

MEMORANDUM OF UNDERSTANDING
FOR JOINT SUBMISSION
TO BOARD OF SUPERVISORS
REGARDING THE PHYSICIANS
EMPLOYEE REPRESENTATION UNIT

THIS MEMORANDUM OF UNDERSTANDING, made and entered into this 12th day of
April, 2016,

BY AND BETWEEN

Authorized Management Representatives
(hereinafter referred to as "Management")
of the County of Los Angeles (hereinafter
referred to as "County"),

AND

Union of American Physicians & Dentists
(hereinafter referred to as "UAPD").

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ARTICLE 1 PURPOSE

It is the purpose of this Memorandum of Understanding to promote and provide for harmonious relations, cooperation and understanding between Management and the employees covered by this Memorandum of Understanding; to provide an orderly and equitable means of resolving any misunderstandings or differences which may arise under this Memorandum of Understanding; and to set forth the full and entire wages, hours, and other terms and conditions of employment of the employees covered by these Articles.

ARTICLE 2 RECOGNITIONSection 1.

Pursuant to the provisions of the Employee Relations Ordinance of the County of Los Angeles and applicable State law, Union of American Physicians and Dentists was certified on September 24, 2007, by County's Employee Relations Commission as the majority representative of County Employees in the Physicians Representation Unit (hereinafter "Unit") previously found to be appropriate by said Employee Relations Commission. Management hereby recognizes UAPD, as the certified majority representative of the employees in said Unit. The term "employee," or "employees" used herein shall refer only to employees employed by County in said Unit in the employee classifications comprising said Unit as listed in Article 7, SALARIES, as well as such classes as may be added hereafter by the Employee Relations Commission.

Section 2. Exclusive Recognition

Management agrees that it shall recognize UAPD as the exclusive representative of the employees in said Unit when County rules, regulations or laws are amended and UAPD have shown it has met the requirements of any such new rules.

ARTICLE 3 IMPLEMENTATION

This Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to County's Board of Supervisors. It is agreed that this Memorandum of Understanding shall not be binding upon the parties unless and until said Board of Supervisors:

- A. Act, by majority vote, formally to approve said Memorandum of Understanding;

- B. Enacts necessary amendments to all County ordinances, including the County's Salary Ordinance, Ordinance No. 6222, required to implement the full provisions hereof; and

- C. Acts to appropriate the necessary funds required to implement the provisions of this Memorandum of Understanding which require funding.

Notwithstanding the foregoing, in the event the Board of Supervisors fails to take all actions necessary to timely implement this Memorandum of Understanding, it is understood that the parties may mutually agree to implement appropriate provisions of this Memorandum which do not require specific approval of the Board of Supervisors.

Implementation shall be effective as of the date approved by the Board of Supervisors. If the parties do not mutually agree to implement appropriate provisions of this Memorandum not requiring approval by the Board of Supervisors, then negotiations shall resume upon the request of either party.

ARTICLE 4 TERM

The term of this Memorandum of Understanding shall commence on the date when the terms and conditions for its effectiveness, as set forth in Article 3, IMPLEMENTATION, are fully met, but in no event shall said Memorandum of Understanding become effective prior to 12:01 a.m. on October 1, 2015. This Memorandum of Understanding shall expire and otherwise be fully terminated at 12:00 midnight on September 30, 2018.

ARTICLE 5 RENEGOTIATION

Section 1. Calendar for Negotiations

In the event either party hereto desires to negotiate the provisions of a successor Memorandum of Understanding, such party shall serve upon the other its written request to commence negotiations, as well as its initial written proposals for such successor Memorandum of Understanding, during the period of June 15, 2018 to June 30, 2018. Negotiations shall begin no later than July 12, 2018. If full and entire agreement on the terms of a successor Memorandum of Understanding is not reached by August 31, 2018, an impasse shall be automatically declared on those issues which remain in dispute unless the parties mutually agree to continue negotiations.

ARTICLE 6 NON-DISCRIMINATION

The parties mutually recognize and agree fully to protect the rights of all employees hereby to join and participate in the activities of UAPD and all other rights in the Employee Relations Ordinance and Government Code, Sections 3500 through 3511.

The provisions of this Memorandum of Understanding shall be applied equally to all employees covered hereby without favor or discrimination because of race, color, sex, sexual orientation, age, national origin, political or religious opinions or affiliations, or disabilities or other factors not directly related to successful performance of the job. The parties recognize and agree that non-merit factors do not include employee conduct prohibited by law.

ARTICLE 7 SALARIES

The compensation of employees in this Unit shall be as provided in the Physicians Pay Plan (Part 2 and Part 4 of Chapter 6.08 of Title 6 of the County Code). The Board adopts and implements the salaries applicable to employees in the Unit on the dates and in the manner indicated.

Section 1. Physician Pay Schedule D

Physicians eligible for compensation under Schedule D shall be any physician who is not receiving a stipend from a medical school.

In no instance shall a physician simultaneously receive compensation under this section and Section 4 of this MOU.

3 percent (12 levels) effective November 18, 2015

3 percent (12 levels) effective October 1, 2016

2 percent (8 levels) effective October 1, 2017

2 percent (8 levels) effective April 1, 2018

ITEM NO	ITEM CLASSIFICATION	EFFECTIVE DATE	NOTE	SCH	MINIMUM RATE	MAXIMUM RATE
5475	PHYSICIAN,MD	CURRENT	N42			
		11/18/2015	N42			
		10/01/2016	N42			
		10/01/2017	N42			
		04/01/2018	N42			
5474	PHYSICIAN,MD (NON MEGAFLEX)	CURRENT	N43			
		11/18/2015	N43			
		10/01/2016	N43			
		10/01/2017	N43			
		04/01/2018	N43			
5455	PHYSICIAN SPECIALIST(MEGAFLEX)	CURRENT	N42			
		11/18/2015	N42			
		10/01/2016	N42			
		10/01/2017	N42			
		04/01/2018	N42			
5476	PHYSICIAN SPECIALIST(NON MEGAFLEX)	CURRENT	N43			
		11/18/2015	N43			
		10/01/2016	N43			
		10/01/2017	N43			
		04/01/2018	N43			
5477	PHYSICIAN SPECIALIST,MD	CURRENT	N19			
		11/18/2015	N19			
		10/01/2016	N19			
		10/01/2017	N19			
		04/01/2018	N19			
5473	RELIEF PHYSICIAN	CURRENT	N42			
		11/18/2015	N42			
		10/01/2016	N42			
		10/01/2017	N42			
		04/01/2018	N42			

Physician, MD, Megaflex (5475) and Physician, Non-Megaflex (5474) shall be compensated on Range 2 of the effective D table.

Physician Specialist Megaflex (5455) and Physician Specialist Non-Megaflex (5476) in the following specialties shall be compensated on the indicated range of the effective Physician D Schedule Table.

Effective November 18, 2015, Physician specialties will be placed on the Physician D

Schedule Table as follows:

<u>Code</u>	<u>Medical Specialty</u>	<u>Range</u>
51	Anesthesiology	D26
52	Dermatology	D23
53	Emergency Medicine	D17
54	Family Practice	D09
55	Internal Medicine – General/Endocrinology	D09
56	Internal Medicine – Cardiology (Invasive)	D25
57	Internal Medicine – Cardiology (Non-Invasive)	D14
58	Internal Medicine – Critical Care	D17
59	Internal Medicine – Gastro (Invasive)	D20
60	Internal Medicine – Gastro (Non-Invasive)	D10
61	Internal Medicine – Hematology/Oncology	D15
62	Internal Medicine – Infectious Disease	D05
63	Internal Medicine – Nephrology	D08
64	Internal Medicine – Pulmonary (Invasive)	D10
65	Internal Medicine – Pulmonary (Non-Invasive)	D06
66	Internal Medicine – Rheumatology	D05
67	Neurology	D08
68	Nuclear Medicine	D20
69	OB/Gyn – General	D17
70	OB/Gyn – Gynecologic Oncology	D26
71	OB/Gyn – Maternal/Fetal Medicine	D26
72	Otolaryngology	D28
73	Pathology	D10
74	Pathology – Forensic	D14
75	Pediatrics	D04
76	Pediatrics – Neonatal/Critical Care	D19
77	Physical Medicine and Rehabilitation	D12
78	Preventive Medicine	D06
79	Psychiatry	D13
80	Radiology – General/Diagnostic	D27
81	Radiology – Vascular/Internal Diagnostic	D30
82	Surgery – Cardio-Thoracic	D35
83	Surgery – General	D29
84	Surgery – Neurological	D35
85	Surgery – Ophthalmology	D24
86	Surgery – Orthopedics	D35
87	Surgery – Pediatric	D35
88	Surgery – Plastic	D34
89	Surgery – Urologic	D26
90	Surgery – Vascular	D29

Incumbents assigned to specialties experiencing a change in grid placement (Anesthesiology, Dermatology, Family Practice, Internal Medicine Cardiology – Invasive, Internal Medicine Cardiology – Non Invasive, Internal Medicine - Gastro Non-Invasive, Internal Medicine - General/Endocrinology, Internal Medicine - Hematology/Oncology, Internal Medicine - Pulmonary – Non-Invasive, Neurology, Nuclear Medicine, OB/Gyn – Maternal/Fetal Medicine, Otolaryngology, Pediatrics – Neonatal/Critical Care, Physical Medicine and Rehabilitation, Surgery – Cardio – Thoracic, Surgery – General, Surgery – Neurological, Surgery – Orthopedics, Surgery – Pediatrics, Surgery Plastic, and Surgery – Urologic), effective November 18, 2015, shall be placed at the nearest step, to the current salary, that does not allow for a decrease.

Specialty for pay purposes in DHS will be determined by physician privileges and by the physician's assignment.

The salaries shall be based on the effective D Schedule provided for in Attachment A of this Memorandum of Understanding.

The parties agree to review the existing pay plan to determine whether to include additional specialties. This shall be completed by December 31, 2014. If full and entire agreement on the terms is not reached by December 31, 2014, the parties may mutually agree to continue negotiations. The parties agree to reopen the salary article for the purpose of revising the specialties and placement of new and existing specialties on the existing physician pay plan.

Section 2. Salary upon initial appointment

Original appointment shall be at the rate designated as the first step, except in the case of transfer, demotion, promotion, or special step placement. This will establish a step anniversary date pursuant to Section 6.08.270 of the County Code.

Section 3. Step Advancement under Schedule D

Physicians eligible to receive step advances will be advanced one step within the applicable range upon completion of one year of service, and upon certification by the department head (or his/her designate) that the physician has met performance standards as agreed upon by the County and the Union. Step advancement will continue until the employee has reached the top of the range.

Section 4. Physician Pay Schedule P

Physicians eligible for compensation under Schedule P shall be any physician who, as of January 1, 2008, is receiving a stipend under a medical school affiliation agreement approved by the Board of Supervisors and in effect immediately prior to January 1, 2008.

<u>ITEM NO</u>	<u>ITEM CLASSIFICATION</u>	<u>EFFECTIVE DATE</u>	<u>NOTE</u>
5477	Physician Specialist, MD	1/1/2008 1/1/2009	N19 N19

The salaries shall be based on the effective P Schedule provided for in Attachment B of this Memorandum of Understanding.

Physician Specialist, MD (Item No. 5477) in the specialties of Preventive Medicine, Internal Medicine, Pediatrics, Dermatology, Emergency Medicine, Family Practice, Neurology, Physical Medicine and Rehabilitation, and Psychiatry shall be compensated on Schedule 4 of the effective P Table.

Physician Specialist, MD (Item No. 5477) in the specialties of Obstetrics and Gynecology, Pathology, Urology, Ophthalmology, General Surgery, Nuclear Medicine, Radiology, Otolaryngology, Neurosurgery, Anesthesiology, Orthopedics, Plastic Surgery, and Thoracic Surgery shall be compensated on Schedule 9 of the effective P Table.

Section 5. Step Advancement under Schedule P

1. Full-time permanent employees in this Unit who are below the top step of the appropriate Physician Specialist Schedule and who are eligible to step advance will be granted a step advance only when a competent or better Performance Evaluation has been filed by the employee's department head. The Performance Evaluation shall be filed at least one month prior to the employee's step advance anniversary date and within a period which does not exceed one year prior to that date.

2. If no performance review is filed as defined in Paragraph a. above, or if an employee receives an Improvement Needed Performance Evaluation, the employee's step advance will not be granted on the date due.

3. Where no Performance Evaluation is issued in accordance with Paragraph a. above, the employee may request his department head in writing to issue a Performance Evaluation. The department head shall issue a Performance Evaluation within five days of the employee's request. If said Evaluation is competent or better, the employee shall be granted a step advance effective on his step advance anniversary date.

4. Grievances arising out of this Section shall be processed as follows:
 - (a) Where no Performance Evaluation has been issued in accordance with Paragraph b. above, the employee may file a grievance with the Department of Human Resources. If the Department of Human Resources fails to obtain issuance of such Performance Evaluation within ten days after the grievance is filed with the Department of Human Resources, the employee shall be deemed competent and the step advance shall be processed within 30 days effective to his step anniversary date.

 - (b) Where the department head issues a Performance Evaluation upon request of the Department of Human Resources and said Performance Evaluation is competent or better, the employee shall be provided a step advance within 30 days effective on his step advance anniversary date.

- (c) Grievances based on an Improvement Needed Performance Evaluation shall be filed within ten days of issuance with the department head or his designated representative who shall respond to the grievance within ten days. Appeals from a department head decision shall be processed in accordance with Civil Service Rules.

- (d) During the term of this Memorandum of Understanding, should any changes be made in the existing categories of Performance Evaluations, which adversely impacts the application of this Section, the parties shall meet and renegotiate this Section. In the event an agreement cannot be reached through negotiations, it is agreed that the Union may submit the dispute to arbitration. The arbitrator shall issue an award on the step advances as affected by the changes in existing categories of Performance Evaluations.

Section 6. Full-Time County Physicians Receiving Compensation Under UCLA Medical School Affiliation Agreement

Pursuant to the agreement between the Regents of the University of California and the County Board of Supervisors on November 25, 2008, physicians receiving compensation from the university under the affiliation agreement will cease receiving such compensation and become solely employed by the County. County employment will be compensated as described in Section 1 and Section 2 of this article. Physicians shall be placed at the nearest step in the designated pay range that does not result in a reduction in pay. "Pay" for the purpose of step placement shall be the sum of the following:

Monthly stipend received under the old UCLA Medical School Agreement (Contract years 2006-08)

Regular monthly County salary under the old Physician Pay Plan (Schedule P), exclusive of any bonus for board certification in a medical specialty or special rate received pursuant to Section 6.10.150 C of the County Code.

In no event shall any physician simultaneously receive compensation under this MOU and Section 6.10.150 C of the County Code.

In any case where the pay as calculated above exceeds the top step of the designated range in Schedule D, the physician shall be paid at a special monthly rate, exclusive of any bonus for board certification in a medical specialty, that equals said pay and that maintains over time the same percentage differential between such rate and top step of the designated Schedule D rate. Such special monthly rate shall constitute a base rate.

Placement on Schedule D pursuant to this section is effective on July 1, 2008, and shall result in a new anniversary date.

Section 7. Full-Time County Physicians Receiving Compensation Under USC Medical School Operating Agreement

Pursuant to the amended affiliation agreement approved by the County Board of Supervisors on November 25, 2008, non-tenured physicians affected by that newly signed agreement shall make a choice of being either solely a County employee or solely a University employee.

Those Physicians choosing County employment will be compensated as described in Section 1 and 2 of this article. Physicians choosing this option shall be placed at the nearest step in the designated pay range that does not result in a reduction in pay. "Pay" for the purpose of step placement shall be the sum of the following:

Monthly stipend received under the old USC Medical School Agreement (Contract years 2006-08)

Regular monthly County salary under the old Physician Pay Plan (Schedule P), exclusive of any bonus for board certification in a medical specialty or special rate received pursuant to Section 6.10.150 C of the County Code.

In no event shall any physician simultaneously receive compensation under this MOU and Section 6.10.150 C of the County Code.

In any case where the pay as calculated above exceeds the top step of the designated range in Schedule D, the physician shall be paid at a special monthly rate, exclusive of any bonus for board certification in a medical specialty, that equals said pay and that maintains over time the same percentage differential between such rate and top step of the designated Schedule D rate. Such special monthly rate shall constitute a base rate.

