

Exhibit 1

AMENDMENT TO THE MEMORANDUM OF AGREEMENT BETWEEN THE COUNTY OF VENTURA AND THE SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 721

There is presently in full force and effect a Memorandum of Agreement ("MOA") between the County of Ventura ("County") and the Service Employees International Union, Local 721 (SEIU) which sets forth the terms and conditions of employment of all employees of the County represented by SEIU for the period between December 17, 2019, and December 17, 2022.

The County and the SEIU agree to amend the 2019-2022 MOA as follows:

1. Revise Section 622, "MARKET-BASED PREMIUM PAY" as follows effective September 19, 2021, unless otherwise noted herein:

Employees in the following classifications with the indicated work assignments shall be paid the additional hourly pay shown. The amount of additional pay ("market-based premium pay" or "MBPP") indicated is the amount the County has deemed necessary to add to regular base pay to compete for qualified individuals in today's job market. The County may, without further approval by SEIU, Local 721, adjust the amount of MBPP for indicated work assignments based on the County's determination of job market forces. Any adjustment to the MBPP will be calculated as needed and with reference to the latest annual market survey of comparable positions in local hospitals and pharmacies and implemented via an amendment to the chart below that will be publicly posted. Adjustment of the MBPP, whether an increase or decrease, will be in accord with the County's compensation goal of paying within 5% of the median market pay rate, subject to exigent circumstances.

Classification	Work Assignment	MBPP	Descriptors
Clinical Laboratory Scientist I	None	0.00	Not needed at this time
Clinical Laboratory Scientist II	None	0.00	Not needed at this time
Clinical Laboratory Scientist III	None	0.00	Not needed at this time
Certified Occupational Therapy Assistant	None	0.00	No Incumbents
Histologist	None	\$3.000000	Requires specialized training. Historically difficult to recruit/high turnover positions.
Licensed Physical Therapy Asst.	All	\$5.396550	Under the supervision of a physical therapist provides physical therapy services. Requires CA state license.
Pharmacist I/II	VCMC/SPH General Pharmacy	\$11.000000	General Pharmacy work. All levels require a PhD. And CA state licensure. Excludes those who do not dispense medication.

Classification	Work Assignment	MBPP	Descriptors
Pharmacist I/II	VCMC/SPH General Pharmacy (Non-PEPRA Only, i.e., not subject Gov. Code, § 7522.34)	\$13.000000	General Pharmacy work. All levels require a PhD. And CA state licensure
Pharmacist I/II	Antimicrobial Stewardship Pharmacist	\$14.000000	Oversight & management of antibiotics in both hospitals; Manages Antimicrobial Stewardship Program with ID Physician. Requires specialized knowledge of infectious diseases.
Pharmacist I/II	ICU Pharmacist/Clinical Coordinator	\$14.000000	Full-time coverage of ICU pharmacy services to care for high acuity patients. Requires specialized knowledge in critical care.
Pharmacist I/II	Informatics	\$14.000000	In addition to regular pharmacy duties, Cerner analyst and liaison for pharmacy.
Pharmacist I/II	Oncology	\$14.000000	Handling and management of dangerous, high-cost, toxic chemotherapy and immunosuppressant drugs.
Pharmacist I/II	Night Shift/ Solo Practitioner	\$16.500000	Pharmacist on night shifts has full autonomy during night shifts covering both VCMC and SPH as the only pharmacist on duty. Must be highly skilled & meticulous
Pharmacist I/II	Medication Safety Officer	\$17.000000	Responsible for medication safety oversight for all of VCMC & SPH. Develops and maintains Medication Error Reduction Program as required by State of California.
Pharmacist I/II	Night Shift/Solo Practitioner/ Grandfathered by assignment date (Non- PEPRA only)	\$21.000000	Pharmacist on night shifts has full autonomy during night shifts covering both VCMC and SPH as the only pharmacist on duty. Must be highly skilled & meticulous. Those assigned to duties on or before 11/13/2011 received higher MBPP because of exigent circumstances at the time of assignment.
Pharmacy Technician I/II	Oncology	\$7.235980	Handling of dangerous, high-cost, toxic chemotherapy and immunosuppressant drugs.
Pharmacy Technician I/II	VCM.SPH General Pharmacy	\$6.235980	General Pharmacy work. All assignments require CA state certification.
Pharmacy Technician I/II	Night Shift	\$7.235980	Pharmacy technician on night shift covering both VCMC and SPH as the only pharmacy technician on duty. Must be highly skilled and meticulous.
Principal Respiratory Therapist	Adult	\$6.360719	Standard respiratory care of adult patients. All levels require CA state licensure and national certification.

