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June 3, 2025

County of Ventura Board of Supervisors

Subject: Public Hearing Regarding Adoption of an Amendment to the 2022-2025 Memorandum of Agreement Between the County of Ventura and the Service Employees International Union, Local 721.

Recommendation

It is recommended that your Board commence a public hearing on the adoption of the proposed Amendment to the 2022-2025 Memorandum of Agreement (MOA) between the County of Ventura (County) and the Service Employees' International Union, Local 721 (SEIU), and adopt the proposed Amendment at the conclusion of this hearing.

Fiscal Impact

	FY 2024-25	FY 2025-26
Revenues	\$0	\$0
Costs	\$0	\$0
Net County Cost	\$0	\$0

Funding Source(s): Various

Match Requirement: None

California Government Code sections 31515.5 and 23026 require that the County give written notice of any salary or benefits changes, including an explanation of the financial impact of the changes on the funding of the County's retirement system. There is no cost associated with the proposed Amendment as it is cleanup language. Accordingly, the recommended action will not have a negative or material impact on the adopted FY2024-25 Adopted Budget or FY2025-26 Preliminary Budget.

Discussion

SB 525 is a recently enacted state law that raises the minimum wage for health care workers on a periodic basis depending on the type of health care facility, ultimately reaching \$25 per hour. The new minimum wage was required for those who work for a covered "health care facility" and provide health care services or support the provision of health care. Covered health care employees include, but are not limited to, employees performing work in the occupations of nurse, physician, caregiver, medical resident, intern or fellow, patient care technician, janitor, housekeeping staff person, groundskeeper, guard, clerical worker, nonmanagerial administrative worker, food service worker, gift shop worker, technical and ancillary services worker, medical coding and medical billing personnel, scheduler, call center and warehouse worker, and laundry worker, regardless of formal job title.

SB 525 defines a covered health care facility to include the County's Health Care Agency and all its business units (Ventura County Medical Center/Santa Paula Hospital, Ambulatory Care Clinics, Public Health, and Behavioral Health) and the Sheriff's Office Health Unit.

In the interests of maintaining pay equity, the County took a global approach to applying this new minimum wage and looked at all County classifications, regardless of agency/department.

On December 17, 2024, your Board approved changes to the classifications and/or salary ranges impacted by SB 525. The salary ranges of 123 classifications were adjusted to a minimum hourly pay rate of \$21.00 per hour or \$2,520 per biweek. A new classification of HCA Student Worker was created, nine (9) classification series were collapsed into more simplified structures, and the remaining classifications were retitling to reflect these changes.

Incumbents in many of these positions were also entitled to Market-Based Premium Payment (MBPP), pursuant to Article 6, Section 622, of the MOA. However, because the incumbents received salary increases as part of the restructuring and collapse of classifications described above, they did not need as large of an MBPP (or in some instances, any MBPP at all) to achieve the desired rate of pay.

MBPPs have historically been used by the County to set data-driven, competitive pay rates for certain job classifications within the health care industry for which there is high demand. The MBPP has proven instrumental in the County's ability to recruit and retain highly experienced professionals within its health care system. The proposed revision to Section 622 of the MOA incorporates the addition of the classification of Community Health Worker, the collapsed Community Services Worker series, the renaming of the Radiologic Specialist I/II and III classification to Medical Imaging Specialist I/II and III, and the restructure of the Pharmacist and Pharmacy Technician classifications. The proposed revision also captures the adjustment to those MBPPs.

A copy of the proposed Amendment to the SEIU MOA is attached as Exhibit 1. We recommend that your Board commence a public hearing on this proposed Amendment and adopt the proposed Amendment at the conclusion of this hearing.

Strategic Plan

The items recommended in this letter 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, the Auditor-Controller's Office, and the Civil Service Commission have reviewed this letter. If you have questions, please contact Danielle Keys 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
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Attachments:

- Exhibit 1 - SEIU MOA 2022-2025 Amendment
- Exhibit 2 - Civil Service Commission Statement