

MEMORANDUM OF UNDERSTANDING
FOR JOINT SUBMISSION
TO BOARD OF SUPERVISORS
REGARDING THE
MENTAL HEALTH PSYCHIATRISTS/
DENTAL PROFESSIONALS UNIT

THIS MEMORANDUM OF UNDERSTANDING, made and entered on this 23rd day of
February, 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; 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 understanding of the parties reached as a result of good faith negotiations regarding the wages, hours and other terms and conditions of employment of the employees covered by this Memorandum, which understanding the parties intend jointly to submit and recommend for approval and implementation to the County's Board of Supervisors.

ARTICLE 2 RECOGNITION

Section 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, (hereinafter UAPD) was certified on October 27, 2003, by County's Employee Relations Commission (Employee Relations Commission ACR 10-03) as the majority representative of County Employees in the Mental Health Psychiatrists/Dental Personnel Employee 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" as 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 has shown it has met the requirements of any such new rules.

ARTICLE 3 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 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 4 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. Acts, by majority vote, formally to approve said Memorandum of Understanding;
- B. Enacts necessary amendments to all County ordinances, including Title 6 of the Los Angeles County Code, required to implement the full provisions of articles; 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 by 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 5 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 6 RENEGOTIATION

In the event either party hereto desires to negotiate a successor Memorandum of Understanding, such party shall serve upon the other during the period from June 15, 2018, through July 1, 2018, its written request to commence negotiations as well as its full and complete proposals for such successor Memorandum of Understanding.

Upon receipt of such written notice and proposals, negotiations shall begin no later than July 15, 2018. An impasse concerning the matters under negotiations shall be declared automatically if full and entire agreement on the terms of a successor Memorandum of Understanding is not reached by August 31, 2018, unless the parties mutually agree to continue negotiations.

ARTICLE 7 SALARIES

Section 1. Recommended Salary Adjustment

The parties jointly agree, subject to the Board of Supervisors' declaration of a Financial Crisis as defined in Section 1(A), to recommend to County's Board of Supervisors that the compensation of employees in this unit shall be as provided as follows:

Mental Health Psychiatrist:

Effective December 1, 2013 the compensation for Mental Health Psychiatrist (Item #4735) shall be as provided for in the Physicians Pay Plan when the Board adopts and implements the salaries applicable to employees in the Unit on the dates and in the manner indicated.

The salaries shall be based on range D13 as provided for in Attachment A of this MOU.

Salary upon Transition to Schedule D

Mental Health Psychiatrists who were employed by the County before the date of Board approval of this MOU shall be placed on the nearest step in the D13 range that does not result in a reduction in base salary. "Base salary" is defined as grid salary exclusive of any bonuses.

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.

Step Advancement under Schedule D

Mental Health Psychiatrists 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.

Mental Health Services Act

To enhance DMH's potential for revenue under the Mental Health Services Act; the parties agree that Mental Health Psychiatrists (Item No. 4735) in clinical staff assignments will adhere to industry standards requiring that 65% of their work hours be spent on direct patient services.