Classification	Work Assignment	MBPP	Descriptors
Principal Respiratory Therapist	Adult/COPD/PFT/CCM	\$7.860719	Standard respiratory care of adult patients. In addition, trained in Pulmonary Function Testing (PFT) and certified in the care of COPD patients.
Principal Respiratory Therapist	Adult/NRP/STABLE/SPH	\$7.860719	Standard respiratory care of adult patients. On call for births at SPH requiring additional Neonatal certification and training.
Principal Respiratory Therapist	Adult/Cerner	\$8.360719	Standard respiratory care of adult patients. Cerner software analyst and liaison for respiratory.
Principal Respiratory Therapist	PICU/NICU/Adult	\$9.360719	Standard respiratory care of adult patients and respiratory care of higher acuity children, infants and adults.
Occupational Therapist/Sr. Occupational Therapist	Certified Hand Therapist	\$5.617232	Master's degree, CA state licensure and Specialty certification in hand therapy. Needed to meet the rehab needs of those receiving hand surgery through VCMC.
Operating Room Technician I	VCMC/SPH	\$2.493505	Effective 8/8/2021.
Operating Room Technician II	VCMC/SPH	\$2.690167	Effective 8/8/2021.
Operating Room Technician III	VCMC/SPH	\$2.897885	Effective 8/8/2021.
Physical Therapist/Sr. Physical Therapist	None	0.00	Not needed at this time
Radiologic Specialist I/II/III	None	0.00	Not needed at this time
Radiologic Technologist	None	0.00	Not needed at this time
Staff Psychologist	All	0.00	Not needed at this time
Senior Psychologist	All	0.00	Not needed at this time
Lead Psychologist	All	0.00	Not needed at this time
Speech Pathologist	All	\$6.494564	Both levels plan, coordinate, and administer speech pathology treatment programs for the rehabilitation of patients.
Senior Speech Pathologist	All	\$6.494564	Both levels require a Master's degree, CA state licensure (SLPAB) and national certification (ASHA).
Supervising Therapist I	None	0.00	Not needed at this time
Supervising Therapist II	Outpatient/Inpatient (excludes CCS)	\$3.770000	Incumbents supervise Physical Therapy and Occupational Therapy staff and/or clinics in the absence of management. Bachelor's or Master's and CA state licensure is required

The MBPP will be fixed in the foregoing amounts; adjustments to the above schedule will be made publicly available in the same form as set forth above; provided, however, that the MBPP

shall not exceed \$15 per hour for these classifications: Pharmacy Technician I and II, Clinical Laboratory Scientist I/II and III, Histologist, Radiologic Specialist I/II and III, Radiologic Technologist, Licensed Physical Therapy Assistant, Principal Respiratory Therapist and Certified Occupational Therapy Assistant; or \$25 for these classifications: Operating Room Technician I, II and III, Pharmacist I and II, Speech Pathologist, Senior Speech Pathologist, Physical Therapist, Senior Therapist, Occupational Therapist, Senior Occupational Therapist, Supervising Therapist I and II, Staff Psychologist, Senior Psychologist and Lead Psychologist.

If an employee is receiving a MBPP on the effective date of the general salary increases set forth in Article 5, Sec. 501A, his or her MBPP shall not be reduced as a result of the implementation of said salary increase.

The County agrees to meet and consult with the union on any changes in application of Section 622 prior to implementation.

2. Revise Article 6, Section 629 "Deferred Compensation" as follows effective September 19, 2021:

DEFERRED COMPENSATION: Employees in the units covered by this MOA may participate in the County's Deferred Compensation Program. Employees eligible for, and who participate in, the 401(k) Plan may contribute the maximum amount allowed under the County's plan. The County will match a part of employee's contribution on a pay period basis and on the employee's hourly rate of pay/salary, according to the following schedule:

Employee Contribution	Employer Match	
	Current	Proposed
1.00 - 1.49%	0%	1.00%
1.50 - 1.74%	1.50%	1.50%
1.75 - 3.99%	1.75%	1.75%
4.00 - 4.99%	2%	2%
5.00% +	2%	2.50%

Agreed to this 6th day of AUG, 2021, by:

FOR THE COUNTY:



Shawn Atin
Assistant CEO/
Human Resources Director

FOR SEIU, LOCAL 721:



Danny Carrillo
Tri-Counties Regional Director