



# COUNTY of VENTURA

COUNTY EXECUTIVE OFFICE  
**SEVET JOHNSON, PsyD**  
County Executive Officer

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County Human Resources Director  
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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 (Regular Unit); Approval of Reclassification of Incumbents from Primary Care Clinic Pediatrician to Primary Care Clinic Physician; and Waiver of Second Public Hearing, With Impact on Funding Status of Retirement System.**

## 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 (UAPD); and
2. Approval of reclassification of incumbents from Primary Care Clinic Pediatrician to Primary Care Clinic Physician; and
3. 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	\$698,477	\$953,930	\$767,332	\$226,102

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 proposed

three (3) year agreement spans four (4) fiscal years with an average value of approximately four and eight tenths percent (4.80%) increase in salary and benefits, which is higher than the actuarially-assumed increase of three and one-quarter percent (3.25%) for the retirement system. Accordingly, the proposed salary and benefits increases are above the actuarial assumptions and will result in an actuarial reduction to the funding status of the retirement system.

### **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 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 August 29, 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 8, 2024, through midnight, October 12, 2027.
- General salary increases (GSIs) of 5.50% in the first year of the MOA, 4.00% in year two, and 3.50% in year three.
- An agreement on patient scheduling templates, at ten (10) patients per half-day with an option for a physician to elect to schedule eleven (11) patients per half-day.
- Reclassification of incumbents from the Primary Care Clinic Pediatrician classification to the classification of Primary Care Clinic Physician, effective October 13, 2024.
- Increases to the County's Flexible Credit Allowance to pay for premiums associated with purchasing a County-sponsored medical, dental and/or vision plan. These increases are outlined in the attached MOA.
- An agreement on non-elective deferred compensation of 2% annualized compensation, in lieu of a pension cost of living allowance.
- The introduction of a New Hire Incentive and Relocation Reimbursement.
- Increases to the bilingual premium, professional membership premium, continuing medical education reimbursement, and other miscellaneous 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 GSI is designed to generally keep up with increases in the cost of living and to keep salaries competitive.

The upward reclassification of incumbents in the classification of Primary Care Clinic Pediatrician to Primary Care Clinic Physician will assist the Ambulatory Care System recruit and retain medical providers, thereby maintaining and improving patient accessibility. A recommendation to delete the classification of Primary Care Clinic Pediatrician from the County's classification and salary range plan will be presented to your Board at an upcoming meeting.

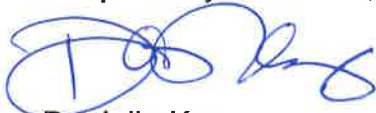
The proposed increases within the composite Flex Credit Allowance will significantly assist our employees with their out-of-pocket costs for increasing health insurance premiums. The increase in the Flexible Credit Allowance for the term of this contract will better align the County's allowance with that of the marketplace and mitigate the impact of rising healthcare premiums on County employees.

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 marked in redline 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, waive the second hearing, and adopt the proposed MOA at the conclusion of today's 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 MOA 2024-2027 (Redlined)  
Exhibit 2 – UAPD MOA 2024-2027 (Clean)  
Exhibit 3 – Civil Service Commission Statement