Placement on Schedule D pursuant to this section is effective July 1, 2008, and shall result in a new anniversary date.

Those physicians choosing University employment shall resign from County service. If physicians choose to return to County employment at a later date they may do so with the status of a "new hire." Tenured physicians, and non-tenured physicians who do not choose either sole County employment or sole university employment shall continue to be compensated under Schedule P, and continue to receive compensation pursuant to the USC affiliation agreement as amended on November 25, 2008.

Section 8. Part-Time County Physicians Receiving Compensation Under Medical School Agreements

1. Part-Time Permanent and Temporary Status Eligible for Step Advancement

Part-time County-employed physicians eligible for step advancement will be placed on the new County Salary Schedule D in accordance with their specialty. These physicians may retain dual employment and continue to receive County salary and

compensation from the university. County will not include the university compensation amount as part of the monthly base salary to determine step placement.

2. Part-Time Permanent and Temporary Status Not Eligible for Step Advancement

Part-time County-employed physicians not eligible for step advancement will be paid the hourly, daily, or per session rate appropriate for their specialty. These physicians may retain dual employment and continue to receive compensation from the university.

Section 9. Assignment of Incentive Payments

The County finds that adoption and meaningful use of an electronic health record (EHR) system will improve patient safety and quality of care, provide greater efficiency of care, and prepare County medical providers to be proficient in new health information technology. It is expected that employees in this bargaining unit will use the EHR system on a daily basis as a part of their routine professional responsibilities

To help achieve this, eligible professionals (as defined by the Centers for Medicare and Medicaid Services or CMS) in this bargaining unit will participate in the EHR Incentive Program registration and qualification process, and execute an Electronic Health Records Payment Assignment Form authorizing assignment of EHR incentive payments to the Department of Health Services. Assignment of these funds will assist in EHR system purchase, implementation, and maintenance.

Physicians that are currently utilizing the EHR Incentive will be dealt with on a case-by-case basis.

On a one-time basis, eligible professionals who achieve meaningful use and have assigned incentive payments to the County will be reimbursed up to \$1,500 for the purchase of equipment such as computers, internet software and hardware that could be utilized for the EHR. Reimbursement will be made upon presenting the receipt of purchase to the designated management contact. This section will expire on September 30, 2015.

ARTICLE 8 BENEFITS

The parties agree that Unit 324 members in the classification of Physician, Non-Megaflex (5474) and Physician Specialist, Non-Megaflex (5476) shall receive all the benefits negotiated by the Coalition of County Unions applicable to this Unit for the term of this agreement.

Section 1. Cafeteria Plan

This section is applicable to the classifications of Physician, MD, Megaflex (5475), Physician Specialist, MD (5477) and Physician, Specialist, Megaflex (5455).

Permanent County employees covered by this agreement currently participating in, or eligible to participate in the Flexible Benefit Plan (FBP) and/or Mega-Flex Plan (Pensionable and Non-Pensionable) shall continue to be eligible for and participate in said plans. Any and all future changes the County makes to the Flex and Mega-Flex Benefit Plans for non-represented employees, including contributions, plan design and benefit changes, shall be extended to and become part of said eligible or participating employee's Flex and Mega-Flex Plan.

It is the intent of the County to provide a "grandfathered" benefit to employees currently receiving or eligible to participate in the Flexible Benefit/Mega-Flex Plan that elect to be represented by a certified employee organization. Any new employee hired or promoted into an accreted job classification or a classification covered by unit certification previously

covered by the Flex/Mega-Flex Plan on or after the date of Board approval shall not participate in the Flex/Mega-Flex program.

The County shall not discriminate against non-represented employees upon unit certification or accretion into a UAPD bargaining unit, or otherwise restrict their participation in the Flex and Mega-Flex Benefit Plans, on the basis of their status as represented employees.

The parties agree that the exclusive management, control and administration of the Flex/Mega-Flex Program shall be at the discretion of the County. Any current and future changes or modifications to the Flex/Mega-Flex Program will be at the sole discretion of Management subject to the County meeting and consulting with the Union prior to implementing any changes to the plan(s).

Section 2. 401(K) Savings Plan

This section is applicable to the classifications of Physician, MD, Megaflex (5475), Physician Specialist, MD (5477) and Physician, Specialist, Megaflex (5455).

Permanent County employees covered by this agreement currently participating in, or eligible to participate in the 401(K) Savings Plan shall continue to be eligible for and participate in said plan. Any and all future changes the County makes to the 401(K)

Savings Plan for non-represented employees shall be extended to and become part of said eligible or participating employee's 401(K) Savings Plan.

It is the intent of the County to provide a "grandfathered" benefit to employees currently receiving or eligible to participate in the 401(K) Savings Plan (Chapter 5.26 of the County Code) that elect to be represented by a certified employee organization. The "grandfathering" provisions apply on an individual employee basis only.

Any new employee hired, transferred, promoted, or who demotes into an accreted job classification on or after the date of Board approval of this MOU shall not participate in the 401(K) Savings Plan.

The County shall not discriminate against employees, or otherwise restrict their participation in the 401(K) Savings Plan on the basis of their status as represented employees.

The parties agree that the exclusive management, control and administration of the 401(K) Savings Plan shall be at the discretion of the County. Any current and future changes, modification, or termination of the 401(K) Savings Plan will be at the sole discretion of Management subject to the County meeting and consulting with the Union prior to implementing any changes or termination of the 401(K) Savings Plan.

ARTICLE 9 SPECIAL PAY PRACTICESSection 1. Overtime Compensation

- a. Whenever it is medically required for a physician to be assigned by his/her department head to work overtime in excess of his/her workweek or workday and such work is performed at a county medical facility, he/she shall be compensated at his/her straight-time hourly rate unless he/she qualifies for the rate set forth in Section 6.08.240(c). All overtime shall be recorded at the physician's regular work location even though the overtime may be worked at some other work location. In such instances, the medical directors at both work locations shall agree in advance to the overtime at the second location. Overtime compensation requires prior authorization by the Chief Executive Officer.

- b. At the discretion of the department head, a physician may accumulate compensatory time off in lieu of paid overtime on an hour-for-hour basis, to a maximum of 240 hours at any one time in a calendar year. 144 hours of such compensatory time off may be deferred to the next calendar year after which any time not used with the permission of the department head shall be lost.

- c. In the Departments of Health Services, Public Health, and Coroner, overtime work assignments shall be distributed equitably among physicians in the same specialty and applicable work location.

Section 2. Standby Compensation

- a. Effective on the first day of the month following Board approval of this MOU, whenever a physician is assigned to standby duty, he/she shall receive \$7.30 per hour during the standby assignment. Assignment to standby duty requires the prior annual authorization of the Chief Executive Officer.

Effective October 1, 2017, the current standby rate will increase by 5%, this equates to a new rate of \$7.67 per hour.

- b. When the Chief Executive Officer finds after investigation that there is an existing or impending shortage of anesthesiologists at a medical facility and that as a consequence, it is necessary for a person employed as either Physician Specialist, MD (5477) , Physician Specialist, Megaflex (5455) or Physician Specialist, Non-Megaflex (5476) with a specialty in Anesthesiology, to be assigned to standby duty, the Chief Executive Officer may authorize, upon request of the Director of Health Services, hourly compensation for the assignment at any rate between \$7.30 per hour and \$14.60 per hour. Such compensation shall constitute the employee's total compensation during the assignment, irrespective of whether or not the standby duty results in a return to the work site or a telephone consultation.

Effective October 1, 2017, the current standby rate will increase by 5%, this equates to a new rate between \$7.67 per hour and \$15.33 per hour.

Section 3. Special Credits

1. Any person appointed to the position of Physician Specialist, MD (5477) , Physician Specialist, Megaflex (5455) or Physician Specialist, Non-Megaflex (5476) who has obtained certification by the appropriate American Medical Specialty Board in the specialty to which he/she is assigned, shall receive additional compensation as follows:
 - a. Any person appointed to the position of Physician Specialist, MD (5477) , Physician Specialist, Megaflex (5455) or Physician Specialist, Non-Megaflex (5476) who, on June 30, 1979, was receiving credit for three additional steps for board certification, who has remained continuously assigned to the specialty for which such credit was granted shall receive a flat monthly bonus equal to 8.25 percent of the step on the appropriate P Schedule or D Schedule to which he/she is entitled based upon experience. Such bonus shall only be given for certification in one specialty.
 - b. All other persons employed as a Physician Specialist, MD (5477) , Physician Specialist, Megaflex (5455) or Physician Specialist, Non-Megaflex (5476) shall receive a flat-rate monthly bonus equal to 5.5 percent of the step on the appropriate P Schedule or D schedule to which they are entitled based upon experience. Such bonus shall only be given for certification in one specialty. Such compensation shall not be effective before the first day of the month in which the department head notifies the Chief Executive Officer of his eligibility for such credit.

2. In lieu of obtaining certification by the American Board of Emergency Medicine, any person appointed on or before, June 30, 1981, to the position of Physician Specialist, MD (5477), Physician Specialist, Megaflex (5455) or Physician Specialist, Non-Megaflex (5476) who is assigned to emergency medicine, and has completed three years of specialized experience in emergency medicine, shall receive a flat monthly bonus equal to 5.5 percent of the step on the appropriate P.

Schedule or D Schedule to which he/she is entitled based upon experience. In no event shall persons appointed to emergency medicine on or after July 1, 1981, receive a bonus pursuant to this subsection.

3. Any physician who is assigned to work at Los Angeles County High Desert Health Systems and who was so assigned prior to January 1, 1986, shall receive a flat monthly bonus equal to 8.25 percent of the step on the appropriate P Schedule or D Schedule to which he is entitled based upon experience. In no event shall a physician receive such bonus if he/she is receiving compensation pursuant to Section 6.08.240(a) (Manpower Shortage) or Section 6.10.050 (Manpower Shortage Recruitment Rate) of the County Code.

Any person who ceases to be eligible of any credit provided in this Section 4 shall cease to receive said credit.

- a. Effective November 18, 2015, any physician permanently assigned to work at Los Angeles County High Desert Health System, after January 1, 1986, shall receive 5.5% of the base salary on the appropriate D table. To be eligible for the bonus physicians must be currently assigned to the High Desert Health System.

Any person who ceases to be eligible for any credit provided in this section shall cease to receive said credit.

- b. During the term of this contract, the effectiveness of the above referenced credit shall be evaluated annually. Should County management determine the special credit fails to successfully help with recruitment and retention efforts; the special credit shall cease effective September 30, 2018, and shall not be reinstated without authorization of the Chief Executive Officer.

Section 4.

Specialty Bonus

1. Any person employed as a Physician Specialist, MD (Item #5477) who is employed in the eligible classes listed below and is also assigned to one of the eligible medical specialties listed below, during such assignment, shall receive an additional flat monthly amount equal to three percent of the step on the appropriate P Schedule.

The rate established by this article shall constitute a base rate:

Dermatology
Emergency Medicine
Obstetrics and Gynecology
Pathology
Urology
General Surgery
Anesthesiology
Orthopedics

2. Any person employed as a Physician Specialist, MD (Item #5477) who is employed in the eligible classes listed below and is also assigned to one of the eligible medical specialties listed below, during such assignment, shall receive an additional flat monthly amount equal to 5.75% of the step on the appropriate P Schedule. The rate established by this article shall constitute a base rate.

Neurosurgery
Thoracic Surgery

3. Any person employed as a Physician Specialist, MD (Item #5477) who is assigned to work as a medical specialist in psychiatry, during such assignment shall receive an additional flat monthly amount equal to four percent of the step on the appropriate P Schedule. The rate established by this article shall constitute a base rate.

4. Any person employed as a permanent Physician Specialist, MD (Item #5477) who is assigned to work as a medical specialist in forensic pathology in the Department of Coroner, during such assignment shall receive an additional flat monthly amount equal to three percent of the step on the appropriate P Schedule. The rate established by this article shall constitute a base rate.

Section 5. Additional Compensation for Certain Physicians.

Notwithstanding any other provision of the County Code, effective beginning on the date persons holding positions in the class of Physician Specialist MD (Item #5477) cease to be eligible for matching contributions pursuant to Chapter 5.23 of the County Code, they shall receive additional compensation equal to three percent of the physician's current pay rate. The rate established by this provision shall constitute a base rate.

Section 6. Compensation Limitations

- a. No combination of pay under the provisions of Sections 1, 2 and/or 3 of this section shall exceed 60 percent of a physician's base monthly salary, calculated twice each month; once for the period of the first through the 15th of the month, and once for the period of the 16th through the end of the month.
- b. In no event shall a physician receive compensation for overtime during a period of standby duty.

- c. Employees in this bargaining unit shall not hold more than one county position. This does not apply to physicians encumbering a second County classification via the Physician Registry.

Section 7. Drug Enforcement Agency (DEA) License Fee Waiver

Upon request by a full-time permanent physician covered by this MOU the Department will complete the certification portion of the request to the Drug Enforcement Agency (DEA) to waive the DEA License Fee.

Section 8. Detention and Correctional Facilities Assignment

Upon the integration of the Los Angeles County Sheriff's Department, Medical Services Bureau, integration into the Department of Health Services, Physician Specialist, Family Practice, and Physician Specialist, Internal Medicine/General – Endocrinology, permanently assigned to work in a Los Angeles County detention or correctional facility shall receive an additional 5.5 percent above the compensation provided in Article 7.

Compensation pursuant to this section does not constitute a base rate.

If an employee's permanent detention or correctional facility assignment ceases, the bonus shall be discontinued on the employees last date of permanent assignment.

During the term of this contract, the effectiveness of the above referenced bonus shall be evaluated annually. Should County management determine the detention bonus fails to successfully help with the recruitment and retention efforts of Physician Specialist, Family Practice and Physician Specialist, Internal Medicine/General – Endocrinology; the parties agree to meet to discuss the feasibility of increasing the bonus and/or adding to the list of specialties that qualify for the bonus.

ARTICLE 10 BULLETIN BOARDS

Management will furnish adequate bulletin board space to UAPD where there are existing bulletin boards for the employees in this Unit and where adequate bulletin board space has not yet been made available.

The boards shall be used for the following subjects:

- A. UAPD recreational, social and related UAPD news bulletins;
- B. Scheduled UAPD meetings;
- C. Information concerning UAPD elections or the results thereof;
- D. Reports of official business of UAPD including UAPD newsletters, reports of committees or the Board of Directors; and
- E. Any other written material which first has been approved and initialed by the designated representative of the department head. The designated representative must either approve or disapprove a request for posting within 24 hours, excluding Saturdays, Sundays, and legal holidays from the receipt of the material and the request to post it. Failure to do so will be considered approval to post the material.

The designated representative will approve all reasonable requests.

The parties may mutually waive the provisions of this Article if a satisfactory posting policy on bulletin boards is currently in effect.

ARTICLE 11 HEALTH AND SAFETY

Section 1. Parties' Responsibilities

It is the intent of Management to make every reasonable effort to provide and maintain a safe and healthy place of employment. The UAPD will cooperate by encouraging all employees to perform their work in a safe manner. It is the duty of all employees in the course of performing their regularly assigned duties to be alert to unsafe and/or unhealthy practices, equipment, and conditions and to report any such unsafe and/or unhealthy practices, or conditions to their immediate supervisors.

If such condition cannot be satisfactorily remedied by the immediate supervisor, the employee or his representative may submit the matter to the local facility safety officer or the departmental safety officer, if there is no local safety officer.

The safety officer will respond within five (5) working days. If the employee or his representative is not satisfied with the response of the safety officer, the Union may consult with the Chief Executive Officer, Risk Management, or his/her designate. A representative of such branch shall respond to the Department Head and the Union within ten (10) working days. If the Union is not satisfied with the response of the Chief Executive Officer, Risk Management, or his/her designee, the issue may be taken within ten (10) days to arbitration as set forth in Article 17. During such ten (10) days consultation between the Department Head and the Union will take place.

Section 2.

Management and the Union mutually agree that safety and health conditions in employment in the County of Los Angeles are subject to the provisions of the Williams-Steiger Occupational Safety and Health Act of 1970 and the California Occupational Health Act of 1973.

Section 3.

Employees in this Unit who are at risk of direct exposure to blood or blood contaminated body fluids shall be entitled to receive Hepatitis B vaccine at no cost. Management shall provide supplies/equipment to ensure implementation of universal precautions as recommended by Centers for Disease Control (CDC).

