

**UAPD Mediation
February 14, 2012**

Term: November 12, 2011 – November 11, 2012

Retirement : As soon as administratively possible implement Miscellaneous Second Tier with 2% @ 60 and final average compensation of three years for new hires.

Retiree Medical: No Change

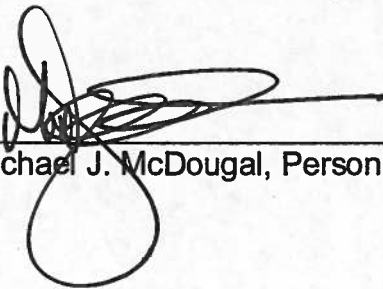
Active Medical: Effective as soon as administratively possible based upon CalPERS regulations for plan year 2012 the County contributions will be 95%/90%/90% of the 2012 premiums for Blue Shield Net Value. Same as SEIU.

All Previously Agreed Upon TA's

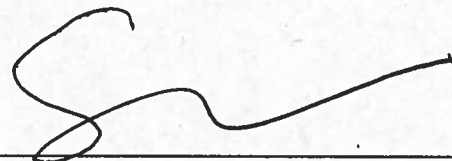
Applicable language attached for each article

All other provisions of the MOU will remain the same.

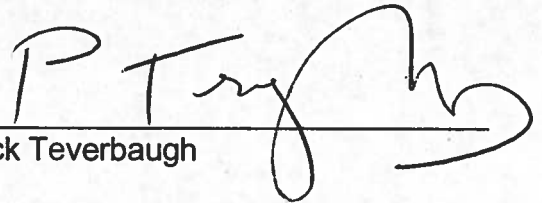
Tentative Agreement subject to Unit Ratification and BOS approval.



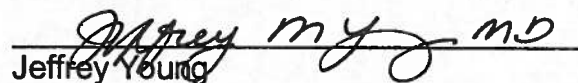
Michael J. McDougal, Personnel Director



Sue Wilson, UAPD Representative



Patrick Teverbaugh



Jeffrey Young

County Proposal

ARTICLE 8 RETIREMENT

8.1 RETIREMENT (PERS) - LOCAL MISCELLANEOUS MEMBERS

A. The County contracts with PERS for the 2% at age 55 Miscellaneous retirement plan.

- ~~1. The total of County contributions for employees in the Unit in the 2% at age fifty-five (55) Miscellaneous PERS retirement plan (including the Employer PERS Contribution and any payment by the County of the Employee PERS Contribution) shall not exceed 15.005%. The employee shall be responsible for payment of all PERS retirement contributions in excess of the cap on County contributions.~~
1. The County's current contract with CalPERS provides for the 2% at age 55 Retirement Plan formula with benefits based on the employee's single highest year of compensation (FAE1).
2. As soon as administratively possible the County will implement the 2% at age 60 formula with retirement benefits based upon the employee's final average compensation of three (3) years (FAE3).
3. Employees hired on or after the date that the 2% at age 60 FAE3 plan is implemented shall be subject to the 2% at 60 FAE3 retirement formula.
4. Employees hired prior to the implementation date of the 2% at age 60 FAE3 retirement plan shall remain subject to the 2% at age 55 FAE1 retirement plan formula.
- ~~2.5.~~ The employer payment of the employee PERS contribution under this agreement is not considered earnings and is not subject to FICA or tax withholdings. Employees do not have the option to choose to receive the employee pick-up PERS contribution directly instead of it being paid by the employer.
- ~~3. 6.~~ Effective January 23, 2010 the County shall pay on behalf of all employees covered under PERS Miscellaneous the full Employee and full Employer contributions. The employer payment of the employee PERS contributions under this agreement is not considered earnings and is not subject to FICA or tax withholding.

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Employees do not have the option to receive the employee pick-up of the PERS contribution in lieu of contributions to PERS.

B. Effective October 16, 2010 Miscellaneous Members in this unit participate in the IRC Section 414 (h)(2) which requires employee's to pay the employee PERS contribution. The base hourly rate will be increased equally to offset the employee's PERS Contributions.

