

SANTA BARBARA COUNTY BOARD AGENDA LETTER



Clerk of the Board of Supervisors
105 E. Anapamu Street, Suite 407
Santa Barbara, CA 93101
(805) 568-2240

Agenda Number:
Prepared on: 1/13/05
Department Name: Human Resources
Department No.: 064
Agenda Date: 1/25/05
Placement: Administrative
Estimate Time:
Continued Item: NO
If Yes, date from:

TO: Board of Supervisors

FROM: Susan Paul, Human Resources Director
568-2817

STAFF CONTACT: Lila Deeds, Employee Relations Manager
568-2819

SUBJECT: Memoranda of Understanding with Recognized Employee Organization

Recommendation(s):

That the Board of Supervisors:

- A. Approve Memorandum of Understanding with the Union of American Physicians and Dentists, effective January 17, 2005, through October 7, 2007.
- B. Adopt resolution effective January 17, 2005, establishing the classification of Psychiatrist II/Board Certified, Range 7570, Step E only (\$12,919/month), and reallocating all existing Psychiatrist I/II positions to allow flexible staffing with the new classification.

Alignment with Board Strategic Plan:

The recommendations are primarily aligned with Goal No. 3. A Strong, Professionally Managed County Organization.

Executive Summary and Discussion:

The Memorandum of Understanding (MOU's) with the Union of American Physicians and Dentists (UAPD) expired October 10, 2004. Representatives of the County and UAPD have been meeting and conferring in an effort to reach successor agreements on wages, hour and other terms and conditions of employment.

The Union's membership voted on January 7 to accept the County's offer for settlement. The three-year agreement contains a variety of changes from the previous MOU as described in the attached summary. Of significant note is the absence of a cost-of-living adjustment in the first year of the agreement, although immediate compensation increases for psychiatrists are necessitated by severe recruiting difficulty.

Fiscal and Facilities Impacts:

The recommended agreement covers 31 employees in Alcohol, Drug and Mental Health Services, Public Health and the Sheriff's Department. There is no cost-of-living adjustment in the current fiscal year, although the parties have agreed to implement compensation increases for Board-certified psychiatrists in January 2005 funded by ADMHS special revenues. The total estimated cost of compensation increases are \$33,919 in 2004-05; \$166,485 in 2005-06; \$337,546 in 2006-07; and \$405,822 annually thereafter.

Special Instructions: Please return an approved copy of the resolution to Sandra Viola, Human Resources Department

/LD

Attachment

cc: Auditor-Controller
Director, ADMHS
Public Health Director
Sheriff-Coroner
UAPD

**NEGOTIATIONS WITH UAPD
SUMMARY OF NEGOTIATED CHANGES
MOU effective 1/17/05 - 10/07/07**

Section 7. Salaries

- Year 1 – no salary increase
- Year 2 – 2.0% salary increase effective October 10, 2005
- Year 3 – 3.5% salary increase effective October 9, 2006
- reopen on salaries if 2005-06 General Fund Discretionary Revenue growth exceeds 7% based on the 2006-07 first quarter budget update (excludes repayment of VLF loan and prior year mandate claims)
- “me, too” clause through September 2005 in relation to any represented unit currently in negotiations and/or unrepresented employees
- no later than January 2006, parties will collaboratively review classification and compensation structure and make recommendations
- 5% increase for Psychiatrist II (Board Certified employees only) effective January 17, 2005

Section 8. Medical & Dental Coverage

- modifies waiting period from third pay period to beginning of the month following first pay period of employment to accommodate monthly insurance enrollment
- updates language to reflect current plan options and contribution amounts (continues medical contribution at \$105.19 biweekly)
- expands registry options for domestic partners
- references healthcare advocacy program

Section 9. Health Insurance Benefits During Medical Leave of Absence – clarifies extension of benefit for employees with accrued leave in excess of eighteen months at the start of the leave

Section 11. Benefit Allowance – contingent on a 5% or greater premium increase for any medical plan offered by the primary carrier for that plan year (or an aggregate increase of 5% per annum):

- increase allowance by \$20 biweekly effective July 4, 2005
- increase allowance by \$15 biweekly effective July 3, 2006
- increase allowance by \$20 biweekly effective July 2, 2007

Section 13. Special Duty Allowance – establishes 5% allowance for psychiatrists Board Certified in each of the following subspecialties and where the majority of the assignment pertains to the subspecialty: Addiction Psychiatry, Child & Adolescent Psychiatry; and Forensic Psychiatry.