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

ITEM NO	ITEM CLASSIFICATION	EFFECTIVE DATE	NOTE	SCH	MINIMUM RATE	MAXIMUM RATE
4751	DENTAL HYGIENIST	CURRENT	NM	87E	4476.36	5871.18
		11/01/2015	NM	88F	4610.82	6047.55
		10/01/2016	NM	89G	4749.36	6229.18
		10/01/2017	NM	90D	4844.00	6353.18
		04/01/2018	NM	91A	4940.00	6479.00
4767	DENTAL SPECIALIST	CURRENT	N3MW	114J	10479.82	13018.27
		11/01/2015	N3MW	115K	10794.27	13409.36
		01/01/2016	N3MW	116J	11063.73	13744.82
		10/01/2016	N3MW	117K	11395.36	14157.73
		01/01/2017	N3MW	118J	11680.09	14511.36
		10/01/2017	N3MW	119F	11912.82	14800.73
		04/01/2018	N3MW	120C	12149.36	15095.09
4763	DENTIST	CURRENT	NMW	110J	8435.09	11680.09
		11/01/2015	NMW	111K	8688.45	12030.27
		01/01/2016	NMW	112J	8905.55	12330.45
		10/01/2016	NMW	113K	9173.09	12700.82
		01/01/2017	NMW	114J	9402.00	13018.27
		10/01/2017	NMW	115F	9589.18	13278.09
		04/01/2018	NMW	116C	9779.73	13542.45
4735	MENTAL HEALTH PSYCHIATRIST	CURRENT	N42	D13		
		11/01/2015	N42	D13		
		10/01/2016	N42	D13		
		10/01/2017	N42	D13		
		04/01/2018	N42	D13		
4766	SENIOR DENTIST	CURRENT	N2MW	109C	8539.55	11200.64
		11/01/2015	N2MW	114E	9828.45	12890.64
		01/01/2016	N2MW	115D	10074.00	13212.45
		10/01/2016	N2MW	116E	10376.91	13609.91
		01/01/2017	N2MW	117D	10636.09	13949.91
		10/01/2017	N2MW	118A	10847.00	14227.00
		04/01/2018	N2MW	118J	11063.73	14511.36
4772	VISITING DENTIST	CURRENT		FS		250.50
		11/01/2015		FS		258.02
		10/01/2016		FS		265.76
		10/01/2017		FS		271.08
		04/01/2018		FS		276.50
4773	VISITING DENTIST	CURRENT		FD		500.89
		11/01/2015		FD		515.92
		10/01/2016		FD		531.40
		10/01/2017		FD		542.03
		04/01/2018		FD		552.87

Section 2. Step Advancement for Dental Professionals

- a. Full-time permanent employees in this Unit who are below the top step of their respective salary ranges and who are eligible for 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.

- b. If no performance review is filed as defined in 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 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 to his step advance anniversary date.

- 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 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.

- (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 30 days effective to his step advance anniversary date.
- (3) 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 agreement, should any changes be made in the existing categories of Performance Evaluations 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. Salaries

The parties having jointly reviewed and considered available salary and wage information data, agree that the recommended salaries set forth herein were negotiated in good faith, and that said salaries were determined independently of race, gender, age or national origin.

Section 4. 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 Mental Health. Eligible professionals that are currently utilizing the EHR Incentive will be dealt with on a case-by-case basis.

On a one-time basis, The County agrees to establish a training fund in the amount of \$400,000 for training related to Health Care Reform issues. The fund will be administered by a joint labor-management committee, composed of three members selected by UAPD and three members selected by management. Any programs selected for funding will be subject to CEO approval. This provision will expire on September 30, 2015, and may be renewed only through joint agreement of UAPD and the County.

Through joint agreement this provision will extend through September 30, 2016.

ARTICLE 8 SPECIAL PAY PRACTICES

Section 1. Detention and Correctional Facilities Assignment

Any person employed by the Department of Mental Health in a position of Mental Health Psychiatrist (Item No. 4735) and who is permanently assigned to work in a Los Angeles County detention or correctional facility shall receive an additional 5.5 percent above compensation provided for in Article 7.

Upon the integration of the Department of Mental Health, Jail Mental Health Services into the Department of Health Services, qualifying classifications permanently assigned to work within a Los Angeles County detention or correctional facility shall continue to receive the 5.5 percent above compensation.

Upon the integration of the LA County Sheriff's Department, Medical Services Bureau and the Department of Mental Health Jail Mental Health Services, into the Department of Health Services, Dentist (Item No. 4763), Senior Dentist (Item No. 4766), Dental Specialist (Item No. 4767), and Dental Hygienist (Item No. 4751), permanently assigned to a Los Angeles County detention or correction facility will receive an additional 5.5 percent above compensation.

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 day of permanent assignment.

During the term of this contract the effectiveness of the above referenced Mental Health Psychiatrist detention bonus shall be evaluated annually. Should County management determine the detention bonus fails to successfully help with the recruitment and retention efforts of Mental Health Psychiatrist, the parties agree to meet to discuss the feasibility of increasing the bonus.

