



Human Resource Services

Lakeside Plaza Building  
1401 Lakeside Drive, Suite 200  
Oakland, CA 94612-4305  
TDD: (510) 272-3703

February 17, 2016

Honorable Board of Supervisors  
Administration Building  
Oakland, CA 94612

**Subject: Adopt a New Memorandum of Understanding, Salary Ordinance Amendments, and Two Sideletters of Agreement**

Dear Board Members:

**Recommendation:**

Adopt an Ordinance approving the December 7, 2014 through June 30, 2018 Memorandum of Understanding (MOU) between the Union of American Physicians and Dentists (UAPD) and the County of Alameda, (2) adopt Salary Ordinance amendments amending Sections of Article 7, to implement changes agreed to with UAPD and (3) adopt two sideletters of agreement.

**Discussion/Findings:**

Your representatives and representatives of the Union of American Physicians and Dentists, have reached agreement on a new Memorandum of Understanding, which expires June 30, 2018. The agreement calls for the following cost-of-living increases: 2% effective February 14, 2016, 1% effective June 19, 2016 and 2% effective June 8, 2017, which includes special adjustments ranging from 1% - 5% beginning February 14, 2016 through the term of the agreement.

Additionally, the agreement further updates the "No Discrimination" language to ensure compliance with federal and state laws; limits County employees from covering a child who is a County employee having the same medical plan; provides for an increase in the Dental Plan Coverage from \$1,450 to \$1,550 effective Plan Year 2017; replaces the Voluntary Reimbursement Plan with the Voluntary Vision Plan, where all premium costs are paid by the employee; updates leave of absence language related to death in immediate family; and effective one pay-period following adoption of the MOU increases the Continuing Medical Education (CME) Stipend from \$1,500 to \$2,000 and expands the language to include activities in which employees will earn CME credits and allows for funds for travel expenses and materials required for the approved activities.

Also, for the remainder of the agreement, UAPD will continue to pay 10% of the medical premiums for all HMO plans and that the County will pay 90% of the lowest cost HMO premium towards the PPO plan and that the employee will pay the remainder of the PPO Premium and allows for a reopener to discuss possible changes in the medical and dental plan design.

The Salary Ordinance amendment calls for changes that include a modification to Section 3-12.69 that provides psychiatrists with a 25% footnote for criminal justice mental health assignments to be extended for the term of the MOU; effective January 1, 2017 the County shall contribute \$800 annually toward a Cafeteria Benefit Plan for full-time employees and effective January 1, 2018 the County contribution will be increased to \$900; additionally for the remainder of the agreement, employees may make a salary contribution maximum of \$2,500 towards their Cafeteria Benefit Plan as established by Federal Law and include a maximum salary contribution of \$5,000 on a pre-tax basis for approved Dependent Care.

The two sideletters of agreement formalize the 25% footnote extension and Cafeteria Benefit Plan Salary Ordinance changes.

**Financing:**

Funds are available in the 2015-2016 budget appropriation to pay the costs of these actions.

Very truly yours,



Mary Welch, Interim Director  
Human Resource Services

MW:MYvb  
Z:\Board Letters 2016\03.01.16 UAPD 2014-2018 MOU

Cc: CAO  
Auditor-Controller  
County Counsel  
Agency/Department Heads

By 

O-2016-18  
AN ORDINANCE AMENDING  
CERTAIN PROVISIONS OF THE 2015 - 2016  
ALAMEDA COUNTY SALARY ORDINANCE

The Board of Supervisors of the County of Alameda ordains as follows:

**SECTION I**

**Article 3**, of Ordinance Number O-2015-54 of the County of Alameda is hereby amended to read as follows:

Section 3-12.69 - December 7, 2014, not to exceed ten employees occupying positions under Job Codes 5139 and/or 5139N who perform the full range of psychiatric care duties in the Criminal Justice Mental Health Services in Behavioral Health Care Services shall receive an additional twenty-five percent compensation. The compensation authorized by this footnote will terminate July 2, 2016 June 30, 2018.

**SECTION II**

**Article 7, Section 7-10, Cafeteria Benefit Plan: Amount of Allocable Money**, is hereby amended by the addition thereto of the following paragraph.

Effective January 1, 2017, each Union of American Physician and Dentist represented full-time employee in Representation Unit 018 and 024, is eligible for a cafeteria benefit plan in the amount of \$800 per calendar year. Effective January 1, 2018 the annual total shall be \$900. This amount shall be prorated in advance for the calendar year for employees regularly scheduled to work less than the full-time based upon the hours which the employee has been regularly scheduled to work. An employee appointed mid-year shall be entitled to a prorated amount based upon the number of pay periods to be worked during the remainder of the calendar year, except that employees appointed during the two last full pay periods, and any following partial pay period, prior to December 31 shall not be eligible for plan benefits until the following calendar year. The maximum sum available to employees who reinstates shall not exceed \$600 for Plan Years 2015 & 2016, \$800 for Plan Year 2017 and \$900 for Plan Year 2018 minus the sum of cafeteria plan benefits received by the employee during the portion of the calendar year. The Plan will be revised to include Adoption Assistance effective January 1, 2017.