Section 4. Sick Leave

- references existing credit for unused sick leave toward retirement service credit
- includes domestic partners in definition of immediate family
- provides eighty hours (80) sick leave accrual upon hire (new hires only)

UAPD Summary 2005-2007 (p.2)

Section 15. Vacation

- incorporates previous agreement for credit for public agency service/prior County service toward vacation accrual rate
- increases maximum annual conversion from forty to eighty hours
- employees not required to find coverage for time off provided employee gives no less than two weeks' notice of request for time off

Section 16. Holidays -- one-time additional floating holiday in Pay Period 1/2006

Section 17. Leave Donation – expands eligibility to employees after six months of employment and related noticing requirement

Section 19. Retirement

- updates plan descriptions and reflects closure of non-contributory tier
- parties may reopen negotiations on the issue of retirement plans

Section 22. Time off for Continuing Medical Education – grants five additional days for employees preparing for Board certification/re-certification examinations (no more than once every five years)

Section 26. Performance Evaluations

- encourages informal evaluations/conferences
- clarifies right of employee to have clinical practice evaluated by the Medical Director or his/her physician designee (in ADMHS and Public Health)

Section 27. On-Call Pay – reopen negotiations during term on this issue

Section 30. Committee Participation – establishes a Labor/Management Quality Medical Care Committee to discuss clinical issues and concerns associated with providing quality medical care

Section 31. Professional License Fees – removes outside employment restrictions for license reimbursement

Section 32. Grievance Procedure -- provides for binding arbitration of grievances relating to alleged violations of MOU and/or countywide rules, regulations, resolutions or ordinances; excludes department policies & practices (note: discipline and performance evaluation not grievable)

Section 35. Meet and Confer during Term – provides that any changes pursuant to reopener are subject to mutual agreement

Section 38. Back to Work Program – replaces obsolete reopener with reference to previous agreement on Program and paid leave for medical appointments related to work injury/illness

UAPD Summary 2005-2007 (p.3)

Section 43. Term of Agreement – three years ending October 7, 2007

New Section. Bulletin Boards – provides space on existing bulletin boards for posting of Union-related notices

New Section. Long Term Disability Insurance – incorporates previous agreement for County-provided benefit

New Section. Term Life Insurance – incorporates previous agreement for County-provided benefit

New Section. Professional Judgment – recognizes professional status of employees and documents County intent that employees practice their profession in a manner that is consistent with professional licensure requirements (not grievable)

“Acceptable Use Policy” -- providing terms and conditions of employee use of County computing resources

**RESOLUTION OF THE BOARD OF SUPERVISORS
OF THE COUNTY OF SANTA BARBARA, STATE OF CALIFORNIA**

**IN THE MATTER OF AMENDING RESOLUTION)
NO. 04-190, AS AMENDED, BEING THE SALARY)
RESOLUTION OF THE COUNTY OF SANTA BARBARA)**

RESOLUTION NO. _____

WHEREAS, Salary Resolution No. 04-190 established a Classification Plan, and authorized Departmental Position Allocation effective July 5, 2004; and,

WHEREAS, this Board of Supervisors finds that there is good cause for amending said Resolution No. 04-190, as amended, in the manner provided in this Resolution;

NOW, THEREFORE, IT IS HEREBY RESOLVED, as follows:

1. Resolution No. 04-190, adopted by this Board on July 6, 2004, is hereby amended by amending that (those) portion(s) of Section(s) 2 and 4 to read as follows effective January 17, 2005:

SECTION 2. Job Classification Table

<u>JOB CLASS</u>	<u>TITLE</u>	<u>SALARY RANGE</u>	<u>LIMIT</u>	<u>RATE MIN/MAX</u>	<u>OT ELIGIBLE</u>
<u>Establish:</u> 006167	PSYCHIATRIST II-BD CERT	7570	E-E	\$74.279-\$74.279	NO

SECTION 4. Departmental Position Allocation

<u>DEPARTMENT/BUDGET UNIT</u>	<u>CLASS</u>	<u>P/T</u>	<u>NO. OF POSITIONS</u>	<u>TITLE</u>
<u>ADMHS (#5250)</u>				
Reallocate 9 positions				
From:	006165		009	PSYCHIATRIST I
	006166			PSYCHIATRIST II
				OR
To:	006165		009	PSYCHIATRIST I
	006166			PSYCHIATRIST II
	006167			PSYCHIATRIST II-BD CERT
				OR
Reallocate 4 positions				
From:	006165	.75	004	PSYCHIATRIST I
	006166	.75		PSYCHIATRIST II
				OR
To:	006165	.75	004	PSYCHIATRIST I
	006166	.75		PSYCHIATRIST II
	006167	.75		PSYCHIATRIST II-BD CERT
				OR
Reallocate 6 positions				
From:	006165	.5	006	PSYCHIATRIST I
	006166	.5		PSYCHIATRIST II
				OR
To:	006165	.5	006	PSYCHIATRIST I
	006166	.5		PSYCHIATRIST II
	006167	.5		PSYCHIATRIST II-BD CERT
				OR

2. Except as amended by this Resolution, Resolution No. 04-190 as amended, continues unchanged as in full force and effect.

PASSED AND ADOPTED by the Board of Supervisors of the County of Santa Barbara, State of California, this _____ day of _____, 2005, by the following vote:

AYES:

NOES:

ABSENT:

Chair, Board of Supervisors

ATTEST:
MICHAEL F. BROWN
CLERK OF THE BOARD

APPROVED AS TO FORM:
STEPHEN SHANE STARK
COUNTY COUNSEL
NOVEMBER 1993
1/25/05

By: _____ (SEAL)
Deputy Clerk