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ADOPTED

BOARD OF SUPERVISORS
COUNTY OF LOS ANGELES

September 29, 2026

The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, California 90012

22 September 29, 2026

Edward Yen
EDWARD YEN
EXECUTIVE OFFICER

Dear Supervisors:

MEMORANDA OF UNDERSTANDING FOR BARGAINING UNITS (BUs) REPRESENTED BY CALIFORNIA ASSOCIATION OF PROFESSIONAL EMPLOYEES, UNION OF AMERICAN PHYSICIANS AND DENTISTS (UAPD), AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES, PROGRAM MANAGERS ASSOCIATION, LOS ANGELES COUNTY ASSOCIATION OF ENVIRONMENTAL HEALTH SPECIALISTS, AMENDMENTS FOR BUs REPRESENTED BY UAPD, AND AUTHORITY FOR ONE-TIME PAYMENTS (ALL DISTRICTS) (4 VOTES)

SUBJECT

The County of Los Angeles (County) has concluded negotiations on successor Memoranda of Understanding (MOUs) with the California Association of Professional Employees (CAPE); certain BUs represented by the American Federation of State, County, and Municipal Employees (AFSCME); UAPD; the Los Angeles County Association of Environmental Health Specialists (LACOEHS); the Plant Operating Engineers; the Child Support Attorneys Association; and the Program Managers Association. Each affected certified employee organization has ratified its respective agreement or amendments. This letter requests that the Board of Supervisors (Board) adopt the successor MOUs and amendments identified in Recommendations one through eight.

On July 29, 2025, the Board granted blanket authorization to issue a \$5,000 ratification payment to employees in active pay status on the date their BU ratified a comprehensive tentative agreement for a 2025-2028 successor MOUs and authorized the Auditor-Controller to issue the payment in accordance with each agreement. The County used that authority for the MOUs submitted with this letter. The July 29, 2025, action did not authorize the separate \$2,000 one-time payment and does not cover MOUs extending through 2029. This letter requests authority to issue the \$2,000 payment for agreements ending in 2028 or 2029, extend the \$5,000 authority to agreements extending through 2029, and issue both payments following union ratification and before the complete MOUs are presented to the Board. The complete MOUs will still be submitted to the Board for adoption.

IT IS RECOMMENDED THAT THE BOARD:

1. Approve the accompanying successor MOUs for three-year terms ending September 30, 2028, for the following CAPE BUs:

Unit 131 - Appraisers
Unit 132 - Supervising Appraisers
Unit 501 - Professional Engineers
Unit 502 - Supervising Professional Engineers
Unit 511 - Engineering Technicians
Unit 512 - Supervising Engineering Technicians

2. Approve the accompanying successor MOUs for three-year terms ending September 30, 2028, for the following AFSCME BUs:

Local 119, Unit 421 - Automotive and Equipment Maintenance and Repair
Local 830, Unit 821 - Agricultural Inspectors
Local 1083, Unit 725 - Supervising Child Support Specialists
Local 2712, Unit 721 - Psychiatric Social Workers
Local 3511, Unit 724 - Supervising Professional Social Workers

3. Approve the accompanying successor MOU for a three-year term ending September 30, 2028, with UAPD, BU 301.

4. Approve the accompanying successor MOU for a three-year term ending September 30, 2028, with LACOAHS, BU 331.

5. Approve the accompanying successor MOU for a three-year term ending September 30, 2028, with the Plant Operating Engineers, BU 401.

6. Approve the accompanying successor MOU for a three-year term ending September 30, 2028, with the Child Support Attorneys Association, BU 802.

7. Approve the accompanying successor MOU for a three-year term ending September 30, 2028, with the Program Managers Association, BU 804.

8. Approve the accompanying amendments to the Salaries articles of the UAPD MOUs for BUs 324 and 325.

9. Approve a \$2,000 one-time payment for employees in active pay status on the applicable general salary adjustment effective date of July 1, 2026, or October 1, 2026, as specified in the negotiated agreement, for BUs units that reach a comprehensive tentative agreement and ratify a successor MOU with a term ending in 2028 or 2029, as applicable; and approve a related \$2,000 payment for eligible full-time non-represented employees who meet comparable eligibility requirements.

10. Extend the Board's July 29, 2025 authorization for the \$5,000 one-time ratification payment to employees in active pay status on the date of ratification to BUs that reach a comprehensive tentative agreement and ratify a successor MOU extending through 2029.

11. Authorize the Auditor-Controller to issue the \$5,000 ratification payment and the \$2,000 one-time payment in accordance with the terms of each negotiated agreement following union ratification and pending MOU Board for adoption.

12. Instruct the Auditor-Controller to make all necessary payroll system changes to implement the recommendations contained herein.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

Following several months of negotiations, the County reached tentative agreements with CAPE, AFSCME, UAPD, LACOA EHS, the Plant Operating Engineers, the Child Support Attorneys Association, and the Program Managers Association on successor MOUs for the BUs covered by this letter. Each affected union has ratified its respective agreement or amendments. The amendments for UAPD BUs 324 and 325 do not revise or extend the terms of the successor MOUs. They apply solely to the Salaries articles of the respective MOUs approved by the Board on June 25, 2024.

The Board's July 29, 2025 action authorized the \$5,000 ratification payment and \$2,000 one-time payment for successor MOUs covering the 2025-2028 bargaining cycle. The County has issued the \$5,000 ratification payments for the MOUs submitted with this letter under that authority. The \$2,000 payments will be payable to eligible employees, consistent with the terms of the agreements and the Board's authorization. Some successor agreements now being negotiated extend to 2029, and advance authority will allow the County to process the negotiated one-time payments promptly following union ratification rather than delay payment until the complete MOU is finalized and presented to the Board. The requested authority is limited to the one-time payments and does not constitute Board adoption of any other provision of the successor MOU.

The successor MOUs and amendments formalize negotiated wages, hours, and other terms and conditions of employment and resolve issues raised during bargaining. Approval will provide clarity regarding the parties' obligations, support labor stability, and facilitate the continued delivery of public services. The agreements are consistent with the Board's direction and established economic parameters.

The negotiated salary adjustments and one-time payments are summarized below:

Employees covered by those successor MOUs will receive an approximately two percent (8-level) salary adjustment effective October 1, 2026; an approximately five percent (20-level) salary adjustment effective October 1, 2027; and a \$2,000 one-time payment payable to eligible employees in active pay status as of October 1, 2026. The \$5,000 ratification payments were previously authorized and have been issued.

Additional Provisions

In addition to these economic provisions, the MOUs include operational changes, administrative updates, and language clarifications intended to improve efficiency, preserve existing pay practices, clarify the parties' rights, and reduce labor-management disputes. Where required, salary adjustments have also been made to ensure compliance with County Code, and the State of California health care worker minimum wage.

Implementation of Strategic Plan Goals

The recommended actions support the County of Los Angeles Strategic Plan – North Star 3: Realize Tomorrow’s Government Today, Goal G: Internal Controls and Fiscal Sustainability, by maintaining a wage and benefit structure that is fiscally responsible.

FISCAL IMPACT/FINANCING

The successor MOUs and amendments have been ratified by the respective unions and are within the economic parameters previously established by the Board. The County’s pension actuary, Cheiron, has reviewed the proposed salary adjustments and advised that the resulting increase in payroll is consistent with the assumptions used in the County’s most recent actuarial valuation of the retirement systems. As a result, the recommended salary adjustments do not create an unfunded pension liability and will not adversely affect the funded status of the County’s retirement plans.