C. Implementation of IRC Section 414 (h)(2)

Pursuant to Section 414(h)(2), the County will designate the amount that the employee is required to pay for PERS retirement benefits, in accordance with Subsection A or B of this Article (8.1) immediately above, as being "picked-up" by the County and treated as employer contributions for tax purposes only. By having the County use this process, employees receive a form of deferred taxation in that taxes are paid on the funds at the time the retirement benefit is received rather than at the time the retirement contributions are made. Under current law, exercising the employer pick-up option pursuant to IRC Section 414(h)(2) results in no additional cost to the County. The parties agree that, in the event the law changes such that costs are imposed on the County for exercising the employer pick-up option under IRC Section 414(h)(2), the County shall immediately cease designating the employee contribution as being "picked-up" by the County and such PERS contributions shall revert to being made on a post-tax basis.

8.2 EMPLOYEE BUY BACK OF MILITARY, PEACE CORPS AND VISTA SERVICES

The County's contract with PERS permits employees to buy back prior military service Peace Corps and VISTA Service at the employee's expense.

8.3 PRE-RETIREMENT OPTIONAL SETTLEMENT 2 DEATH BENEFITS FOR MISCELLANEOUS MEMBERS

~~The County's contract with PERS permits employees to use the PERS Pre-Retirement Optional Settlement 2 Death Benefit for Miscellaneous members.~~
The County's contract with PERS allows for the PERS Pre-Retirement Optional Settlement 2 Death Benefit. This contract amendment allows the spouse of a deceased member who was eligible to retire for service at the time of death to elect to received the Pre-Retirement Option Settlement 2 Death Benefit in lieu of the lump sum basic death benefit, this benefit provides a monthly allowance equal to the amount the member would have received had the member retired for service on the date of death and elected Settlement 2, the highest monthly allowance a member can leave a spouse.

8.4 SINGLE HIGHEST YEAR

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~~The County's contract with PERS calculates employees' retirement benefits based upon the single highest year salary.~~

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County Proposal

ARTICLE 9 INSURANCE BENEFITS

Plan Documents Controlling. The following is only a summary of the terms of enrollment and benefits for employee insurances available to employees in this Representation Unit. In the event of a discrepancy between the Insurance Benefit Article of this MOU and the plan document, the plan document for insurances specified below (medical, dental, vision, long term disability, life) is controlling. Copies of plan documents are available through the Personnel Department.

9.1 MEDICAL COVERAGE & FLEXIBLE HEALTH ALLOWANCE

CalPERS offers employees choices in medical plans. Enrollment of some domestic partners is permitted in the Public Employee's Medical & Hospital Care Act (PEMHCA) Program. Effective September 1, 2009, ~~or as soon as administratively possible the County shall implemented~~ a Flexible Health Allowance Program. Employees must be enrolled in a CalPERS PEMHCA medical plan to participate. Enrollment status in a medical plan determines the level of Flexible Health Allowance an employee is eligible to receive.

- A. Employees in this Representation Unit may enroll in a medical plan offered by CalPERS in accordance with the provisions of the PEMHCA Program or a CalPERS approved County offered alternate medical plan. Employees have the option of enrolling their eligible dependents in a CalPERS approved County offered medical plan. Alternate medical plans must conform to CalPERS plans, rules, and regulations.
- B. For coverage during the term of this agreement, the County shall contribute to CalPERS PEMHCA Program (or any other CalPERS approved County offered alternate medical plans) the following monthly amount for active, eligible employees in budgeted positions who elect to participate in such program:

~~1. For the remainder of calendar year 2009, the County and UAPD agree to participate in a Flexible Health Allowance Program in accordance with Internal Revenue Code Section 125. Effective September 1, 2009, or as soon as administrative possible under CalPERS requirements following Board ratification, the County will provide the following 2009 monthly benefit contributions for active employees.~~

