

UAPD San Mateo Agreement Summary

Term: May 2015 – May 2019 (4 years)

Salaries

ALL UAPD Represented Classifications will receive the following:

- Effective June 21, 2015 **4%** Salary increase
- Effective May 2016 **3%** Salary increase (first full pay period)
- Effective May 2017 **3%** Salary increase (first full pay period)
- Effective May 2018 no less than **2% and no more than 3%** Salary increase to be determined by the 2016-17 fiscal year average of the S.F. Bay Area Consumer Price Index (CPI) for Urban Wage Earners.

Equity Adjustments

Adult and Child Psychiatrists will receive the following adjustments:

- Effective June 21, 2015 **10%** Salary increase
- Effective May 2016 **5%** Salary increase (first full pay period)
- June 2016 Market Survey for all classifications and reopener on wages only.

Retirement Cola Cost Increase and Offset:

Effective June 21, 2015, all employees shall receive a one-half percent (**0.5%**) salary increase to offset the additional employee payment toward retirement COLA. Effective July 2016 employees shall pay 50% of the retirement COLA cost as determined by SamCERA. Currently, employees in retirement Plans 1, 2, and 4 pay 25% of the retirement COLA cost. This cost will increase to 50% in July 2016.

Elimination of Employer Paid Member Cost (EPMC) Offset With Longevity Pay

Effective June 21, 2015, the employer shall discontinue employer pick up of the employee's statutorily required retirement contribution. To offset this elimination, the following longevity salary increases will occur as follows:

| | 10 Yrs. Full-Time Service (20,800 hrs.)* | 15 Yrs. Full-Time Service (31, 200 hrs.) | 20 Yrs. Full-Time Service (41,600 hrs.) | 25 Yrs. Full-Time Service (52,000 hrs.) |
|-----------------------------------|---|---|--|--|
| Total % Increase to Salary | 3% | +1% (4% total) | +1% (5% total) | +1% (6% total) |

*Current longevity pay is 2% salary increase for 10 years of full-time service

On Call Duty

The standard on-call hourly rate is increased from \$12.50 to **\$20.00**. Pediatricians assigned to on-call duty will continue to receive \$25.00 per hour.

Holiday Call Coverage for Infectious Diseases and Health Officer On-Call Coverage added to MOU.

Professional Reimbursement

\$2500 reimbursement now includes iPads, tablets, and apps. In addition, no later than August 3, 2015, the County will review its institutional subscription of UpToDate Medical Treatment Resource to enable individual tracking of continuing education units for each employee.

Deferred Compensation Plan – Automatic Enrollment for New Employees

For full time, regular employees defined as new members in the San Mateo County Employees Retirement Association (SAMCERA) under the Public Employees Pension Reform Act (PEPRA), the County will match employee contributions to the County's 457 Plan, up to one percent (1%) base salary.

Effective January 1, 2016, each new employee will be automatically enrolled in the County's Deferred Compensation program, at the rate of one percent (1%) of their pre-tax wages, unless he or she chooses to opt out or to voluntarily change deferrals to greater than or less than the default one percent (>1%) as allowed in the plan or as allowed by law

Abolition of Position/Severance Pay

Eliminate ten (10) weeks of pay maximum.

Bilingual Pay

Increased to \$70.00 per biweekly pay period.

Medical Insurance

County will pay 85% of total premiums for Kaiser HMO, Blue Shield HMO, Kaiser High Deductible Health Plan or Blue Shield High Deductible Plan, and covered employees will pay 15% of total plan premium.

Alternatively, the County will pay 75% of the total premium for Blue Shield POS Plan, and covered employees will pay 25% of total premium for the Blue Shield POS Plan.

For County employees occupying permanent part-time positions who work a minimum of sixty (60), but less than eighty (80) hours in a biweekly pay period, or qualify for health benefits under the Affordable Care Act (ACA) the County will pay eighty-five percent (85%) of the Kaiser High Deductible Health Plan or Blue Shield High Deductible Plan, or three-fourths (3/4) of the hospital and medical care premiums described above.

(NEW) Education Stipend

If a worker is laid off and not reemployed by the County through a transfer, demotion, or displacement of another employee, the County will pay up to four thousand dollars (\$4,000) for tuition or fees in payment for accredited courses or training taken within twelve (12) months of layoff, and taken for the purpose of finding new employment.