

From: [Samuel Phang](#)
To: [ClerkoftheBoard](#)
Subject: Public comment agenda item No. 9
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Dear supervisors,

As a family physician that has worked at VCMC and the clinic system for over 10 years, I want to express my support for CNA and their efforts in contract negotiations. Our County nurses and health care workers are essential in keeping our County safe. They are some of the most compassionate and competent people to care for our health. Over the years, I have seen the "brain drain" of high quality nurses out of the County healthcare system. Due to the problem with employee retention, they now have to spend even more money to hire traveling nurses who are not familiar with our system. Our nurses deserve not just fair compensation but also respect for their profession. The "use less for more" model is not working and we need to learn to invest in our system, in order to make it more efficient and productive, so we can be accountable to the people of Ventura County. Thank you for your consideration.

Samuel Phang, MD

My comment is my own personal view and does not reflect the views of the HCA or County of Ventura Government.