

**Summary of Significant Changes to The Memorandum of Understanding between Santa Barbara County and the Union of American Physicians and Dentists (UAPD) for the Contract Term May 21, 2018 through November 27, 2022**

<b>MOU Section</b>	<b>Change</b>
<b>Section 7: Salaries</b>	Provides for the following wage increases to all UAPD represented employees: <ul style="list-style-type: none"> <li>• 2.5% effective on May 21, 2018</li> <li>• 2.5% effective November 19, 2018</li> <li>• 2.0% effective November 18, 2019</li> <li>• 2.0% effective November 16, 2020</li> <li>• 2.0% effective November 15, 2021</li> </ul>
<b>Section 11: Benefit Allowance</b>	Notes that a heretofore paid benefit allowance has been incorporated into base pay, which was done by a prior side letter agreement.
<b>Section 12: Bilingual Allowance</b>	Increases the bilingual allowance from \$25.38 to \$57.69 per pay period.
<b>Section 19: Retirement</b>	Provides that Classic/Legacy employees will pay a total of 2.5% of pensionable income toward the County's retirement costs, phased in over three stages: <ul style="list-style-type: none"> <li>• 0.75% effective as soon as practical but not before July 2, 2018</li> <li>• 0.75% effective November 19, 2018</li> <li>• 0.50% effective November 18, 2019</li> <li>• 0.50% effective November 16, 2020</li> </ul>
<b>Section 21: Tuition and Textbook and Continuing Medical Education (CME) Reimbursement</b>	Increases the maximum reimbursement from \$500 to \$1500 per fiscal year.
<b>Section 28: Additional Straight Time</b>	Memorializes the longstanding past practice of providing compensation to physicians who work scheduled weekend shifts at the PHF and/or CSU.
<b>Section 47: Term of Agreement</b>	The contract expires on November 27, 2022.