



## Agenda Submittal

**Agenda #:** 12 **Status:** Consent Calendar  
**Type:** Contract plus Resolution **Department:** Human Resources  
**File #:** 20-85 **Contact:** Marc Fox, 784-2552  
**Agenda date:** 1/28/2020 **Final action:** 1/28/2020  
**Title:** Adopt a resolution approving a successor collective bargaining agreement between Solano County and Unit 11 - Psychiatrists, Physicians and Dentists represented by Union of American Physicians and Dentists (UAPD)  
**Governing body:** Board of Supervisors  
**District:** All  
**Attachments:** 1. A - Resolution, 2. B - Unit 11 MOU, 3. Adopted Resolution, 4. Minute Order

Date	Ver.	Action By	Action	Result
1/28/2020	1	Board of Supervisors		

Published Notice Required? Yes ☐ No ☒  
Public Hearing Required? Yes ☐ No ☒

### DEPARTMENTAL RECOMMENDATION:

The Director of Human Resources recommends that the Board of Supervisors adopt a resolution approving a successor collective bargaining agreement between the County and Unit 11 - Psychiatrists, Physicians and Dentists represented by Union of American Physicians and Dentists (UAPD).

### SUMMARY:

The County and UAPD have an existing collective bargaining agreement which expired on October 23, 2019. Representatives from the County and UAPD have met and conferred in good faith regarding the terms for the successor collective bargaining agreement. The County and UAPD reached a total tentative agreement for the successor collective bargaining agreement, for a term through October 21, 2022. The employees represented by UAPD have ratified the terms of the successor collective bargaining agreement and the final step is the Board of Supervisors' approval.

### FINANCIAL IMPACT:

Adoption of the new collective bargaining agreement for UAPD is projected to increase payroll costs by a total of \$3,098,390 during the term of the agreement (effective January 28, 2020 through October 21, 2022). Of this total cost, \$242,586 is during Fiscal Year 2019/20, \$843,415 is during Fiscal Year 2020/21, \$1,410,780 is during Fiscal Year 2021/22, and \$601,609 is during Fiscal Year 2022/23 (through October 21, 2022). Funding for this agreement is primarily offset with State and Federal funding. The performance incentive program is not included in this financial impact as the details of the program have not yet been finalized. The intent of the performance incentive program however, is to be offset by increased patient visits resulting in additional revenues.

The costs associated with preparing the agenda item are nominal and absorbed by the department's FY2019/20 Adopted Budget.

## **DISCUSSION:**

Representatives of the County and UAPD have met and conferred in good faith on the changes to the collective bargaining agreement on wages, hours and other terms and conditions of employment.

The positions covered under this contract are historically very difficult to recruit and fill. Equity adjustments for these positions to create more competitive salaries is necessary to recruit and retain staff for these positions.

The parties have agreed on the following changes:

**1. TERM OF THE AGREEMENT:** The collective bargaining agreement will be effective January 28, 2020 through October 21, 2022.

**2. WAGES:** During Fiscal Year 2019/20 employees receive a three percent (3%) wage increase effective February 9, 2020.

For Psychiatrist, Psychiatrist (Board Certified), and Psychiatrist (Child Board Certified), concurrent with the February 9<sup>th</sup> wage increase, receive an eight percent (8%) equity increase, for a total increase equal to eleven percent (11%).

For Clinic Physician, and Clinic Physician (Board Certified), concurrent with the February 9<sup>th</sup> wage increase, receive a four percent (4%) equity increase, for a total increase equal to seven percent (7%).

For Dentists, concurrent with the February 9<sup>th</sup> wage increase, receive a two percent (2%) equity increase, for a total increase equal to five percent (5%).

During Fiscal Year 2020/21 employees receive a three percent (3%) wage increase effective February 7, 2021.

For Psychiatrist, Psychiatrist (Board Certified), and Psychiatrist (Child Board Certified), concurrent with the February 9<sup>th</sup> wage increase, receive an eight percent (8%) equity increase, for a total increase equal to eleven percent (11%).

For Clinic Physician, and Clinic Physician (Board Certified), concurrent with the February 9<sup>th</sup> wage increase, receive a four percent (4%) equity increase, for a total increase equal to seven percent (7%).

For Dentists, concurrent with the February 9<sup>th</sup> wage increase, receive a two percent (2%) equity increase, for a total increase equal to five percent (5%).

During Fiscal Year 2021/22 employees receive a two percent (2%) wage increase effective February 6, 2022.

For Psychiatrist, Psychiatrist (Board Certified), and Psychiatrist (Child Board Certified), concurrent with the February 9<sup>th</sup> wage increase, receive an eight percent (8%) equity increase, for a total increase equal to ten percent (10%).

For Clinic Physician, and Clinic Physician (Board Certified), concurrent with the February 9<sup>th</sup> wage increase, receive a one percent (1%) equity increase, for a total increase equal to three percent (3%).

For Dentists, concurrent with the February 9<sup>th</sup> wage increase, receive a one percent (1%) equity increase, for a total increase equal to three percent (3%).

During Fiscal Year 2022/23 employees receive a one percent (1%) wage increase effective August 7, 2022 and a one percent (1%) wage increase effective September 4, 2022.

Additionally, a Productivity Incentive Pay program will be established by the pay period beginning September 6, 2020, or as soon thereafter as practicable, providing Clinic Physicians and Clinic Physicians (Board Certified) to earn additional pay up to twelve percent (12%) of base quarterly earnings and Dentists to earn additional pay up to six percent (6%) of base quarterly earnings based on productivity.

**3. HEALTH INSURANCE/CAFETERIA PLAN:** The County receives health insurance through CalPERS' Public Employees' Medical and Hospital Care Act (PEMHCA, or PERS Health Program). The County's maximum premium contribution for health insurance/cafeteria plan is set at 75% of the PEMHCA Region 1 Kaiser Permanente family rate for benefits effective for 2020, 2021, and 2022.

**4. OTHER PAID HOLIDAYS:** Effective January 1, 2020 employees in Bargaining Unit 11 will receive the afternoon of December 24<sup>th</sup> (Christmas Eve Day) and December 31<sup>st</sup> (New Year's Eve Day) as paid holidays.

**5. OTHER ITEMS:**

- Effective July 1, 2020, the County will increase the maximum tuition reimbursement from \$1,100 to \$2,000 per year.
- Increased the life insurance from one times to one and one-half times the employee's annualized monthly wage with the maximum policy amount increased from fifty thousand (\$50,000) to three-hundred fifty thousand (\$350,000) dollars.
- Increased the bilingual pay differential from \$65.00 per pay period to \$75.00 per pay period.
- Provided a cash out option for up to forty (40) hours of vacation accruals annually.
- Combined the continuing education allowance (\$2,000) and the professional association fees (\$550) and increased the cash payment to \$3,000 annually.

A copy of the collective bargaining agreement is attached. Some minor, non-substantive corrections were made to the collective bargaining agreement by the County and UAPD.

**ALTERNATIVES:**

The Board of Supervisors could elect to not adopt the collective bargaining agreement between the County and UAPD. However, this option is not recommended as the parties have met and conferred in good faith pursuant to the Meyers-Milias-Brown Act and have reached agreement, and the new agreement was negotiated within the parameters previously provided by the Board to the County's negotiating team. Additionally, employees represented by UAPD have ratified the terms for the collective bargaining agreement.

**OTHER AGENCY INVOLVEMENT:**

Negotiations of the collective bargaining agreement were through a collaborative effort by the County and UAPD.

**CAO RECOMMENDATION:**

**APPROVE DEPARTMENTAL RECOMMENDATION**