Funding for the salary adjustments and one-time payments will be absorbed within departmental budgets and through existing appropriations, consistent with the Board’s adopted budget and labor cost projections.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

The attached successor MOUs and amendments are a result of tentative agreements reached through good-faith bargaining between the County and the relevant certified labor organizations.

These agreements have been ratified by their respective union membership and will take effect upon adoption by the Board, at which time, these MOUs and amendments will serve as binding contracts between the parties for the identified term of the agreement.

The advance authority for one-time payments is limited to issuance of the identified payments following union ratification. Each complete successor MOU will subsequently be presented to the Board for adoption before any other provision is implemented.

The accompanying successor MOUs and amendments have been approved as to form by County Counsel.

IMPACT ON CURRENT SERVICES (OR PROJECTS)

No impact on current services.

The Honorable Board of Supervisors

9/29/2026

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Respectfully submitted,



Joseph M. Nicchitta

Chief Executive Officer

JMN:JG:KLW:SSW

JH:MC:rfm

- c: Executive Office, Board of Supervisors
- County Counsel
- Auditor-Controller
- Human Resources
- All Department Heads

AMENDMENT NO. 1
MEMORANDUM OF UNDERSTANDING
FOR JOINT SUBMISSION
TO THE BOARD OF SUPERVISORS
REGARDING THE PHYSICIANS AND VETERINARIANS
EMPLOYEE REPRESENTATION UNIT

THIS AMENDMENT NO. 1 TO THE MEMORANDUM OF UNDERSTANDING, made and entered into this 29th day of September 2026,

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").

WHEREAS, on the 25th day of June 2024, the County Board of Supervisors approved a Memorandum of Understanding between the County and UAPD (hereinafter referred to as the "parties") regarding the Physicians and Veterinarians Employee Representation Unit for a five year term beginning October 1, 2022, and ending September 30, 2027; and

WHEREAS, as a result of mutual agreement, the parties desire to amend the Memorandum of Understanding Article 7 as set forth hereafter:

NOW, THEREFORE, the parties agree as follows:

1. Delete Article 7 - Salaries in its entirety and replace it with the following:

Ratification Payment

- \$5,000 effective upon notification of positive ratification of contract
- \$2,000 ratification payment effective October 1, 2026

Upon reaching a full tentative agreement and subsequent ratification of the MOU, the County will make a \$5,000 ratification payment to all full-time and part-time employees who are in an active pay status and are part of the unit as of the ratification date, within 45 days of receiving notice that the bargaining unit has ratified the MOU.

This shall not establish a precedent or be construed as a commitment for future practice as it relates to ratification payment or structure.

Cost of Living Adjustments (COLAs)

2.0% COLA effective October 1, 2026

5.0% COLA effective October 1, 2027

Fiscal Integrity:

- If the County concludes, in good faith, that paying the 2026 and/or 2027 COLA would contribute to a long-term structural deficit¹, the Board of Supervisors may impose changes to these COLAs to address the deficit. This action will only be taken following a publicly recorded vote.
- The Union shall not have the right to meet and confer and/or meet and consult on the decision.
- The County shall not have the right to forgo or delay any other economic components of the subject MOUs other than upcoming COLAs through this process.
- This provision shall sunset on September 30, 2027.

Preventive Measures:

1. If a long-term structural deficit is identified, the County will notify the JLMFC of reasonable measures that could be considered to eliminate the structural deficit, such as, but not limited to:
 - Limiting new non-mandatory program spending.
 - Implementing hiring and spending freezes.
 - Executing budget curtailments without layoffs.
 - Delay of new County programming and project funding.

¹ A structural deficit occurs when forecasted ongoing expenses exceed corresponding revenues. A long-term structural deficit occurs when a structural deficit is expected to last the remainder of the fiscal year and is expected to continue into the following fiscal year.

- Cancelling non-essential contract under Proposition A.
2. If the reasonable measures fail to provide a good-faith solution to eliminating the long-term structural deficit, the Board of Supervisors may impose changes to the 2026 and/or 2027 COLA. This action will only be taken following a publicly recorded vote.

Joint Labor Management Financial Committee (JLMFC) – CCU Member Unions

The County and Union will establish a JLMFC to share information regarding the County's revenues and expenditures.

The JLMFC will:

- Share information
- Exchange ideas on problem-solving
- Address impacts of declaration of long-term structural deficit
- Provide periodic reports to the Board of Supervisors

The JLMFC will meet quarterly in calendar years 2026 and 2027 to evaluate fiscal projections. After the first meeting or at a time mutually agreed to by the parties, the JLMFC will establish the reports required from the County to satisfy the JLMFC need to anticipate fiscal uncertainty. These reports and supplemental information will be provided on and prior to each quarterly meeting.

The parties agree that the materials, discussion, and all products of the JLMFC are confidential except for the mutually agreed upon report provided to the Board of Supervisors.

The JLMFC will be distinguished from all other joint-labor management committees in the County in that it will be comprised solely of principals of the County and the CCU member unions. The County's team will consist of the County Chief Executive Officer, County Assessor, County Auditor-Controller, and the County's Treasurer and Tax Collector as subject matter experts who are responsible for: generating County revenue (Assessor), collecting County revenue (Treasurer and Tax Collector), allocating County revenue (Auditor-Controller), and budgeting County revenue and expenditures (Chief Executive Officer). These members were chosen for their fiscal, finance, and budgetary acumen to support the JLMFC. The Union's team shall include only two representatives from each participating union), the CCU Chairperson, CCU staff, and experts selected by the CCU to include but not limited to legal, financial and other experts.

The County will provide details of the County's forecasted revenues and expenditures for the current and succeeding fiscal year. Additionally, the Annual Comprehensive Financial Report (ACFR) will be provided as soon as the independent auditor issues the report. The JLMFC will submit a public report to the Board of Supervisors within 15 days following each meeting.

This provision provides the County with flexibility to manage financial challenges while maintaining transparency and communication with the Union.

This language will be permanently removed from the Memorandum of Understanding on September 30, 2027.

Section 1. Recommended Salary Adjustments

The parties jointly agree to recommend to the County's Board of Supervisors that said Board adopt and implement the following salaries applicable to employees in the Unit effective on the dates indicated:

approximately 2.0 percent (8 levels) effective October 1, 2026

approximately 5.0 percent (20 levels) effective October 1, 2027

The parties further agree that said Board adopt and implement the following salaries applicable to employees in the Unit effective the dates indicated:

ITEM NO	ITEM CLASSIFICATION	EFFECTIVE DATE	NOTE	SCH	MINIMUM RATE	MAXIMUM RATE
5475	PHYSICIAN,MD	CURRENT 10/01/2026 10/01/2027	N42 N42 N42			
5474	PHYSICIAN,MD (NON MEGAFLEX)	CURRENT 10/01/2026 10/01/2027	N43 N43 N43			
5455	PHYSICIAN SPECIALIST(MEGAFLEX)	CURRENT 10/01/2026 10/01/2027	N42 N42 N42			

5476 PHYSICIAN SPECIALIST(NON MEGAFLEX)	CURRENT	N43			
	10/01/2026	N43			
	10/01/2027	N43			
5477 PHYSICIAN SPECIALIST,MD	CURRENT	N19			
	10/01/2026	N19			
	10/01/2027	N19			
5473 RELIEF PHYSICIAN	CURRENT	N42			
	10/01/2026	N42			
	10/01/2027	N42			
5482 RELIEF PHYSICIAN,CORRECTIONAL HEALT	CURRENT	N42	FH		216.83
	10/01/2026	N42	FH		221.17
	10/01/2027	N42	FH		232.23
5728 VETERINARIAN (MEGAFLEX)	CURRENT	N2MXO	120C	11508.27	16374.45
	10/01/2026	N2MXO	120L	11737.36	16700.27
	10/01/2027	N2MXO	122J	12330.45	17545.00
5729 VETERINARIAN(NON-MEGAFLEX)	CURRENT	N2MXO	120C	11508.27	16374.45
	10/01/2026	N2MXO	120L	11737.36	16700.27
	10/01/2027	N2MXO	122J	12330.45	17545.00

Effective January 1, 2025, Veterinarians, MF (Item No. 5728) and Veterinarians, NMF (Item No. 5729) shall move two – standard salary schedule (approximately 5.5%).

