



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: December 6, 2011
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: *Successor Memorandum of Understanding: Union of American Physicians and Dentists*

County Counsel Concurrence

As to form: Yes

Other Concurrence:

As to form: N/A

Auditor-Controller Concurrence

As to form: N/A

Recommended Actions:

That the Board of Supervisors approves a Memorandum of Understanding with the Union of American Physicians and Dentists, effective from November 28, 2011 through November 24, 2013, implementing the changes summarized in Attachment A.

Summary Text: The current Memorandum of Understanding (MOU) with the Union of American Physicians and Dentists (UAPD) expired on October 2, 2011. The recommended action adopts the proposed successor MOU (Attachment B; a legislative copy tracking changes appears in Attachment C).

Background: UAPD represents approximately 42 employees in the Public Health, Alcohol, Drug, and Mental Health Services, and Sheriff's Departments. Since April 2011, representatives of the County and UAPD have been negotiating in an effort to reach a successor agreement on wages, hours, and other terms and conditions of employment in such a way as to assist the County in managing ongoing fiscal challenges.

In November, the County and UAPD reached a tentative agreement for a contract which was subsequently ratified by a vote of UAPD members. If approved by the Board, this contract would expire in November 2013 and includes significant changes from the previous MOU (described in Attachment A). In addition, there are minor changes and/or ministerial changes to update the language in certain sections of the MOU which are not captured on Attachment A. The complete text of the proposed successor MOU appears in Attachment B, with changes tracked in Attachment C. Significant highlights of the agreement include:

- A 1.5% across-the-board wage reduction for all UAPD represented classifications;
- Rescission and permanent elimination of a previously-negotiated 3.5% wage increase which was scheduled to be effective on October 3, 2011 but was delayed during current negotiations;
- Elimination of steps "F" and "G" from the salary ranges for UAPD represented classifications; any employees currently at step "F" or "G" will be Y-rated per Civil Service Rule 417;
- Elimination of a provision for lump sum payments tied to achieving or exceeding specific performance objectives;
- No general wage increases for the term of the agreement;
- A freeze of all merit increases for the term of the agreement;
- Elimination of employees' ability to cash out up to 80 hours of accrued vacation leave annually;
- A 40-hour furlough in each year of the agreement;
- Elimination of employer-paid retirement offset for current and future employees;
- A provision for current and future employees to pay up to one-half of the increased annual cost of the retirement Cost of Living Adjustment (COLA) effective June 25, 2012, capped at a 2% increase for employees in a given year; and
- Pension reform via a new retirement tier for future employees effective June 25, 2012, including elimination of the retiree medical program for future employees.

Fiscal Analysis: The recommended action will implement various wage and benefit concessions resulting in estimated one-time annual savings of approximately \$111,000 in Fiscal Year 2011-2012 and approximately \$186,000 in Fiscal Year 2012-2013, and permanent ongoing savings estimated at approximately \$355,000 in Fiscal Year 2011-2012 and of approximately \$624,000 annually each fiscal year thereafter.

cc: Chandra L. Wallar, County Executive Officer
Dennis Marshall, County Counsel
Robert Geis, Auditor Controller
Takashi Wada, Public Health Director
Ann Detrick, Alcohol, Drug, and Mental Health Director
Bill Brown, Sheriff

Attachment A: Summary of Changes to UAPD MOU

Attachment B: Successor UAPD MOU

Attachment C: Successor UAPD MOU with changes tracked