

**Agreement
to
Extend
Enhanced Salary & Benefits
to
Employees Called to Combat Military Duty**

The parties hereto acknowledge that:

- 1) On May 16, 2017, the Ventura County Board of Supervisors (BoS) approved a program to extend the salary and benefits set forth in Exhibit 1 of this agreement to all unrepresented County employees;
- 2) On that same day, the BoS also authorized the Director of Human Resources to engage with each organization recognized by the County of Ventura ("County") to represent employees in matters involving wages, hours, and other terms and conditions of employment for the purpose of offering the benefits set forth in Exhibit 1 to represented employees;
- 3) The California Nurses Associates (CNA) is recognized by the County as an employee organization for purposes of representing employees in matters involving wages, hours, and other terms and conditions of employment; and,
- 4) There is currently in effect a Memorandum of Agreement (MoA) between the County and CNA - Regular.

Notwithstanding the provisions of the MoA referenced in #4 immediately above, the parties hereto agree:

- A) To extend the benefit(s) set forth in Exhibit 1, which is incorporated in its entirety into this agreement, to eligible individuals employed in classifications represented by CNA; and,
- B) Eligibility for the benefits set forth in Exhibit 1 shall commence with the start of the first pay-period after the date upon which this agreement is signed.

Agreed to this _____ day of May, 2017 by:

For the County:



Shawn Atin
Assistant County Executive Officer
Director of HR/LR

07/13/17

For California Nurses Association:



Kenny Sylvain
Representative
California Nurses Association