

**FIRST AMENDMENT TO 2007-2009 MEMORANDUM OF AGREEMENT BETWEEN
THE COUNTY OF VENTURA AND CALIFORNIA NURSES ASSOCIATION**

The parties agree that Article 8, Section 809, shall be amended to read as follows:

Continuous County Service: Effective December 28, 2008, employees with the following years of continuous County service in a class that is now represented by CNA shall receive the following incentive pay on base pay:

- 7 years – 1.0%
- 12 years – 1.25%
- 17 years – 1.5%

For the purpose of this section, 1 year of service is equal to 2080 hours of service in an eligible classification.

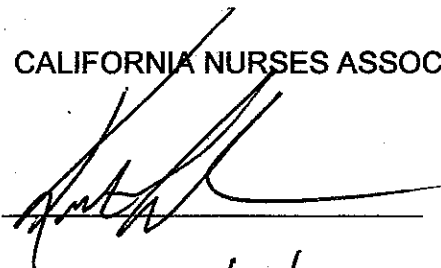
In the event a CNA-represented employee promotes into one of the following seven (7) management classifications and subsequently demotes back to a CNA-represented class, the time spent in the management class shall count toward continuous County service in a class that is now represented by CNA for the purposes of this section.

Management Classifications:

- Supervising Public Health Nurse (01902)
- Hospital Nurse Manager (01370)
- Director Hospital Nursing (00642)
- Clinical Nurse Manager (01371)
- Assistant Director Hospital Nursing (00079)
- Supervisor-Mental Health Services (01148)
- Supervisor-Mental Health Services Inpatient (01540)

This subpart constitutes a statement of the parties' mutual intent during the term of this Agreement and shall be implemented retroactively to the effective date of this Agreement.

CALIFORNIA NURSES ASSOCIATION



Date: 10/29/08

COUNTY OF VENTURA



Date: 10/29/08