Management will create, at each department or facility, policies which delineate reasonable care in the event an employee is exposed to a communicable disease or hazardous substance on the job. Such policies will be consistent with local, state and federal health and safety regulations and guidelines.

Further, in the event an employee is exposed to any infectious/communicable disease or hazardous condition and develops a condition as a direct result of that exposure, the County will be liable under applicable Workers' Compensation laws.

ARTICLE 12 WORK SCHEDULE

Nothing herein shall be construed as a guarantee of a minimum number of hours of work per day or per week, or of days of work per week. Nothing herein shall be construed to modify in any manner whatsoever a workday or workweek as defined by Chapter 6.12 of the Los Angeles County Code.

Section 1. Work Shift

Employees shall be scheduled to work on regular work shifts having regular starting and quitting times. Except for emergencies (See Section 5), employee's work schedules shall not be changed without notice to the employee at least ten (10) working days before the change is to be implemented. Irregular work schedules shall not be changed without notice to the employee at least ten (10) working days prior to the date the change is to be effective.

Section 2. Workweek

The normal workweek shall be five (5) consecutive workdays and two days of rest in a seven consecutive day period except as provided in Section 4.

Section 3. Workday

For full-time employees, eight (8) hours shall constitute a regular workday, unless a flextime work schedule has been arranged pursuant to Section 6.

Section 4.

Nothing herein shall be construed to affect in any manner whatsoever irregular workday or workweek assignments required for the maintenance of necessary operations.

Section 5. Emergencies

Nothing herein shall be construed to limit the authority of Management to make temporary assignments to different or additional locations, shifts or work duties for the purpose of meeting emergencies. However, such emergency assignments shall not extend beyond the period of such emergency, with Management making every reasonable effort to resolve the emergency conditions.

Section 6. Flexible Working Hours

Nothing herein shall preclude Management from establishing flextime work schedules (Ex. 4/10, 9/80). Upon request, a Unit member may be permitted a flextime schedule as mutually agreed upon by the employee and Management.

Section 7. Time Records

All physicians shall fill out time cards or other reports, indicating hours and dates of County work performed.

Section 8. Duty Coverage

It is management's responsibility to arrange duty coverage for approved time off. If coverage is not available, the time off request may be denied.

ARTICLE 13 OUT-OF-CLASS ASSIGNMENT

Section 1. Definition

- A. For the purpose of this Article, an out-of-class assignment is the full-time performance of all the significant duties of an allocated* vacant, funded supervisory physician class.
- B. The bonus payable shall be 5% of the base salary of the affected physician not to exceed the difference between the employee's monthly rate of pay as a Physician, MD, Megaflex (5475), Physician, Non-Megaflex (5474), Physician Specialist, MD (5477), Physician Specialist, Megaflex (5455) or Physician Specialist, Non-Megaflex (5476) and the monthly rate of pay for the higher level administrative class to which the employee is assigned calculated as if the employee had been appointed to the higher level administrative class. This bonus shall not constitute a base rate.

*For the purpose of this Article, vacancies due to leaves of absence shall be defined as in County Code Section 6.20.110."

Section 2. Conditions

- A. 1. If an employee is assigned to an out-of-class assignment for more than 20 consecutive working days, Management shall upon the employee's or Union's written request for relief either:

appoint the employee according to Civil Service Rules. If the person is appointed within 30 calendar days from the date of request for relief, no bonus under this Article is to be paid; or

return the employee to an assignment in his/her own class.

2. If such return is made within 30 days of the request for relief, no bonus under this Article is to be paid; or

pay the employee the bonus. The bonus is paid from the date of request for relief, and terminates when the conditions of this Article are no longer met.

3. This bonus is not applicable to persons employed on a temporary, recurrent, or less than full-time basis.

- B. It is the intent of Management to avoid working an employee on an out-of-class assignment for a prolonged period of time.

Section 3. Special Provisions

- A. Nothing herein shall be construed to limit the authority of Management to make temporary assignments to different or additional locations, shifts or work duties for the purpose of meeting emergency situations over which the department has no

control. However, such assignment shall not extend beyond the period of such emergency.

- B. Nothing in this Article shall be construed as limiting Management's authority to make temporary incidental assignments on higher rated administrative classification work, or to assign employees out-of-class for the purpose of training without any additional compensation for the duration of such training. Written confirmation of such assignment will be placed in the employee's personnel file upon request of the employee.
- C. It is agreed that the provisions of this Article will only be applied within departments and districts within the County and is not intended to apply across departmental organizational units.
- D. Upon the employee's written request a written confirmation of his/her out-of-class assignment shall be placed in the employee's personnel file after completion of the out-of-class assignment. A copy will be provided to the employee.

ARTICLE 14 PERSONNEL FILES

An employee, or his/her certified representative, with the written consent of the employee, may inspect that employee's personnel file with the exception of all material obtained from other employers and agencies at the time that the employee was hired.

An employee shall be advised of, and entitled to read, any written statement by the employee's supervisor or departmental management regarding his/her work performance or conduct if such statement is to be placed in his/her personnel file. Prior to its placement in the personnel file, the employee shall acknowledge that he/she has read such material by affixing his/her signature on the copy to be filed, with the understanding that such signature merely signifies that he/she has read the material to be filed but does not necessarily indicate agreement with its content. If the employee refuses to sign, the supervisor shall note his/her refusal on the copy to be filed along with the supervisor's signature and the signature of a witness to the employee's refusal to sign. The employee will be given a copy of any material to be placed in his/her personnel file, prior to its placement in the file.

The employee may file a grievance regarding any such document within the prescribed time limits of the grievance procedure. If the employee fails to file a grievance within the designated time limits, the document becomes part of the official file. If the employee does file a grievance within the designated time limits, said document would not be placed in the

official file until the grievance procedure or civil service appeal rights have been exhausted. Grievances filed under this provision shall not be subject to the Arbitration provisions of the Grievance Procedure unless they involve violation of a specific provision of this Memorandum of Understanding. Within thirty (30) days of his/her knowledge of a written statement regarding employee performance or conduct, the employee is entitled to place a written statement in his/her file stating reasons for disagreement with the written statement. Management agrees that no properly used full paid sick leave used in the twelve months immediately prior to an Appraisal of Promotability or a Performance Evaluation will be referenced on such forms.

On reviewing his/her personnel file, an employee may request and have any written warnings issued more than one year prior placed in an envelope and sealed in his/her personnel file except as such may be a part of an official permanent record. On the face of the sealed envelope it shall read "The contents herein shall be disclosed only upon written consent of the subject employee or by subpoena or other legal process from a public body of competent jurisdictions." The date the contents of the sealed envelope will be destroyed shall also appear on the face of envelope. That date shall be two (2) years from the date of issue of the documents in the sealed envelope.

An employee on reviewing his/her personnel file, may request and shall have any written warnings or reprimand(s) issued more than two (2) years prior removed from his/her personnel file except as such may be a part of an official permanent record.

The annual performance evaluation must be prepared and signed by a County employed management physician. All disciplinary actions taken against a physician must be reviewed and approved by a County-employed management physician.

ARTICLE 15 TRANSFERSSection 1.

Any employee covered herein may submit a written request for transfer within his/her own department and have his/her name placed on a list to be kept by the manager of the work location to which the employee is requesting a transfer.

Management agrees to consider employees' requests for transfer at the time vacancies are to be filled. Employees wishing to transfer will forward to Management, a written request indicating their desire for a transfer, the reason for the request, and a resume of their training and experience.

These written requests will be maintained in an active file within the appropriate office to which it was sent for a period not to exceed six (6) months. Employees desiring to keep their individual request active beyond the above time limit must submit a new written request.

If the employee has been rated competent or better on his/her last performance evaluation and meets the official posted qualifications for the position, Management shall give serious consideration to his/her transfer request. However, this Article in no way is intended to limit Management's authority to make assignments.

Section 2. Management-Initiated Transfer

When it becomes necessary to transfer an employee on an involuntary basis, the department will make every effort to give the employee at least ten (10) business days' written notice.

In the event of an involuntary transfer, Management will consider several factors, such as the employees' seniority, experience, geographic location, academic training and skills, and operational needs.

ARTICLE 16 GRIEVANCE PROCEDURESection 1. Purpose

The purpose of the grievance procedure is to provide a just and equitable method for the resolution of grievances without discrimination, coercion, restraint, or reprisal against any employee or employees who may submit or be involved in a grievance.

Section 2. Definitions

1. Wherever used, the term “employee” means either employee or employees as appropriate.

2. “Grievance” means a complaint by an employee concerning the interpretation or application of the provisions of this Memorandum of Understanding or of rules and regulations governing personnel practices or working conditions, which complaint has not been resolved satisfactorily in an informal manner between an employee and his/her immediate supervisor.

3. “Business Days” mean calendar days exclusive of Saturdays, Sundays, and legal holidays.

Section 3. Responsibilities

1. UAPD agrees to encourage an employee to discuss his/her complaint with his/her immediate supervisor. The immediate supervisor will, upon request of an employee, discuss the employee's complaint with him/her at a mutually satisfactory time.

2. Departmental management has the responsibility to:
 - A. Inform an employee of any limitation of the department's authority to fully resolve the grievance; and

 - B. Supply the employee with the necessary information to process his/her grievance to the proper agency or authority.

3. The Union agrees to encourage an employee, who files a formal written grievance, to state clearly and concisely the specific action(s) being grieved, the provision(s) violated and the specific remedy requested. If the grievance is returned to the employee, Management will state in writing the reasons for the return. If the grievance was timely filed, new time limits will be established in accordance with Section 7, Step 1, of this grievance procedure.

Section 4. Waivers and Time Limits

1. Failure by Management to reply to the employee's grievance within the time limits specified automatically grants to the employee the right to process the grievance to the next level.

2. Any level of review, or any time limits established in this procedure, may be waived or extended by mutual agreement confirmed in writing.

3. If an employee fails to appeal from one level to the next level within the time limits established in this grievance procedure, the grievance shall be considered settled on the basis of the last decision and the grievance shall not be subject to further appeal or reconsideration.

4. By mutual agreement, the grievance may revert to a prior level for reconsideration.

Section 5. Employee Rights and Restrictions

1. The employee has the right to the assistance of a representative in the preparation of his/her written grievance, and to represent the employee in formal grievance meetings. The grievant may be required by either party to be present in meetings with Management for purposes of discussing the grievance.

2. A County employee selected as a representative in a grievance is required to obtain the permission of his/her immediate supervisor to absent himself/herself from his/her duties to attend a grievance meeting. The employee representative shall give his/her supervisor reasonable advance notice to ensure that his/her absence will not unduly interfere with departmental operations.

An employee may present his/her grievance to Management on County time. In scheduling the time, place and duration of any grievance meeting, both the employee and Management will give due consideration to the duties each has in the essential operations of the department. No employee shall lose his/her rights because of Management imposed limitations in scheduling meetings.

Section 6. The Parties' Rights and Restrictions

1. Only a person selected by the employee and made known to Management prior to a scheduled formal grievance meeting shall have the right to represent or advocate as an employee's representative.
2. If the employee elects to be represented in a formal grievance meeting, the department may designate a Management representative to be present at such meeting.
3. Management shall notify UAPD of any grievance involving the terms and conditions of this Memorandum of Understanding.

4. The UAPD representative has the right to be present at any formal grievance meeting concerning a grievance that directly involves the interpretation or application of the specific terms and provisions of this Memorandum of Understanding.
5. If the UAPD representative elects to attend any formal grievance meeting, he/she must inform departmental management prior to such meeting. The department may also designate a Management representative to be present at such meeting.
6. Only County employees who have direct, first-hand knowledge of the event giving rise to the grievance may be called on as witnesses by the grievant.

Such witnesses may attend formal grievance hearings on paid County time.

Section 7. Procedures

Step 1. Supervisor

- A. Within ten (10) business days from the occurrence of the matter on which a complaint is based, or within ten (10) business days from his/her knowledge of such occurrence, an employee shall file a formal written grievance. Three copies of the departmental grievance form shall be completed by the employee stating the nature of the grievance, and the remedy requested from his/her departmental management. The employee shall submit the original and one copy to his/her immediate supervisor and retain the third copy.

- B. Within ten (10) business days, the immediate supervisor shall give his/her decision in writing to the employee on the original copy of the grievance.

Step 2. Middle Management

- A. Within ten (10) business days from his/her receipt of the supervisor's or his/her designated representative's, written decision and using the returned original copy of the grievance form, the employee may appeal to the appropriate level of Management as previously indicated by the employee's department head. The department head has the authority to waive the middle management step if such a step is not appropriate because of the size of his/her department.

The middle Management representative, or his/her designated representative, shall discuss the grievance with the supervisor concerned and the employee before a decision is reached by him/her.

- B. Within ten (10) business days from receipt of the grievance, the middle Management representative or his/her designated representative, shall give a written decision and the reasons therefore to the employee using the original copy of the grievance. Upon request, a copy of the decision will be given to the Union Representative.

Step 3. Department Head

- A. Within ten (10) business days from his/her receipt of the decision resulting from the previous step, the employee may appeal to the Department Head, or his/her designated representative using the original copy of the grievance.

- B. Within ten (10) business days from the receipt of the employee's grievance, the Department Head or his/her designated representative who has not been involved in the grievance in prior levels shall make a thorough review of the grievance, meet with the parties involved and give a written decision and the reasons therefore to the employee. However, the Department Head or designate is not limited to denying a grievance for the reasons stated at any previous step in the procedure. Upon request, a copy of the decision will be given to the Union representative.

- C. If the Department Head or his/her designated representative fails to give a decision within the specified time limit, the Union shall have the option of referring a grievance alleging a violation of the terms and conditions of employment between the parties to arbitration.

- D. On matters that are not subject to arbitration pursuant to Section 8 hereafter, the written decision of the Department Head or his/her designated representative shall be final.

Section 8. Arbitration

1. Within thirty (30) business days from the receipt of the written decision of the department head or his/her designated representative, UAPD may request that the grievance be submitted to arbitration as provided for hereinafter.

2. Only those grievances which directly concern or involve the interpretation or application of the specific terms and provisions of this Memorandum of Understanding may be submitted to arbitration hereunder. In no event shall such arbitration extend to:
 - A. The interpretation, application, merits or legality of any state or local law or ordinance, including specifically all ordinances adopted by County's Board of Supervisors; unless the arbitrator, in his/her discretion, finds it necessary to interpret or apply such state or local law in order to resolve the grievance which has been submitted to the arbitrator.

 - B. The interpretation, application, merits, or legality of any or all of the County of Los Angeles Civil Service Rules, nor matters under the jurisdiction of the Civil Service Commission for which said Commission has established procedures or processes by which employees or employee organizations may appeal to, or request review by, said Civil Service Commission, including, but not limited to, discharges, reductions, and discrimination; nor

- C. The interpretation, application, merits or legality of the rules or regulations of the department head, the Chief Executive Office, or any other County department, agency, or commission, unless the arbitrator, in his/her discretion, finds it necessary to interpret or apply such rules or regulations in order to resolve the grievance which has been submitted to the arbitrator.
- D. Grievances on competent or better performance evaluations which do not meet the guidelines set forth at the Employee Relations Commission meeting of December 19, 1986. Management shall notify the Union within fifteen (15) business days prior to hearing if it intends to argue arbitrability. Both parties reserve the right to challenge a Commission decision in other forums.
3. In the event UAPD desires to request that a grievance, which meets the requirement of Paragraph 2 hereof, be submitted to arbitration, it shall within the time requirements set forth above send a written request to County's Employee Relations Commission, with a copy thereof simultaneously transmitted to County's Chief Executive Officer and to the County Department Head or Officer affected. The written request shall set forth the specific issue or issues still unresolved through the grievance procedure and which are to be submitted to arbitration.
4. The parties shall select a mutually acceptable arbitrator and request the Employee Relations Commission to appoint him/her pursuant to their applicable rules and regulations. If the parties cannot agree on an arbitrator, they shall notify the Employee Relations Commission and request that they provide the parties with a list

of five names from which the parties will attempt to mutually select an arbitrator. If the parties cannot mutually agree upon an arbitrator from the lists of arbitrators provided by the Employee Relations Commission, they will select an arbitrator through an alternate striking of names from that list. The party to strike the first name will be determined by chance.

