

**Human Resource Services**

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

October 16, 2018

Honorable Board of Supervisors  
Administration Building  
Oakland, CA 94612

**Subject: Adopt a Memorandum of Understanding, Salary Ordinance Amendments, and Four (4) Sideletters of Agreement**

Dear Board Members:

**Recommendations:**

- A. Adopt an Ordinance approving the July 1, 2018 through July 9, 2022, Memorandum of Understanding (MOU), including Appendices A through D, between Union of American Physicians and Dentists (UAPD) Representation Units 18 & 24 and the County of Alameda;
- B. Adopt Salary Ordinance amendments, amending Sections 3-12.69 and 7-10 to implement changes agreed to with UAPD; and
- C. Adopt a total of four (4) Sideletters of Agreement contained in the UAPD Representation Units 18 & 24 MOU.

**Discussion/Findings:**

Your representatives and representatives of the UAPD have reached agreement on a successor MOU, for Representation Units 18 & 24, which expires on July 9, 2022. The agreement includes the following wage increase for all classifications in the bargaining units: 6.1% special adjustment increase effective two (2) pay-periods after ratification of the contract by UAPD (anticipated November 18, 2018); 4% general base wage increase effective two (2) pay-periods after ratification (anticipated November 18, 2018); 3.5% effective 28 pay-periods after ratification (anticipated November 17, 2019); 3.25% effective 54 pay-periods after ratification (anticipated November 15, 2020); and 3.25% effective 80 pay-periods after ratification (anticipated November 14, 2021).

Effective Plan Year 2021, through the term of the MOU, the County of Alameda ("County") and UAPD Representation Units 18 & 24 have agreed to increase the share of the cost of medical premiums for the employee. Effective July 1, 2018 through January 31, 2021 the County will continue to pay 90% of the total premium of the Health Maintenance Organization (HMO) plans or 90% of the lowest cost HMO plan toward the total premium for a Preferred Provider Organization (PPO)/Indemnity at the corresponding level of coverage and employees in UAPD Representation Units 18 & 24 will pay the remaining 10% of the premium costs; for coverage effective February 1, 2021 through January 31, 2022, the County will pay 87.5% and employees in UAPD Representation Units 18 & 24 will pay the remaining 12.5% of the premium costs; for coverage effective February 1, 2022 through the term of the MOU, the County will pay 85% and employees in UAPD Representation Units 18 & 24 will pay the remaining 15% of the premium costs. Effective Plan Year 2020, the maximum annual dental benefit is being increased from \$1550 to \$1650; in Plan Year 2022, the maximum dental benefit will be increased from \$1650 to \$1750.

Additionally, the following provisions were agreed upon: effective two (2) pay periods following adoption of the MOU by the Board, paid vacation, sick leave, holiday pay, and any other paid time off shall not be counted towards the accumulation of the workweek when calculating overtime compensation; effective December 27, 2020 through the term of the MOU, there will be a hard cap on the vacation accrual for all employees eligible for vacation accrual; effective two (2) pay periods following adoption of the MOU through the term of the 2018-2022 MOU, employees accruing 25 days of vacation may receive equivalent cash payment for up to 15 days per fiscal year; additional language was added to the Grievance process increasing the Department Head level response timeframe, and the response timeframe for the Informal Review by the Human Resources Director to 25 working days, and implemented a 30 day timeframe to request arbitration; increased the supplemental life insurance maximum (for employees only) from \$300,000 to \$500,000; effective two (2) pay periods after adoption of the MOU by the Board, bilingual pay is being increased from \$40 to \$55 for a person occupying a position designated as requiring fluency in a language other than English; added language that a person occupying a position designated as requiring fluency in three (3) or more languages shall receive \$60 per pay period; effective two (2) pay periods after adoption of the MOU by the Board, increase the continuing medical education stipend from \$2000 per fiscal year to \$2500 per fiscal year; and effective two (2) pay periods after adoption of the MOU by the Board, the maximum accumulation of unused sick leave

will increase from 125 days to 155 days, the amount of sick leave an employee can accumulate prior to five (5) days of sick leave being converted to one (1) day of vacation will increase from 125 days of unused sick leave to 155 days of unused sick leave.

