

**AGREEMENT TO AMEND THE MEMORANDUM
OF AGREEMENT BETWEEN THE COUNTY OF VENTURA
AND THE CALIFORNIA NURSES ASSOCIATION**

The County of Ventura and California Nurses Association Per Diem Unit (CNA) have negotiated and reached a tentative agreement regarding an Amendment to the 2015-2016 Memorandum of Agreement regarding Article 6, Section 604 Market Based Premium Pay. Both agree that final approval of the tentative MOA or collective bargaining agreement is subject to approval by the Board of Supervisors.

A. There is presently in full force and effect a Memorandum of Agreement ("MOA") between the County of Ventura ("County") and the California Nurses Association Per Diem Unit (CNA) which sets forth the terms and conditions of employment of all County employees represented by CNA for the period between July 28, 2015, and July 27, 2016.

B. The parties agree exigent circumstances have developed that warrant amendment of their current MOA to address the difficulty in recruitment and retention of Surgical Circulating Nurses in the Ventura County Medical Center's and Santa Paula Hospital's Operating Rooms (ORs) and, therefore, agree that the following should be immediately incorporated into, and become part of, the current MOA as follows:

Article 6, Section 604

MARKET BASED PREMIUM PAY (MBPP): Upon recommendation of the Director-Health Care Agency, the Director-Human Resources may approve as a recruitment and retention incentive a premium pay for/to employees employed in the classifications of Per Diem Registered Nurse II and who are assigned as Ventura County Medical Center / Santa Paula Hospital (VCMC/SPH) Operating Room (OR) Surgical Circulating Registered Nurses (SCRNs). The amount of the premium pay will be calculated as needed according to a labor market survey of comparable positions, including local hospitals and will be up to \$25 per hour.

A reduction to the MBPP may occur if the "total hourly rate" (defined for purposes of this section only as base pay plus any MBPP) paid to the employee exceeds the market average pay rate by more than 5%. In such a case, the amount of the reduction may be the amount by which the MBPP causes the total hourly rate to exceed the market average pay rate.

The County agrees to meet and consult with CNA on the implementation procedures of the MBPP program to determine adherence to the original intent of this Section and to modify as necessary for immediate implementation.

Thereafter, the County will meet and consult on any changes in application of this Section prior to implementation. The County will conduct an internal review of the use of MBPP and discuss the results with CNA.

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During the 90 days effective August 30, 2015, CNA and Management mutually agree to support efforts toward recruitment and retention through exploring the classification of Per Diem Surgical Circulating Registered Nurse for VCMC & SPH or other mutually agreed upon options, and implementing the changes that will enhance retention and recruitment efforts. Any mutually agreed upon changes will supersede this section.

Agreed to this 3RD day of August, 2015, by:

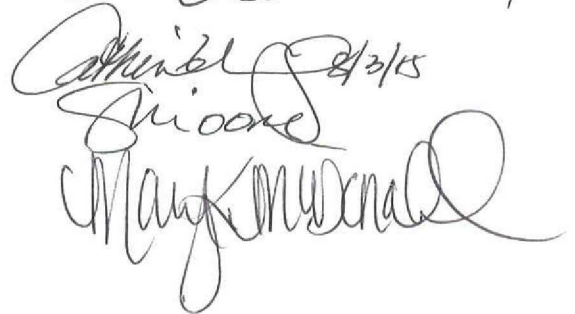
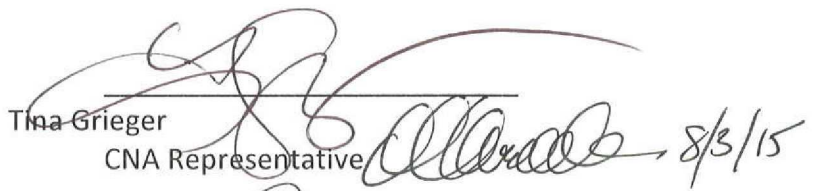
For the County

For CNA



Mike Curnow
Program Management Analyst
Labor Relations

Tina Grieger
CNA Representative



Catherine Grieger 8/3/15

