



COUNTY OF SAN MATEO
Inter-Departmental Correspondence
Human Resources



Date: June 11, 2015
Board Meeting Date: July 7, 2015
Special Notice / Hearing: None
Vote Required: Majority

To: Honorable Board of Supervisors

From: Donna Vaillancourt, Human Resources Director
Nicole McKay, Employee Relations Manager

Subject: Successor agreement to the Memorandum of Understanding with the Union of American Physicians and Dentists

RECOMMENDATION:

Adopt a resolution authorizing approval of the tentative agreement establishing the terms and conditions of a successor agreement to the Memorandum of Understanding with the Union of American Physicians and Dentists (UAPD) for the term of May 10, 2015 through May 4, 2019.

BACKGROUND:

The current MOU expired on May 9, 2015, and the County concluded negotiations with UAPD on June 3, 2015. The membership has ratified the County's offer. The County and UAPD have met and conferred in good faith and agreed to the terms as described in the Tentative Agreement.

DISCUSSION:

This agreement covers all of the staff in classifications represented by UAPD. The following summarizes the major changes.

Term

May 10, 2015 through May 4, 2019, four years.

Salary Adjustment

Classifications in this bargaining unit will receive salary increases as follows: 4% effective June 21, 2015, 3% effective May 8, 2016, 3% effective May 7, 2017 and between 2% and 3% effective May 6, 2018, based on the Consumer Price Index (CPI). Two classifications also will receive equity increases to bring them to market.

Retirement and other economic changes

Employees in this bargaining unit will no longer have a portion of their retirement share paid for by the County. This change will be offset through longevity pay at 10, 15, 20 and 25 year increments. Employees represented by UAPD will change from paying 25% of the cost of their Retirement COLA to paying 50% of the cost of their Retirement COLA beginning July 5, 2015 and will receive a 0.5% salary offset for this change. Employees who are required to utilize their bilingual skills will receive additional compensation of \$5.00 per pay period for this service.

Laid off employees with bumping rights can only bump within their department.

County Counsel has reviewed and approved the resolution as to form.

Approval of this Resolution contributes to Shared Vision 2025 of a Collaborative Community by ensuring cost-effective compensation structures for County employees.

FISCAL IMPACT:

The cost of the salary and other changes will result in a net increase of approximately \$4,287,000 over the 4-year term.