The Salary Ordinance amendments include modification to Section 3-12.69 that provides employees occupying positions under Job Codes 5139 and/or 5139N with a 25% additional compensation for performing the full range of psychiatric care duties in the Criminal Justice Mental Health Services to be extended through the term of the MOU; and modification to Section 7-10 that effective January 1, 2020, the cafeteria benefit plan will increase from \$900 to \$1300.

The four (4) Sideletters have the following provisions, two of which formalize the above Salary Ordinance amendments:

- (1) Increase the monthly Share the Savings stipend in Plan Year 2020 to provide monthly totals of: \$250 for employees declining all medical coverage, \$200 for employees declining Family coverage and electing Single coverage, \$150 for employees declining Family coverage and electing 2-party coverage, and \$150 for employees declining 2-party coverage and electing Single coverage;
- (2) Provide a 25% additional compensation for Job Codes 5139 and/or 5139N who perform the full range of psychiatric care duties in the Criminal Justice Mental Health Services to continue through the term of the MOU, July 9, 2022;
- (3) Increase the cafeteria benefit plan from \$900 to \$1300 effective January 1, 2020; and
- (4) The County offers a "me-too" clause to provide a cafeteria benefit comparable to any cafeteria benefit that SEIU might receive, effective January 1, 2020, and during the term of this UAPD contract only (to July 9, 2022).

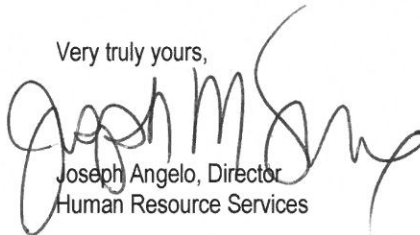
**Financing:**

Approval of the recommendations will result in a long-term financial commitment increasing costs in the current and subsequent budget years, partially offset by savings in cost-sharing noted above. Funds are available within existing appropriations in the Approved 2018 – 2019 budget to cover the cost increases in the current year.

**Vision 2026 Goal:**

The agreements reached between the County and UAPD Representation Units 18 & 24 meet the 10x goal pathways of Employment for All in support of our shared vision of Prosperous and Vibrant Economy.

Very truly yours,



Joseph Angelo, Director  
Human Resource Services

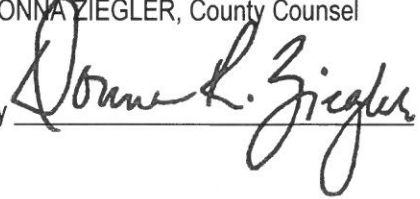
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Cc: CAO  
Auditor-Controller  
County Counsel  
Agency/Department Heads

## SECOND READING - CONTINUED FROM 11/20/2018

Approved as to Form  
DONNA ZIEGLER, County Counsel

By



Ordinance No.

### AN ORDINANCE APPROVING THE JULY 1, 2018 – JULY 9, 2022 MEMORANDUM OF UNDERSTANDING WITH THE UNION OF AMERICAN PHYSICIANS AND DENTISTS REPRESENTATION UNITS 18 & 24

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

#### SECTION I

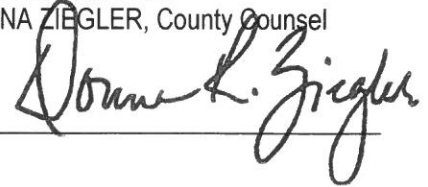
The provisions of sections 1 through 36, and Appendices A through D of the July 1, 2018 through July 9, 2022, Memorandum of Understanding, dated October 10, 2018, between the County of Alameda and the Union of American Physicians and Dentists Representation Units 18 & 24, are hereby approved and incorporated 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.

Approved as to Form  
DONNA ZIEGLER, County Counsel

By



AN ORDINANCE AMENDING  
CERTAIN PROVISIONS OF THE 2018 – 2019  
ALAMEDA COUNTY SALARY ORDINANCE

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

SECTION I

**Article 3, Section 3-12** of the County of Alameda Salary Ordinance is hereby amended to read as follows:

3-12.69 Effective July 1, 2018, 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 29, 2018~~ July 9, 2022.

