

**Summary of Changes  
to the  
Memorandum of Agreement  
between the  
County of Santa Clara  
and the  
Union of American Physicians and Dentists (UAPD)  
July 7, 2014 through October 30, 2016**

- Term of Agreement –October 31, 2016 – October 20, 2019

**ARTICLE 6- PAY PRACTICES**

- **SECTION 6.2 – SALARIES**

~~Effective pay period 14/15, July 7, 2014, there shall be a general wage increase of approximately three percent (3%) and a one and a half percent (1.5%) recruitment and retention adjustment, for a total increase of four and one half percent (4.5%) for all classifications within the bargaining unit.~~

~~Effective pay period 14/23, October 27, 2014, there shall be a general wage increase of three percent (3%) for all classifications within the bargaining unit and a 6.491% self funded wage increase, for a total of 9.491%. Classic employees shall receive a 6.491% self funded wage increase in exchange for paying an additional 7% to eliminate the Employer Paid Member Contribution (EPMC). PEPRAs employees will pay the additional 7% on the employer side.~~

~~Effective pay period 15/23, October 26, 2015, there shall be a general wage increase of two percent (2%) for all classifications within the bargaining unit.~~

Effective pay period 16/24, November 7, 2016, there shall be a general wage increase of three percent (3%) for all classifications within the bargaining unit.

Effective pay period 16/24, November 7, 2016, there shall be a realignment of ten percent (10%) for all classifications within the bargaining unit.

Effective pay period 17/24, November 6, 2017, there shall be a general wage increase of three percent (3%) for all classifications within the bargaining unit.

Effective pay period 18/24, November 5, 2018, there shall be a general wage increase of three percent (3.0%) for all classifications within the bargaining unit.

- **SECTION 6.14 – SPECIAL PAY**

~~a) Psychiatrists who occupy a position in Custody Services, Emergency Psychiatric Services or Juvenile Probation Department shall receive an additional six percent (6%) pay. The six percent (6%) pay shall be not applicable for employees who provide coverage due to the absences or vacations of other staff.~~

a) Effective pay period 16/24, November 7, 2016, Psychiatrists who occupy a position in Custody Services (Adult and Juvenile) shall receive an additional twenty five percent (25%). The twenty-five percent (25%) pay shall not be applicable for employees who provide coverage due to the absences or vacations of other staff.

b) Effective pay period 16/24, November 7, 2016, Psychiatrists who occupy a position in Acute Psychiatric Services (i.e. EPS; BAP; Urgent Care; and Consult Services) shall receive an additional twenty-five percent (25%) pay. The twenty-five percent (25%) pay shall not be applicable for employees who provide coverage due to the absences or vacations of other staff.

bc) Psychiatrists who are assigned and perform approved Division Service Chief responsibilities shall be compensated an additional five percent (5%) pay. The five percent (5%) pay shall be calculated on the employee's base salary. The Division Service Chief responsibilities shall be in excess of any duties normally assigned to a Psychiatrist III.

• **SECTION 6.18 – EXTRA DUTY ASSIGNMENTS**

The County shall pay the following rates for additional work outside of the physician's regular assigned schedule, when assigned by the CMO or designee:

Effective pay period 16/24, November 7, 2016, the hourly rates for extra hours/shift for Night, Weekend, and Holiday shifts at EPS, BAP, MHUC and Main Jail shall be paid at the following rates:

		Weekdays Monday - Friday	Weekend Saturday- Sunday	Holiday
EPS	08:00-16:00	<del>151</del> <u>161</u>	<del>151</del> <u>161</u>	<del>170</del> <u>180</u>
BAP	16:00-00:00	<del>173</del> <u>183</u>	<del>173</del> <u>183</u>	<del>193</del> <u>203</u>
MHUC	Overnight 16:00-08:00	<del>195</del> <u>205</u>	<del>195</del> <u>205</u>	<del>215</del> <u>225</u>
Main Jail		<del>175</del> <u>185</u>	<del>175</del> <u>185</u>	<del>195</del> <u>205</u>

\*These hours may be adjusted with prior approval by administration.

**ARTICLE 10 – LEAVE PROVISIONS**

- **SECTION 10.4 – LEAVE WITHOUT PAY**

d) – Time Spent in Salary Step

Maternity and paternity leaves of more than thirteen (13) pay periods; leaves of absence of more than two (2) pay periods; and suspensions shall not be counted as time spent in a salary step in computing eligibility of the employee for further salary increases. All time spent on industrial injury leave shall be counted.

- **Section 10.10 - Education and Medical Dues Fund**

Effective ~~October 15, 2012~~ pay period 16/24, November 7, 2016 (and each year thereafter), an Education and Dues fund shall be established for a maximum draw per employee for ~~two~~ four thousand ~~five eight hundred~~ dollars (~~\$2,800-\$4,500~~) with an accrual of up to nine thousand dollars (\$9,000). ~~The County shall provide an electronic online form for tuition reimbursement that is specific to the terms of the UAPD agreement no later than September 1, 2014.~~

**ARTICLE 11 - BENEFIT PROGRAMS**

- **Article 11 – Benefit Programs**

After June 30, 2017, employees in the bargaining unit who are entitled to health insurance coverage as described in Section 11.2 shall be offered the health plans and benefit levels that are no less than those received by the majority of County employees in coded positions. Upon request of the Union, the County shall meet over the impact of changes in carriers, plans, plan designs and/or medical flexible spending accounts that may occur to address, negate or mitigate the imposition on the County of the federal excise tax in the Affordable Care Act.

**ARTICLE 13 – GRIEVANCE PROCEDURE**

- **SECTION 13.2 – GRIEVANCE DEFINED**

b) Matters Excluded Under the Grievance Procedure

1. ~~Disciplinary actions taken under Section 708 of the County Charter, to include Letters of Reprimand.~~ Actions taken under MOU Section 5.1 – Disciplinary Actions or 5.3 Counselings and Unfavorable Reports
2. Performance Evaluations.
3. Position classification.
4. Workload/Caseload.
5. Merit System examinations.

6. Items requiring capital expenditure.
7. Items within the scope of representation and subject to the meet and confer process.
8. ~~Probationary Releases.~~