

BU 325 (Psychiatrists and Dentists) New Contract Highlights

Psychiatrists

01/01/19 Psychiatrists Item moved from D13 to D14

All second board bonus' of 2.75% (newly added Board Bonuses for Geriatrics and Consultation Liaison, CL)

Cost of Living Adjustment (COLA)

2% starting 01/01/19

2.5% starting 10/01/19

2.5% starting 10/01/20

*Both Megaflex & Non-Megaflex employees won a \$500 bonus and an

*8 hour holiday leave time, one-time bonus.

Full time benefited non-megaflex employees (items A, D, M, N, or Z) shall receive an additional:

1% starting 01/01/20 Non-megaflex only

2.75% (step increase) 01/01/21 Non-megaflex only

CAPE/**CHOICES** Union health insurance will be only for union members. Non members may not take part in it. Thus, if a BU 301, 324, or 325 member has CAPE Health insurance and wants to keep it, as it is less costly, he/she must be a UAPD member or may no longer get that insurance.

Annual Increases in County's contribution to employee Health insurance (what County gives members to spend on members' benefits):

***1.5% starting 07/1/19,**

***2% (cap \$325) 11/1/19 and**

***2.5% (cap \$244) 01/1/21.**

Relief Psychiatrist Item created for doctors who want to work an extra shift at \$225 an hour.

Weekend Shift Differential \$7.00 more an hour.

Existing contract language and policy

Second Board bonus 2.75%

Working at the Jails and Juvenile Halls 5.5%

Working at High Desert 5.5%

*****Policy changes:**

Loan Forgiveness \$50,000 a year for 5 years, (\$250,000.00), and

Psychiatrists may work shifts from home through Tele-psychiatry

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Dentists

Dentists moved to Physician Pay Schedule which is/was 20 steps, of which Steps 1-10 are being eliminated by this agreement.

Most dentists have been at the top dental step for years. By moving to the Physician Pay Schedule, Dentists will be able to earn step increases on most years of this contract. Each Step Increase is around 3%.

Starting 01/01/19

Dentists moved to D01 range of Physician Pay Plan

Senior Dentists moved to D02 range of Physician Pay Plan

Dental Specialists moved to D03 Range of Physician Pay Plan, (Public Health Dentists, Endodontics, Oral Pathology, Pedodontics, Periodontics, Prosthodontics, and Orthodontics)

Dental Specialists Oral and Maxillofacial Surgery moved to D28 (of Physician Pay Plan, which is surgeon level) This constitutes a huge increase.

All dentists, Senior Dentists, Dental Specialists including Oral and Maxillofacial Surgery may earn a 2% board bonus if they are board certified.

Dentists at Jails and now Juvenile halls (sheriffs, already received this bonus, which UAPD won for sheriffs in the last contract) shall receive a 5.5% safety pay bonus. (This is new.)

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