



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: January 6, 2015  
Placement: Administrative  
Estimated Time:  
Continued Item: No  
If Yes, date from:  
Vote Required: Majority

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**TO:** Board of Supervisors  
**FROM:** Department Jeri Muth, Human Resources Director, 568-2816  
Director(s)  
Contact Info: Joseph Pisano, Employee Relations Manager, 568-2839  
**SUBJECT: Terms and Conditions of Employment - Union of American Physicians and Dentists**

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**County Counsel Concurrence**

As to form: N/A

Other Concurrence: N/A

As to form: Select\_Concurrence

**Auditor-Controller Concurrence**

As to form: N/A

**Recommended Actions:** That the Board of Supervisors:

1. Approve a Memorandum of Understanding with the Union of American Physicians and Dentists, effective January 5, 2015 through November 22, 2015 as set forth in Attachment A; and
2. Determine that these actions are exempt from the California Environmental Quality Act (CEQA) review as it is not a project pursuant to CEQA Guidelines section 15378 (b) (2).

**Summary Text:** The most recent Memorandum of Understanding (MOU) between the County and the Union of American Physicians and Dentists (UAPD) expired on November 24, 2013, and the parties have been in negotiations for a successor MOU since December 2013. The parties have met and conferred in good faith and have reached a tentative agreement for an MOU that governs terms and conditions of employment for this group through November 22, 2015 as set forth in Attachment A. The recommended actions approve the proposed successor MOU. Changes to the previous MOU are tracked in Attachment B, and significant changes are summarized in Attachment C.

**Background:**

The UAPD represents approximately 34 physicians employed in the Public Health and Alcohol, Drug, and Mental Health Services Departments. The parties have reached a tentative agreement for a successor MOU that expires on November 22, 2015. The recommended action approves this contract, which is set forth in full in Attachment A, with changes from the previous MOU tracked in Attachment B. The agreement includes the following significant changes from current terms and conditions of employment for employees represented by the UAPD:

- The elimination of the freeze on merit step increases for eligible employees in UAPD represented classifications, effective October 28, 2013.
- A 3% wage increase for all UAPD represented classifications, effective January 5, 2015.
- An additional 8 hours of annual holiday accrual, effective in payroll year 2015.
- A 1% wage increase for all UAPD represented classifications, effective October 26, 2015.

**Performance Measure:**

**Fiscal and Facilities Impacts:**

Budgeted: Yes

**Fiscal Analysis:**

The recommended actions will restore merit step increases for UAPD represented physicians effective October 28, 2013.

The recommended action also implements a 3% wage increase for UAPD represented physicians effective on January 5, 2015, and a 1% wage increase for these employees effective on October 26, 2015.

The approximate incremental increased costs in each fiscal year based on current employee counts are estimated in the table below:

Fiscal Year 2014-15	361,000
Fiscal Year 2015-16	220,000
Fiscal Year 2016-17	32,000
<b>Total</b>	<b>\$613,000</b>

The majority of the increased costs above were anticipated in the Fiscal Year 2014-15 Recommended Budget, and the Public Health and Alcohol, Drug, and Mental Health Services departments will manage these additional costs within their existing budgets; should additional funds be needed, a budget revision will be requested. The development of the Fiscal Year

2015-16 budget and future budgets will reflect and plan for the changes in the proposed successor MOU.

The estimated three-year cost of the recommended actions would be paid for by various funds, as well as federal and state reimbursements, with the General Fund Discretionary Revenue portion estimated at approximately \$16,000, or 2.6% of the total estimated cost of approximately \$613,000.

**Key Contract Risks:**

**Staffing Impacts:**

**Legal Positions:**

**FTEs:**

**Special Instructions:**

**Attachments:**

**Authored by:** Joseph Pisano

**cc:** Mona H. Miyasato, County Executive Officer  
Michael C. Ghizzoni, County Counsel  
Robert W. Geis Auditor-Controller  
Takashi Wada M.D., Public Health Director  
Alice Gleghorn, Alcohol, Drug, and Mental Health Services Director

Attachment A: Union of American Physicians and Dentists MOU  
Attachment B: Union of American Physicians and Dentists MOU – Changes Tracked  
Attachment C: Summary of Significant Changes to UAPD MOU