Section 2. Step Advancement for Veterinarians

- a. Full-time permanent employees in this Unit who are below the top step of their respective salary range and who are eligible for step advancement 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 (1) month prior to the employee's step advance anniversary date and within a period which does not exceed one (1) year prior to that date.

- b. 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.

Where no Performance Evaluation is issued in accordance with Paragraph a. above, the employee may request their department head, in writing, issue a Performance Evaluation.

- c. Grievances arising out of this Section shall be processed as follows:
 - (1) 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 (10) 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 thirty (30) days effective to their step anniversary date.
 - (2) 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 thirty (30) days effective to their step anniversary date.

- (3) Grievances based on an Improvement Needed Performance Evaluation shall be filed within ten (10) days of issuance with the department head or their designated representative who shall respond to the grievance within ten (10) days. Appeals from a department head decision shall be processed in accordance with Civil Service Rules.
- d. During the term of this agreement, should any changes be made in the existing categories of Performance Evaluation which adversely impacts the application of this Section, the parties agree to 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 3. Physician Pay Plan

The compensation of Physicians 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 4. 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 7 of this Memorandum of Understanding.

Physician, MD, Megaflex (Item No. 5475) and Physician, Non-Megaflex (Item No. 5474) shall be compensated on Range 2 of the effective D table.

Physician Specialist Megaflex (Item No. 5455) and Physician Specialist Non-Megaflex (Item No. 5476) in the following specialties shall be compensated on the indicated range of the effective Physician D Schedule Table.

Revision to Pay Schedule D

Effective January 1, 2019, the Physician Pay Schedule D will be condensed, current steps one (1) through ten (10) will be removed; Steps 11 through 20 will become the new steps one (1) through ten (10).

Under the condensed Physician Pay Plan, incumbent physicians will be placed on the closest step of the appropriate Grid Level that does not constitute a decrease in pay.

Effective January 1, 2025, 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	D32
52	Dermatology	D24
53	Emergency Medicine	D17
54	Family Practice	D13
55	Internal Medicine – Endocrinology	D09
56	Internal Medicine – Cardiology (Invasive)	D25

57	Internal Medicine – Cardiology (Non-Invasive)	D15
58	Internal Medicine – Critical Care	D20
59	Internal Medicine – Gastro (Interventional)	D23
61	Internal Medicine – Hematology/Oncology	D23
62	Internal Medicine – Infectious Disease	D09
63	Internal Medicine – Nephrology	D15
64	Internal Medicine – Pulmonary (Invasive)	D10
65	Internal Medicine – Pulmonary (Non-Invasive)	D06
66	Internal Medicine – Rheumatology	D10
67	Neurology	D10
68	Nuclear Medicine	D20
69	OB/Gyn – General	D21
70	OB/Gyn – Gynecologic Oncology	D27
71	OB/Gyn – Maternal/Fetal Medicine	D26
72	Otolaryngology	D28
73	Pathology	D12
74	Pathology – Forensic	D16
75	Pediatrics	D06
76	Pediatrics – Neonatal/Critical Care	D19
77	Physical Medicine and Rehabilitation	D15
78	Preventive Medicine	D06
79	Psychiatry	D15
80	Radiology – General/Diagnostic	D28
81	Radiology – Vascular/Internal Diagnostic	D30
82	Surgery – Cardio-Thoracic	D37
83	Surgery – General	D30
84	Surgery – Neurological	D37
85	Surgery – Ophthalmology	D26
86	Surgery – Orthopedics	D36
87	Surgery – Pediatric	D35
88	Surgery – Plastic	D34
89	Surgery – Urologic	D27
90	Surgery – Vascular	D32
91	Surgery – Critical Care	D32
92	Internal Medicine – General	D13
93	Preventive Medicine-Public Health & General Prev. Med.	D12

Incumbents assigned to specialties experiencing a change in grid placement (i.e.,

Anesthesiology (Code 51), Family Practice (Code 54), Internal Medicine – Critical

Care (Code 58), Internal Medicine – Gastro (Interventional) (Code 59), Internal

Medicine - Hematology/Oncology (Code 61), Internal Medicine – Infectious Disease (Code 62), Internal Medicine – Nephrology (Code 63), Internal Medicine – Rheumatology (Code 66), Neurology (Code 67), OB/Gyn. – General (Code 69), OB/Gyn – Gynecological/Oncology (Code 70), Pathology (Code 73), Physical Medicine and Rehabilitation (Code 77), Psychiatry (Code 79), Radiology/General Diagnostic (Code 80), Surgery – Cardio- Thoracic (Code 82), Surgery – General (Code 83), Surgery – Neurological (Code 84), Surgery – Vascular (Code 90), Surgery – Critical Care (Code 91) Internal Medicine – General (Code 92), and Preventive Medicine – Public Health & General Preventive Medicine (Code 93)) effective January 1, 2025, 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.

Section 5. Salary upon initial appointment

Initial 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.

Effective January 1, 2025, the initial appointment step for the specialties listed below shall be:

<u>Code</u>	<u>Medical Specialty</u>	<u>Initial Step</u>
52	Dermatologist	Step 4
59	Internal Medicine – Gastro (Interventional)	Step 4
61	Internal Medicine – Hematology/Oncology	Step 3
77	Physical Medicine and Rehabilitation	Step 2
80	Radiology – General/Diagnostic	Step 2
82	Surgery – Cardio-Thoracic	Step 4
84	Surgery – Neurological	Step 4

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.

Additionally, any incumbent Physician Specialist, who as of January 1, 2025, is on a step of the appropriate D-Schedule, lower than what is listed for the specialties in Section 5 – Salary Upon Initial Appointment, shall move to the same step. The Physicians anniversary date shall not be impacted by this one-time step advancement.

