNA Per Diem represented employees. This five-year agreement will ensure financial certainty and will support the County's health care system in continuing to provide quality health care, often to underserved populations, in the competitive health care labor market.

Our Per Diem health care staff are essential to providing quality and compassionate care to patients, including many of our community's most vulnerable citizens. The nursing field remains extremely competitive and qualified nurses are in high demand. We believe this agreement allows the Health Care Agency to provide both competitive wages and safe staffing levels to continue providing the high standard of patient care for which it is known. Further, the increases assist in keeping the County competitive in the per diem health care market and in reducing our reliance on traveler nurses or in-house registry. In short, this new Agreement will allow the County to continue to attract and retain highly qualified nurses, who often have very specialized training and experience, and who have a passion for serving the public.

A copy of the proposed revised MOA with the changes shown in redline is attached as Exhibit 1 and a clean version is attached as Exhibit 2. A first hearing on this request was held on March 26, 2024. We recommend that your Board commence a second public hearing on adoption of the proposed MOA between the County and CNA and adopt the proposed MOA at the conclusion of the second hearing.

Board of Supervisors  
April 9, 2024  
Page 4

The County Executive Office, the Auditor-Controller's Office, the Civil Service Commission and County Counsel have reviewed this letter. If you have any questions regarding this item, please contact me at 805-654-3600.

Respectfully submitted,



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Interim Director of Human Resources



Sevet Johnson, PsyD  
County Executive Officer

c: Jeffery S. Burgh, Auditor-Controller  
Tiffany N. North, County Counsel  
Mike Pettit, Assistant County Executive Officer  
Scott Powers, Interim County Chief Financial Officer  
California Nurses Association

Attachments:

- Exhibit 1 – CNA Per Diem Unit MOA 2024 – 2029 (Redlined)
- Exhibit 2 – CNA Per Diem Unit MOA 2024 – 2029 (Clean)
- Exhibit 3 – Civil Service Commission Statement