~~a. FLEXIBLE HEALTH ALLOWANCE CONTRIBUTION~~



- ~~(1) Employee only = 95% of the 2009 Blue Shield Access (EXT) HMO premium less PEMHCA contribution in 1b(1) below~~
- ~~(2) Employee + one dependent = 85% of the 2009 Blue Shield Access (EXT) HMO Premium less the PEMHCA contribution in 1b(2) below~~
- ~~(3) Employee + 2 or more dependents = 85% of the 2009 Blue Shield Access (EXT) HMO premium less the PEMHCA contribution in 1b(3) below~~

~~b. PERS PEMHCA CONTRIBUTION~~

- ~~(1) Employee only = PEMCHA contribution will equal Article 8.5 (a) or any statutorily required amount if applicable~~
- ~~(2) Employee + one dependent = PEMCHA contribution will equal Article 8.5 (b) or any statutorily required amount if applicable~~
- ~~(3) Employee + two or more dependents = PEMCHA contribution will equal Article 8.5 (c) or any statutorily required amount if applicable~~

~~2. For calendar year 2010, the County will provide the following monthly benefit contributions for active employees:~~

~~a. FLEXIBLE HEALTH ALLOWANCE CONTRIBUTION~~

- ~~(1) Employee only = 95% of the 2010 Blue Shield Access (EXT) HMO premium less the PEMHCA contribution in 2b(1) below~~
- ~~(2) Employee + one dependent = 90% of the 2010 Blue Shield Access (EXT) premium less the PEMHCA contribution in 2(b)(2) below~~
- ~~(3) Employee + two or more dependents = 90% of the 2010 Blue Shield Access (EXT) HMO premium less the PEMHCA contribution in 2b(3) below~~

~~b. PERS PEMHCA CONTRIBUTION~~

- ~~(1) Employee only = PEMCHA contribution will equal Article 8.5 (a) or any statutorily required amount if applicable~~
- ~~(2) Employee + one dependent = PEMCHA contribution will equal Article 8.5 (b) or any statutorily required amount if applicable~~
- ~~(3) Employee + two or more dependents = PEMCHA contribution will equal Article 8.5 (c) or any statutorily required amount if applicable~~


SW

3. 1. For calendar year 2011, the County will provide the following monthly benefit contributions for active employees:
- a. FLEXIBLE HEALTH ALLOWANCE CONTRIBUTION
 - (1) Employee only = 95% of the 2011 Blue Shield Access (EXT) HMO premium less the PEMHCA contribution in 31b(1) below.
 - (2) Employee + one dependent = 90% of the 2011 Blue Shield Access (EXT) premium less the PEMHCA contribution in 31(b)(2) below.
 - (3) Employee + two or more dependents = 90% of the 2011 Blue Shield Access (EXT) HMO premium less the PEMHCA contribution in 31b(3) below.
 - b. CalPERS PEMHCA CONTRIBUTION
 - (1) Employee only = PEMCHA contribution will equal Article 8.5 A(a) or any statutorily required amount if applicable.
 - (2) Employee + one dependent = PEMCHA contribution will equal Article 8.5 A(b) or any statutorily required amount if applicable.
 - (3) Employee + two or more dependents = PEMCHA contribution will equal Article 8.5A (c) or any statutorily required amount if applicable.
2. Effective as soon as administratively possible based upon CalPERS regulations for plan year 2012, the County will provide the following monthly benefit contributions for active employees:
- a. FLEXIBLE HEALTH ALLOWANCE CONTRIBUTION
 - (1) Employee only = 95% of the 2012 premium for the Blue Shield Net Value HMO, less the PEMHCA contribution in 2b(1) below.
 - (2) Employee + one dependent = 90% of the 2012 premium for the Blue Shield Net Value HMO, less the PEMHCA contribution in 2(b)(2) below.
 - (3) Employee + two or more dependents = 90% of the 2012 premium for Blue Shield Net Value HMO, less the PEMHCA contribution in 2b(3) below.
 - b. CalPERS PEMHCA CONTRIBUTION
 - (1) Employee only = PEMCHA contribution will equal Article 8.5 A(a) or any statutorily required amount if applicable.

