



# 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

October 8, 2024

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

**Subject: Public Hearing Regarding Adoption of the 2024-2027 Memorandum of Agreement Between the County of Ventura and the Union of American Physicians and Dentists Per Diem Unit, and Waiver of Second Public Hearing.**

## Recommendations

It is recommended that your Board:

1. Commence a public hearing on adoption of the proposed 2024-2027 Memorandum of Agreement (MOA) between the County of Ventura (County) and the Union of American Physicians and Dentists Per Diem Unit (UAPD Per Diem); and
2. Waive the second public hearing required by Article 20, Section 2006(B), of the Personnel Rules and Regulations, and adopt the proposed MOA at the conclusion of the hearing.

## Fiscal/Mandates Impact

Mandatory:	No
Source of Funding:	Various
Funding Match Required:	No
Impact on Other Departments:	None

Summary of Fiscal Impact:

	<u>FY 2024-25</u>	<u>FY 2025-26</u>	<u>FY 2026-27</u>	<u>FY 2027-28</u>
Total Cost	\$113,947	\$100,860	\$68,016	\$20,310

California Government Code sections 31515.5 and 23026 require that the County give written notice of any salary and benefits changes, including an explanation of the financial impact of the changes 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's strategic priority to attract, hire, develop, and retain a diverse workforce empowered to meet the needs of our customers.

### **Discussion**

Formal negotiations for a successor agreement to the 2021-2024 MOA between the County and UAPD Per Diem commenced on May 13, 2024. The 2021-2024 MOA had a term through June 30, 2024. The parties participated in 15 bargaining sessions and reached a tentative agreement on the terms of a successor MOA on September 11, 2024. The UAPD membership subsequently ratified the terms of the proposed successor MOA.

Below is a summary of the major proposed revisions reflected in the proposed MOA:

- Three (3) year term from October 13, 2024, though midnight, October 12, 2027.
- A flat dollar amount General Salary Increase (GSI) to increase the half-day rate for the Per Diem Primary Care Clinic Physician from \$509.38 to \$560.00, and the hourly pay for the Per Diem Urgent Care Clinic Physician from \$127.34 to \$140.00 in the first year of the MOA. Each classification will also receive a 4.00% increase in year two, and 3.50% increase in year three.
- An agreement on patient scheduling templates, at ten (10) patients per half-day with an option for 11 patients per half day at the physician's request.
- Increases to the bilingual and professional membership premiums.

### **Summary**

The County's compensation philosophy has been, to the extent possible, to keep total compensation within five percent (5%) above or below the identified market median. The recommended increases are aligned with national and regional inflation and wage growth trends. Your Board has historically granted GSIs to keep County salaries competitive in the market. The proposed GSIs are designed to generally keep up with increases in the cost of living and to keep salaries competitive.

If approved by your Board, the MOA will provide pay and benefits increases for each year of the proposed three-year term. The proposed wage increases are sustainable and will both preserve current public service levels and assist in the County's efforts to recruit and retain a skilled workforce.

A copy of the proposed MOA with the changes redlined is attached as Exhibit 1 and a clean version is attached as Exhibit 2. We recommend that your Board commence a public hearing on adoption of the proposed MOA between the County and UAPD Per Diem Unit, waive the requirement for a second hearing, and adopt the proposed MOA at the conclusion of the hearing.

The County Executive Office, Auditor-Controller's Office, Ventura County Civil Service Commission, and County Counsel have reviewed this letter. If you have any questions regarding this item, please contact me at (805) 654-2561.

Respectfully submitted,



Danielle Keys  
County Human Resources Director/Labor Relations



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, County Chief Financial Officer  
Union of American Physicians and Dentists

Attachments:

- Exhibit 1 – UAPD Per Diem MOA 2024-2027 (Redlined)
- Exhibit 2 – UAPD Per Diem MOA 2024-2027 (Clean)
- Exhibit 3 – Civil Service Commission Statement