**SECTION III**

**Article 7, Section 7-11, Cafeteria Benefit Plan: Contribution of Salary**, is hereby amended by the addition thereto of the following paragraph.

Effective January 1, 2015, an employee represented by the Union of American Physician and Dentists (UAPD) in Representation Units 018 and 024, may through payroll deduction, contribute to his/her cafeteria plan in order to pay for plan benefits with pre-tax salary. The maximum employee contribution for the 2015 plan year and forward shall be \$2,500 as established by Federal Law.

**SECTION IV**

This ordinance shall take effect immediately, and before the expiration of fifteen days after its passage, shall be published once with the names of the members voting for and against the same in the Inter-City Express, a newspaper published in the said County of Alameda.



**THE FOREGOING** was **PASSED** and **ADOPTED** by a majority vote of the Alameda County Board of Supervisors this 8<sup>th</sup> day of, March, 2016, to wit:

**AYES:** Supervisors Carson, Chan, Miley, Valle & President Haggerty - 5

**NOES:** None

**EXCUSED:** None

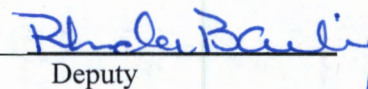
  
\_\_\_\_\_  
**PRESIDENT, BOARD OF SUPERVISORS**

File: 29729  
Agenda No: 18  
Document No: O-2016-18



I certify that the foregoing is a correct copy of a Ordinance adopted by the Board of Supervisors, Alameda County, State of California

**ATTEST:**  
Clerk, Board of Supervisors

By:   
Deputy

**MEMORANDUM OF UNDERSTANDING NEGOTIATIONS  
BETWEEN  
UNION OF AMERICAN PHYSICIANS AND DENTISTS  
AND  
THE COUNTY OF ALAMEDA**

**SIDELETTER OF AGREEMENT**

**January 13, 2016**

The Alameda County Salary Ordinance will be modified as follows:

3-12.69 – Effective ~~December 11, 2011~~ December 7, 2014, not to exceed ten employees occupying positions under Job Codes 5139 and/or 5139N who perform the full range of psychiatric care duties in the Criminal Justice Mental Health Services in Behavioral Health Care Services shall receive an additional twenty-five percent compensation. The compensation authorized by this footnote will terminate ~~December 6, 2014~~ March 28, 2015 July 4, 2015 January 2, 2016 July 2, 2016 June 30, 2018.

**FOR THE COUNTY:**

*Michael...*  
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DATE: 2/16/2016

**FOR UAPD:**

*[Signature]*  
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DATE: 2/16/15

**MEMORANDUM OF UNDERSTANDING NEGOTIATIONS  
BETWEEN  
UNION OF AMERICAN PHYSICIANS AND DENTISTS  
AND  
THE COUNTY OF ALAMEDA**

**TENTATIVE AGREEMENT TO  
COUNTY PROPOSAL #6  
REVISED**

January 13, 2016  
February 2, 2016 (REVISED)

**MOU SECTION:** Sideletter of Agreement

**LANGUAGE:**

Amend the Salary Ordinance Section 7-9, 7-10 and 7-11 ~~to include~~ as follows:

Effective January 1, 2015, each Union of American Physicians and Dentists (UAPD) represented full time employee in Representation Units 018 and 024 is eligible for a cafeteria benefit plan in the amount of \$600 for the 2015 plan calendar year.

Effective as soon as administratively possible following adoption by the Board of Supervisors, **January 1, 2017** 2016, if the MOU is adopted by the Board of Supervisors by October 6, 2015, each Union of American Physicians and Dentists **UAPD** represented full time employee is eligible for a cafeteria benefit plan in the amount of \$300 ~~700~~ for the 2012 ~~6~~ plan calendar year, and an additional \$300 **\$800** for a total annual amount of \$600 in the 2017 plan calendar year **Plan Year 2017**. 2013. For year 2014 the annual total amount shall be \$600. **Effective January 1, 2018, each UAPD represented full-time employee is eligible for a cafeteria benefit plan in the amount of \$900 for the 2018 plan calendar year Plan Year 2018.** This amount shall be prorated in advance of the calendar year for employees regularly scheduled to work less than full-time based upon the hours which the employee has been regularly scheduled to work. An employee appointed mid-year shall be entitled to a prorated amount based upon the number of pay periods to be worked during the remainder of the calendar year, except that employees appointed during the two last full pay periods, and any following partial pay period, prior to December 31 shall not be eligible for plan benefits until the following calendar year. The maximum sum available to employees who reinstates shall not exceed ~~\$300 \$700 (2016), \$600 (2015 & 2016), \$800 (2017) and \$900 (2018)~~ minus the sum of cafeteria plan benefits received by the employee during the portion of the calendar year. The Plan will be revised to include Adoption Assistance effective January 1, **2017**. 2016, if the MOU is adopted by the Board of Supervisors by October 6, 2015.