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- (2) Employee + one dependent = PEMCHA contribution will equal Article 8.5 A(b) or any statutorily required amount if applicable.
- (3) Employee + two or more dependents = PEMCHA contribution will equal Article 8.5A(c) or any statutorily required amount if applicable.

Employees in this Representation Unit hereby authorize the County to make a payroll deduction in the amount equivalent to the remainder of the premium required for the PEMHCA Program, or any other CalPERS approved County offered alternate medical plan in which they and their dependents are enrolled

C. Employees hereby authorize the County to make a payroll deduction for the payment of the required CalPERS administrative fee based upon the plan selected by the employee.

D. Should CalPERS require a contribution to the Public Employees' Contingency Reserve Fund, employees hereby authorize payroll deductions equivalent to any such contributions required by CalPERS.

E. Pre-Tax Dollar Program. The County will make available to members of this Representation Unit a voluntary program of pre-tax dollar contributions as provided in Internal Revenue Code Section 125.

F. Survivor Coverage. Upon the death of an active employee who has dependents covered under a medical plan offered through the County, the County shall provide coverage under that plan reimbursement of medical premium costs for five (5) months following the death of the employee for the surviving eligible dependents.

~~G. Healthcare/Benefits Cost Containment Committee. A joint labor-Management Committee with equal representation of management and Union members will meet and further develop measures for reducing County costs (without shifting such costs to workers or reducing the level of benefits or quality of care). The committee will be responsible for exploring alternative health plans, including health plan options, retiree health, retiree health vesting schedules, GASB 45 and other post employment benefits for retirees, disability plans and dental changes or any other related topics on an as needed basis.~~

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ARTICLE 16 LEAVE OF ABSENCE WITHOUT PAY

16.1 GENERAL PROVISIONS

The granting of any leave of absence without pay shall be based on the presumption that the employee intends to return to work upon the expiration of the leave and with the understanding that the primary purpose of the leave of absence without pay is not to seek or accept other employment. The decision to grant or deny an employee's request for a leave of absence without pay shall not be capricious or arbitrary.

16.2 DEPARTMENTAL LEAVE OF ABSENCE WITHOUT PAY UP THROUGH 160 WORKING HOURS

A departmental leave of absence without pay shall not exceed 160 working hours (prorated for part-time employees).

A. Eligibility.

1. Permanent Employees. An employee who has permanent status in their present class may be granted leave of absence without pay by the appointing authority for the purpose of improving the educational advancement or training of the employee for their position or career in County service, for cases of extended illness for which sick leave is not available, or in the event of urgent personal affairs that require the full attention of the employee.

2. Probationary or Provisional Employees on Original Appointment. Employees on an original appointment with probationary or provisional status may be granted a departmental leave without pay by the appointing authority in the case of illness or where it is clearly in the best interest of the County and requires the full attention of the employee, or as may be required under ~~Federal or State~~ Family Leave Acts FMLA/CFRA.

16.3 LEAVES OF ABSENCE WITHOUT PAY WHICH EXCEED 160 WORKING HOURS

Employees may be granted a leave of absence without pay in excess of 160 hours in accordance with paragraphs A (1) and (2) of the subsection 16.2 of this Section subject to prior approval of the Personnel Director (prorated for part-time employees). The maximum period of leave of absence without pay is one (1) year, pursuant to Civil Service Rule XI B.

16.4 RIGHT OF RETURN

A. Permanent Employees

The granting of leave of absence without pay to an employee who has permanent status in their present class guarantees the right of their return to a position in the same class in his/her department at its expiration, or at an earlier date after mutual consideration of the employee's request and the administrative requirements.

B. Probationary and Provisional Employees on Original Appointment.

The granting of a leave of absence without pay to an employee in this bargaining Unit on an original appointment with non-Civil Service status, including probationary or provisional status, does not guarantee the right of return, except as may be required under Federal and State Family Leave Acts FMLA/CFRA.

16.5 FAILURE TO RETURN

Any employee who fails to return upon the expiration of any leave of absence without pay shall be regarded as having automatically resigned.

