



COUNTY OF SAN MATEO
Inter-Departmental Correspondence
Human Resources



Date: April 8, 2013
Board Meeting Date: May 7, 2013
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 (UAPD)

RECOMMENDATION:

Adopt a Resolution authorizing the approval of a successor agreement to the Memorandum of Understanding with the Union of American Physicians and Dentists for the term of October 14, 2012 through May 9, 2015

BACKGROUND:

The current MOU expired on October 13, 2012, and the County concluded negotiations with UAPD on March 26, 2013. 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 MOU.

DISCUSSION:

UAPD represents approximately two percent of County employees in bargaining units. The following summarizes the major changes in the Memoranda of Understanding with UAPD.

Term

October 14, 2012 – May 9, 2015 (Two years, seven months)

Elimination of Overtime Pay

While under the Fair Labor Standards Act (FLSA) physicians and dentists are considered exempt from overtime, for more than 20 years the union has negotiated terms that included overtime pay for time in excess of 40 hours per week for this bargaining unit. This agreement eliminates overtime for UAPD members.

Retirement

Effective July 7, 2013, employees hired prior to July 10, 2011 will pay 25% of the cost of the Retirement COLA which is equivalent to approximately 1% of pay. Those hired after July 2011 currently pay 50% of the Retirement COLA.

Salary Adjustment

Classifications in this bargaining unit will receive a two (2) percent adjustment upon adoption of this agreement in exchange for the elimination of overtime pay and the 25% employee contribution to the Retirement COLA. Additionally, there will be a 0.75% adjustment in May of 2014.

Other Significant Changes

UAPD will no longer receive 80 hours educational leave and instead will receive 130 hours of Administrative Time including the opportunity to cash one half of their accrued balance each April. Additionally, professional reimbursement will be increased by \$500 per year to \$2,500.

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 adjustment, increased professional reimbursement and the change from paid educational leave hours to administrative leave time will be partially offset by a reduction in overtime cost and the increased contribution to retirement, resulting in a net increase of approximately \$980,000 or 4.5% over the 31-month term.