Section 2. Drug Enforcement Agency (DEA) License Fee Waiver

Upon request by a permanent, full-time Mental Health Psychiatrist (Item No. 4735), Dentist (Item No. 4763), Senior Dentist (Item No. 4766) or Dental Specialist (Item No. 4767), the Department will complete a request to the Drug Enforcement Agency (DEA) to waive the DEA License Fee.

Section 3. Board Certification

Psychiatrist

Any persons appointed to the position of Mental Health Psychiatrist, who has obtained certification by the appropriate American Medical Specialty Board in the specialty to which he/her is assigned, shall receive additional compensation as follows:

- a. Any person appointed to the position of Mental Health Psychiatrist 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 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 Mental Health Psychiatrist, shall receive a flat rate monthly bonus equal to 5.5 percent of the step on the appropriate 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.
- c. Any person who ceases to be eligible for any credit provided in this Section shall cease to receive said credit.

Dental Professionals

Any person appointed to the position of Dentist, Senior Dentist, or Dental Specialist, who has obtained certification by the American Dental Association, the American Board of General Dentistry, or a nationally recognized Dental Board (approved by the Department) in the specialty to which he/she is assigned, shall receive a 2% bonus.

The Board Certification Bonus will become effective the first pay period following written proof by the employee, in the form of an official copy of the certification received, being submitted to the departmental Human Resources Office.

Bonus pay shall be effective so long as the board certification remain active and/or the employee's assignment in aid specialty continue. Should an employee's certification become inactive and/or should the employee no longer be assigned to said specialty, the bonus pay shall cease effective the last date of active status and/or the last date of specialty assignment.

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

Section 4. Standby Pay

Whenever a permanent, full-time Mental Health Psychiatrist (Item No. 4735), Dentist (Item No. 4763), Senior Dentist (Item No. 4766), or Dental Specialist (Item No. 4767) is assigned regularly scheduled periods of standby service at off-duty times, which assignments cause inconvenience and restrict normal activity during such off-duty periods, the employee shall receive \$7.00 per hour during said 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%.

No combination of standby pay and/or overtime compensation shall exceed 60 percent of a physician's base monthly salary, calculated twice each month; once for the period of the 1st through the 15th of the month and once for the period of the 16th through the end of the month.

In no event shall a Mental Health Psychiatrist (Item No. 4735), Dentist (Item No. 4763), Senior Dentist (Item No. 4766) or Dental Specialist (Item No. 4767) receive compensation for overtime during a period of standby duty.

Section 5. Certification bonus for more than one specialty

UAPD and the County agree to meet within 180 days of Board of Supervisors' approval of this MOU to discuss the feasibility of creating a 2.75% bonus for providers who have Board certification in more than one specialty. If it is determined to be feasible, the parties agree to discuss guidelines for implementation during the next negotiations for a successor MOU.

Effective November 1, 2015, Mental Health Psychiatrists (Item no. 4735) who are Board-Certified in Child Psychiatry, and/or Addiction Psychiatry, and/or Forensic Psychiatry, and/or Addiction Medicine, shall receive 2.75% of the base salary on the appropriate D schedule. This bonus shall not constitute a base rate.

In no case shall a Mental Health Psychiatrist receive more than the 2.75% in this section.

Section 6. Special Credits

Effective November 1, 2015, any Mental Health Psychiatrist (Item No. 4735) permanently assigned to work at Los Angeles County High Desert Health Systems (Palmdale or Lancaster) shall receive 5.5% of the base salary on the appropriate D. schedule. The bonus shall not constitute a base rate.

Any person who ceases to be eligible for any credit provided in Section 6 shall cease to receive said credit.

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.

ARTICLE 9 EMPLOYEE BENEFITS

Section 1.

The parties agree that the provisions of the Memoranda of Understanding regarding Fringe Benefits, Mileage and Retirement between the County of Los Angeles and the Coalition of County Unions, AFL-CIO in effect during the term of this agreement shall apply to employees in the Unit.

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 of UAPD; 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 Saturday, Sunday 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 11HEALTH AND SAFETYSection 1.

