



UNION OF AMERICAN PHYSICIANS AND DENTISTS

AFFILIATED WITH AFSCME, AFL-CIO

UAPD Headquarters
520 Capitol Mall
Suite 220
Sacramento, CA 95814-4715

(916) 442-6977 OFFICE
(916) 446-3827 FAX
(800) 585-6977 TOLL FREE
uapd@uapd.com EMAIL

www.uapd.com

STUART A. BUSSEY, M.D., J.D.
PRESIDENT

MUBASHIR A. FAROOQI, M.D.
VICE PRESIDENT

RYAN M. KIM, D.O.
VICE PRESIDENT

SHAKALPI R. PENDURKAR, D.D.S., M.P.H.
SECRETARY

RONALD H. LEWIS, M.D., F.A.C.P.
TREASURER

R. DOUGLAS CHIAPPETTA, M.A.
EXECUTIVE DIRECTOR

Summary of Changes to the Memorandum of Agreement between the County of Santa Clara and the Union of American Physicians and Dentists

October 30, 2023 through October 29, 2026

Article 5.5 – Transfer Opportunities

- a. Added language that mandates the County notify all employees of any vacancies a minimum of ten (10) days prior to posting the position to the public, and that the County must consider all transfer requests prior to posting the job to the public.

Article 6.2 Salaries

- a. Public Health Physician III (P08), Senior Staff Physician (P28), Assistant Medical Examiner/Coroner NBC (P44) and Assistant Medical Examiner/Coroner (P46) will receive the following:
 - a. 4% General Salary Increase effective after ratification by the Santa Clara County Board of Supervisors.
 - b. 4% General Salary Increase effective October 28, 2024.
 - c. 4% General Salary Increase effective October 27, 2025.
- b. Psychiatrists (P55) will move into a broad range salary schedule as follows:
 - a. Effective after ratification by the Santa Clara County Board of Supervisors, Outpatient will be paid 158.50 per hour, Inpatient and Custody will be paid 194.50 per hour.
 - b. Effective October 28, 2024, Outpatient will be paid 164.84 an hour, Inpatient and Custody will be paid 196.45 per hour.
 - c. Effective October 27, 2025, Outpatient will be paid 171.43 and inpatient will be paid 204.30.

Article 6.6 – Meal Periods

- a. UAPD preserved this language that the County tried to eliminate.

Article 6.7 – Rest Periods

- a. UAPD preserved this language that the County tried to eliminate.

Article 6.8 – Temporary Work Locations

- a. Modified the language to ensure involuntary transfer/redirection will not last longer than 2 months unless upon mutual agreement, and that employee will be paid the higher salary if redirected to a higher paid position for at least 1 pay period, while ensuring that any redirect to a lower paid position will result in no decrease in pay to the employee.

Article 6.9 – State Mandated Licensure

- a. Added language that the County will endeavor to reimburse within sixty (60) working days of submission of all required materials.

Article 6.13 – Board Certification

- a. Rolled 5% board certification into base salaries.
 - a. Employees who do not hold board certification will receive the 5% differential in their base salary.
 - b. Employees who hold board certification will gain the benefit of base salary including the 5%, which increases any benefit cash out upon retirement and increases the amount of pensionable salary.

Article 6.14 – Special Pay

- a. Added language to make the differential for medical leadership over the Office of Medical Examiner-Coroner and Lead responsibility for Addiction and Medicine Therapy pensionable income.

Article 6.18 – Extra Duty Assignments

- a. Changed the structure of extra-duty pay to the following table:

Location	Shift	Monday-Sunday	County Holidays
EPS BAP MHUC Consult and Liason	Business Hours Shift	Base + \$15	Base + \$55
	Non-Business Hours Shift	Base + \$35	Base + \$55
	Overnight Hours Shift	Base + \$55	Base + \$60
	Business Hours Shift	Base + \$40	Base + \$55

Adult or Youth Custody Health Services	Non-Business Hours Shift	Base + \$50	Base + \$55
--	-----------------------------	-------------	-------------

Article 7.1 – Holidays

- a. Added Juneteenth to the list of County Paid Holidays.

Article 9.5 – Bereavement Leave

- a. Preserved 3 bereavement days that County wanted to eliminate.

Article 10.1 – Education and Medical Dues Fund

- a. Added “The Chief Medical Officer or designee shall have sole discretion to determine whether a purchase is directly beneficial to the employee’s field.”
- b. Added the following items as allowable purchases for reimbursement:
 - a. Purchase of laptop computers and tablets (no more frequently than every three (3) years.
 - b. Computer programs related to the field of the employee seeking reimbursement.
 - c. Computer peripherals no more than every three (3) years.

Article 11.2 (f) – Medical Benefits for Retirees

- a. Added reimbursement of Medicare Part B premium costs (effective after ratification by the Santa Clara County Board of Supervisors) and implemented within 3 months after ratification.