

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 through November 19, 2017

MOU Section	Change
Section 7: Salaries	Effective December 21, 2015, salaries for Staff Physician, Staff Physician Supervising, and Forensic Pathologist classifications shall be increased by 7% and Psychiatrist classifications shall be increased by 4%. .
	Effective December 21, 2015, salaries for Psychiatrists shall be increased another 3% for a total of 7% with the understanding that each Psychiatrist shall complete Medication Assisted Therapy (MAT) training no later than March 21, 2016 (i.e. within 90 days) and actively use MAT in the course of their employment. This MAT pay shall remain in effect as long as each Psychiatrist continues to adequately perform MAT duties.
	Effective no later than March 21, 2016, a 5% performance pay plan shall be implemented. The County will solely design the plan and criteria.
	Effective November 21, 2016, salaries for employees represented by the Association will be increased by 3%.
Section 8: Medical and Dental Coverage	Note: this is a change only in that the MOU already requires the County to pay up to the cost of employee only coverage for the least expensive EPO plan, and that amount is changing from \$303.47 to \$344.97 twice monthly.
Section 47: Term of Agreement	The contract expires on November 19, 2017.