

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 January 5, 2015 through November 22, 2015.

MOU Section	Change
Section 5: Salaries	Restores merit step/performance-based increases to eligible employees effective October 28, 2013.
	Provides for across the board wage increases of 3% for UAPD represented classifications effective January 5, 2015, and an increase of 1% effective October 26, 2015.
Section 6: Medical and Dental Coverage	Note this is a change only in that the MOU has required the County to pay up to the cost of employee only coverage for the least expensive EPO plan, and that amount has changed from \$226.92 to \$303.47 twice monthly.
Section 14: Sick Leave	Increases from 40 to 48 the number of hours of sick leave employees may use annually to care for an immediate family member; this change is required to comply with Labor Code Section 233.(a).
Section 16: Holidays	Provides an additional floating holiday to UAPD represented classifications.
Section 60: Term	The contract expires on November 22, 2015.