5. Arbitration of a grievance hereunder shall be limited to the formal grievance as originally filed by the employee to the extent that said grievance has not been satisfactorily resolved. Arbitration hereunder shall be conducted in accordance with applicable rules and procedures adopted or specified by County's Employee Relations Commission, unless the parties hereto mutually agree to other rules or procedures for the conduct of such arbitration. The fees and expenses of the arbitrator shall be shared equally by the parties involved, it being understood and agreed that all other expenses including, but not limited to, fees for witnesses, transcripts, and similar costs incurred by the parties during such arbitration, will be the responsibility of the individual party involved.
6. Prior to a hearing by an arbitrator, a representative of the County and the Union shall meet and prepare a submission statement setting forth the issue(s) to be determined which shall be submitted to the arbitrator. In the event the County and the Union cannot jointly agree on a submission statement, then at the hearing, each party shall present to the arbitrator, it's own submission statement in which case the arbitrator shall determine the issue(s) to be resolved.

7. The decision of an arbitrator resulting from any arbitration of grievances hereunder shall not add to, subtract from, or otherwise modify the terms and conditions of this Memorandum of Understanding.

8. The decision of the arbitrator shall be binding upon the Union. To the extent the decision and award of the arbitrator does not require legislative action by the Board of Supervisors, such decision and award shall be binding upon the County. If within sixty (60) days of receiving notice of a decision and award requiring legislative action by the Board of Supervisors, such legislative action is not taken, the arbitrator's decision and award shall have no force or effect whatsoever. The Union may then resort to a court of competent jurisdiction to pursue whatever other legal remedies are available to it under the provisions of this Memorandum of Understanding.

9. A written decision of an arbitrator resulting from the arbitration of a grievance under the following Articles shall be entirely advisory in nature and shall not be binding upon any of the parties:

Purpose

Recognition

Non-Discrimination

Implementation

Safety and Health

Payroll Deductions and Dues

Authorized Agents

Provisions of Law

ARTICLE 17 GRIEVANCE GENERAL-IN-CHARACTER

In order to provide an effective mechanism whereby disagreements between UAPD and Management concerning the interpretation or application of any of the provisions of this Memorandum of Understanding affecting the rights of the parties or the working conditions of a significantly large number of employees in the unit may be effectively resolved, the following procedures are agreed upon:

- A. Where UAPD has reason to believe that Management is not correctly interpreting or applying any of the provisions of this Memorandum of Understanding, UAPD may request in writing that a meeting be held with the authorized representatives of the County who have authority to make effective recommendations for the resolution of the matter with copies to the department heads involved and to the Chief Executive Officer. Such written request shall be submitted within thirty (30) business days from the occurrence of the matter on which a complaint is based or within thirty (30) business days from the knowledge of such occurrence and shall set forth in detail the facts giving rise to the request for the meeting and shall set forth the proposed resolution sought.

Within ten (10) business days of receipt of the request for such a meeting, the parties will meet for the purpose of discussing and attempting to resolve the disagreement.

- B. Within five (5) business days of such meeting, and in the event the matter is not satisfactorily resolved, UAPD shall have the right to meet with the principal representative(s) of the County who have the authority to resolve the matter. For purposes of this provision, Management's principal representative(s) shall mean the County department heads who have authority to resolve the matter or their authorized representatives, including the Chief Executive Officer or his/her authorized representative.

- C. Within ten (10) business days after the meeting, Management's principal representative(s) shall respond to UAPD in writing, setting forth Management's decision and reasons therefore.

- D. Within ten (10) business days from receipt of Management's written decision, if the matter is not satisfactorily resolved, and if the disagreement meets the requirements of Section 8, Subsection 2 of Article 16, the disagreement may be submitted to arbitration in accordance with the provisions of Section 8 of Article 16 of this Memorandum of Understanding.

It is further understood that this Article is not intended as a substitute or alternative for the grievance procedures set forth in Article 16 of this Memorandum of Understanding. Instead, this Article is intended to provide a procedure to resolve disagreements affecting the rights of the parties or disagreements arising from the application of the terms of this Memorandum of Understanding affecting the working conditions of a significantly large number of employees in the Unit as distinguished from the rights of individual employees. Accordingly, the parties agree that the procedures set forth herein shall not be implemented where the dispute or complaint involved is or could be effectively brought by an employee or employees, and otherwise processed through the grievance procedures set forth in Article 16 hereof.

ARTICLE 18 STEWARDS

It is agreed by the parties of this Memorandum of Understanding that UAPD may select a reasonable number of stewards for this Unit. UAPD shall give to each department head a written list of employees from his/her department who have been selected as stewards. This list shall be kept current by UAPD.

Stewards may spend a reasonable amount of time to promptly and expeditiously investigate and process formal grievances without loss of pay or benefits of any kind. Stewards, when leaving their work locations to transact such investigations or processing shall first obtain permission from their immediate supervisor and inform the supervisor of the nature of the business. Permission to leave will be granted promptly unless such absence would cause an undue interruption of work. Except, however, denial of permission will automatically constitute an extension of the time equal to the amount of the delay. If such permission cannot be granted promptly, the steward will be immediately informed when time will be made available. Such time will not be more than 24 hours, excluding Saturdays, Sundays, and holidays, after the time of the steward's request unless otherwise mutually agreed to.

Upon entering a work location, the steward shall inform the supervisor of the nature of the steward's business.

Permission to leave the job will be granted promptly to the employee involved unless such absence would cause an undue interruption of work. Except, however, denial of permission will automatically constitute an extension of the time equal to the amount of the delay. If the employee cannot be made available, the steward will be immediately informed when the employee will be made available. Such time will not be more than 24 hours, excluding Saturdays, Sundays, and holidays, after the time of the steward's request, unless otherwise mutually agreed to.

UAPD agrees that a steward shall not log compensatory time or premium pay time for the time spent performing any function of a steward.

Management will make every reasonable effort not to reassign a steward if there is any other employee in the same classification who meets the specific qualifications of the vacancy.

ARTICLE 19 EMPLOYEE PAYCHECK ERRORSSection 1. Underpayments

If an underpayment of 10% of base monthly pay (5% of base monthly pay if paid twice a month) or \$100, whichever is least, occurs in an employee's paycheck, a paycheck correction may be requested. Management will rectify the underpayment within three (3) calendar days, exclusive of Saturdays, Sundays, and legal holidays, after receipt by the Auditor-Controller of a written request from the affected employee's departmental payroll section. An affected employee's departmental payroll section shall promptly forward a written request for a corrected or supplemental pay warrant for the affected employee to the Auditor-Controller. Within Department of Health Services, the written request for a corrected or supplemental pay warrant will be forwarded to the Auditor-Controller within one (1) calendar day, with a copy to the employee. It is understood that said one (1) calendar day time frame shall begin only after the employee and the appropriate payroll representative mutually agree on the error and all necessary documents to correct the pay error have been prepared and submitted to the departmental payroll section for submission to the Auditor-Controller.

An employee shall be deemed to have waived the above indicated time limits, and to have indicated that he is willing to accept an adjustment on the following payroll warrant if he does not request a corrected or supplemental warrant within two (2) calendar days after receipt of the regular payroll warrant, exclusive of Saturdays, Sundays, and legal holidays.

Corrected or supplemental warrants will be sent by regular County messenger service to the employee's departmental payroll section. In emergencies, the departmental payroll section will arrange to have the supplemental or corrected warrant either hand delivered to the employee or picked up by the employee at the Auditor's public counter.

The provisions of this section may be implemented even if the employee cashes the payroll warrant.

Section 2. Overpayments

Management will endeavor to notify the affected employee of an overpayment on the employee's payroll warrant(s) prior to making any deduction to recover any such overpayment from the employee's subsequent payroll warrant(s). Upon request by the affected employee, Management will establish a reasonable method of repayment.

County agrees to determine the feasibility of having an affected employee repay an overpayment with accumulated benefits that the employee would be entitled to at termination of employment. County agrees to consult with the Union on this issue within ninety (90) days after implementation of this Memorandum of Understanding, in accordance with the Employee Relations Ordinance [5.040.090 (A)].

Recovery of more than 15% of net pay will be subject to a repayment schedule established by the appointing authority under guidelines issued by the Auditor-Controller. Such recovery shall not exceed 15% per month of disposable income (as defined by State law), except, however, that a mutually agreed upon acceleration provision may permit faster recovery.

Section 3. Grievances

Any grievances regarding this Article shall be processed beginning with Step 3 of the Grievance Procedure.

Section 4. Notice

In the event an employee incurs a significant underpayment in his/her payroll warrant and it is determined that the underpayment is due to an error on the part of the County, Management agrees, upon a formal written request from the employee, to provide a standardized letter that states the reason(s) the affected employee's payment was incorrect.

Section 5. Garnishments

Management shall notify the affected employee of a garnishment of wages and the amount or percentage to be garnished promptly upon receipt by the County of an order to garnish.

ARTICLE 20 PAYROLL DEDUCTIONS AND DUES/AGENCY SHOP

Section 1. Deductions and Dues

It is agreed that Union dues and such other deductions as may be properly requested and lawfully permitted shall be deducted, in accordance with the provisions of applicable State law, monthly by Management from the salary of each employee covered hereby who files with County a written authorization requesting that such deduction be made or is subject to an automatic Fair Share Fee Deduction pursuant to an agency shop provision.

Remittance of the aggregate amount of all dues and other proper deductions made from the salaries of employees covered hereunder shall be made to the Union by Management within thirty (30) working days after the conclusion of the month in which said dues and deductions were deducted.

Section 2. Security Clause

Any employee in this Unit who has authorized Union dues deductions on the effective date of this Memorandum of Understanding or at any time subsequent to the effective date of this Memorandum of Understanding shall continue to have such dues deduction made by the County during the term of this Memorandum of Understanding; provided, however, that any employee in the Unit may terminate such Union dues during the period of March 1 through March 15 each year of the contract by notifying the Union of their termination of Union dues deduction.

Such notification shall be by certified mail and should be in the form of a letter containing the following information: employee name, employee number, job classification, department name and name of Union from which dues deductions are to be canceled.

The Union will provide the County's Auditor-Controller with the appropriate documentation to process these dues cancellations within ten (10) business days after the close of the withdrawal period.

Section 3. Agency Shop Election

An agency shop arrangement shall be placed in effect upon a signed petition of 30 percent of the employees in the Unit requesting an agency shop agreement and an election to implement an agency fee arrangement. Further, such agreement shall be effective upon the approval of a majority of employees who cast ballots and vote in a secret ballot election at any time during the term of this Memorandum of Understanding to determine whether a majority of the employees in this bargaining unit are in favor of the agency fee agreement as provided in G.C. 3502.5(a) and (b).

This election shall be administered by the Employee Relations Commission. The Employee Relations Commission shall notify the County and the Union of the result of the election. The Union shall be responsible for the cost of the election.

The parties will encourage the Employee Relations Commission to establish election procedures which are designed to produce the maximum possible participation in the election. If a majority of those voting do vote in favor of an agency shop, then the Union shall notify the County, and the County shall immediately thereafter notify all employees in the bargaining unit that they will then be required, as a condition of continued employment, either to join the Union or to pay a Fair Share Fee equal to the Union dues or pay the Union an Agency Fee as provided in G.C. 3502.5(a).

It is mutually agreed by the parties that this Unit shall be covered by the agency shop provisions if a majority of the Unit members voting so vote at the election. If a majority is not secured by vote, the provisions of maintenance of membership set forth in Section 2 shall apply for the term of this Memorandum of Understanding.

Section 4.

If a majority of those voting do vote in favor of an agency shop, then the following provisions of this Section 4 shall apply:

A. Agency Shop Defined

It is mutually agreed by the parties that the term “agency shop” means that every employee represented by this Unit shall, as a condition of continued employment, either join the certified majority representative organization or pay the organization a

Fair Share Fee equal to Union dues; or pay an Agency Shop Fee; or pay a sum equal to the Agency Shop Fee to a non-religious, and non-labor charitable fund exempt from taxation under Section 501(c)(3) of the Internal Revenue Service Code for the duration of this Memorandum of Understanding.

B. Religious Objections

An employee who is a member of a bona fide religion, body, or sect who has historically held conscientious objections to joining or financially supporting public employee organizations, shall not be required to join or financially support the Union. Such employee shall in lieu of periodic dues or Fair Share Fees, pay sums equal to Agency Shop Fees to a non-religious, and non-labor charitable fund exempt from taxation under Section 501(c)(3) of the Internal Revenue Services Code. Such sums shall be paid through payroll deduction to eligible charitable agencies available through the Los Angeles Charitable Giving Program.

C. Rescission

It is mutually agreed by the parties that if the agency shop provisions in this Memorandum of Understanding go into effect, they may be rescinded by a majority vote of all the employees represented by this Unit, provided that a request for such a vote is supported by a petition containing the signatures of at least 30 percent of the employees in the Unit and the vote is taken by secret ballot.

Such vote may be taken at anytime during the term, but in no event shall there be more than one vote taken during such term. In the event such rescission should take place, then the procedures as described in Section 1 and 2 shall prevail. There shall be only one election during the term of this Memorandum of Understanding.

D. Union Responsibilities - Hudson Notice

The Union agrees to provide notice and maintain constitutionally acceptable procedures to enable non-member Agency Fee payers to meaningfully challenge the propriety of the use of Agency Fees as provided for in Chicago Teachers Union, Local No. 1, AFT, AFL-CIO, et al v. Hudson, 106 S. Ct. 1066 (1986). Such notice and procedures shall be provided to non-members Agency Fee payers in each year that the Agency Shop agreement is in effect.

E. Implementation

Any employee hired by the County subject to this Memorandum of Understanding on or after the date of implementation of this Article, shall be provided, through the employee's department, with a notice advising that the County has entered into an Agency Shop agreement with the Union and that all employees subject to this Memorandum of Understanding must either join the Union, pay a Fair Share Fee equal to Union dues; or pay an Agency Shop Fee to the Union; or execute a written declaration claiming a religious exemption from this requirement. Such notice shall

include a payroll deduction authorization form for the employee's signature authorizing payroll deduction of Union dues, Fair Share Fees, Agency Shop Fees or execution of a written declaration claiming a religious exemption from this requirement. Said employee shall have thirty (30) working days following the initial date of employment to fully execute the authorization form of his/her choice and return said form to the Union or departmental payroll office. If the form is not completed and returned within thirty (30) working days, the County Auditor shall commence and continue a payroll deduction of a Fair Share Fee equal to Union dues from the regular pay warrants of such employee. The effective date of deducting Union dues, Fair Share Fees, Agency Shop Fees, or charitable contributions shall be the first pay period following thirty (30) working days of employment or the pay period this Article becomes implemented for current employees, whichever is later.

Section 5. List of New Employees/Separations

The County will furnish the Union with a monthly list of new employees/separations at the cost established by the Auditor-Controller for processing and photocopying the documents.

The list shall contain the name, date of hire into the Unit, salary, classification, and work location of all employees who enter the Bargaining Unit and are subject to this agreement.

Such list shall include new hires, returnees from unpaid leaves, and employees promoted, demoted, or transferred into the Bargaining Unit.

The monthly list shall also contain information which includes the names and effective dates of employees leaving this Bargaining Unit.

Section 6. Indemnification Clause

The Union agrees to indemnify and hold the County of Los Angeles harmless from any liabilities of any nature which may arise as a result of the application of the Article of this Memorandum of Understanding.

ARTICLE 21 CONTINUING MEDICAL EDUCATION

The purpose of Continuing Medical Education is to increase the skills and effectiveness of members of this Bargaining Unit. It is the policy of the County to support physicians in pursuing education in order to promote and encourage the meeting of licensure requirements and the upgrading of skills and knowledge for the effective delivery of medical services.

Full time, permanent, physician employees are allowed ten (10) days or eighty (80) hours per calendar year for approved continuing education purposes. Continuing education provided by County departments shall not count towards these ten (10) days or eighty (80) hours per year. Up to ten (10) days or eighty (80) hours may be home study.

Part-time physicians on permanent status working at least 20 hours per week are allowed five (5) days or forty (40) hours per calendar year for approved continuing education purposes. Continuing education provided by County departments shall not count towards these ten (5) days or forty (40) hours per year.