Section 6. Step Advancement under Schedule D

Physicians eligible to receive step advances will be advanced one step within the applicable range upon completion of one (1) year of service, and upon certification by the department head (or their 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 7. 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</u>			
<u>NO</u>	<u>ITEM CLASSIFICATION</u>	<u>EFFECTIVE DATE</u>	<u>NOTE</u>
5477	Physician Specialist, MD	1/1/2008	N19
		1/1/2009	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 8. 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 (1) month prior to the employee's step advance anniversary date and within a period which does not exceed one (1) 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 their department head in writing to issue a Performance Evaluation. The department head shall issue a Performance Evaluation within five (5) days of the employee's request. If

said Evaluation is competent or better, the employee shall be granted a step advance effective on their 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 (10) 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 thirty (30) days effective to their 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 thirty (30) days effective on their step advance anniversary date.
 - (c) Grievances based on an Improvement Needed Performance Evaluation shall be filed within ten (10) days of issuance with the department head or their designated representative who shall respond to the grievance within ten (10) 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 9. 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 4 and Section 5 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 Memorandum of Understanding 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 10. Full-Time County Physicians Receiving Compensation Under USC Medical School Operating Agreement

Pursuant to the amended affiliation agreement adopted 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 4 and 5 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 Memorandum of Understanding 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 11. 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 12. DHS D-Schedule Review

DHS and UAPD, in a spirit of collaboration, agree that a recruitment and retention data review should be undertaken no sooner than two years after the Board approves this current Memorandum of Understanding. This review, a joint effort, shall be conducted by a committee comprising DHS and UAPD representatives, as well as a representative from CEO Employee Relations.

After the review, the committee, if supported by data, shall report its preliminary findings to the CEO Employee Relations division. This division, in its commitment to fairness, will then authorize the negotiation over a limited number of D-Schedule adjustments. Further, a CEO Employee Relations representative will actively participate in discussions with the parties to ensure a balanced and equitable outcome in determining if any D-Schedule adjustment should occur before the next regular negotiation cycle or prior to the contract end term date.

2. The parties further agree to amend the compensation tables referenced in Attachments A, B, and C of the Memorandum of Understanding to reflect the salary adjustments contained in this Amendment No. 1, as follows:
 - i. Physician D Schedule Table for 2026 – 2027 (Attachment A);
 - ii. Physician P Schedule Table for 2026 – 2027 (Attachment B); and
 - iii. Physician H Schedule Table or 2026 -2027 (Attachment C).

3. This Amendment No. 1 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors and this Amendment No. 1 will be effective when and if approved by said Board of Supervisors in the same manner provided for in Article 3, which was applicable to the implementation of the original Memorandum of Understanding.

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
REPRESENTATIVE

By 

CHRISTOPHER IGE
Regional Administrator

By Joseph M.
Nicchitta

JOSEPH M. NICCHITTA
Chief Executive Officer

Digitally signed by Joseph M.
Nicchitta
Date: 2026.09.23 16:48:48
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TO BE SUBMITTED TO THE COUNTY'S BOARD OF SUPERVISORS

ATTACHMENT A										
PHYSICIAN D SCHEDULE TABLE										
Effective October 1, 2026										
Sch Num	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
D01	14,312.59	14,740.96	15,181.76	15,637.20	16,106.32	17,045.73	17,557.10	18,083.81	18,626.32	19,185.12
D02	15,949.10	16,424.65	16,917.59	17,425.45	17,949.42	18,996.31	19,566.19	20,153.18	20,757.79	21,380.53
D03	16,386.16	16,874.14	17,384.45	17,904.70	18,443.60	19,519.32	20,104.89	20,708.05	21,329.29	21,969.16
D04	16,838.14	17,341.00	17,863.74	18,398.89	18,948.94	20,054.15	20,655.77	21,275.45	21,913.70	22,571.12
D05	17,301.26	17,819.03	18,354.20	18,904.25	19,470.43	20,606.05	21,224.23	21,860.96	22,516.79	23,192.30
D06	17,775.57	18,309.49	18,859.53	19,424.50	20,008.09	21,175.06	21,810.30	22,464.60	23,138.54	23,832.70
D07	18,263.55	18,811.12	19,376.07	19,958.42	20,555.64	21,754.55	22,407.19	23,079.41	23,771.77	24,484.94
D08	18,765.18	19,328.90	19,908.76	20,505.98	21,120.62	22,352.47	23,023.05	23,713.75	24,425.16	25,157.91
D09	19,282.96	19,860.32	20,456.32	21,069.70	21,700.45	22,966.13	23,655.11	24,364.76	25,095.71	25,848.57
D10	19,813.13	20,406.66	21,018.78	21,649.55	22,298.93	23,599.52	24,307.50	25,036.74	25,787.84	26,561.47
D11	20,356.99	20,969.10	21,597.40	22,244.30	22,913.58	24,250.00	24,977.51	25,726.82	26,498.63	27,293.59
D12	20,918.21	21,546.49	22,192.16	22,857.69	23,544.32	24,917.56	25,665.08	26,435.03	27,228.07	28,044.92
D13	21,490.62	22,138.76	22,800.57	23,485.96	24,189.97	25,600.85	26,368.88	27,159.94	27,974.73	28,813.97
D14	22,082.88	22,744.68	23,428.85	24,130.40	24,855.51	26,305.20	27,094.37	27,907.20	28,744.43	29,606.75
D15	22,691.31	23,371.73	24,073.26	24,797.16	25,537.19	27,026.64	27,837.45	28,672.57	29,532.74	30,418.74
D16	23,314.60	24,014.92	24,735.07	25,473.86	26,238.72	27,769.10	28,602.18	29,460.25	30,344.06	31,254.38
D17	23,956.55	24,675.46	25,416.76	26,177.88	26,963.85	28,536.51	29,392.62	30,274.39	31,182.63	32,118.12
D18	24,614.62	25,354.66	26,113.31	26,896.80	27,705.11	29,321.01	30,200.65	31,106.66	32,039.85	33,001.06
D19	25,292.59	26,048.75	26,830.99	27,636.84	28,466.24	30,126.54	31,030.34	31,961.24	32,920.08	33,907.68
D20	25,987.91	26,767.68	27,571.02	28,397.97	29,248.50	30,954.42	31,883.05	32,839.53	33,824.73	34,839.48
D21	26,704.34	27,505.23	28,328.42	29,178.96	30,055.56	31,808.56	32,762.81	33,745.71	34,758.06	35,800.82
D22	27,439.40	28,260.14	29,108.20	29,981.08	30,881.29	32,682.43	33,662.91	34,672.81	35,712.98	36,784.37
D23	28,190.61	29,038.67	29,909.06	30,805.55	31,729.34	33,579.95	34,587.35	35,624.97	36,693.72	37,794.53
D24	28,965.39	29,837.05	30,732.27	31,653.59	32,602.23	34,503.74	35,538.86	36,605.03	37,703.18	38,834.29
D25	29,763.78	30,657.76	31,577.85	32,523.99	33,498.70	35,452.52	36,516.09	37,611.57	38,739.93	39,902.11
D26	30,582.05	31,500.86	32,444.54	33,417.99	34,420.00	36,427.56	37,520.38	38,646.00	39,805.38	40,999.53
D27	31,425.13	32,365.05	33,337.28	34,338.06	35,367.40	37,430.21	38,553.10	39,709.69	40,901.00	42,128.02
D28	32,288.07	33,256.58	34,252.38	35,280.48	36,339.61	38,459.13	39,612.91	40,801.31	42,025.34	43,286.11
D29	33,175.86	34,170.43	35,197.28	36,250.20	37,339.15	39,516.95	40,702.46	41,923.53	43,181.23	44,476.67
D30	34,088.47	35,110.36	36,163.29	37,248.49	38,365.99	40,603.68	41,821.80	43,076.46	44,368.74	45,699.81
D31	35,024.68	36,076.38	37,157.86	38,274.12	39,421.41	41,720.67	42,972.28	44,261.46	45,589.30	46,956.98
D32	35,988.22	37,067.22	38,181.00	39,327.03	40,505.36	42,867.84	44,153.87	45,478.50	46,842.85	48,248.14
D33	36,979.07	38,087.87	39,227.69	40,408.53	41,617.90	44,045.25	45,366.63	46,727.63	48,129.42	49,573.32
D34	37,995.98	39,134.58	40,309.18	41,518.56	42,762.70	45,256.85	46,614.56	48,012.98	49,453.37	50,936.99
D35	39,041.47	40,211.11	41,417.99	42,659.64	43,939.78	46,502.58	47,897.65	49,334.57	50,814.62	52,339.05
D36	40,113.00	41,317.42	42,557.84	43,831.78	45,147.93	47,781.19	49,214.62	50,691.07	52,211.80	53,778.13
D37	41,215.60	42,451.05	43,727.47	45,037.43	46,389.59	49,095.27	50,568.12	52,085.18	53,647.74	55,257.15
D38	42,350.47	43,619.45	44,929.39	46,275.36	47,666.02	50,446.15	51,959.52	53,518.31	55,123.86	56,777.57
D39	43,515.16	44,821.37	46,167.32	47,549.28	48,974.73	51,831.18	53,386.13	54,987.70	56,637.33	58,336.43
D40	44,710.87	46,051.87	47,432.59	48,856.75	50,324.41	53,259.59	54,857.37	56,503.09	58,198.18	59,944.13

