



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: November 29, 2022
Placement: Administrative
Estimated Time:
Continued Item: No
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors
FROM: Department Maria Elena De Guevara, Human Resources Director
Director 568-2816
Contact Info: Robert Clark, Employee Relations Manager
568-2829
SUBJECT: 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: Yes

Recommended Actions:

That the Board of Supervisors:

- A. Approve a Memorandum of Understanding with the Union of American Physicians and Dentists (UAPD) for terms and conditions of employment through December 6, 2026 as set forth in Attachment A, and
- B. Determine pursuant to California Environmental Quality Act (CEQA) Guidelines Section 15378(b)(4) that the above action is a government fiscal activity which does not involve any commitment to any specific project which may result in a potentially significant physical impact on the environment, and therefore is not a project subject to environmental review.

Summary Text:

The most recent Memorandum of Understanding (MOU) between the County and the UAPD expires on November 27, 2022. The parties have met and conferred in good faith and have reached potential agreement for an MOU that would govern terms and conditions of employment for this group through December 6, 2026 as set forth in Attachment A.

The recommended actions approve the proposed MOU covering a four-year period of time. The MOU has been ratified by the membership of the UAPD.

Background:

The UAPD, represents approximately 34 employees who work in the Public Health Department, Behavioral Wellness Department and Sheriff's Office. The most recent MOU with the UAPD expires on November 27, 2022. The parties have been engaged in negotiations for a successor MOU since August 18, 2022, and have reached a tentative agreement for a successor MOU that would expire on December 6, 2026.

The Recommended Actions would approve the proposed MOU in Attachment A (changes not tracked) and Attachment B (changes tracked). The membership of the UAPD has ratified the MOU.

The complete text of the successor MOU appears in Attachments A and B. Significant changes include: cost of living increase of 3% in the first year, and 2.5% per year for the remaining four years; and increases in the County contributions toward dependent health care. Other changes are described below:

Year 1: 11/28/22 to 11/26/23

- 3% wage increase
- Eliminate 5% incentive pay, and instead add 5% to base pay
- Increase dependent medical contribution starting in plan year 2023 by \$25 twice monthly for employee plus one dependent and \$155 for employee plus two dependents
- Add Juneteenth holiday
- Increase continuing medical education allowance by \$500
- Increase time off for continuing education by 16 hours per year, and decrease from 5 to 3 additional days every five years
- Increase on-call pay for psychiatric health care and CSU physicians by \$900 per pay period

Year 2: 11/27/23-11/24/24

- 2.5% wage increase
- Increase dependent medical contribution starting in plan year 2024 by another \$25 twice monthly for employee plus one dependent and \$155 for employee plus two dependents
- An additional 0.5% salary increase contingent upon agreement over terms of a provider incentive by that time
- Increase continuing medical education allowance by an additional \$500

Year 3: 11/25/24-11/23/25

- 2.5% wage increase
- Increase dependent medical contribution starting in plan year 2025 by another \$75 twice monthly for employee plus one dependent and \$130 for employee plus two dependents
- Increase continuing medical education allowance by an additional \$500

Year 4: 11/24/25-12/6/26

- 2.5% wage increase

Budgeted: Yes, for the first year.

Fiscal Analysis:

Overall, the total cumulative cost of implementing the successor MOU for UAPD would be approximately \$4.5 million, for an average incremental cost increase of 3.67% per year.

The approximate incremental cost increases, as well as the ongoing cost of each component of the agreement, are estimated by calendar year in the table below:

Item	Year 1	Year 2	Year 3	Year 4	Total	Annual as %
3.0% Wage Increase Payperiod 2022-26	329,563	329,563	329,563	329,563	1,318,252	3.00
Dependent Medical @ \$25 and \$155 1/1/23	34,509	34,509	34,509	34,509	138,034	0.31
Roll over incentives for Psychiatrists and Physicians	69,144	69,144	69,144	69,144	276,575	0.63
Time-off (CME) increase from 40 hours to 56 hours	130,560	130,560	130,560	130,560	522,240	1.19
PHF Incentive +\$900 ppp	34,283	34,283	34,283	34,283	137,133	0.31
3.0% Wage Increase Payperiod 2023-26		337,802	337,802	337,802	1,013,407	3.08
Dependent Medical @ 50 and 310 1/1/24		34,509	34,509	34,509	103,526	0.31
Increase CME by \$500 to \$2,000		5,440	5,440	5,440	16,320	0.05
2.5% Wage Increase Payperiod 2024/26			288,539	288,539	577,079	2.63
Dependent Medical @ \$125/\$440 1/1/25			41,503	41,503	83,006	0.38
Increase CME by \$500 to \$2,500			5,440	5,440	10,880	0.05
2.5% Wage Increase Payperiod 2025-26				295,753	295,753	2.69
Increase CME by \$500 to \$3,000				5,440	5,440	0.05
Cumulative Totals	598,059	975,810	1,311,292	1,612,485	4,497,645	14.68
As %	5.31	8.67	11.65	14.32	39.94	
Incremental Increases	598,059	377,751	335,482	301,193	1,612,485	Ave Ann %
As %	5.31	3.35	2.98	2.67	14.32	3.67

Key Contract Risks:

None

Staffing Impacts:

None

Special Instructions:

Please send a copy of the Minute Order to Stefan Brewer, Workforce Planning Manager, at SBrewer@co.santa-barbara.ca.us

Attachments:

- Attachment A: UAPD MOU
- Attachment B: UAPD MOU – Changes Tracked

Authored by: Robert Clark

cc: Mona Miyasato, County Executive Officer

Rachel Van Mullem, County Counsel
Betsy Schaffer, Auditor Controller
Daniel Nielson, Interim Director of Public Health
Toni Navarro, Director of Behavioral Wellness
Bill Brown, Sheriff-Coroner