Travel is included as part of continuing education allowable and shall be deducted from the ten (10) days or eighty (80) hours per year for full time permanent employees; or five (5) days or forty (40) hours per year for part-time physicians on permanent status working at least 20 hours per week.

Attendance at Continuing Medical Education activities, including home study, requires prior management approval. Such approval shall not be unreasonably denied.

“Home study” includes but is not limited to studying for Board Certifications, Board Re-certifications, Journals, and any educational activities that enhance medical skills approved through the department.

At the discretion of the supervisor, employees may be required to provide a summary of their home study activities including the topics covered, and an explanation of how the home study contributes to the employee’s performance of their County work assignment.

There shall be no accumulation of Continuing Medical Education leave.

ARTICLE 22 LEGAL REPRESENTATIONSection 1. Legal Proceedings

Upon request of an employee and subject to any limitations provided by law, County will provide for the defense of any civil action or proceeding initiated against the employee by a person or entity other than County in a court of competent jurisdiction, on account of any act or omission occurring within the course and scope of his/her employment as an employee of the County.

Nothing herein shall be deemed to require the provision of such defense where the discretion to provide or not provide such defense is vested in County pursuant to the provisions of the California Government Code, or where the act or omission was not within the scope of the employee's employment, or the employee acted or failed to act because of actual fraud, corruption or actual malice, or where the provision of such defense would create a conflict of interest between County and the employee.

Nothing herein shall be construed to grant to any employee any rights or privileges in addition to those provided in said Government Code.

Physicians shall cooperate fully with County in the administration of this Article. Management will consult with the affected physician prior to settlement.

Section 2. Notification

The County will make every reasonable effort to notify an involved physician of any malpractice lawsuit filed against him within ten (10) business days of County Counsel's receipt of notification of said lawsuit.

Section 3. Administrative Proceedings Committee

Members of this bargaining unit may inform their direct supervisor in writing within 10 business days of receipt of a notice from the state Medical Board that they are the subject of an inquiry or investigation arising from their County employment.

Employees requesting assistance in responding to inquiries/investigations from the Medical Board of California may apply to the Administrative Proceedings Committee for review. The Administrative Proceedings Committee is comprised of three members: one appointed by management, one appointed by the union, the third member shall be a legal professional assigned by County Counsel. The committee will convene on an as needed basis and/or upon request of the employee in receipt of inquiry/investigation by the Medical Board.

The Administrative Proceedings Committee will make a determination on the extent of assistance provided to respond to the Medical Board. In accordance with California Government Code 995(.6):

A public entity is not required to provide for the defense in an administrative proceeding brought against an employee, but a public entity may provide for the defense of an administrative proceeding brought against an employee or former employee if:

- (a) The administrative proceeding is brought on account of an act or omission in the scope of his employment as an employee of the public entity; and
- (b) The public entity determines that such defense would be in the best interests of the public entity and that the employee or former employee acted, or failed to act, in good faith, without actual malice and in the apparent interests of the public entity.

An administrative representation fund will be established, available to the Administrative Proceedings Committee, to provide representation to members subject to inquiry/investigation by the Medical Board. It is upon the discretion of the committee to determine utilization of the representation fund, which may be used to provide employees with services such as legal guidance on responding to the Medical Board.

In the instance where formal legal representation is required in responding to inquiry/investigation by the Medical Board, the Administrative Proceedings Committee may make a recommendation to DHS Executive leadership to seek approval from the Board of Supervisors to appoint counsel.

Nothing herein shall be deemed to require the provision of assistance where the act or omission was not within the scope of the employee's employment, or the employee acted or failed to act because of actual fraud, corruption, malice, or where the provision of such defense would create a conflict of interest between the County and the employee.

Section 4. E-Consult

In those cases where the e-Consult system is utilized, the County will review and treat such cases as a system-wide issue rather than an action by the individual doctor.

If a medical license is challenged, or any external disciplinary action initiated, as a result of an e-Consult, the department will consult with County Counsel over the appropriateness of defending the physician in front of any resulting tribunal.

ARTICLE 23 UAPD REPRESENTATIVE ACCESS

Authorized Union representatives may be granted access to work locations in all hospital and health facilities, including areas utilized for patient care, treatment, and general work, in which employees covered hereby are employed, for the purpose of conducting grievance investigations and observing working conditions. Authorized Union representatives desiring such access to such work locations shall first request permission from the appropriate Management representative, at which time the authorized representative shall inform said Management representative of the purpose of the visit. Said Management representative may deny access to a work location if in his/her judgment he/she deems that a visit will unduly interfere with the operations of the department or facility thereof, in which event said Management representative will recommend an alternative time for the visit.

The Union shall, within thirty (30) days of the effective date of this Memorandum of Understanding, give to Management a written list of all authorized representatives, which list shall thereafter be kept current by the Union. Access to work locations hereunder will be granted only to representatives on the current list.

ARTICLE 24 PARKING

The Union recognizes the County's obligation to fulfill employer requirements for traffic reduction under the South Coast Air Quality Management District Regulation XV. It is the Union's intent to assist the County in fulfilling its obligation.

County Management will continue to make every reasonable effort to provide adequate free parking facilities for employees who regularly find it necessary to use their own vehicle for transportation to their work location.

Where sufficient parking is available, management will make reasonable efforts to provide reserved parking for members of this bargaining unit who work evening, weekend, or night shifts. Management further agrees to make reasonable efforts to restrict parking to authorized users in the area reserved for physicians.

ARTICLE 25 EMPLOYEE LISTSSection 1. Employee Lists

A master list is a list of the names of all employees in the classifications comprising this Unit as listed in Article 7. Management shall provide UAPD with a free master list within sixty (60) days from the effective date of this Memorandum of Understanding and within sixty (60) days of request of such list by the UAPD. Additional lists may be furnished when requested by UAPD no more than four (4) times a year. UAPD shall pay to the County \$100.00 for each additional list furnished by the County. The list will include the name, employee number, department, time base, item number work location, pay location and current base pay.

Such payment shall be due and payable within thirty (30) days from the date of billing.

Management will make available to each new employee entering the Unit a card furnished by UAPD explaining to the employee the status of UAPD as the certified majority representative for employees in the Unit as follows:

UAPD has been certified as your majority representative. UAPD is certified to represent you in negotiations with the County on salaries, hours of work, and conditions of employment. If you want information, or if you wish to join UAPD, call (310) 398-4038 or your steward.

Union of American Physicians & Dentists (UAPD)
1960 East Grand Avenue, Suite 810
El Segundo, California 90245.

Section 2. New Employee Orientation

Management agrees to notify UAPD when new employee orientation is scheduled, and allow them to provide employees information regarding UAPD union membership.

This article shall be subject to advisory arbitration.

ARTICLE 26 PATIENT CARE COMMITTEE

The parties agree to establish a Patient Care Committee at each hospital, comprehensive health center, and the Sheriff's Department. The Committees will consist of three Bargaining Unit representatives appointed by the UAPD and three Management representatives appointed by the County. The purpose of the committees will be to provide physician input to management on ways to improve the quality of patient care services delivered to patients in County facilities.

The committee will convene upon the written request of the Union. The committee will meet at a mutually agreed upon time, date and location. Three weeks prior to the meeting, an agenda will be submitted to the members of the committee. A written record shall be kept of each meeting. Both parties shall work in good faith to resolve the problems presented at the committee meetings in a timely manner. Those issues, which cannot be resolved by the Patient Care Committee, will be referred to the medical director of the facility for consideration.

It is understood and agreed that the role of the committee will be advisory in nature, and that the decision of the medical director of the facility shall be final.

If problems cannot be resolved at the local facility in Health Services, the Union may request a meeting with the Director, Health Services/Chief Medical Officer or his/her designee(s). Any meeting will be held at a mutually agreed upon date, time and location.

The committee shall consist of no more than three (3) Bargaining Unit representatives appointed by the UAPD and three (3) Management representatives appointed by the Director, Health Services/Chief Medical Officer or his/her designee(s). An agenda will be submitted to the Senior Medical Director of HS, Clinical Affairs and Affiliations no later than three (3) weeks prior to the meeting date. By mutual agreement the parties may invite additional representatives to address specific issues. A written record shall be kept of each meeting.

It is understood and agreed that the role of the committee will be advisory in nature.

ARTICLE 27 UAPD JOINT LABOR-MANAGEMENT COMMITTEE

The parties agree to establish UAPD Countywide Joint Labor-Management Committee to consult in accordance with the Employee Relations Ordinance [5.040.090 (A)] on productivity enhancement, recruitment and advancement of women and minority physicians, classification studies, terms and conditions of employment, and other issues of mutual concern.

The Committee shall be limited to a total of ten (10) members Countywide, unless the parties mutually agree otherwise. Five (5) members shall be appointed by Management and a total of five (5) members representing UAPD shall be appointed by UAPD.

The Committee shall have the authority to develop its own internal procedures, including the scheduling of meetings and use of consultants. Management shall provide pertinent information as provided for under the Employee Relations Ordinance and the Public Records Act.

ARTICLE 28CONTRACTING OUT AND TRANSFER OF FUNCTIONS

In the event the County enters into any agreement with another public employer or private entity which involves the transfer of functions now being performed by employees in this representation Unit or the law provides for the transfer of functions now being performed by employees in this Unit to another public or private agency, the County shall advise such public or private entity of the existence and terms of this Memorandum of Understanding and shall immediately advise the Union of such agreement or law. In addition, the County shall consult with the employer absorbing a County function to encourage utilization of affected employees by the new employer.

When a Request for Proposal (RFP) is released the Department shall provide a copy of the RFP to the UAPD. Upon the Union's written request, the Department in coordination with the Chief Executive Office Employee Relations Division shall offer to meet and consult with the Union within ten (10) business days.

When advance knowledge of the impact of pending changes in function, organization or operations is available which will result in the deletion of positions or when there is any major reassignment of functions from one department to another or to another agency, Management shall make an intensive effort to either reassign or transfer affected employees to other positions for which they qualify, or train affected employees for new positions in order to retain their services.

It is the intent of the County to be consistent with the provisions of Proposition A.

ARTICLE 29 STRIKES AND LOCKOUTS

During the life of this agreement no work stoppages, strikes, slowdowns, or picketing shall be caused or sanctioned by the Union, and no lockouts shall be made by the County.

In the event any employees covered by this agreement, individually or collectively, violate the provisions of this Article and the Union fails to exercise good faith in halting the work interruption, the Union and the employees involved shall be deemed in violation of this Article and the County shall be entitled to seek all remedies available to it under applicable law.

ARTICLE 30 AUTHORIZED AGENTS

For the purpose of administering the terms and provisions of this Memorandum of Understanding:

- A. Management's principal authorized agent shall be County's Chief Executive Officer or his/her duly authorized representative (Address: 500 West Temple Street, Los Angeles, California 90012; Telephone: (213) 974-2404), except where a particular Management representative is specifically designated in connection with the performance of a specific function or obligation set forth herein.

- B. The Union of American Physicians and Dentists' principal authorized agent shall be the Regional Administrator or his/her duly authorized representative (Address: 1960 East Grand Avenue, Suite 810, El Segundo, California 90245; Telephone: (310) 398-4038).

ARTICLE 31 PROVISIONS OF LAW

It is understood and agreed that this Memorandum of Understanding is subject to all current and future applicable Federal, State and County laws; Federal and State regulations; the Charter of the County of Los Angeles, and any lawful rules and regulations enacted by County's Civil Service Commission, Employee Relations Commission or similar independent commissions of the County. If any part or provision of this Memorandum of Understanding is in conflict or inconsistent with such applicable laws, rules or regulations, or is otherwise held to be invalid or unenforceable by any tribunal of competent jurisdiction, such part or provision shall be suspended and superseded by such applicable law, regulations or rules, and the remainder of this Memorandum of Understanding shall not be affected thereby.

ARTICLE 32 MANAGEMENT RIGHTS

It is the exclusive right of the County to determine the mission of each of its constituent departments, boards, and commissions, set standards of services to be offered to the public, and exercise control and discretion over its organization and operations. It is also the exclusive right of the County to direct its employees, take disciplinary action for proper cause, relieve its employees from duty because of lack of work or for other legitimate reasons, determine the methods, means and personnel by which the County's operations are to be conducted, to reorganize any County department during the term of this Memorandum of Understanding; however, Management shall, at the earliest time possible, meet and confer with the Union on the impact of any decision to reorganize when such issues are not covered by Civil Service Rules or Memorandum of Understanding; provided, however, that the exercise of such rights does not preclude employees or their representatives from conferring or raising grievances about the practical consequences that decisions on these matters may have on wages, hours and other terms and conditions of employment.

ARTICLE 33 OBLIGATION TO SUPPORT

The parties agree that subsequent to the execution of this Memorandum of Understanding and during the period of time said Memorandum is pending before the Board of Supervisors for action, neither UAPD nor Management, nor their authorized representatives, will appear before the Board of Supervisors or meet with members of the Board of Supervisors individually to advocate any amendment, addition or deletion to the terms and conditions of this Memorandum of Understanding. It is further understood that this Article shall not preclude the parties from appearing before the Board of Supervisors nor meeting with individual members of the Board of Supervisors to advocate or urge the adoption and approval of this Memorandum of Understanding in its entirety.

ARTICLE 34 FULL UNDERSTANDING, MODIFICATION, WAIVER

Section 1.

It is intended that this Memorandum of Understanding sets forth the full and entire understanding of the parties regarding the matters set forth herein, and any other prior or existing understanding or agreements by the parties, whether formal or informal, regarding any such matters are hereby superseded or terminated in their entirety. It is agreed and understood that each party hereto voluntarily and unqualifiedly waives its right, and agrees that the other shall not be required, to negotiate with respect to any subject or matter covered herein.

With respect to other matters within the scope of negotiations, negotiations may be required during the term of this agreement as provided in Section 2 of this Article.

Section 2.

It is understood and agreed that the provisions of this Section are intended to apply only to matters which are not specifically covered in this agreement.

It is recognized that during the term of this agreement, it may be necessary for Management to make changes in rules or procedures affecting the employees in the Unit.

Where Management finds it necessary to make such changes, it shall notify the Union indicating the proposed change prior to its implementation.

Where such change would significantly affect the working conditions of a significantly large number of employees in the Unit; where the subject matter of the change is subject to negotiations pursuant to the Employee Relations Ordinance and where the Union requests to negotiate with Management, the parties shall expeditiously undertake negotiations regarding the effect the change would have on employees in the Unit.

The phrase “significantly large number” shall mean (a) a majority of the employees in the Unit, (b) all the employees within a Department in the Unit, or (c) all of the employees within a readily identifiable occupation such as Physician Specialist, MD.

Any agreement, resulting from such negotiations shall be executed in writing by all parties hereto, and if required, approved and implemented by County’s Board of Supervisors. If the parties are in disagreement as to whether any proposed change is within the scope of negotiations, such disagreement may be submitted to the Employee Relations Commission for their resolution.

In the event negotiations on the proposed change are undertaken, any impasse which arises may be submitted as an impasse to the Employee Relations Commission.

Section 3.

Nothing herein shall limit the authority of Management to make necessary changes required during emergencies. However, Management shall notify the Union of such changes as soon as practicable. Such emergency assignments shall not extend beyond the period on the emergency. "Emergency" is defined as an unforeseen circumstance requiring immediate implementation of the change.

Section 4.

Where Management makes any changes in working conditions because of the requirements of law, including ordinances adopted by the Board of Supervisors, the County shall not be required to negotiate the matter or manner of compliance with such law where the manner of compliance is specified by such law.

Section 5.

The waiver of any breach, term or condition of this Memorandum of Understanding by either party shall not constitute a precedent in the future enforcement of all its terms and provisions.

ARTICLE 35 PHYSICIAN REGISTRYSection 1.

The County finds that there is a need for flexibility in physician staffing to meet changing patient census numbers, and requirements for specialty services. This need has typically been met through contract physician registries. To determine whether it is more cost-effective to provide supplemental services using County physicians, the parties agree to create a pilot Physician Registry composed of members of this bargaining unit.

Each County department wishing to participate in the registry shall designate a coordinator for the Physician Registry. Employees in this bargaining unit who elect to join the departmental Physician Registry will notify the coordinator of their interest, and provide him/her with their availability for work on a monthly basis.

Physicians will not be eligible for registry work during a workweek in which they have taken time off without pay or taken exempt leave (019 time).

