



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: December 15, 2015

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

TO: Board of Supervisors

FROM: Department Robert MacLeod, Interim Human Resources Director, 568-
Director(s) 2805
Contact Info: Joseph Pisano, Employee Relations Manager, 568-2839

SUBJECT: ***Terms and Conditions of Employment: Union of American Physicians and Dentists***

County Counsel Concurrence

As to form: N/A

Other Concurrence: Select_Other

As to form: Select_Concurrence

Auditor-Controller Concurrence

As to form: N/A

Recommended Actions: That the Board of Supervisors:

- A. Approves a successor Memorandum of Understanding with the Union of American Physicians and Dentists for terms and conditions of employment through November 19, 2017 as set forth in Attachment A; and
- B. Determines that the above action is not a project under the California Environmental Quality Act (CEQA) pursuant to CEQA Guidelines section 15378(b)(2) because it consists of general policy and procedure making that will not result in changes in the environment.

Summary Text:

The most recent Memorandum of Understanding (MOU) between the County and the Union of American Physicians and Dentists (UAPD) expired on November 22, 2015, and the parties have met and conferred in good faith and have reached a tentative agreement for a successor MOU that governs terms and conditions of employment for this group through November 19, 2017 as set forth in Attachment A.

The County is currently experiencing significant difficulty recruiting and retaining physicians in UAPD represented classifications in all three departments where they are allocated. A

Forensic Pathologist position in the Sheriff's Department has been vacant since the retirement of a long term staff member in 2014. In ADMHS approximately 12 of 21 allocated full-time equivalent (FTE) regular Psychiatrist positions are vacant, and in Public Health approximately 6 of 21 allocated FTE regular Staff Physician positions are vacant. In addition, 1 of 4 allocated FTE Supervising Staff Physician positions in Public Health is vacant. The current recruitments to fill both Psychiatrist and Staff Physician vacancies have been open continuously since early 2015 and are planned to be open continuously until filled in 2016.

In ADMHS and Public Health, the shortage of physicians is putting patients' access to quality medical care at risk, threatens to put the departments out of compliance with wait times for appointments as required by Medi-Cal contracts, and negatively impacts revenues from service reimbursements.

The recommended actions approve the proposed successor MOU, which contains significant wage increases designed to improve recruitment and retention in all three departments. Some of increased costs will be covered by fees, and the vast majority can eventually be reimbursed from State and Federal funding streams and will ultimately require comparatively little General Fund contribution. Changes to the previous MOU are tracked in Attachment B, and significant changes are summarized in Attachment C.

Background:

The UAPD currently represents approximately 32 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 19, 2017. The recommended actions approve this contract, which is set forth in full in Attachment A, with changes from the previous MOU tracked in Attachment B. In addition to ministerial changes to update or clarify some provisions and delete obsolete language in certain sections, the successor agreement includes the following significant changes from current terms and conditions of employment for employees represented by the UAPD:

- A 4% wage increase for employees in Psychiatrist classifications, effective December 21, 2015;
- An additional 3% wage increase for employees in Psychiatrist classifications, effective December 21, 2015, with the understanding that each Psychiatrist will complete Medication Assisted Therapy training no later than March 21, 2016 and actively use Medication Assisted Therapy in the course of their employment;
- A 7% wage increase for employees in Staff Physician and Forensic Pathologist classifications, effective December 21, 2015;
- A provision for a 5% performance pay plan for UAPD represented Psychiatrists and Staff Physicians. The County will solely design the plan and criteria and implement this provision effective no later than March 21, 2016; and

- A 3% wage increase for all UAPD represented classifications, effective November 21, 2016.

Fiscal and Facilities Impacts:

Budgeted: No

Fiscal Analysis:

The recommended actions will implement wage increases of 7% for employees in job classifications represented by the UAPD effective December 21, 2015, 3% of which for Psychiatrists is subject to completion of Medication Assisted Therapy training and use of Medication Assisted Therapy in practice.

In addition, the recommended actions include a provision for a 5% performance pay plan to be implemented no later than March 21, 2016, and also implement a 3% wage increase for UAPD represented physicians effective on November 21, 2016.

Assuming all Psychiatrists meet the criteria for MAT pay and all eligible physicians qualify for the 5% performance pay effective February 15, 2016, approximately one month before the deadline for implementation, the approximate increased costs in each fiscal year based on current employee counts are estimated in the table below:

Estimated Ongoing Cost Increases				
Proposal	Fiscal Year 2015-16	Fiscal Year 2016-17	Fiscal Year 2017-18	Totals
7% Effective 12/21/15 (PP 2016-01)	322,979	599,818	599,818	1,522,616
5% Effective 2/15/16 (PP 2016-05)	176,320	458,433	458,433	1,093,185
3% Effective 11/21/16 (PP 2016-25)	-	177,731	288,813	466,543
Totals	499,299	1,235,982	1,347,063	3,082,344
Estimated Total GF Required	48,000	232,000	148,000	428,000
Drop in GFC in FY 2017-18 reflects first year of Medi-Cal reimbursement for ADMHS.				

Although these increased costs for the current fiscal year were not anticipated in the Fiscal Year 2015-16 Recommended Budget, both the Public Health and Alcohol, Drug, and Mental Health Services departments will have adequate budget within their Salaries and Benefit budgets (due to high level of vacancies). As a separate matter, ADMHS Fund 0044 may need additional funds to accommodate increased contracted inpatient services, which would be adjusted through an unrelated budget revision. ADMHS should ultimately be reimbursed for a majority of these costs but won't receive payment for 18 to 24 months. The development of the Fiscal Year 2016-17 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 \$428,000, or 13.9% of the total estimated cost of approximately \$3,082,344.

Attachments:

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

Authored by: Joseph Pisano

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