**Effective January 1, 2015,** An employee may, through payroll deduction, contribute to his/her cafeteria benefit plan in order to pay for plan benefits with pre-tax salary. The maximum employee contribution for



the 2012<sup>5</sup> plan calendar year, and forward, shall be \$5,000 and the maximum for the 2013 and 2014 plan calendar years shall be \$2,500 as established by Federal Law.

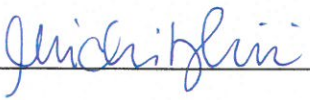
Prior to January 1 of each year, and within the first 30 days of employment in the case of a new employee, the employee may allocate the plan amount among the following benefit accounts. Failure of the employee to allocate benefits within the stated time frame will result in all funds being allocated to the Health Care expense account. Except in the case of a termination and reinstatement or a change in dependent status, no change may be made in this allocation during the calendar year and any sums remaining unspent at the end of the year, including salary contributions made pursuant to Section 7-11, are County funds.

**Health Care Expenses Account.** Payments may be made for qualifying medical care expenses within the meaning of Code Section 213(d) of the Internal Revenue Code (i.e., out-of-pocket medically necessary, medical, dental and vision care expenses, including deductibles, co-insurance payments, services and over-the-counter drugs (OTC)), provided that such expenses incurred during a period of coverage and paid for by the employee and eligible family members and are not reimbursed or paid under the employee's medical and dental plans or any other applicable personal or group health and dental plan. Payments may also be made for the portion of the premium for the County-sponsored health plan not covered by the County contribution.

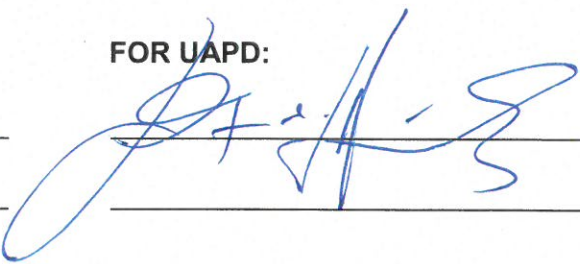
#### DEPENDENT CARE

Subject to the applicable provisions of the Internal Revenue Code, employees covered by this Memorandum of Understanding are eligible to contribute from their salary on a pre-tax basis an amount up to \$5,000 each calendar year for approved dependent care. Eligible employees may only contribute salary for such expenses; there is no County contribution for dependent care. Reimbursements are made solely on a monthly basis subject to submission of itemized statements, proof of payment, adequate accumulation of salary contributions and all applicable County Administrative procedures.

**FOR THE COUNTY:**

  
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**FOR UAPD:**

  
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DATE: 2/16/2016

By 

Ordinance No. 2016-17

AN ORDINANCE APPROVING THE  
DECEMBER 7, 2014 – JUNE 30, 2018 MEMORANDUM OF UNDERSTANDING BETWEEN  
THE UNION OF AMERICAN PHYSICIANS AND DENTISTS  
AND THE  
COUNTY OF ALAMEDA

The Board of Supervisors of the County of Alameda ordains as follows:

SECTION I

The provisions of sections 1 through 36 and Appendix A through D of the December 7, 2014 through June 30, 2018 Memorandum of Understanding, dated February 16, 2016 between the County negotiators and the Union of American Physicians and Dentists, applicable to employees in Representation Unit 018 and 024, are hereby approved and incorporated herein by reference.

SECTION II

This ordinance shall take effect immediately, and before the expiration of fifteen days after its passage, shall be published once with the names of the members voting for and against the same in the Inter-City Express, a newspaper published in the said County of Alameda.



**THE FOREGOING** was **PASSED** and **ADOPTED** by a majority vote of the Alameda County Board of Supervisors this 8<sup>th</sup> day of, March, 2016, to wit:

**AYES:** Supervisors Carson, Chan, Miley, Valle & President Haggerty - 5

**NOES:** None

**EXCUSED:** None

  
\_\_\_\_\_  
**PRESIDENT, BOARD OF SUPERVISORS**

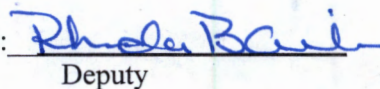
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I certify that the foregoing is a correct copy of a Ordinance adopted by the Board of Supervisors, Alameda County, State of California

**ATTEST:**

Clerk, Board of Supervisors

By:   
Deputy