Full-time permanent County employees on the registry will be placed on an additional temporary position pursuant to Section 6.16.010 of the County Code. Supplemental temporary work on the additional position may not exceed 24 hours in any one calendar week, per existing restrictions on outside employment.

Compensation for the additional temporary position shall be 135% of the physician's normal base hourly wage. Hourly rates will be capped at 75% of the top tier rate for contractors in that medical specialty, or 110% of the physician's normal base hourly wage, whichever is greater. This will be the total compensation for the temporary position. The secondary position will be without benefits of any kind.

If the CEO determines that there is a shortage of physicians within one of the specialties identified in the physician pay plan, the hourly rate may be adjusted.

Part-time temporary employees who do not hold another County position may elect to be paid at the higher hourly rate for their specialty if they agree to forego all benefits. Otherwise, they will be paid at the established hourly rate for their specialty.

The parties agree to conduct a study of the effectiveness of the physician registry pilot to determine if the physician registry compensation rates were successful in addressing the operational needs for flexible physician services at a lower cost than contract registries.

Factors to be considered in determining the efficacy of the physician registry, include, but are not limited to the County educating management personnel and the Union educating its membership; in addition to the semi-annual surveying of managers and employees (said survey is to be jointly developed).

Should the study demonstrate that the physician registry compensation rates fail to successfully help in addressing the operational needs for flexible physician services at a lower cost than contract registries, the parties agree to meet to discuss the feasibility of changing the physician registry compensation rates.

This article will expire on September 30, 2018. It may be renewed by mutual consent.

Section 2. Detention and Correctional Facilities Physician Registry Assignment

Relief Physicians assigned to perform in the medical specialty of Family Practice or Internal Medicine/General Endocrinology in a Los Angeles County detention or correctional facility shall receive an additional 5.5% above the applicable registry rate.

During the term of this contract, the effectiveness of the above referenced bonus shall be evaluated annually. Should County management determine the detention bonus fails to successfully help with the recruitment and retention efforts of Physician Specialists, Family Practice and Physician Specialist, Internal Medicine/General Endocrinology; the parties agree to meet to discuss the feasibility of increasing the bonus.

ARTICLE 36 DIGNITY AND PROFESSIONALISM IN THE WORKPLACE

UAPD and management are committed to working together to ensure a healthy and professional work environment free from emotional and psychological abuse and intimidation and to promote dignity for all workforce members. Labor and management are committed to working together to address complaints of intimidation and other forms of emotional and psychological abuse in the workplace in a timely manner.

ARTICLE 37 GRIEVANCE MEDIATION

1. This procedure is an alternate dispute resolution and does not supersede the provision of Article 16, Grievance Procedure.
2. Only those grievances which meet the requirements for submission to arbitration pursuant to Article 16, Section 8, can be submitted to grievance mediation. Both UAPD and Management must mutually agree to submit a qualifying grievance to grievance mediation.
3. After completion of the third level of the grievance procedure and by mutual agreement, either Management or UAPD may request the assistance of a mediator from the State Mediation and Conciliation Service to resolve the grievance. It is the intent of the parties that the grievance mediation session shall begin as soon as practicable consistent with the mediator's schedule.
4. The parties agree that no stenographic record of the session will be made, there will be no representation by Counsel, and there will be no pre- or post-hearing briefs filed.

5. The mediator's role shall be to assist the parties to reach an agreement. The mediator shall not have authority to impose a settlement on the parties. Any final settlement of the grievance shall be reduced to writing and signed by Management, UAPD, and the grievant. The final agreement shall be binding on all parties. Final agreements reached by the parties shall not be published or precedent setting in any other dispute.
6. The mediator may provide the parties with a private informal, non-binding assessment of the procedural and substantive merits of the dispute, and how an arbitrator may likely decide the grievance.
7. All mediation session shall be confidential. The content of the mediation proceedings including, but not limited to, settlement proposal or any concessions agreed to or offered during mediation shall not be admissible in an arbitration of this grievance or any other similar dispute.
8. The parties agree that the provisions of the Article shall not be subject to arbitration.

ARTICLE 38 PROFESSIONAL JUDGMENT

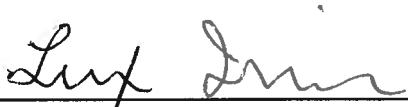
Management will make a reasonable effort to ensure that Unit 324 physicians shall not practice, nor shall they be required to practice, in any manner which places their personal license(s) in jeopardy.

This article shall not be subject to the grievance and arbitration provisions of the MOU.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Memorandum of Understanding the day, month and year first above written.

UNION OF AMERICAN PHYSICIANS
AND DENTISTS

COUNTY OF LOS ANGELES
AUTHORIZED MANAGEMENT
REPRESENTATIVES

By 
LUX IRVIN
Union of American Physicians
and Dentists

By 
SACHI A. HAMAI
Chief Executive Officer

TO BE JOINTLY SUBMITTED TO COUNTY'S BOARD OF SUPERVISORS

**ATTACHMENT B
PHYSICIAN P SCHEDULE TABLE
See Section 6.08.200 B**

**Monthly Rates
Effective February 1, 2015**

Sch Num	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
1	7,769	7,982	8,202	8,427	8,659	8,897	9,142	9,394	9,652	9,917	10,191	10,470	N/A
2	8,659	8,897	9,142	9,393	9,652	9,916	10,191	10,469	10,757	11,054	11,358	11,669	11,991
3	8,897	9,142	9,393	9,652	9,916	10,191	10,469	10,757	11,054	11,358	11,669	11,991	12,320
4	9,142	9,393	9,652	9,916	10,191	10,469	10,757	11,054	11,358	11,669	11,991	12,320	12,658
5	9,393	9,652	9,916	10,191	10,469	10,757	11,054	11,358	11,669	11,991	12,320	12,658	13,007
6	9,652	9,916	10,191	10,469	10,757	11,054	11,358	11,669	11,991	12,320	12,658	13,007	13,365
7	9,916	10,191	10,469	10,757	11,054	11,358	11,669	11,991	12,320	12,658	13,007	13,365	13,733
8	10,191	10,469	10,757	11,054	11,358	11,669	11,991	12,320	12,658	13,007	13,365	13,733	14,110
9	10,469	10,757	11,054	11,358	11,669	11,991	12,320	12,658	13,007	13,365	13,733	14,110	14,498
10	10,757	11,054	11,358	11,669	11,991	12,320	12,658	13,007	13,365	13,733	14,110	14,498	14,897
11	11,054	11,358	11,669	11,991	12,320	12,658	13,007	13,365	13,733	14,110	14,498	14,897	15,307
12	11,358	11,669	11,991	12,320	12,658	13,007	13,365	13,733	14,110	14,498	14,897	15,307	15,728
13	11,669	11,991	12,320	12,658	13,007	13,365	13,733	14,110	14,498	14,897	15,307	15,728	16,161
14	11,991	12,320	12,658	13,007	13,365	13,733	14,110	14,498	14,897	15,307	15,728	16,161	16,606
15	12,320	12,658	13,007	13,365	13,733	14,110	14,498	14,897	15,307	15,728	16,161	16,606	17,062
16	12,658	13,007	13,365	13,733	14,110	14,498	14,897	15,307	15,728	16,161	16,606	17,062	17,531
17	13,007	13,365	13,733	14,110	14,498	14,897	15,307	15,728	16,161	16,606	17,062	17,531	18,013
18	13,365	13,733	14,110	14,498	14,897	15,307	15,728	16,161	16,606	17,062	17,531	18,013	18,509
19	13,733	14,110	14,498	14,897	15,307	15,728	16,161	16,606	17,062	17,531	18,013	18,509	19,018
20	14,110	14,498	14,897	15,307	15,728	16,161	16,606	17,062	17,531	18,013	18,509	19,018	19,540

ATTACHMENT B (Continued)
PHYSICIAN P SCHEDULE TABLE
See Section 6.08.200 B

Monthly Rates
Effective November 18, 2015

Sch Num	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
1	8,002	8,221	8,448	8,680	8,919	9,164	9,416	9,676	9,942	10,215	10,497	10,784	N/A
2	8,919	9,164	9,416	9,675	9,942	10,213	10,497	10,783	11,080	11,386	11,699	12,019	12,351
3	9,164	9,416	9,675	9,942	10,213	10,497	10,783	11,080	11,386	11,699	12,019	12,351	12,690
4	9,416	9,675	9,942	10,213	10,497	10,783	11,080	11,386	11,699	12,019	12,351	12,690	13,038
5	9,675	9,942	10,213	10,497	10,783	11,080	11,386	11,699	12,019	12,351	12,690	13,038	13,397
6	9,942	10,213	10,497	10,783	11,080	11,386	11,699	12,019	12,351	12,690	13,038	13,397	13,766
7	10,213	10,497	10,783	11,080	11,386	11,699	12,019	12,351	12,690	13,038	13,397	13,766	14,145
8	10,497	10,783	11,080	11,386	11,699	12,019	12,351	12,690	13,038	13,397	13,766	14,145	14,533
9	10,783	11,080	11,386	11,699	12,019	12,351	12,690	13,038	13,397	13,766	14,145	14,533	14,933
10	11,080	11,386	11,699	12,019	12,351	12,690	13,038	13,397	13,766	14,145	14,533	14,933	15,344
11	11,386	11,699	12,019	12,351	12,690	13,038	13,397	13,766	14,145	14,533	14,933	15,344	15,766
12	11,699	12,019	12,351	12,690	13,038	13,397	13,766	14,145	14,533	14,933	15,344	15,766	16,200
13	12,019	12,351	12,690	13,038	13,397	13,766	14,145	14,533	14,933	15,344	15,766	16,200	16,646
14	12,351	12,690	13,038	13,397	13,766	14,145	14,533	14,933	15,344	15,766	16,200	16,646	17,104
15	12,690	13,038	13,397	13,766	14,145	14,533	14,933	15,344	15,766	16,200	16,646	17,104	17,574
16	13,038	13,397	13,766	14,145	14,533	14,933	15,344	15,766	16,200	16,646	17,104	17,574	18,057
17	13,397	13,766	14,145	14,533	14,933	15,344	15,766	16,200	16,646	17,104	17,574	18,057	18,553
18	13,766	14,145	14,533	14,933	15,344	15,766	16,200	16,646	17,104	17,574	18,057	18,553	19,064
19	14,145	14,533	14,933	15,344	15,766	16,200	16,646	17,104	17,574	18,057	18,553	19,064	19,589
20	14,533	14,933	15,344	15,766	16,200	16,646	17,104	17,574	18,057	18,553	19,064	19,589	20,126

ATTACHMENT B (Continued)
PHYSICIAN P SCHEDULE TABLE
See Section 6.08.200 B

Monthly Rates
Effective October 1, 2016

Sch Num	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
1	8,242	8,468	8,701	8,940	9,187	9,439	9,698	9,966	10,240	10,521	10,812	11,108	N/A
2	9,187	9,439	9,698	9,965	10,240	10,519	10,812	11,106	11,412	11,728	12,050	12,380	12,722
3	9,439	9,698	9,965	10,240	10,519	10,812	11,106	11,412	11,728	12,050	12,380	12,722	13,071
4	9,698	9,965	10,240	10,519	10,812	11,106	11,412	11,728	12,050	12,380	12,722	13,071	13,429
5	9,965	10,240	10,519	10,812	11,106	11,412	11,728	12,050	12,380	12,722	13,071	13,429	13,799
6	10,240	10,519	10,812	11,106	11,412	11,728	12,050	12,380	12,722	13,071	13,429	13,799	14,179
7	10,519	10,812	11,106	11,412	11,728	12,050	12,380	12,722	13,071	13,429	13,799	14,179	14,569
8	10,812	11,106	11,412	11,728	12,050	12,380	12,722	13,071	13,429	13,799	14,179	14,569	14,969
9	11,106	11,412	11,728	12,050	12,380	12,722	13,071	13,429	13,799	14,179	14,569	14,969	15,381
10	11,412	11,728	12,050	12,380	12,722	13,071	13,429	13,799	14,179	14,569	14,969	15,381	15,804
11	11,728	12,050	12,380	12,722	13,071	13,429	13,799	14,179	14,569	14,969	15,381	15,804	16,239
12	12,050	12,380	12,722	13,071	13,429	13,799	14,179	14,569	14,969	15,381	15,804	16,239	16,686
13	12,380	12,722	13,071	13,429	13,799	14,179	14,569	14,969	15,381	15,804	16,239	16,686	17,145
14	12,722	13,071	13,429	13,799	14,179	14,569	14,969	15,381	15,804	16,239	16,686	17,145	17,617
15	13,071	13,429	13,799	14,179	14,569	14,969	15,381	15,804	16,239	16,686	17,145	17,617	18,101
16	13,429	13,799	14,179	14,569	14,969	15,381	15,804	16,239	16,686	17,145	17,617	18,101	18,599
17	13,799	14,179	14,569	14,969	15,381	15,804	16,239	16,686	17,145	17,617	18,101	18,599	19,110
18	14,179	14,569	14,969	15,381	15,804	16,239	16,686	17,145	17,617	18,101	18,599	19,110	19,636
19	14,569	14,969	15,381	15,804	16,239	16,686	17,145	17,617	18,101	18,599	19,110	19,636	20,177
20	14,969	15,381	15,804	16,239	16,686	17,145	17,617	18,101	18,599	19,110	19,636	20,177	20,730

ATTACHMENT B (Continued)
PHYSICIAN P SCHEDULE TABLE
See Section 6.08.200 B

Monthly Rates
Effective October 1, 2017

Sch Num	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
1	8,407	8,637	8,875	9,119	9,371	9,628	9,892	10,165	10,445	10,731	11,028	11,330	N/A
2	9,371	9,628	9,892	10,164	10,445	10,729	11,028	11,328	11,640	11,963	12,291	12,628	12,976
3	9,628	9,892	10,164	10,445	10,729	11,028	11,328	11,640	11,963	12,291	12,628	12,976	13,332
4	9,892	10,164	10,445	10,729	11,028	11,328	11,640	11,963	12,291	12,628	12,976	13,332	13,698
5	10,164	10,445	10,729	11,028	11,328	11,640	11,963	12,291	12,628	12,976	13,332	13,698	14,075
6	10,445	10,729	11,028	11,328	11,640	11,963	12,291	12,628	12,976	13,332	13,698	14,075	14,463
7	10,729	11,028	11,328	11,640	11,963	12,291	12,628	12,976	13,332	13,698	14,075	14,463	14,860
8	11,028	11,328	11,640	11,963	12,291	12,628	12,976	13,332	13,698	14,075	14,463	14,860	15,268
9	11,328	11,640	11,963	12,291	12,628	12,976	13,332	13,698	14,075	14,463	14,860	15,268	15,689
10	11,640	11,963	12,291	12,628	12,976	13,332	13,698	14,075	14,463	14,860	15,268	15,689	16,120
11	11,963	12,291	12,628	12,976	13,332	13,698	14,075	14,463	14,860	15,268	15,689	16,120	16,564
12	12,291	12,628	12,976	13,332	13,698	14,075	14,463	14,860	15,268	15,689	16,120	16,564	17,020
13	12,628	12,976	13,332	13,698	14,075	14,463	14,860	15,268	15,689	16,120	16,564	17,020	17,488
14	12,976	13,332	13,698	14,075	14,463	14,860	15,268	15,689	16,120	16,564	17,020	17,488	17,969
15	13,332	13,698	14,075	14,463	14,860	15,268	15,689	16,120	16,564	17,020	17,488	17,969	18,463
16	13,698	14,075	14,463	14,860	15,268	15,689	16,120	16,564	17,020	17,488	17,969	18,463	18,971
17	14,075	14,463	14,860	15,268	15,689	16,120	16,564	17,020	17,488	17,969	18,463	18,971	19,492
18	14,463	14,860	15,268	15,689	16,120	16,564	17,020	17,488	17,969	18,463	18,971	19,492	20,029
19	14,860	15,268	15,689	16,120	16,564	17,020	17,488	17,969	18,463	18,971	19,492	20,029	20,581
20	15,268	15,689	16,120	16,564	17,020	17,488	17,969	18,463	18,971	19,492	20,029	20,581	21,145