NOTE: As a result of arithmetical rounding, the published monthly salary structures may differ by no more than two cents from computerized payroll system calculations.

ATTACHMENT A (Continued)										
PHYSICIAN D SCHEDULE TABLE										
Effective October 1, 2027										
Sch Num	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
D01	15,028.22	15,478.01	15,940.85	16,419.06	16,911.64	17,898.02	18,434.96	18,988.00	19,557.64	20,144.38
D02	16,746.56	17,245.88	17,763.47	18,296.72	18,846.89	19,946.13	20,544.50	21,160.84	21,795.68	22,449.56
D03	17,205.47	17,717.85	18,253.67	18,799.94	19,365.78	20,495.29	21,110.13	21,743.45	22,395.75	23,067.62
D04	17,680.05	18,208.05	18,756.93	19,318.83	19,896.39	21,056.86	21,688.56	22,339.22	23,009.39	23,699.68
D05	18,166.32	18,709.98	19,271.91	19,849.46	20,443.95	21,636.35	22,285.44	22,954.01	23,642.63	24,351.92
D06	18,664.35	19,224.96	19,802.51	20,395.73	21,008.49	22,233.81	22,900.82	23,587.83	24,295.47	25,024.34
D07	19,176.73	19,751.68	20,344.87	20,956.34	21,583.42	22,842.28	23,527.55	24,233.38	24,960.36	25,709.19
D08	19,703.44	20,295.35	20,904.20	21,531.28	22,176.65	23,470.09	24,174.20	24,899.44	25,646.42	26,415.81
D09	20,247.11	20,853.34	21,479.14	22,123.19	22,785.47	24,114.44	24,837.87	25,583.00	26,350.50	27,141.00
D10	20,803.79	21,426.99	22,069.72	22,732.03	23,413.88	24,779.50	25,522.88	26,288.58	27,077.23	27,889.54
D11	21,374.84	22,017.56	22,677.27	23,356.52	24,059.26	25,462.50	26,226.39	27,013.16	27,823.56	28,658.27
D12	21,964.12	22,623.81	23,301.77	24,000.57	24,721.54	26,163.44	26,948.33	27,756.78	28,589.47	29,447.17
D13	22,565.15	23,245.70	23,940.60	24,660.26	25,399.47	26,880.89	27,687.32	28,517.94	29,373.47	30,254.67
D14	23,187.02	23,881.91	24,600.29	25,336.92	26,098.29	27,620.46	28,449.09	29,302.56	30,181.65	31,087.09
D15	23,825.88	24,540.32	25,276.92	26,037.02	26,814.05	28,377.97	29,229.32	30,106.20	31,009.38	31,939.68
D16	24,480.33	25,215.67	25,971.82	26,747.55	27,550.66	29,157.56	30,032.29	30,933.26	31,861.26	32,817.10
D17	25,154.38	25,909.23	26,687.60	27,486.77	28,312.04	29,963.34	30,862.25	31,788.11	32,741.76	33,724.03
D18	25,845.35	26,622.39	27,418.98	28,241.64	29,090.37	30,787.06	31,710.68	32,661.99	33,641.84	34,651.11
D19	26,557.22	27,351.19	28,172.54	29,018.68	29,889.55	31,632.87	32,581.86	33,559.30	34,566.08	35,603.06
D20	27,287.31	28,106.06	28,949.57	29,817.87	30,710.93	32,502.14	33,477.20	34,481.51	35,515.97	36,581.45
D21	28,039.56	28,880.49	29,744.84	30,637.91	31,558.34	33,398.99	34,400.95	35,433.00	36,495.96	37,590.86
D22	28,811.37	29,673.15	30,563.61	31,480.13	32,425.35	34,316.55	35,346.06	36,406.45	37,498.63	38,623.59
D23	29,600.14	30,490.60	31,404.51	32,345.83	33,315.81	35,258.95	36,316.72	37,406.22	38,528.41	39,684.26
D24	30,413.66	31,328.90	32,268.88	33,236.27	34,232.34	36,228.93	37,315.80	38,435.28	39,588.34	40,776.00
D25	31,251.97	32,190.65	33,156.74	34,150.19	35,173.64	37,225.15	38,341.89	39,492.15	40,676.93	41,897.22
D26	32,111.15	33,075.90	34,066.77	35,088.89	36,141.00	38,248.94	39,396.40	40,578.30	41,795.65	43,049.51
D27	32,996.39	33,983.30	35,004.14	36,054.96	37,135.77	39,301.72	40,480.76	41,695.17	42,946.05	44,234.42
D28	33,902.47	34,919.41	35,965.00	37,044.50	38,156.59	40,382.09	41,593.56	42,841.38	44,126.61	45,450.42
D29	34,834.65	35,878.95	36,957.14	38,062.71	39,206.11	41,492.80	42,737.58	44,019.71	45,340.29	46,700.50
D30	35,792.89	36,865.88	37,971.45	39,110.91	40,284.29	42,633.86	43,912.89	45,230.28	46,587.18	47,984.80
D31	36,775.91	37,880.20	39,015.75	40,187.83	41,392.48	43,806.70	45,120.89	46,474.53	47,868.77	49,304.83
D32	37,787.63	38,920.58	40,090.05	41,293.38	42,530.63	45,011.23	46,361.56	47,752.43	49,184.99	50,660.55
D33	38,828.02	39,992.26	41,189.07	42,428.96	43,698.80	46,247.51	47,634.96	49,064.01	50,535.89	52,051.99
D34	39,895.78	41,091.31	42,324.64	43,594.49	44,900.84	47,519.69	48,945.29	50,413.63	51,926.04	53,483.84
D35	40,993.54	42,221.67	43,488.89	44,792.62	46,136.77	48,827.71	50,292.53	51,801.30	53,355.35	54,956.00
D36	42,118.65	43,383.29	44,685.73	46,023.37	47,405.33	50,170.25	51,675.35	53,225.62	54,822.39	56,467.04
D37	43,276.38	44,573.60	45,913.84	47,289.30	48,709.07	51,550.03	53,096.53	54,689.44	56,330.13	58,020.01
D38	44,467.99	45,800.42	47,175.86	48,589.13	50,049.32	52,968.46	54,557.50	56,194.23	57,880.05	59,616.45
D39	45,690.92	47,062.44	48,475.69	49,926.74	51,423.47	54,422.74	56,055.44	57,737.09	59,469.20	61,253.25
D40	46,946.41	48,354.46	49,804.22	51,299.59	52,840.63	55,922.57	57,600.24	59,328.24	61,108.09	62,941.34

NOTE: As a result of arithmetical rounding, the published monthly salary structures may differ by no more than two cents from computerized payroll system calculations.