16.6 EFFECT OF LEAVE OF ABSENCE WITHOUT PAY ON SERVICE HOURS

~~Leave of absence without pay shall be deducted from hours of service for purposes of step advancement, probationary period, and County service, except as may be required by Workers' Compensation provisions. (Those hours of a leave which exceed 152 working hours shall be deducted for purposes of determining seniority credit.)~~ During an unpaid period of leave, except for the first 152 working hours, an employee will not accrue service hours for purposes of step advancement, probationary period, or County service hours, except as may be required by Worker's Compensation provisions. Similarly, no paid leave (e.g. vacation, annual leave, sick leave, administrative leave) will accrue during any leave of absence without pay except as may be required by Worker's Compensation provisions.

16.7 PARENTAL LEAVE - MEDICAL (PREGNANCY DISABILITY) LEAVE

California law and the County's Personnel Regulations, Section 150, "Santa Cruz County maternity Leave Policy" provide that the County will grant female employees a Pregnancy Disability leave of absence (paid or unpaid) for a minimum of six (6) weeks on account of normal pregnancy, and a maximum of four months for disabilities arising from pregnancy, childbirth or related medical conditions. Such leave is available only when the employee is disabled from work due to pregnancy. These provisions apply to all employees, regardless of status (e.g., provisional, probationary, permanent, non-civil service). It is the policy of the County of Santa Cruz that female employees be provided:

~~A. Six weeks of medical leave on account of normal pregnancy, childbirth or related condition. Should the period of disability leave on account of~~

~~normal pregnancy begin prior to the date of delivery, employees are to be provided a maximum of six weeks of disability leave from the date of delivery, provided that there is a physician's certification of the employee's medical disability for that period.~~

~~B. Up to four months of disability leave on account of complications which result in the disability of the affected employee, as supported by a physician's certification of the employee's medical disability for that period. Additional disability leave on account of complications which result in the disability of the affected employee, as supported by a physician's certification of disability for the period of leave, may be granted at the discretion of the appointing authority.~~

Pregnancy Disability leave requires a physician's statement (PER1081A form) certifying that the employee is unable to perform the essential duties of her position under the current medical condition and continues only for the period of continued physician's certification of the employee's medical disability. The employee's department reserves the right to request a physician's certification of disability at any point during the leave, which is subject to review by a County physician. In cases of pregnancy and related medical conditions, the statement from the employee's physician should indicate the estimated date of delivery, whether the pregnancy is normal or not, and if it is not, a statement of prognosis.

It is the responsibility of the employee to request leaves in advance in accordance with the Personnel Regulations of the County of Santa Cruz. It is the employee's responsibility to ensure that the necessary physician's certification is provided.

Medical leave in excess of four months on account of complications from pregnancy or childbirth, which result in the disability of the affected employee, may be granted at the discretion of the appointing authority and with the approval of the Personnel Director. While the granting of such leave is discretionary, departments should monitor any denials of such leave to ensure that similarly situated employees are treated in a like manner within the unit or department.

After the period of Pregnancy Disability Leave, employees seeking additional leave to care for a newly born or adopted child must request leave of absence under FMLA/CFRA, or the Personal/Educational leave of absence policies.

16.8 PARENTAL LEAVE - PERSONAL LEAVE

(For employees who are NOT eligible for leave under Federal and State Family Leave Acts.)FMLA/CFRA.

Personal leave (including accrued paid leave such as vacation, annual leave, and leave of absence without pay) associated with maternity, paternity, or adoption may be granted at the discretion of the appointing authority in accordance with provisions governing such leave in Section 160 of the Personnel Regulations. A reasonable period of personal leave connected with maternity, paternity, or adoption is two (2) months.

A. For pregnancy/childbirth, this two (2) month period would include any requested time off which does not meet the ~~medical~~ pregnancy disability requirements stated above (including any time taken off prior to birth when the pregnant employee is not disabled, as well as time taken off by the employee after the pregnancy disability period).

B. For the father of a new born child or for the parent(s) of a newly adopted child, this two (2) month period includes any time taken off from the date of birth or adoption. Additional personal leave related to maternity or adoption may be granted at the discretion of the appointing authority. Departments may require documentation to support a request for personal leave for paternal reasons.

