



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: Human Resources
Department No.: 064
For Agenda Of: October 4, 2011
Placement: Administrative
Estimated Tme:
Continued Item: No
If Yes, date
from:
Vote Required: Majority

TO: Board of Supervisors

FROM: Jeri Muth, Interim Human Resources Director, 568-2816

Contact Info: Joseph Pisano, Employee Relations Manager, 568-2839

SUBJECT: ***Union of American Physicians and Dentists – Side Letter Agreement
to Delay Previously-Negotiated Wage Increase***

County Counsel Concurrence

As to form: Select_Concurrence

Other Concurrence: Select_Other

As to form: Select_Concurrence

Auditor-Controller Concurrence

As to form: Select_Concurrence

Recommended Actions:

That the Board of Supervisors approve the attached side letter agreement with the Union of American Physicians and Dentists (UAPD) to delay a previously-negotiated 3.5% wage increase.

Summary Text:

The recommended side letter agreement with UAPD would provide a delay in implementing a previously-negotiated 3.5% wage increase originally scheduled for October 3, 2011. The recommendation would result in this increase being delayed pending the outcome of negotiations between the parties for a successor Memorandum of Understanding (MOU), including potential wage and benefit concessions.

Background:

The current MOU with UAPD expires in the pay period beginning on October 3, 2011 and includes, at the end of the contract, a previously-negotiated performance-based wage increase. This increase was approved by the Board of Supervisors on May 25, 2010 as part of a wage concession agreement with the Union.

Although UAPD has no obligation to eliminate the previously-negotiated increase, County staff and UAPD representatives have been negotiating for cost savings as part of a successor MOU since April of 2011. In part, these discussions have included exploring the potential for eliminating this previously-negotiated increase by mutual agreement.

Although discussions have been constructive and good progress has been made, the parties have not yet reached agreement and continue to meet. Ultimately, if negotiations do not result in a mutually-satisfactory agreement, subsequently ratified by UAPD members and adopted by the Board of Supervisors, the wage increase would be implemented as previously-negotiated and retroactive to October 3, 2011.

The attached side letter agreement has been signed by UAPD and County staff. It is recommended that the Board of Supervisors approve the agreement.

Fiscal Analysis:

There are no additional costs associated with delaying the implementation of the previously-negotiated increase.

cc: Chandra L. Wallar, County Executive Officer
Dennis Marshall, County Counsel
Robert W. Geis, Auditor-Controller
Dr. Takashi Wada, Public Health Director
Ann Detrick, ADMHS Director
Bill Brown, Sheriff

Attachment

September 19, 2011

David Trujillo
Union of American Physicians and Dentists

Re: Side Letter of Agreement on the delay of the 3.5% performance-based increase scheduled for October 3, 2011 pending the outcome of discussions between the parties.

Dear Mr. Trujillo:

Santa Barbara County appreciates the willingness of the Union of American Physicians and Dentists (UAPD) to consider a delay of the implementation of the negotiated salary increase referenced above. This delay will allow the County and the UAPD to continue negotiations on a successor agreement that may be beneficial to the County and to the UAPD and its membership.

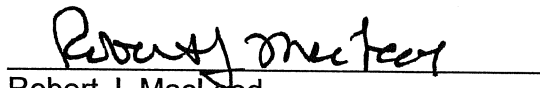
The parties agree that this delay is not a waiver of the provisions of the current Memorandum of Understanding (MOU). If the parties do not arrive at an agreement on or before November 14, 2011 to eliminate or modify the 3.5% performance-based increase scheduled to be implemented effective October 3, 2011, the salary increase shall be implemented retroactively to Oct 3, 2011 for all employees on paid status as of November 14, 2011. The County shall make active employees whole by December 22, 2011 for the base salary increase they would have received had the raise gone into effect on Oct 3, 2011. It is understood that individual adjustments other than base pay may take longer to be processed.


Retirement benefits for employees who retire between Oct 3, 2011 and December 22, 2011 shall not be adjusted under this agreement.

9/19/11
Date


David Trujillo
UAPD

9/19/11
Date


Robert J. MacLeod
County of Santa Barbara


Mark Koffler, M.D.