ATTACHMENT B
PHYSICIAN P SCHEDULE TABLE
See Section 6.08.200 B

Monthly Rates
Effective October 1, 2026

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	10,647.21	10,939.01	11,240.74	11,548.66	11,867.77	12,194.32	12,528.32	12,873.50	13,228.62	13,591.18	13,967.41	14,349.83	N/A
2	11,867.77	12,194.32	12,528.32	12,872.28	13,228.62	13,588.71	13,967.41	14,347.36	14,742.19	15,150.71	15,566.65	15,993.80	16,885.54
3	12,194.32	12,528.32	12,872.28	13,228.62	13,588.71	13,967.41	14,347.36	14,742.19	15,150.71	15,566.65	15,993.80	16,434.59	17,350.92
4	12,528.32	12,872.28	13,228.62	13,588.71	13,967.41	14,347.36	14,742.19	15,150.71	15,566.65	15,993.80	16,434.59	16,885.31	17,826.76
5	12,872.28	13,228.62	13,588.71	13,967.41	14,347.36	14,742.19	15,150.71	15,566.65	15,993.80	16,434.59	16,885.31	17,348.47	18,315.74
6	13,228.62	13,588.71	13,967.41	14,347.36	14,742.19	15,150.71	15,566.65	15,993.80	16,434.59	16,885.31	17,348.47	17,826.48	18,820.42
7	13,588.71	13,967.41	14,347.36	14,742.19	15,150.71	15,566.65	15,993.80	16,434.59	16,885.31	17,348.47	17,826.48	18,316.95	19,338.22
8	13,967.41	14,347.36	14,742.19	15,150.71	15,566.65	15,993.80	16,434.59	16,885.31	17,348.47	17,826.48	18,316.95	18,819.82	19,869.14
9	14,347.36	14,742.19	15,150.71	15,566.65	15,993.80	16,434.59	16,885.31	17,348.47	17,826.48	18,316.95	18,819.82	19,336.34	20,414.47
10	14,742.19	15,150.71	15,566.65	15,993.80	16,434.59	16,885.31	17,348.47	17,826.48	18,316.95	18,819.82	19,336.34	19,870.25	20,978.15
11	15,150.71	15,566.65	15,993.80	16,434.59	16,885.31	17,348.47	17,826.48	18,316.95	18,819.82	19,336.34	19,870.25	20,415.33	21,553.62
12	15,566.65	15,993.80	16,434.59	16,885.31	17,348.47	17,826.48	18,316.95	18,819.82	19,336.34	19,870.25	20,415.33	20,977.81	22,147.46
13	15,993.80	16,434.59	16,885.31	17,348.47	17,826.48	18,316.95	18,819.82	19,336.34	19,870.25	20,415.33	20,977.81	21,555.18	22,757.02
14	16,434.59	16,885.31	17,348.47	17,826.48	18,316.95	18,819.82	19,336.34	19,870.25	20,415.33	20,977.81	21,555.18	22,148.70	23,383.62
15	16,885.31	17,348.47	17,826.48	18,316.95	18,819.82	19,336.34	19,870.25	20,415.33	20,977.81	21,555.18	22,148.70	22,757.11	24,025.97
16	17,348.47	17,826.48	18,316.95	18,819.82	19,336.34	19,870.25	20,415.33	20,977.81	21,555.18	22,148.70	22,757.11	23,382.91	24,686.63
17	17,826.48	18,316.95	18,819.82	19,336.34	19,870.25	20,415.33	20,977.81	21,555.18	22,148.70	22,757.11	23,382.91	24,026.09	25,365.69
18	18,316.95	18,819.82	19,336.34	19,870.25	20,415.33	20,977.81	21,555.18	22,148.70	22,757.11	23,382.91	24,026.09	24,686.63	26,063.08
19	18,819.82	19,336.34	19,870.25	20,415.33	20,977.81	21,555.18	22,148.70	22,757.11	23,382.91	24,026.09	24,686.63	25,367.08	26,781.47
20	19,336.34	19,870.25	20,415.33	20,977.81	21,555.18	22,148.70	22,757.11	23,382.91	24,026.09	24,686.63	25,367.08	26,066.13	27,519.48

NOTE: As a result of arithmetical rounding, the published monthly salary structures may differ by no more than two cents from computerized payroll system calculations.

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

Monthly Rates
Effective October 1, 2027

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	11,179.57	11,485.96	11,802.78	12,126.09	12,461.16	12,804.04	13,154.74	13,517.18	13,890.05	14,270.74	14,665.78	15,067.32	N/A
2	12,461.16	12,804.04	13,154.74	13,515.89	13,890.05	14,268.15	14,665.78	15,064.73	15,479.30	15,908.25	16,344.98	16,793.49	17,729.82
3	12,804.04	13,154.74	13,515.89	13,890.05	14,268.15	14,665.78	15,064.73	15,479.30	15,908.25	16,344.98	16,793.49	17,256.32	18,218.47
4	13,154.74	13,515.89	13,890.05	14,268.15	14,665.78	15,064.73	15,479.30	15,908.25	16,344.98	16,793.49	17,256.32	17,729.58	18,718.10
5	13,515.89	13,890.05	14,268.15	14,665.78	15,064.73	15,479.30	15,908.25	16,344.98	16,793.49	17,256.32	17,729.58	18,215.89	19,231.53
6	13,890.05	14,268.15	14,665.78	15,064.73	15,479.30	15,908.25	16,344.98	16,793.49	17,256.32	17,729.58	18,215.89	18,717.80	19,761.44
7	14,268.15	14,665.78	15,064.73	15,479.30	15,908.25	16,344.98	16,793.49	17,256.32	17,729.58	18,215.89	18,717.80	19,232.80	20,305.13
8	14,665.78	15,064.73	15,479.30	15,908.25	16,344.98	16,793.49	17,256.32	17,729.58	18,215.89	18,717.80	19,232.80	19,760.81	20,862.60
9	15,064.73	15,479.30	15,908.25	16,344.98	16,793.49	17,256.32	17,729.58	18,215.89	18,717.80	19,232.80	19,760.81	20,303.16	21,435.19
10	15,479.30	15,908.25	16,344.98	16,793.49	17,256.32	17,729.58	18,215.89	18,717.80	19,232.80	19,760.81	20,303.16	20,863.76	22,027.06
11	15,908.25	16,344.98	16,793.49	17,256.32	17,729.58	18,215.89	18,717.80	19,232.80	19,760.81	20,303.16	20,863.76	21,436.10	22,631.30
12	16,344.98	16,793.49	17,256.32	17,729.58	18,215.89	18,717.80	19,232.80	19,760.81	20,303.16	20,863.76	21,436.10	22,026.70	23,254.83
13	16,793.49	17,256.32	17,729.58	18,215.89	18,717.80	19,232.80	19,760.81	20,303.16	20,863.76	21,436.10	22,026.70	22,632.94	23,894.87
14	17,256.32	17,729.58	18,215.89	18,717.80	19,232.80	19,760.81	20,303.16	20,863.76	21,436.10	22,026.70	22,632.94	23,256.14	24,552.80
15	17,729.58	18,215.89	18,717.80	19,232.80	19,760.81	20,303.16	20,863.76	21,436.10	22,026.70	22,632.94	23,256.14	23,894.97	25,227.27
16	18,215.89	18,717.80	19,232.80	19,760.81	20,303.16	20,863.76	21,436.10	22,026.70	22,632.94	23,256.14	23,894.97	24,552.06	25,920.96
17	18,717.80	19,232.80	19,760.81	20,303.16	20,863.76	21,436.10	22,026.70	22,632.94	23,256.14	23,894.97	24,552.06	25,227.39	26,633.97
18	19,232.80	19,760.81	20,303.16	20,863.76	21,436.10	22,026.70	22,632.94	23,256.14	23,894.97	24,552.06	25,227.39	25,920.96	27,366.23
19	19,760.81	20,303.16	20,863.76	21,436.10	22,026.70	22,632.94	23,256.14	23,894.97	24,552.06	25,227.39	25,920.96	26,635.43	28,120.54
20	20,303.16	20,863.76	21,436.10	22,026.70	22,632.94	23,256.14	23,894.97	24,552.06	25,227.39	25,920.96	26,635.43	27,369.44	28,895.45