It is the duty of Management to make every reasonable effort to provide and maintain a safe and healthy place of employment. 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 practice, 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, any employee has the right to submit the matter either personally or through the steward to his/her department head or his/her designated representative who will respond in writing within 10 business days.

If the employee or his representative is not satisfied with the response of the department head or his/her designated representative, the Union may consult with the Environmental Health Division of the Chief Executive Office, or his designate. A representative of such branch shall respond to the department head and the Union within ten (10) days. If the Union is not satisfied with the response of the Chief of the Environmental Health Division, the issue may be taken within ten (10) days to arbitration as set forth in Article 14 (Grievance Procedure). During such ten (10) days, consultation between the department head and the Union will take place.

Section 2.

Management and UAPD agree that Williams-Steiger Occupational Safety and Health Act of 1970, the California Occupational Safety and Health Act of 1973, and California Senate Bill 198 shall be binding on both parties.

Section 3. Safety Training

Management will provide Management of Assaultive Behavior Training once per year and a fire and earthquake drill at least every six (6) months in each department-controlled facility.

Section 4. Safety Committee

Each Mental Health Clinic shall have a health and safety committee.

The responsibilities of the committee shall be to:

Alert management to all safety and security concerns, including identifying potential safety, health, and security problems in the clinic before they become immediate, and make recommendations to management for their solution.

Annually, or at other times as conditions warrant, review existing office safety procedures and make recommendations to management for improvements and other alterations to meet changing safety, security, and health conditions.

Obtain comments and other input from staff on safety, security, and health conditions in the clinic and suggestions for improvements.

Provide input to clinic management for the office's fire and earthquake procedures and participate in planning and conduct of fire and earthquake drills.

Oversee regular inspections of equipment and environment as they relate to safety, security, and health conditions in the clinic.

Provide to clinic management recommendations for various safety training programs for staff, such as "Management of Assaultive Behavior."

The committee shall be composed of the clinic's safety officer, one management representative, and one clinic employee, mutually selected by the unions, representing all of the clinic employees in certified bargaining units.

The committee shall meet monthly on County time. The recommendations of the committee shall be advisory in nature.

Section 5. First Aid Kits

Management shall maintain adequate first aid kits at all work facilities.

Section 6. Emergency Alarm Systems

Sheriff's Department management shall maintain emergency alarm systems, including the personal alarms and panic buttons, in accordance with applicable Department and State standards.

The Department of Mental Health shall make every reasonable effort to regularly inspect and maintain panic buttons wherever they are currently installed in DMH-controlled facilities.

Testing and inspection reports may be reviewed upon request by UAPD.

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), employees' 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. Work Day

For full-time employee, eight (8) hours shall constitute a regular work day, 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 (Except 4/10, 9/80). Upon request, a Unit member may be permitted a flextime schedule as mutually agreed upon by the employee and management.

Approval for flexible work schedules shall not be unreasonably withheld.

ARTICLE 13 OUT-OF-CLASS ASSIGNMENT

Section 1. Mental Health Psychiatrists

This section shall only apply to any person employed by the Department of Mental Health in a position of Mental Health Psychiatrist (Item No. 4735):

A. Definition

1. 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 position in the class of Supervising Mental Health Psychiatrist (Item #4737), Chief Mental Health Psychiatrist (Item #4739), Mental Health Clinical District Chief, MD (Item #5492), Mental Health Clinical Program Head, MD (Item #5493), Deputy Director, MD, Mental Health (Item #5491), Medical Director, MD, Mental Health (Item #4567) by an individual in the class of Mental Health Psychiatrist (Item #4735).

2. The bonus payable shall be 5 percent of the base salary of the Mental Health Psychiatrist, MD (Item #4735) not to exceed the difference between the employee's monthly rate of pay as a Mental Health Psychiatrist (Item #4735) 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.]

B. Conditions

1. a. 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 as Mental Health Psychiatrist, (Item #4735).

- b. 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. This bonus is paid from the date of request for relief, and terminates when the conditions of this Article are no longer met.