16.9 CONTINUATION OF INSURANCE BENEFITS DURING LEAVE WITHOUT PAY

To assure continuation of insurance benefits, employees must notify the Risk Management-Benefits Division of the County Personnel Department when granted a leave of absence without pay in excess of one (1) pay period.

16.10 LIMITATIONS ON USE

A. Employees must use all earned sick leave prior to the effective date of any leave of absence without pay in case of illness.

B. Employees must use all accumulated compensatory time off prior to the effective date of any leave of absence without pay.

C. Specific beginning and ending dates must be identified for any leave of absence without pay.

D. Paid leave shall not be used, received or earned for any period of leave of absence without pay, except as provided for in the County Time Bank Policy.

Tentative Agreement 1/5/12


Ajita Patel
County of Santa Cruz


Sue Wilson
UAPD


9.5 LIFE INSURANCE

~~Effective April 2005, t~~The County agrees to maintain and pay the premium for a \$20,000 life insurance plan with AD&D for eligible employees through March 31, 2005. ~~t~~Effective April 1, 2005, tThe County agrees to maintain and pay the premium for a \$50,000 life insurance plan with AD&D for eligible employees for the remainder of this agreement. The amount of coverage decreases for employees age 70 and above in accordance with the terms of the plan document. Employees will be allowed to purchase additional life insurance for up to \$100,000 300,000.

Tentative Agreement 1/5/12



Ajita Patel
County of Santa Cruz



Sue Wilson
UAPD

9.4 LONG TERM DISABILITY

~~Effective December 1, 2003, t~~The County agrees to pay the premium and to maintain the long term disability plan with a \$13,500 maximum insured salary for the employees in the Physicians Representation Unit. The County agrees to pay for any increase in the premium for employee coverage for the Long Term Disability Plan during the term of this agreement. ~~It is further agreed that the County shall amend its LTD insurance policy to delete the requirement that vacation accrual be exhausted prior to becoming eligible for LTD.~~

Tentative Agreement 1/15/12



Ajita Patel
County of Santa Cruz



Sue Wifson
UAPD

9.3 VISION PLAN

~~Employees are entitled to an eye examination and lenses every year and frames every two years. There is an annual deductible of \$25.00.~~

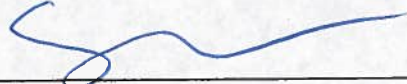
A. The County agrees to pay the premium for the employee only and to maintain the vision plan ~~care~~ benefits during the term of this agreement. The County agrees to pay for any increase in the premium for employee only coverage for vision care benefits during the term of this agreement. Employees may elect to pay for vision coverage for eligible dependents through voluntary payroll deductions and will be responsible for any increases during the term of this agreement.

B. The Vision Plan will permit the one-time enrollment of a dependent at any time through age five (5). Any dependent who is enrolled under the ~~vision plan coverage~~ must continue in such coverage for a minimum of one (1) year, unless the employee separates from County service prior to the end of that year. No cross coverage. No person may participate as a dependent if that person is enrolled as an employee or retiree in the County sponsored vision plan.

Tentative Agreement 1/5/12



Ajita Patel
County of Santa Cruz



Sue Wilson
UAPD

9.2 DENTAL CARE

The County offers ~~two~~ dental plan options: through Delta or comparable option:

1. Delta Preferred Option (DPO) is a "fee-for-service" plan. Enrollees may go to any dentist and be reimbursed 80% for basic and preventative services and 50% for major services or enrollees may go to a preferred provider and be reimbursed at 100% for basic and preventative services and 60% for major services. The annual cap under the DPO program is \$1200 per year per enrollee.
2. DeltaCare (formerly PMI) covers most services at 100%. Enrollees must utilize assigned DeltaCare providers only. This plan offers limited orthodontia coverage.

The County agrees ~~to continue~~ to pay the premiums for eligible employees and their dependents for dental coverage during the term of this agreement. Employees and dependents must be enrolled in the same dental plan. No cross coverage. No person may participate as a dependent if that person is enrolled as an employee or retiree in a County sponsored dental plan.