NOTE: As a result of arithmetical rounding, the published monthly salary structures may differ by no more than two cents from computerized payroll system calculations.

ATTACHMENT C										
PHYSICIAN H SCHEDULE TABLE										
Effective October 1, 2026										
Sch Num	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
H01	19,322.00	19,900.30	20,495.38	21,110.22	21,743.53	23,011.74	23,702.09	24,413.14	25,145.53	25,899.91
H02	21,531.29	22,173.28	22,838.75	23,524.36	24,231.72	25,645.02	26,414.36	27,206.79	28,023.02	28,863.72
H03	22,121.32	22,780.09	23,469.01	24,171.35	24,898.86	26,351.08	27,141.60	27,955.87	28,794.54	29,658.37
H04	22,731.49	23,410.35	24,116.05	24,838.50	25,581.07	27,073.10	27,885.29	28,721.86	29,583.50	30,471.01
H05	23,356.70	24,055.69	24,778.17	25,520.74	26,285.08	27,818.17	28,652.71	29,512.30	30,397.67	31,309.61
H06	23,997.02	24,717.81	25,460.37	26,223.08	27,010.92	28,586.33	29,443.91	30,327.21	31,237.03	32,174.15
H07	24,655.79	25,395.01	26,157.69	26,943.87	27,750.11	29,368.64	30,249.71	31,157.20	32,091.89	33,054.67
H08	25,332.99	26,094.02	26,876.83	27,683.07	28,512.84	30,175.83	31,081.12	32,013.56	32,973.97	33,963.18
H09	26,032.00	26,811.43	27,616.03	28,444.10	29,295.61	31,004.28	31,934.40	32,892.43	33,879.21	34,895.57
H10	26,747.73	27,548.99	28,375.35	29,226.89	30,103.56	31,859.35	32,815.13	33,799.60	34,813.58	35,857.98
H11	27,481.94	28,308.29	29,156.49	30,029.81	30,933.33	32,737.50	33,719.64	34,731.21	35,773.15	36,846.35
H12	28,239.58	29,087.76	29,959.42	30,857.88	31,784.83	33,638.71	34,647.86	35,687.29	36,757.89	37,860.64
H13	29,012.34	29,887.33	30,780.77	31,706.05	32,656.46	34,561.15	35,597.99	36,665.92	37,765.89	38,898.86
H14	29,811.89	30,705.32	31,628.95	32,576.04	33,554.94	35,512.02	36,577.40	37,674.72	38,804.98	39,969.11
H15	30,633.27	31,551.84	32,498.90	33,476.17	34,475.21	36,485.96	37,580.56	38,707.97	39,869.20	41,065.30
H16	31,474.71	32,420.14	33,392.34	34,389.71	35,422.27	37,488.29	38,612.94	39,771.34	40,964.48	42,193.41
H17	32,341.34	33,311.87	34,312.63	35,340.14	36,401.20	38,524.29	39,680.04	40,870.43	42,096.55	43,359.46
H18	33,229.74	34,228.79	35,252.97	36,310.68	37,401.90	39,583.36	40,770.88	41,993.99	43,253.80	44,551.43
H19	34,145.00	35,165.81	36,221.84	37,309.73	38,429.42	40,670.83	41,890.96	43,147.67	44,442.11	45,775.37
H20	35,083.68	36,136.37	37,220.88	38,337.26	39,485.48	41,788.47	43,042.12	44,333.37	45,663.39	47,033.30
H21	36,050.86	37,132.06	38,243.37	39,391.60	40,575.01	42,941.56	44,229.79	45,556.71	46,923.38	48,331.11
H22	37,043.19	38,151.19	39,296.07	40,474.46	41,689.74	44,121.28	45,444.93	46,808.29	48,212.52	49,658.90
H23	38,057.32	39,202.20	40,377.23	41,587.49	42,834.61	45,332.93	46,692.92	48,093.71	49,536.52	51,022.62
H24	39,103.28	40,280.02	41,488.56	42,732.35	44,013.01	46,580.05	47,977.46	49,416.79	50,899.29	52,426.29
H25	40,181.10	41,387.98	42,630.10	43,907.39	45,223.25	47,860.90	49,296.72	50,775.62	52,298.91	53,867.85
H26	41,285.77	42,526.16	43,800.13	45,114.29	46,467.00	49,177.21	50,652.51	52,172.10	53,737.26	55,349.37
H27	42,423.93	43,692.82	45,005.33	46,356.38	47,745.99	50,530.78	52,046.69	53,608.08	55,216.35	56,872.83
H28	43,588.89	44,896.38	46,240.71	47,628.65	49,058.47	51,919.83	53,477.43	55,081.77	56,734.21	58,436.25
H29	44,787.41	46,130.08	47,516.33	48,937.77	50,407.85	53,347.88	54,948.32	56,596.77	58,294.66	60,043.50
H30	46,019.43	47,398.99	48,820.44	50,285.46	51,794.09	54,814.97	56,459.43	58,153.22	59,897.80	61,694.74
H31	47,283.32	48,703.11	50,163.11	51,670.06	53,218.90	56,322.90	58,012.58	59,752.97	61,545.56	63,391.92
H32	48,584.10	50,040.75	51,544.35	53,091.49	54,682.24	57,871.58	59,607.72	61,395.98	63,237.85	65,134.99
H33	49,921.74	51,418.62	52,957.38	54,551.52	56,184.17	59,461.09	61,244.95	63,082.30	64,974.72	66,923.98
H34	51,294.57	52,831.68	54,417.39	56,050.06	57,729.65	61,096.75	62,929.66	64,817.52	66,762.05	68,764.94
H35	52,705.98	54,285.00	55,914.29	57,590.51	59,318.70	62,778.48	64,661.83	66,601.67	68,599.74	70,657.72
H36	54,152.55	55,778.52	57,453.08	59,172.90	60,949.71	64,504.61	66,439.74	68,432.94	70,485.93	72,600.48
H37	55,641.06	57,308.92	59,032.08	60,800.53	62,625.95	66,278.61	68,266.96	70,314.99	72,424.45	74,597.15
H38	57,173.13	58,886.26	60,654.68	62,471.74	64,349.13	68,102.30	70,145.35	72,249.72	74,417.21	76,649.72
H39	58,745.47	60,508.85	62,325.88	64,191.53	66,115.89	69,972.09	72,071.28	74,233.40	76,460.40	78,754.18
H40	60,359.67	62,170.02	64,034.00	65,956.61	67,937.95	71,900.45	74,057.45	76,279.17	78,567.54	80,924.58

NOTE: As a result of arithmetical rounding, the published monthly salary structures may differ by no more than two cents from computerized payroll system calculations.