ATTACHMENT B (Continued)
PHYSICIAN P SCHEDULE TABLE
See Section 6.08.200 B

Monthly Rates
Effective April 1, 2018

Sch Num	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
1	8,575	8,810	9,053	9,301	9,558	9,821	10,090	10,368	10,654	10,946	11,249	11,557	N/A
2	9,558	9,821	10,090	10,367	10,654	10,944	11,249	11,555	11,873	12,202	12,537	12,881	13,236
3	9,821	10,090	10,367	10,654	10,944	11,249	11,555	11,873	12,202	12,537	12,881	13,236	13,599
4	10,090	10,367	10,654	10,944	11,249	11,555	11,873	12,202	12,537	12,881	13,236	13,599	13,972
5	10,367	10,654	10,944	11,249	11,555	11,873	12,202	12,537	12,881	13,236	13,599	13,972	14,357
6	10,654	10,944	11,249	11,555	11,873	12,202	12,537	12,881	13,236	13,599	13,972	14,357	14,752
7	10,944	11,249	11,555	11,873	12,202	12,537	12,881	13,236	13,599	13,972	14,357	14,752	15,157
8	11,249	11,555	11,873	12,202	12,537	12,881	13,236	13,599	13,972	14,357	14,752	15,157	15,573
9	11,555	11,873	12,202	12,537	12,881	13,236	13,599	13,972	14,357	14,752	15,157	15,573	16,003
10	11,873	12,202	12,537	12,881	13,236	13,599	13,972	14,357	14,752	15,157	15,573	16,003	16,442
11	12,202	12,537	12,881	13,236	13,599	13,972	14,357	14,752	15,157	15,573	16,003	16,442	16,895
12	12,537	12,881	13,236	13,599	13,972	14,357	14,752	15,157	15,573	16,003	16,442	16,895	17,360
13	12,881	13,236	13,599	13,972	14,357	14,752	15,157	15,573	16,003	16,442	16,895	17,360	17,838
14	13,236	13,599	13,972	14,357	14,752	15,157	15,573	16,003	16,442	16,895	17,360	17,838	18,328
15	13,599	13,972	14,357	14,752	15,157	15,573	16,003	16,442	16,895	17,360	17,838	18,328	18,832
16	13,972	14,357	14,752	15,157	15,573	16,003	16,442	16,895	17,360	17,838	18,328	18,832	19,350
17	14,357	14,752	15,157	15,573	16,003	16,442	16,895	17,360	17,838	18,328	18,832	19,350	19,882
18	14,752	15,157	15,573	16,003	16,442	16,895	17,360	17,838	18,328	18,832	19,350	19,882	20,430
19	15,157	15,573	16,003	16,442	16,895	17,360	17,838	18,328	18,832	19,350	19,882	20,430	20,993
20	15,573	16,003	16,442	16,895	17,360	17,838	18,328	18,832	19,350	19,882	20,430	20,993	21,568

**ATTACHMENT C
RELIEF PHYSICIAN H SCHEDULE TABLE**

**Hourly Step Rates
Effective November 18, 2015**

Sch Num	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
H01	73.05	75.24	77.49	79.83	82.23	84.69	87.22	89.84	92.54	93.75	93.75	93.75	93.75	93.75	93.75	93.75	95.52	98.37	101.33	104.37
H02	75.06	77.31	79.63	82.02	84.48	87.02	89.63	92.32	93.75	93.75	93.75	93.75	93.75	93.75	93.75	95.28	98.15	101.09	104.13	107.25
H03	77.14	79.44	81.83	84.28	86.81	89.41	92.10	93.75	93.75	93.75	93.75	93.75	93.75	93.75	95.06	97.91	100.85	103.88	106.99	110.20
H04	81.43	83.87	86.38	88.97	91.64	93.75	93.75	93.75	93.75	93.75	93.75	93.75	94.59	97.43	100.35	103.36	106.47	109.66	112.94	116.33
H05	83.65	86.16	88.76	91.41	93.75	93.75	93.75	93.75	93.75	93.75	93.75	94.36	97.19	100.11	103.10	106.21	109.39	112.67	116.05	119.53
H06	85.97	88.53	91.19	93.75	93.75	93.75	93.75	93.75	93.75	93.75	94.13	96.96	99.87	102.86	105.95	109.13	112.40	115.77	119.24	122.83
H07	85.97	88.53	91.19	93.93	96.75	99.66	102.64	105.72	108.89	112.16	115.53	118.99	122.56	126.24	130.03	131.25	131.25	131.25	131.25	131.25
H08	90.76	93.48	93.75	93.75	93.75	93.75	93.75	93.75	93.75	96.50	99.39	102.37	105.44	108.60	111.86	115.22	118.67	122.23	125.90	129.68
H09	93.25	96.05	98.93	101.90	104.95	108.10	111.34	114.69	118.13	121.68	125.31	129.09	131.25	131.25	131.25	131.25	131.25	131.25	131.25	133.23
H10	93.75	93.75	93.75	93.75	93.75	93.75	93.75	96.01	98.90	101.86	104.92	108.07	111.31	114.65	118.09	121.63	125.28	129.05	132.90	136.90
H11	93.75	93.75	93.75	93.75	93.75	93.75	95.78	98.66	101.62	104.66	107.81	111.04	114.37	117.81	121.34	124.98	128.73	132.59	136.56	140.67
H12	103.94	107.07	110.27	113.58	116.98	120.50	124.12	127.85	131.25	131.25	131.25	131.25	131.25	131.25	131.25	131.96	135.91	139.99	144.19	148.51
H13	103.94	107.07	110.27	113.58	116.98	120.50	124.12	127.85	131.25	131.25	131.25	131.25	131.25	131.25	131.25	131.96	135.91	139.99	144.19	148.51
H14	109.74	113.03	116.43	119.91	123.51	127.22	131.04	134.97	139.01	143.17	147.48	151.90	156.45	161.15	165.98	170.96	176.10	181.37	186.81	192.42
H15	112.76	116.14	119.63	123.21	126.90	130.72	131.25	131.25	131.25	131.25	131.25	131.25	131.25	134.93	138.97	143.14	147.43	151.86	156.42	161.11
H16	112.76	116.14	119.63	123.21	126.90	130.72	134.64	138.69	142.84	147.13	151.54	156.08	160.77	165.59	168.75	168.75	168.75	168.75	168.75	168.75
H17	122.31	125.98	129.76	131.25	131.25	131.25	131.25	131.25	131.25	131.25	133.94	137.96	142.11	146.36	150.76	155.28	159.94	164.73	169.68	174.77
H18	125.68	129.45	133.34	137.34	141.46	145.69	150.07	154.58	159.21	163.99	168.75	168.75	168.75	168.75	168.75	168.75	168.75	169.27	174.34	179.57
H19	129.14	133.01	137.00	141.11	145.36	149.70	154.20	158.83	163.59	168.49	168.75	168.75	168.75	168.75	168.75	168.75	168.86	173.92	179.14	184.52
H20	131.25	131.25	131.25	131.25	131.25	131.25	131.25	132.97	136.96	141.07	145.30	149.67	154.15	158.78	163.53	168.44	173.49	178.71	184.06	189.59
H21	132.70	136.67	140.76	144.99	149.35	153.81	158.45	163.19	168.08	168.75	168.75	168.75	168.75	168.75	168.75	168.75	173.49	178.71	184.06	189.59
H22	136.34	140.43	144.64	148.98	153.46	158.05	162.80	167.67	168.75	168.75	168.75	168.75	168.75	168.75	168.75	173.07	178.27	183.62	189.12	194.81
H23	140.09	144.29	148.63	153.09	157.67	162.40	167.27	168.75	168.75	168.75	168.75	168.75	168.75	168.75	172.66	177.84	183.18	188.67	194.33	200.16
H24	143.94	148.27	152.71	157.28	162.02	166.86	168.75	168.75	168.75	168.75	168.75	168.75	168.75	172.24	177.40	182.73	188.21	193.85	199.67	205.66
H25	147.90	152.34	156.90	161.62	166.46	168.75	168.75	168.75	168.75	168.75	168.75	168.75	171.82	176.97	182.28	187.75	193.39	199.19	205.16	211.32
H26	164.86	168.75	168.75	168.75	168.75	168.75	168.75	168.75	170.15	175.26	180.53	185.94	191.51	197.26	203.18	209.27	215.55	222.02	228.69	235.53
H27	168.75	168.75	168.75	168.75	168.75	168.75	168.75	169.74	174.84	180.08	185.50	191.05	196.79	202.68	208.77	215.04	221.48	228.12	234.98	242.01

ATTACHMENT C (Continued)
RELIEF PHYSICIAN H SCHEDULE TABLE

Hourly Step Rates
Effective October 1, 2016

Sch Num	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
H01	75.24	77.50	79.82	82.23	84.69	87.22	89.84	92.53	93.75	93.75	93.75	93.75	93.75	93.75	93.75	95.51	98.38	101.33	104.37	107.50
H02	77.31	79.63	82.02	84.48	87.01	89.63	92.32	93.75	93.75	93.75	93.75	93.75	93.75	93.75	95.29	98.14	101.09	104.12	107.25	110.47
H03	79.45	81.82	84.28	86.81	89.42	92.09	93.75	93.75	93.75	93.75	93.75	93.75	93.75	95.06	97.91	100.85	103.88	107.00	110.20	113.51
H04	83.87	86.38	88.98	91.64	93.75	93.75	93.75	93.75	93.75	93.75	93.75	94.59	97.43	100.35	103.36	106.47	109.66	112.95	116.33	119.82
H05	86.16	88.74	91.42	93.75	93.75	93.75	93.75	93.75	93.75	93.75	94.36	97.19	100.11	103.11	106.19	109.39	112.67	116.05	119.53	123.12
H06	88.54	91.19	93.75	93.75	93.75	93.75	93.75	93.75	93.75	94.13	96.96	99.87	102.86	105.95	109.13	112.40	115.77	119.24	122.82	126.51
H07	88.54	91.19	93.93	96.75	99.65	102.65	105.72	108.89	112.16	115.53	118.99	122.56	126.24	130.03	131.25	131.25	131.25	131.25	131.25	131.25
H08	93.48	93.75	93.75	93.75	93.75	93.75	93.75	93.75	96.50	99.39	102.37	105.44	108.60	111.86	115.22	118.67	122.23	125.90	129.67	133.57
H09	96.05	98.93	101.90	104.96	108.10	111.34	114.69	118.13	121.67	125.33	129.07	131.25	131.25	131.25	131.25	131.25	131.25	131.25	133.24	137.23
H10	93.75	93.75	93.75	93.75	93.75	93.75	96.01	98.89	101.86	104.92	108.07	111.31	114.65	118.09	121.63	125.27	129.04	132.92	136.89	141.01
H11	93.75	93.75	93.75	93.75	93.75	95.79	98.66	101.62	104.66	107.81	111.05	114.37	117.81	121.35	124.98	128.73	132.59	136.56	140.66	144.89
H12	107.06	110.28	113.58	116.98	120.49	124.11	127.85	131.25	131.25	131.25	131.25	131.25	131.25	131.25	131.96	135.91	139.98	144.19	148.51	152.97
H13	107.06	110.28	113.58	116.98	120.49	124.11	127.85	131.25	131.25	131.25	131.25	131.25	131.25	131.25	131.96	135.91	139.98	144.19	148.51	152.97
H14	113.03	116.42	119.92	123.51	127.22	131.04	134.97	139.02	143.19	147.47	151.91	156.45	161.15	165.99	170.96	176.09	181.38	186.81	192.41	198.15
H15	116.14	119.62	123.22	126.91	130.71	131.25	131.25	131.25	131.25	131.25	131.25	131.25	134.93	138.97	143.13	147.43	151.86	156.41	161.11	165.94
H16	116.14	119.62	123.22	126.91	130.71	134.64	138.68	142.84	147.12	151.54	156.09	160.77	165.59	168.75	168.75	168.75	168.75	168.75	168.75	168.75
H17	125.98	129.76	131.25	131.25	131.25	131.25	131.25	131.25	131.25	133.95	137.96	142.10	146.37	150.76	155.28	159.94	164.74	169.68	174.77	180.01
H18	129.45	133.34	137.34	141.46	145.70	150.06	154.57	159.21	163.99	168.75	168.75	168.75	168.75	168.75	168.75	168.75	169.27	174.35	179.57	184.96
H19	133.01	136.99	141.11	145.35	149.72	154.19	158.83	163.59	168.50	168.75	168.75	168.75	168.75	168.75	168.75	168.86	173.92	179.14	184.51	190.05
H20	131.25	131.25	131.25	131.25	131.25	131.25	132.98	136.96	141.07	145.30	149.66	154.16	158.78	163.54	168.44	173.49	178.69	184.07	189.58	195.28
H21	136.68	140.76	144.99	149.35	153.82	158.43	163.20	168.09	168.75	168.75	168.75	168.75	168.75	168.75	168.75	173.49	178.69	184.07	189.58	195.28
H22	140.43	144.64	148.98	153.45	158.06	162.79	167.68	168.75	168.75	168.75	168.75	168.75	168.75	168.75	173.07	178.26	183.62	189.12	194.79	200.65
H23	144.29	148.62	153.09	157.68	162.40	167.28	168.75	168.75	168.75	168.75	168.75	168.75	168.75	172.66	177.83	183.18	188.67	194.33	200.16	206.17
H24	148.26	152.71	157.28	162.00	166.87	168.75	168.75	168.75	168.75	168.75	168.75	168.75	172.24	177.40	182.73	188.21	193.86	199.67	205.66	211.83
H25	152.34	156.91	161.61	166.47	168.75	168.75	168.75	168.75	168.75	168.75	168.75	171.82	176.97	182.28	187.75	193.38	199.19	205.16	211.32	217.66
H26	168.75	168.75	168.75	168.75	168.75	168.75	168.75	170.16	175.25	180.52	185.94	191.51	197.26	203.18	209.27	215.55	222.02	228.68	235.55	242.60
H27	168.75	168.75	168.75	168.75	168.75	168.75	169.75	174.84	180.08	185.49	191.06	196.78	202.69	208.77	215.03	221.49	228.12	234.97	242.03	249.27

