

SUMMARY OF TENTATIVE AGREEMENT BETWEEN UAPD AND CCSF

Duration: July 1, 2015 through June 30, 2018

Salary increases: Classes 2230, 2232, and 2233 maintain linkage with Nurse Practitioner wages. This means a 3.25% increase effective October 10, 2015. Subsequent raises will be determined by the RN contract that will be negotiated in 2016.

Salary increases: Classes 2210 Dentists, 2292 Shelter Veterinarian, and 2598 Assistant Medical Examiner will receive a 3.25% increase on October 10, 2015. Increase between 2.25%-3.25% (depending on the Consumer Price Index) effective July 1, 2016. Subsequent raise will correspond to what is negotiated by the Professional and Technical Engineers union in 2017.

Service Recognition Bonus: Dentists with over 16 years of City service on July 1, 2015 will receive a one-time bonus of \$3,500.

Compensatory Time Off (CTO) for 2230s, 2232s, and 2233s in DPH: DPH physicians will receive CTO at the rate of 1.5 times the number of hours worked in excess of their appointment percentage. UAPD and the City will meet within 30 days of contract ratification to jointly develop guidelines and criteria for requesting and receiving CTO. Binding arbitration provision if no agreement on criteria is promptly reached. CTO may not be unreasonably denied. CTO will be capped at 160 hours and is not eligible for cash-out.

Employee Development Fund Increase: Annual maximum reimbursement increased to \$2,000 for employees working 20 hours or more per week. Employees working fewer than 20 hours per week not eligible. UAPD-represented employees will be exempted from the City's pre-approval requirements; instead UAPD will provide automatic pre-approval for all development fund requests. Pre-approval requests to UAPD will still be routed through the City's online reimbursement website, but will not require a supervisor's signature or expense documentation, nor will UAPD verify that any request is properly reimbursable. Once a purchase is made, employees will submit all required documentation to the City via DHR's online system.

Long Term Disability Improved: Effective January 1, 2016, LTD benefit is increased from 60% of monthly base earnings to 66.67%. Monthly maximum benefit is increased from \$5,000 to \$7,500 and elimination period reduced from 180 days to 90 days.

Dual Step Problem Eliminated: While corrected for all current employees in July 2014, the contract now explicitly dictates that an employee's salary step in a temporary position will automatically advance when the employee reaches a higher step in their permanent position.

Per Diem 2230s: UAPD and the City will meet no later than December 2015 to evaluate whether to create a new classification for physicians working only in as-needed positions or to find another way to more fairly compensate this work.

DEA Required Tamper-Resistant Rx Pads: Will be provided by the City to those employees whose positions require them to administer, prescribe, or dispense controlled substances. Employees will not be required to purchase the pads and then request reimbursement.