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

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

C. Special Provisions

1. 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.
2. Nothing in this article shall be construed as limiting Management's authority to make temporary incidental assignments on higher rated administrative classifications 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.
3. It is agreed that the provisions of this article will only be applied to Mental Health Psychiatrists (Item #4735) employed by the Department of Mental Health.
4. 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.

Section 2. Dental Professionals

This section shall only apply to any person employed in a position of Dentist (Item No. 4763), Senior Dentist (Item No. 4766) or Dental Specialist (Item No. 4767):

A. Definition

1. 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 position in one class by an individual in another class.

2. The amount of the bonus shall be two standard salary schedules and shall not constitute a base rate. When a class is compensated on a flat rate, the amount of the bonus shall not exceed 5% of the base rate. Where the difference between rates of the employee class and the out-of-class assignment is less than the above bonus the employee shall receive the rate for the higher class.

This bonus is paid pursuant to the conditions described below.

B. Conditions

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:

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

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

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

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

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

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

C. Special Provisions

1. 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.

2. Nothing in this article shall be construed as limiting Management's authority to make temporary incidental assignments on higher rated classifications 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.
3. It is agreed that the provisions of this article will be applied within departments and districts within the County and is not intended to apply across departmental organizational units.
4. 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.
5. Grievances filed under this article may be filed under the expedited arbitration procedure set forth in this MOU.

ARTICLE 14 ASSIGNMENT OF ADDITIONAL RESPONSIBILITIES

Upon the employee's written request, any permanent, full-time employee shall be entitled to additional compensation for the performance of additional responsibilities which are assigned and recommended by the Department Head or designated Management representative, and approved by the Chief Executive Office. The Department shall notify an employee in writing of the approval or denial of his/her written request within 45 business days of receipt of the request for the additional responsibilities bonus.

If an employee is placed in an assignment requiring the performance of additional responsibilities prior to the Department obtaining CEO approval, he/she shall be returned to an assignment in his/her own classification and notified of the action in writing.

To qualify for this additional compensation a full-time permanent employee must either:

1. Be assigned to a special project or assignment which requires the performance of additional duties and carries additional responsibilities beyond those typically allocated to the employee's class. The assignment of additional duties normally performed by incumbents of the employee's class would not qualify for this additional compensation. The bonus for being assigned a special project or assignment shall be two standard salary schedules (approximately 5.5 percent);
or

2. Performs all the significant duties of a higher level class for which there is no vacant funded position. The bonus shall be two standard salary schedules (approximately 5.5 percent), unless the difference between the employee's class and the higher level class is less than two standard schedules. In this case, the bonus shall be the difference between the two classes.

The bonus provision of paragraph 2 above does not apply to employees on short term higher level assignments of two weeks or less.

In no event shall an employee receive compensation pursuant to this section and receive out of class bonus pursuant to Article 13 (Out-of-Class Assignment) for the same assignment.

The additional compensation provided in this section shall not constitute a base rate.

ARTICLE 15 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 agreement. Within 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 jurisdiction." 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 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/dentist. All disciplinary actions taken against a physician/dentist must be reviewed and approved by a Management physician/dentist.

ARTICLE 16 TRANSFERS

Section 1. Mental Health Psychiatrist

This section shall only apply to any person employed by the Department of Mental Health in a position of Mental Health Psychiatrist (Item No. 4735):

A. Voluntary

Any employee covered herein may submit a written request for transfer and have their name placed on a list to be kept by the supervisor of the work location to which the employee is requesting a transfer. The request shall remain valid for one year unless withdrawn or renewed by the employee. It is understood that the request is for an available vacant position in the same classification within the employee's department.

Management will consider these requests when filling vacancies.

B. 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 10 business days written notice.

When the demands of the service require an employee be transferred to fill a vacancy, the selection of the employee to be transferred shall be based upon the needs of the operation, the physician's seniority, academic training and skills, and pre-expressed geographic preferences. Before initiating an involuntary transfer, management agrees to consider transfer requests made within the previous six months.

Section 2. Dental Professionals

This section shall only apply to any person employed in a position of Dentist (Item No. 4763), Senior Dentist (Item No. 4766) or Dental Specialist (Item No. 4767):

A. Voluntary

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 appointments.

