



BOARD OF SUPERVISORS
AGENDA LETTER

**Agenda
Number:**

**Clerk of the Board of
Supervisors**
105 E. Anapamu Street, Suite
407
Santa Barbara, CA 93101
(805) 568-2240

Department Name: CEO
Department No.: 012
For Agenda Of: September 18, 2012
Placement: Departmental
Estimated Tme: 5 minutes
Continued Item: No
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors

FROM: Jeri Muth, Human Resources Director, 568-2816
Contact Info: Joseph Pisano, Employee Relations Manager, 568-2839

SUBJECT: *Side Letter Agreement – Union of American Physicians & Dentists (UAPD)*

County Counsel Concurrence

As to form: Yes

Other Concurrence: Select_Other

As to form: Select_Concurrence

Auditor-Controller Concurrence

As to form: Select_Concurrence

Recommended Actions:

That the Board of Supervisors adopt the attached tentative side letter agreement with the Union of American Physicians and Dentists (UAPD).

Summary Text:

The agreement reached with UAPD was a result of discussing the impact of an impending layoff of one physician in the Santa Maria Women's Health Care Center. In addition to eliminating the necessity for any layoffs at this location until at least November 24, 2013, the recommended action will result in the following:

- Hospital Call pay will be eliminated for UAPD represented physicians working in the Santa Maria Women's Health Care Center.
- Revenue generation opportunities will be broadened through extended hours and increased client appointment opportunities.
- The Public Health Department will be better positioned for implementation of Affordable Care Act provisions.
- The three current physicians directly impacted by this agreement will be allowed to pursue outside work without restriction provided that such work in no way interferes with the employees' clinical obligations in the Public Health Department or otherwise interferes with the Public Health Department's operational needs.
- Each impacted physician will be paid \$1500 per month for 13 pay periods, to mitigate the impact of the loss of Hospital Call pay, unless they separate from County service prior to that time.

This agreement has been ratified and approved by the UAPD and impacted members.

Background:

In June of 2013 the County advised UAPD that it was the intent of the Public Health Department to layoff one physician employed at the Santa Maria Women's Health Center. As a result, UAPD entered into negotiations with the County over the impact of the impending layoff. In the course of those negotiations, the County and UAPD tentatively agreed to contract modifications which will save \$90,000 per year on an ongoing basis, and provide revenue enhancement opportunities based on increased clinic staffing. The layoff of a physician would have resulted in savings of approximately \$238,000 per year, but would have also resulted in reduced revenue.

Fiscal Analysis:

The recommended action will result in estimated ongoing savings of approximately \$90,000 per year (related to the elimination of the Hospital Call pay) and provide an additional potential positive net financial impact due to increased clinic hours.

cc: Chandra L. Wallar, County Executive Officer
Dennis Marshall, County Counsel
Robert W. Geis, Auditor-Controller

Dr. Takashi Wada, Public Health Director

Attachment A: Tentative Side Letter Agreement with UAPD.