ATTACHMENT C (Continued)
RELIEF PHYSICIAN H SCHEDULE TABLE

Hourly Step Rates
Effective October 1, 2016

Sch Num	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
H01	75.24	77.50	79.82	82.23	84.69	87.22	89.84	92.53	93.75	93.75	93.75	93.75	93.75	93.75	93.75	95.51	98.38	101.33	104.37	107.50
H02	77.31	79.63	82.02	84.48	87.01	89.63	92.32	93.75	93.75	93.75	93.75	93.75	93.75	93.75	95.29	98.14	101.09	104.12	107.25	110.47
H03	79.45	81.82	84.28	86.81	89.42	92.09	93.75	93.75	93.75	93.75	93.75	93.75	93.75	95.06	97.91	100.85	103.88	107.00	110.20	113.51
H04	83.87	86.38	88.98	91.64	93.75	93.75	93.75	93.75	93.75	93.75	93.75	94.59	97.43	100.35	103.36	106.47	109.66	112.95	116.33	119.82
H05	86.16	88.74	91.42	93.75	93.75	93.75	93.75	93.75	93.75	93.75	94.36	97.19	100.11	103.11	106.19	109.39	112.67	116.05	119.53	123.12
H06	88.54	91.19	93.75	93.75	93.75	93.75	93.75	93.75	93.75	94.13	96.96	99.87	102.86	105.95	109.13	112.40	115.77	119.24	122.82	126.51
H07	88.54	91.19	93.93	96.75	99.65	102.65	105.72	108.89	112.16	115.53	118.99	122.56	126.24	130.03	131.25	131.25	131.25	131.25	131.25	131.25
H08	93.48	93.75	93.75	93.75	93.75	93.75	93.75	93.75	96.50	99.39	102.37	105.44	108.60	111.86	115.22	118.67	122.23	125.90	129.67	133.57
H09	96.05	98.93	101.90	104.96	108.10	111.34	114.69	118.13	121.67	125.33	129.07	131.25	131.25	131.25	131.25	131.25	131.25	131.25	133.24	137.23
H10	93.75	93.75	93.75	93.75	93.75	93.75	96.01	98.89	101.86	104.92	108.07	111.31	114.65	118.09	121.63	125.27	129.04	132.92	136.89	141.01
H11	93.75	93.75	93.75	93.75	93.75	95.79	98.66	101.62	104.66	107.81	111.05	114.37	117.81	121.35	124.98	128.73	132.59	136.56	140.66	144.89
H12	107.06	110.28	113.58	116.98	120.49	124.11	127.85	131.25	131.25	131.25	131.25	131.25	131.25	131.25	131.96	135.91	139.98	144.19	148.51	152.97
H13	107.06	110.28	113.58	116.98	120.49	124.11	127.85	131.25	131.25	131.25	131.25	131.25	131.25	131.25	131.96	135.91	139.98	144.19	148.51	152.97
H14	113.03	116.42	119.92	123.51	127.22	131.04	134.97	139.02	143.19	147.47	151.91	156.45	161.15	165.99	170.96	176.09	181.38	186.81	192.41	198.15
H15	116.14	119.62	123.22	126.91	130.71	131.25	131.25	131.25	131.25	131.25	131.25	131.25	134.93	138.97	143.13	147.43	151.86	156.41	161.11	165.94
H16	116.14	119.62	123.22	126.91	130.71	134.64	138.68	142.84	147.12	151.54	156.09	160.77	165.59	168.75	168.75	168.75	168.75	168.75	168.75	168.75
H17	125.98	129.76	131.25	131.25	131.25	131.25	131.25	131.25	131.25	133.95	137.96	142.10	146.37	150.76	155.28	159.94	164.74	169.68	174.77	180.01
H18	129.45	133.34	137.34	141.46	145.70	150.06	154.57	159.21	163.99	168.75	168.75	168.75	168.75	168.75	168.75	168.75	169.27	174.35	179.57	184.96
H19	133.01	136.99	141.11	145.35	149.72	154.19	158.83	163.59	168.50	168.75	168.75	168.75	168.75	168.75	168.75	168.86	173.92	179.14	184.51	190.05
H20	131.25	131.25	131.25	131.25	131.25	131.25	132.98	136.96	141.07	145.30	149.66	154.16	158.78	163.54	168.44	173.49	178.69	184.07	189.58	195.28
H21	136.68	140.76	144.99	149.35	153.82	158.43	163.20	168.09	168.75	168.75	168.75	168.75	168.75	168.75	168.75	173.49	178.69	184.07	189.58	195.28
H22	140.43	144.64	148.98	153.45	158.06	162.79	167.68	168.75	168.75	168.75	168.75	168.75	168.75	168.75	173.07	178.26	183.62	189.12	194.79	200.65
H23	144.29	148.62	153.09	157.68	162.40	167.28	168.75	168.75	168.75	168.75	168.75	168.75	168.75	172.66	177.83	183.18	188.67	194.33	200.16	206.17
H24	148.26	152.71	157.28	162.00	166.87	168.75	168.75	168.75	168.75	168.75	168.75	168.75	172.24	177.40	182.73	188.21	193.86	199.67	205.66	211.83
H25	152.34	156.91	161.61	166.47	168.75	168.75	168.75	168.75	168.75	168.75	168.75	171.82	176.97	182.28	187.75	193.38	199.19	205.16	211.32	217.66
H26	168.75	168.75	168.75	168.75	168.75	168.75	168.75	170.16	175.25	180.52	185.94	191.51	197.26	203.18	209.27	215.55	222.02	228.68	235.55	242.60
H27	168.75	168.75	168.75	168.75	168.75	168.75	169.75	174.84	180.08	185.49	191.06	196.78	202.69	208.77	215.03	221.49	228.12	234.97	242.03	249.27

ATTACHMENT C (Continued)
RELIEF PHYSICIAN H SCHEDULE TABLE

Hourly Step Rates
Effective October 1, 2017

Sch Num	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
H01	76.74	79.05	81.42	83.87	86.38	88.97	91.64	93.75	93.75	93.75	93.75	93.75	93.75	93.75	94.59	97.42	100.35	103.36	106.46	109.65
H02	78.86	81.23	83.66	86.17	88.75	91.42	93.75	93.75	93.75	93.75	93.75	93.75	93.75	94.36	97.19	100.10	103.12	106.20	109.39	112.67
H03	81.04	83.46	85.97	88.55	91.21	93.75	93.75	93.75	93.75	93.75	93.75	93.75	94.14	96.96	99.87	102.87	105.96	109.14	112.41	115.78
H04	85.55	88.11	90.75	93.47	93.75	93.75	93.75	93.75	93.75	93.75	93.75	96.48	99.38	102.36	105.42	108.60	111.85	115.20	118.65	122.22
H05	87.88	90.52	93.25	93.75	93.75	93.75	93.75	93.75	93.75	93.75	96.25	99.13	102.11	105.17	108.32	111.58	114.92	118.37	121.92	125.58
H06	90.31	93.01	93.75	93.75	93.75	93.75	93.75	93.75	93.75	96.02	98.90	101.86	104.92	108.07	111.31	114.65	118.08	121.63	125.28	129.04
H07	90.31	93.01	95.81	98.68	101.65	104.70	107.84	111.07	114.40	117.84	121.38	125.01	128.76	131.25	131.25	131.25	131.25	131.25	131.25	131.25
H08	93.75	93.75	93.75	93.75	93.75	93.75	93.75	95.56	98.43	101.38	104.42	107.55	110.78	114.10	117.52	121.04	124.68	128.42	132.27	136.24
H09	97.98	100.91	103.94	107.06	110.27	113.57	116.98	120.49	124.11	127.83	131.25	131.25	131.25	131.25	131.25	131.25	131.25	131.94	135.91	139.97
H10	93.75	93.75	93.75	93.75	93.75	95.09	97.93	100.87	103.90	107.02	110.23	113.53	116.95	120.45	124.07	127.78	131.62	135.58	139.63	143.83
H11	93.75	93.75	93.75	93.75	94.86	97.70	100.63	103.66	106.76	109.96	113.27	116.66	120.17	123.78	127.47	131.30	135.24	139.30	143.47	147.79
H12	109.20	112.48	115.85	119.33	122.90	126.60	130.41	131.25	131.25	131.25	131.25	131.25	131.25	131.25	134.59	138.63	142.79	147.07	151.48	156.03
H13	109.20	112.48	115.85	119.33	122.90	126.60	130.41	131.25	131.25	131.25	131.25	131.25	131.25	131.25	134.59	138.63	142.79	147.07	151.48	156.03
H14	115.29	118.75	122.31	125.98	129.76	133.66	137.67	141.80	146.05	150.42	154.95	159.58	164.37	169.31	174.38	179.61	185.01	190.55	195.00	199.00
H15	118.46	122.01	125.69	129.44	131.25	131.25	131.25	131.25	131.25	131.25	131.25	133.61	137.63	141.75	146.00	150.38	154.89	159.54	164.34	169.26
H16	118.46	122.01	125.69	129.44	133.32	137.33	141.45	145.70	150.06	154.58	159.21	163.98	168.75	168.75	168.75	168.75	168.75	168.75	168.75	169.26
H17	128.51	131.25	131.25	131.25	131.25	131.25	131.25	131.25	132.64	136.63	140.72	144.95	149.30	153.77	158.38	163.14	168.03	173.07	178.26	183.61
H18	132.04	136.01	140.09	144.29	148.62	153.06	157.66	162.40	167.28	168.75	168.75	168.75	168.75	168.75	168.75	168.75	172.66	177.84	183.16	188.66
H19	135.68	139.73	143.94	148.26	152.71	157.28	162.00	166.86	168.75	168.75	168.75	168.75	168.75	168.75	168.75	172.23	177.40	182.72	188.20	193.85
H20	131.25	131.25	131.25	131.25	131.25	131.67	135.64	139.70	143.89	148.21	152.65	157.24	161.95	166.81	171.81	176.96	182.26	187.75	193.37	199.18
H21	139.41	143.58	147.89	152.33	156.90	161.60	166.47	168.75	168.75	168.75	168.75	168.75	168.75	168.75	171.81	176.96	182.26	187.75	193.37	199.18
H22	143.24	147.54	151.96	156.52	161.22	166.05	168.75	168.75	168.75	168.75	168.75	168.75	168.75	171.40	176.54	181.83	187.29	192.90	198.69	204.66
H23	147.18	151.60	156.16	160.83	165.65	168.75	168.75	168.75	168.75	168.75	168.75	168.75	170.97	176.11	181.39	186.84	192.44	198.21	204.16	210.29
H24	151.22	155.77	160.43	165.24	168.75	168.75	168.75	168.75	168.75	168.75	168.75	170.56	175.69	180.95	186.38	191.97	197.73	203.66	209.78	216.07
H25	155.39	160.04	164.85	168.75	168.75	168.75	168.75	168.75	168.75	168.75	170.16	175.26	180.51	185.93	191.51	197.25	203.17	209.27	215.55	222.02
H26	168.75	168.75	168.75	168.75	168.75	168.75	168.75	173.56	178.76	184.13	189.66	195.34	201.21	207.24	213.46	219.86	226.45	233.25	240.26	247.46
H27	168.75	168.75	168.75	168.75	168.75	168.75	173.14	178.33	183.69	189.20	194.88	200.72	206.74	212.94	219.33	225.92	232.69	239.67	246.87	254.26

ATTACHMENT C (Continued)
RELIEF PHYSICIAN H SCHEDULE TABLE

Hourly Step Rates
Effective April 1, 2018

Sch Num	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
H01	78.28	80.64	83.05	85.55	88.11	90.74	93.47	93.75	93.75	93.75	93.75	93.75	93.75	93.75	96.48	99.37	102.35	105.42	108.59	111.84
H02	80.43	82.85	85.34	87.89	90.53	93.25	93.75	93.75	93.75	93.75	93.75	93.75	93.75	96.25	99.13	102.10	105.18	108.32	111.58	114.92
H03	82.66	85.13	87.69	90.32	93.03	93.75	93.75	93.75	93.75	93.75	93.75	93.75	96.02	98.90	101.87	104.92	108.08	111.32	114.66	118.09
H04	87.26	89.88	92.57	93.75	93.75	93.75	93.75	93.75	93.75	93.75	95.54	98.41	101.36	104.41	107.53	110.77	114.09	117.50	121.03	124.67
H05	89.64	92.33	93.75	93.75	93.75	93.75	93.75	93.75	93.75	95.32	98.18	101.12	104.15	107.28	110.49	113.81	117.22	120.73	124.36	128.09
H06	92.12	93.75	93.75	93.75	93.75	93.75	93.75	93.75	95.08	97.94	100.88	103.90	107.02	110.23	113.53	116.95	120.44	124.06	127.78	131.62
H07	92.12	94.87	97.73	100.65	103.68	106.80	109.99	113.29	116.69	120.20	123.80	127.51	131.25	131.25	131.25	131.25	131.25	131.25	131.25	131.62
H08	93.75	93.75	93.75	93.75	93.75	93.75	94.64	97.47	100.40	103.41	106.50	109.70	112.99	116.38	119.87	123.47	127.17	130.98	134.91	138.97
H09	99.94	102.93	106.02	109.20	112.47	115.84	119.33	122.90	126.59	130.39	131.25	131.25	131.25	131.25	131.25	131.25	131.25	134.58	138.63	142.77
H10	93.75	93.75	93.75	93.75	94.16	97.00	99.89	102.89	105.98	109.16	112.43	115.80	119.29	122.86	126.55	130.33	134.25	138.29	142.42	146.70
H11	93.75	93.75	93.75	93.94	96.76	99.66	102.64	105.73	108.89	112.16	115.53	119.00	122.57	126.25	130.02	133.93	137.95	142.08	146.34	150.74
H12	111.39	114.73	118.17	121.72	125.36	129.13	131.25	131.25	131.25	131.25	131.25	131.25	131.25	133.28	137.29	141.41	145.64	150.01	154.51	159.15
H13	111.39	114.73	118.17	121.72	125.36	129.13	131.25	131.25	131.25	131.25	131.25	131.25	131.25	133.28	137.29	141.41	145.64	150.01	154.51	159.15
H14	117.59	121.12	124.76	128.50	132.36	136.33	140.42	144.64	148.97	153.43	158.04	162.77	167.66	172.69	177.87	183.20	188.71	194.36	199.00	195.00
H15	120.83	124.46	128.20	131.25	131.25	131.25	131.25	131.25	131.25	131.25	132.32	136.29	140.38	144.59	148.92	153.39	157.99	162.74	167.62	172.64
H16	120.83	124.46	128.20	132.04	135.99	140.07	144.28	148.62	153.06	157.66	162.39	167.26	168.75	168.75	168.75	168.75	168.75	168.75	168.75	172.64
H17	131.07	131.25	131.25	131.25	131.25	131.25	131.25	131.36	135.30	139.36	143.53	147.85	152.28	156.84	161.55	166.40	171.40	176.54	181.83	187.28
H18	134.68	138.73	142.89	147.17	151.59	156.13	160.81	165.65	168.75	168.75	168.75	168.75	168.75	168.75	168.75	170.97	176.11	181.40	186.82	192.43
H19	138.39	142.53	146.82	151.22	155.77	160.42	165.24	168.75	168.75	168.75	168.75	168.75	168.75	168.75	170.56	175.68	180.94	186.37	191.96	197.73
H20	131.25	131.25	131.25	131.25	131.25	134.31	138.35	142.49	146.76	151.17	155.71	160.39	165.19	170.15	175.25	180.50	185.91	191.50	197.24	203.16
H21	142.19	146.45	150.84	155.38	160.04	164.83	168.75	168.75	168.75	168.75	168.75	168.75	168.75	170.15	175.25	180.50	185.91	191.50	197.24	203.16
H22	146.10	150.49	155.00	159.65	164.44	168.75	168.75	168.75	168.75	168.75	168.75	168.75	169.74	174.83	180.07	185.46	191.04	196.76	202.67	208.75
H23	150.12	154.63	159.28	164.05	168.75	168.75	168.75	168.75	168.75	168.75	168.75	169.32	174.39	179.63	185.02	190.58	196.29	202.18	208.24	214.49
H24	154.25	158.89	163.64	168.55	168.75	168.75	168.75	168.75	168.75	168.75	168.91	173.98	179.21	184.57	190.11	195.81	201.69	207.74	213.98	220.39
H25	158.50	163.25	168.14	168.75	168.75	168.75	168.75	168.75	168.75	168.75	173.56	178.76	184.12	189.65	195.34	201.19	207.24	213.45	219.86	226.45
H26	168.75	168.75	168.75	168.75	168.75	168.75	171.88	177.03	182.33	187.82	193.45	199.25	205.23	211.39	217.72	224.26	230.98	237.92	245.06	252.41
H27	168.75	168.75	168.75	168.75	168.75	171.45	176.61	181.90	187.36	192.99	198.78	204.73	210.88	217.20	223.72	230.44	237.34	244.46	251.81	259.34

RELIEF PHYSICIAN SCHEDULE

Specialty Code	Medical Specialty	Schedule
51	Anesthesiology	H21
52	Dermatology	H17
53	Emergency Medicine	H14
54	Family Practice	H05
55	Int Med-General/ Endocrinology	H05
56	Int Med-Cardiology (Invasive)	H19
57	Int Med-Cardiology (Non-Invasive)	H10
58	Int Med-Critical Care	H13
59	Int Med-Gastro (Invasive)	H16
60	Int Med-Gastro (Non-Invasive)	H07
61	Int Med-Hematology/Oncology	H12
62	Int Med-Infectious Disease	H02
63	Int Med-Nephrology	H04
64	Int Med-Pulmonary (Invasive)	H06
65	Int Med-Pulmonary (Non-Invasive)	H03
66	Int Med-Rheumatology	H02
67	Neurology	H04
68	Nuclear Medicine	H11
69	ObGyn-General	H13
70	ObGyn-Gynecologic Oncology	H21
71	ObGyn-Maternal/Fetal Medicine	H20
72	Otolaryngology	H23
73	Pathology	H06
74	Pathology-Forensic	H10
75	Pediatrics	H01
76	Pediatrics - Neonatal/Critical Care	H15
77	Physical Medicine and Rehabilitation	H08
78	Preventive Medicine	H03
79	Psychiatry	H09
80	Radiology-General/Diagnostic	H22
81	Radiology-Vasc/Int Diagnostic	H25
82	Surgery-Cardio Thoracic	H27
83	Surgery-General	H24
84	Surgery-Neurological	H27
85	Surgery-Ophthalmology	H18
86	Surgery-Orthopedics	H27
87	Surgery-Pediatric	H27
88	Surgery-Plastic	H26
89	Surgery-Urologic	H21
90	Surgery-Vascular	H24