B. 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 10 business days written notice.

When the demands of the service require an employee be transferred to fill a vacancy, the selection of the employee to be transferred shall be based upon the needs of the operation, the dentist's seniority, academic training and skills, and geographic location. Before initiating an involuntary transfer, management agrees to consider transfer requests made within the previous six months.

ARTICLE 17 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 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. UAPD agrees to encourage an employee, who files a formal written grievance, to state clearly and concisely the specific action(s) being grieved, the article(s) violated, and the specific remedy requested.

3. 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.

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 the 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 two copies 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 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 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 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 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 negotiated agreement 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 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;
 - 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.
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 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, its 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:

Recognition
Non-Discrimination
Implementation
Term
Renegotiation
Safety and Health
Payroll Deductions and Dues
Authorized Agents
Provisions of Law

ARTICLE 18 GRIEVANCES - GENERAL-IN-CHARACTER

In order to provide an effective mechanism whereby disagreements between UAPD and Management concerning the interpretation or applicable of any of the provision 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. Within thirty (30) business days from the occurrence of the matter on which a complaint is based or within thirty (30) business days from its knowledge of such an occurrence where the Union has reason to believe that Management is not correctly interpreting or applying any of the provisions of this Memorandum of Understanding, the Union 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 set forth in detail the facts giving rise to the request for the meeting and shall set forth the proposed resolution sought.

Within ten 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 ten business days of such meeting, and in the event the matter is not satisfactorily resolved; the Union shall have the right to meet with the principal representative(s) of the County who have 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 authorized representative.

- C. 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 of Article 14, (Grievance Procedure) the disagreement may be submitted to arbitration in accordance with the provisions of Section 8 of Article 14 (Grievance Procedure) 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 14 (Grievance Procedure) 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 applications of the terms of this Memorandum of Understanding affecting the working conditions of a significantly large number of employees in this 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 14 (Grievance Procedure) hereof.

ARTICLE 19 STEWARDS

It is agreed by the parties of the Memorandum of Understanding that UAPD may select a reasonable number of stewards for this Unit. UAPD shall give to the department head a written list of employees from his 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 absences 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 Saturday, Sunday, 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 cognizant 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 undo interruption of work.

Except, however, denial of permission will automatically constitute an extension of the time equal to the amount of 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 Saturday, Sunday and holidays after the time of the steward's request, unless otherwise agreed to.

The UAPD agrees that a steward shall not log compensatory time or premium pay time for his 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 20 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.

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 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 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 90 days after implementation of this MOU, in accordance with the Employee Relations Ordinance [5.050.090) (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 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 21 PAYROLL DEDUCTIONS AND DUES

Section 1. Deductions and Dues

It is agreed that UAPD 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.

Remittance of the aggregate amount of all dues and other proper deductions made from the salaries of employee covered hereunder shall be made to UAPD 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 employees in this Unit who have authorized UAPD dues deductions on the effective date of this agreement or at any time subsequent to the effective date of this agreement shall continue to have such dues deduction made by the County during the term of this agreement; provided, however, that any employee in this Unit may terminate such UAPD dues during the period of December 18, through December 31 in each year of this MOU, by notifying the UAPD of their termination of UAPD 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 UAPD from which dues deductions are to be canceled.

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

Section 3. Agency Election

If, at any time during the term of this Memorandum of Understanding, 30 percent of the employees represented by this Bargaining Unit sign a petition to request an agency shop agreement, the Union shall have the right to conduct a secret ballot election at any time during the term of this Memorandum of Understanding to determine whether a majority of the employees in the Bargaining Unit, who vote, are in favor of any agency fee agreement as provided in G.C. 3502.5(a).

This election shall be administered by the Employee Relations Commission (ERCOM). 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.

If a majority of the employees in the Bargaining Unit who cast ballots, vote in favor of an agency shop fee, the Union shall notify the County of its intent to implement an agency shop agreement. Immediately thereafter, the Union shall notify all employees in the Bargaining Unit that they will be required, as a condition of continued employment, either to join the Union, or to pay the Union a service fee as provided in 8502.5(a).

