

**AMENDMENT TO THE MEMORANDUM OF
AGREEMENT BETWEEN THE COUNTY OF VENTURA AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION**

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 ("SEIU") which sets forth the terms and conditions of employment of all County employees represented by SEIU for the period between December 16, 2025, and June 18, 2029.

The County and the SEIU agree to amend the 2025-2029 MOA as follows:

Revise Article 6, "OTHER BENEFITS AND PREMIUM PAY", as follows:

Sec. 601 **"BILINGUAL PREMIUM PAY" (C)**

- C. Employees in the Non-Supervisory Social Services Unit who currently receive bilingual premium pay shall continue to receive said payment throughout the life of this contract except in cases where an employee accepts a voluntary transfer or is promoted to a position which does not qualify for such premium. Nothing in this Section precludes management from transferring employees to other worksites in order to provide adequate caseload coverage.

Effective December ~~2021~~, 2025, the following subsections will be applied to this Section.

Sec. 602 **"STANDBY PREMIUM PAY" (C)**

- C. Employees assigned to work at VCMC or Santa Paula Hospital shall receive a minimum of two (2) hours of pay for each call back assignment, even if the call back begins within a previous call back period. This includes all assignments not de minimis in nature. ~~There will be no stacking of the minimum two (2) hour of pay.~~

Sec. 604 **"EVENING AND NIGHT SHIFT DIFFERENTIAL PREMIUM PAY -
NURSING CARE COORDINATORS, CLINICAL COORDINATORS,
CLINICAL LABORATORY SCIENTISTS, AND SELECTED TECHNICIAN
CLASSES"**

- A. FLSA non-exempt employees in the below-referenced classifications who are required to work half of a shift plus one hour between 3:00 p.m. and 11:00 p.m. shall not be eligible for the benefits provided by Section 603 and shall instead be paid a seven and one-half percent (7.5%) premium (based on his/her hourly base rate of pay).

As of the effective date of this MOA, these employees are employed in the classifications of: Nursing Care Coordinator I-II, Clinical Coordinator, Clinical Laboratory Scientist I-II-III, Radiologic Technologist I-II-III, ~~Radiologic~~ **Imaging**

Specialist I, II, III, ~~& IV~~ Principal Respiratory Therapist, Pharmacy Technician, Nuclear Medicine Technologist and any VCMC Registration/Admitting Staff.

Effective January 4, 2026, the Principal Respiratory Therapist classification will be deleted and will be replaced by the Respiratory Care Practitioner I/II/III/IV classifications.

Sec. 612 "STANDBY/CALLBACK OVERTIME PREMIUM RATE – RADIOLOGIC TECHNOLOGIST AND **IMAGING SPECIALIST**" The following hourly premiums shall only be paid to the classifications listed below when employees in these classifications have both standby and callback pay. The rates listed below will be multiplied only by the number of callback hours worked and paid in addition to FLSA and the contract overtime calculation.

Job Code	Classification	Premium Rate
1453	Radiologic Technologist	\$3.00/hour
331, 332, 333, 334	Imaging Specialist I/II/III	\$5.00/hour
426	Diagnostic Technician	\$3.00/hour

Sec. 645 "IN-HOUSE REGISTRY (IHR) GUIDELINES FOR LOCAL 721 NON-EXEMPT CLASSIFICATIONS – HEALTH CARE AGENCY" (Clinical Laboratory Scientist, **Imaging Specialist**, Operating Room Technicians, Respiratory Therapists, Radiology Technicians, and Sterile Processing Technicians):

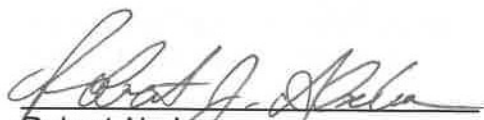
Revise Exhibit "2", as follows:

Include the Sr. Food Services Assistant and apply the retroactive rate to the classification, and to those within said classification, as negotiated for the December 16, 2025, MOA.

Agreed to this 28 day of January, 2026, by:

FOR THE COUNTY:

FOR SEIU:


Robert Abeloe


Carson Acosta