

**AMENDMENT TO THE MEMORANDUM OF AGREEMENT
BETWEEN
THE UNION OF AMERICAN PHYSICIANS AND DENTISTS
AND
THE COUNTY OF VENTURA**

There is presently in full force and effect a Memorandum of Agreement ("MOA") between the County of Ventura ("County") and the Union of American Physicians and Dentists ("UAPD") which sets forth the terms and conditions of employment of all employees of the County represented by UAPD for the period between October 8, 2024, through October 30, 2027.

The County and the UAPD have agreed to amend the 2024-2027 MOA as follows:

Revise Section 601, "Health Insurance," as follows:

ARTICLE 6 HEALTH INSURANCE

Sec. 601 COUNTY CONTRIBUTION FOR EMPLOYEES TO PURCHASE A COUNTY-SPONSORED HEALTH PLAN

Regular employees may elect to be covered by the County of Ventura Flexible Benefits Program. The County shall contribute a biweekly contribution amount as approved by the Board of Supervisors to be allocated to the purchase of any benefit option under the County's Flexible Benefits Program and subject to the provisions set forth below for full-time and part-time regular employees:

- A. For regular, full-time employees enrolled in the County of Ventura Flexible Benefits Program, subject to terms and conditions of the plan document, the County shall continue to contribute a biweekly contribution amount for each tier of coverage as follows ("County Contribution"):

| | Effective Date | | | |
|---------------------------------------|----------------|-----------|-----------|-------------------------------|
| | 12/10/2023 | 12/8/2024 | 12/7/2025 | 12/6/2025 <u>12/6/2026</u> |
| <i>Medical Plan Enrollment</i> | | | | |
| Tier I – Employee Only | \$502 | \$509 | \$519 | \$529 |
| Tier II – Employee + 1 | \$730 | \$779 | \$835 | \$895 |
| Tier III – Employee + Family | \$905 | \$983 | \$1073 | \$1,171 |

The County Contribution will be allocated as follows: (1) a portion equal to the biweekly premium for the lowest cost employee-only group health coverage that offers minimum value ("Health Allowance") shall be used solely for the purchase of group health plan coverage; and (2) the difference between the County Contribution and Health Allowance may be used for the purchase of any other benefits offered under the Flexible Benefits Program, or taken as taxable compensation.

- B. For regular part-time employees enrolled in the County of Ventura Flexible Benefits Program, subject to the conditions of the plan document, the County shall continue to contribute a biweekly amount for each tier of coverage as follows:

| <i>Medical Plan Enrollment</i> | Effective Date | | | |
|--------------------------------|-------------------------------|-----------|-----------|--|
| | 12/10/2023 | 12/8/2024 | 12/7/2025 | 12/6/2025 <u>12/6/2026</u> |
| Tier I – Employee Only | \$502 \$351 | \$356 | \$363 | \$370 |
| Tier II – Employee + 1 | \$730 \$511 | \$545 | \$585 | \$627 |
| Tier III – Employee + Family | \$905 \$634 | \$688 | \$751 | \$820 |

For purposes of this Article only, part-time employees shall be defined as those who work no fewer than forty (40) hours but less than sixty (60) hours per biweekly pay period.

Agreed to this 15th day of August, 2025, by:

For the County:


Robert Abelo
Labor Relations Manager

For UAPD:


Glynnis Golden Ortiz
Senior Union Representative