SECTION II

**Article 7, Subsection 7-10** of the County of Alameda Salary Ordinance is hereby amended by the addition thereto of the following paragraph:

7- 10

Effective January 1, 2020, each Union of American Physicians and Dentists represented full-time employee in Representation Units 018 and 024 is eligible for a cafeteria benefit plan in the amount of \$1300. 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 \$1300 minus the sum of cafeteria plan benefits received by the employee during the portion of the calendar year.

SECTION III

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.

2018 MEMORANDUM OF UNDERSTANDING NEGOTIATIONS  
BETWEEN  
UNION OF AMERICAN PHYSICIANS AND DENTISTS (UAPD)  
AND  
THE COUNTY OF ALAMEDA

SIDELETTER OF AGREEMENT

SHARE THE SAVINGS

October 10, 2018

The parties agree that the County shall increase the existing monthly Share the Savings stipend in Plan Year 2020, so that the new monthly totals shall be as follows:

- \$250 for those employees who decline all medical coverage;
- \$200 for those employees who decline Family coverage and select Single coverage;
- \$150 for those employees who decline Family coverage and elect 2-party coverage;
- \$150 for those employees who decline 2-party coverage and elect Single coverage;

FOR THE COUNTY:

Steven Balchman  
Buttrey Jye  
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DATE: October 10, 2018

FOR UAPD:

[Signature]  
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\_\_\_\_\_

DATE: 10/10/18

2018 MEMORANDUM OF UNDERSTANDING NEGOTIATIONS  
BETWEEN  
UNION OF AMERICAN PHYSICIANS AND DENTISTS (UAPD)  
AND  
THE COUNTY OF ALAMEDA

SIDELETTER OF AGREEMENT

October 10, 2018

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 10, 2011~~ December 6, 2014, ~~July 4, 2015~~ January 2, 2016, ~~July 2, 2016~~, June 30, 2018, July 9, 2022.

FOR THE COUNTY:

Steen Bakheim  
Bethany Jye  
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DATE: October 10, 2018

FOR UAPD:

[Signature]  
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DATE: 10/10/18

**2018 MEMORANDUM OF UNDERSTANDING NEGOTIATIONS  
BETWEEN  
UNION OF AMERICAN PHYSICIANS AND DENTISTS (UAPD)  
AND  
THE COUNTY OF ALAMEDA**

**SIDELETTER OF AGREEMENT**

**CAFETERIA BENEFIT PLAN**

**October 11, 2018**

Amend the Salary Ordinance Section 7-10 to include:

**Effective January 1, 2020**, each Union of American Physicians and Dentists represented full time employee in Representation Units 018 and 024 is eligible for a cafeteria benefit plan in the amount of \$1300. 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 \$1300 minus the sum of cafeteria plan benefits received by the employee during the portion of the calendar year.

**FOR THE COUNTY:**

Cynthia Baron  
Bartley Jye  
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**DATE:** OCTOBER 15, 2018

**FOR UAPD:**

[Signature]  
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\_\_\_\_\_

**DATE:** 10/15/18

2018 MEMORANDUM OF UNDERSTANDING NEGOTIATIONS  
BETWEEN  
UNION OF AMERICAN PHYSICIANS AND DENTISTS (UAPD)  
AND  
THE COUNTY OF ALAMEDA

SIDELETTER OF AGREEMENT

CAFETERIA BENEFIT PLAN ME-TOO CLAUSE

October 11, 2018

Effective January 1, 2020, the County offers a me-too clause to provide a cafeteria benefit comparable to any cafeteria benefit that SEIU might receive during the term of this UAPD contract only. This clause sunsets on July 9, 2022.

FOR THE COUNTY:

Cynthia Baron  
Betty Jye  
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DATE: October 15, 2018

FOR UAPD:

[Signature]  
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DATE: 10/15/18