Tentative Agreement 1/5/12



Ajita Patel
County of Santa Cruz



Sue Wilson
UAPD


ARTICLE 25 WORK SCHEDULE/LOCATION ASSIGNMENT

Changes to Article 25 Section D only.

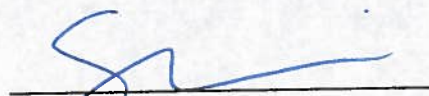
D. Seniority Defined.

When used, seniority for purposes of overtime and shift assignment within the work Unit shall be determined by the most recent date of appointment to the current class and department of the employee. Assignment of work schedules shall not be arbitrary and capricious.

Tentative Agreement 1/6/12



Ajita Patel
County of Santa Cruz



Sue Wilson
UAPD

14.3 REIMBURSEMENT FOR LICENSES OR CERTIFICATES

A. Employees may be reimbursed for the cost of licenses or certificates required to perform their duties or board certifications under the following conditions:

1. Licenses and certificates covered must be required by Federal, State or County laws or by class specifications. Fees for California drivers licenses shall not be reimbursed under these provisions.


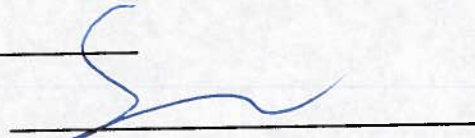
B. Narcotics Certificate. Upon proper application, physicians in budgeted positions in this Representation Unit who are required in the applicable class specification to have a "controlled substances registration certificate" are eligible for reimbursement for fees paid by the employee for such certificates.

C. The cost of achieving or maintaining certification by any of the 24 specialty Member Boards of the American Board of Medical Specialties (ABMS) are also covered.

~~C. D.~~ D. The maximum reimbursement under Section 14.3 A. and B. and C. shall not exceed \$1400 every two years effective the first pay period after adoption of this MOU by the Board of Supervisors. This maximum reimbursement shall not be pro-rated for part time employees.

~~D. E.~~ E. Reimbursement shall only apply to fees paid by the employee during the two year period. No reimbursement shall be made for fees of less than \$5. Employees shall not be reimbursed more than once for the same license/certificate in the two year period.

Tentative Agreement

1/6/12



Ajita Patel, County of Santa Cruz

Sue Wilson, UAPD

ARTICLE 24 CLINICAL CARE MANAGEMENT COMMITTEE

The parties agree that there will be a committee comprised of representatives of HSA management and the UAPD stewards/members with both psychiatrists and clinic physicians being represented. ~~The Committee will plan to meet at least quarterly and more often if needed for specific issues by mutual agreement.~~ The Department Head or his/her designee shall attend each meeting and may select additional management representatives. The Union will choose two bargaining unit members to attend each meeting. Additional bargaining unit members may attend if mutually agreed upon by Management and the Union. The committee shall meet quarterly on a regular date designated by the Department Head, or more often by mutual agreement. The first meeting shall commence not more than sixty (60) days following approval of this Memorandum of Understanding by the Board of Supervisors.

The purpose of the committee is for communication and information sharing; problem solving on relevant issues such as changes to the work environment, new state or federal requirements, optimal methods for pharmacy management, recruitment and retention issues, patient care and staffing, optimizing revenues to support needed services, efficient use of valuable staff time and resources, etc. Any proposals mutually agreed to by the Committee will be recommended to the Agency Director for review and response. Issues discussed in the Committee are only grievable if they otherwise meet the definitions of a grievance under Article 22.

A tentative agenda for each meeting will be distributed by the Department Head or his/her designee to all regular meeting attendees fourteen (14) working days in advance of each meeting. Bargaining Unit stewards/members may submit agenda items in a manner to be determined by the Department Head. A written record will be kept of each meeting and will be distributed to each meeting attendee within twenty working (20) days following each meeting.

Tentative Agreement

1/6/12



Ajita Patel
County of Santa Cruz



Sue Wilson
UAPD