ATTACHMENT C (Continued)										
PHYSICIAN H SCHEDULE TABLE										
Effective October 1, 2027										
Sch Num	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
H01	20,288.10	20,895.31	21,520.15	22,165.73	22,830.71	24,162.33	24,887.20	25,633.80	26,402.81	27,194.91
H02	22,607.86	23,281.94	23,980.68	24,700.57	25,443.30	26,927.28	27,735.08	28,567.13	29,424.17	30,306.91
H03	23,227.38	23,919.10	24,642.45	25,379.92	26,143.80	27,668.64	28,498.68	29,353.66	30,234.26	31,141.29
H04	23,868.07	24,580.87	25,321.86	26,080.42	26,860.13	28,426.76	29,279.56	30,157.95	31,062.68	31,994.57
H05	24,524.53	25,258.47	26,017.08	26,796.77	27,599.33	29,209.07	30,085.34	30,987.91	31,917.55	32,875.09
H06	25,196.87	25,953.70	26,733.39	27,534.24	28,361.46	30,015.64	30,916.11	31,843.57	32,798.88	33,782.86
H07	25,888.59	26,664.77	27,465.57	28,291.06	29,137.62	30,837.08	31,762.19	32,715.06	33,696.49	34,707.41
H08	26,599.64	27,398.72	28,220.67	29,067.23	29,938.48	31,684.62	32,635.17	33,614.24	34,622.67	35,661.34
H09	27,333.60	28,152.01	28,996.84	29,866.31	30,760.38	32,554.49	33,531.12	34,537.05	35,573.18	36,640.35
H10	28,085.12	28,926.44	29,794.12	30,688.24	31,608.74	33,452.33	34,455.89	35,489.58	36,554.26	37,650.88
H11	28,856.03	29,723.71	30,614.31	31,531.30	32,480.00	34,374.38	35,405.63	36,467.77	37,561.81	38,688.66
H12	29,651.56	30,542.14	31,457.39	32,400.77	33,374.08	35,320.64	36,380.25	37,471.65	38,595.78	39,753.68
H13	30,462.95	31,381.70	32,319.81	33,291.35	34,289.28	36,289.20	37,377.88	38,499.22	39,654.18	40,843.80
H14	31,302.48	32,240.58	33,210.39	34,204.84	35,232.69	37,287.62	38,406.27	39,558.46	40,745.23	41,967.57
H15	32,164.94	33,129.43	34,123.84	35,149.98	36,198.97	38,310.26	39,459.58	40,643.37	41,862.66	43,118.57
H16	33,048.45	34,041.15	35,061.96	36,109.19	37,193.39	39,362.71	40,543.59	41,759.90	43,012.70	44,303.09
H17	33,958.41	34,977.46	36,028.26	37,107.14	38,221.25	40,450.51	41,664.04	42,913.95	44,201.38	45,527.44
H18	34,891.22	35,940.23	37,015.62	38,126.21	39,272.00	41,562.53	42,809.42	44,093.69	45,416.48	46,779.00
H19	35,852.25	36,924.11	38,032.93	39,175.22	40,350.89	42,704.37	43,985.51	45,305.06	46,664.21	48,064.13
H20	36,837.87	37,943.18	39,081.92	40,254.12	41,459.76	43,877.89	45,194.22	46,550.04	47,946.56	49,384.96
H21	37,853.41	38,988.66	40,155.53	41,361.18	42,603.76	45,088.64	46,441.28	47,834.55	49,269.55	50,747.66
H22	38,895.35	40,058.75	41,260.87	42,498.18	43,774.22	46,327.34	47,717.18	49,148.71	50,623.15	52,141.85
H23	39,960.19	41,162.31	42,396.09	43,666.87	44,976.34	47,599.58	49,027.57	50,498.40	52,013.35	53,573.75
H24	41,058.44	42,294.02	43,562.99	44,868.96	46,213.66	48,909.06	50,376.33	51,887.63	53,444.26	55,047.60
H25	42,190.16	43,457.38	44,761.60	46,102.76	47,484.41	50,253.95	51,761.55	53,314.40	54,913.86	56,561.25
H26	43,350.05	44,652.47	45,990.14	47,370.00	48,790.35	51,636.07	53,185.14	54,780.71	56,424.13	58,116.84
H27	44,545.13	45,877.46	47,255.59	48,674.20	50,133.29	53,057.32	54,649.03	56,288.48	57,977.17	59,716.47
H28	45,768.33	47,141.20	48,552.75	50,010.08	51,511.40	54,515.82	56,151.31	57,835.86	59,570.92	61,358.07
H29	47,026.78	48,436.58	49,892.14	51,384.66	52,928.25	56,015.28	57,695.73	59,426.61	61,209.39	63,045.68
H30	48,320.40	49,768.94	51,261.46	52,799.73	54,383.79	57,555.71	59,282.40	61,060.88	62,892.69	64,779.48
H31	49,647.48	51,138.27	52,671.26	54,253.57	55,879.85	59,139.05	60,913.20	62,740.62	64,622.84	66,561.52
H32	51,013.30	52,542.78	54,121.57	55,746.06	57,416.35	60,765.16	62,588.11	64,465.78	66,399.74	68,391.74
H33	52,417.83	53,989.55	55,605.24	57,279.10	58,993.38	62,434.14	64,307.20	66,236.41	68,223.45	70,270.19
H34	53,859.30	55,473.27	57,138.26	58,852.56	60,616.13	64,151.58	66,076.14	68,058.40	70,100.15	72,203.18
H35	55,341.28	56,999.25	58,710.00	60,470.04	62,284.64	65,917.41	67,894.92	69,931.76	72,029.72	74,190.60
H36	56,860.18	58,567.44	60,325.74	62,131.55	63,997.20	67,729.84	69,761.72	71,854.59	74,010.23	76,230.50
H37	58,423.11	60,174.36	61,983.68	63,840.56	65,757.24	69,592.54	71,680.32	73,830.74	76,045.68	78,327.01
H38	60,031.79	61,830.57	63,687.41	65,595.33	67,566.58	71,507.42	73,652.63	75,862.21	78,138.07	80,482.21
H39	61,682.74	63,534.29	65,442.18	67,401.10	69,421.68	73,470.70	75,674.84	77,945.07	80,283.42	82,691.89
H40	63,377.65	65,278.52	67,235.70	69,254.45	71,334.85	75,495.47	77,760.32	80,093.12	82,495.92	84,970.81

NOTE: As a result of arithmetical rounding, the published monthly salary structures may differ by no more than two cents from computerized payroll system calculations.