If a majority of the employees in the Bargaining Unit, who vote do not vote in favor of agency shop, the MOU provisions of the maintenance of membership set forth in Section 2 shall apply for the term of this MOU.

Section 4.

If a majority of those employees voting, vote in favor of agency shop, then the following provisions 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 Bargaining 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.

B. Religious Objections

An employee who is a member of a bona fide religion, body, or sect which 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 dues, pay sums equal to

Agency Shop Fees to a non-religious, non-labor charitable fund exempt from taxation under Section 501 (c) (3) of the Internal Revenue Service 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 the agency shop provisions in this Memorandum of Understanding may be rescinded by a majority vote of all the employees represented by this Bargaining Unit under procedures established by the Employee Relations Commission. In the event such agency shop provisions are rescinded, 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 the 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.

F. List of New Employees/Separations

Upon payment of initial programming costs and monthly maintenance cost as determined by the Auditor-Controller, Management shall provide the Union with access to employee lists via Internet on a monthly basis. The Auditor-Controller will furnish UAPD with a monthly list of employees in the Bargaining Unit. The employee list shall contain the name, employee number, classification title, item number, item sub, item step salary rate, department, time base, work location, latest hire date and job appointment date of all employees who enter the Bargaining Unit and who are covered by this Memorandum of Understanding.

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 employee 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 Grievance Committee person where you work.

UAPD

5933 West Century Boulevard, Suite 820

Los Angeles, California 90045

G. 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 provisions of this Article.

ARTICLE 22 PROFESSIONAL COMMITTEEPSYCHIATRISTS

The County and the Union agree to dissolve the MEDICAL PRACTICE COMMITTEE and to establish a PROFESSIONAL COMMITTEE consisting of three bargaining unit members and three management members. The objective of the committee shall be to make recommendations regarding medical policies and procedures to the Medical Director of the Department of Mental Health. The committee shall meet quarterly or as often as the committee deems necessary, during working hours and address the following issues:

1. Staffing and workload.
2. Information technology and its impact on medical practice in the workplace.
3. Standards of Medical Practice.
4. Other issues of mutual concern.

Minutes shall be kept and distributed to all committee members. The committee shall decide how to conduct its business in a manner conducive to achieving results.

DENTAL PROFESSIONALS

Management agrees to the establishment of a professional committee made up of unit members. The number of committee members shall be determined by mutual agreement of the Management of the affected departments and the Union.

The committee shall meet no more than three times each fiscal year. The employees may use two hours of County time for each meeting and employees will seek prior permission from their supervisors to attend. The Director of Health Services or his designee shall attend a meeting of the Professional Committee upon invitation from that committee.

ARTICLE 23 PERFORMANCE EVALUATION

Section 1.

When a physician files a grievance on a performance evaluation, the performance evaluation shall be formally reviewed by a management physician at one of the grievance levels.

Section 2.

When a dental professional files a grievance on a performance evaluation, the performance evaluation shall be formally reviewed by a management dental professional at one of the grievance levels.

ARTICLE 24 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 staff in pursuing education in order to promote and encourage the meeting of licensor requirements and the upgrading of skills and knowledge for the effective delivery of mental health services.

Section 1. Psychiatrists

Full-time, permanent, Mental Health Psychiatrists may be allowed up to ten (10) days or eighty (80) hours per year for preapproved continuing education purposes. Upon management approval, Mental Health Psychiatrists may use CME time for verifiable activities related to maintenance of certification. Continuing Education required by County departments shall not count towards these ten (10) days or eighty (80) hours per years. Up to ten (10) days or eighty (80) hour may be home study.

Part-time, Mental Health Psychiatrists on permanent status working at least 16 hours per week may be allowed up to five (5) days or 40 (forty) hours per calendar year for pre-approved continuing education purposes. Continuing Education required by County departments shall not count toward these five (5) days of forty (40) hours per calendar year.

Travel is included as part for 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 Mental Health Psychiatrist on permanent

status working at least twenty (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” include, but is not limited to, studying for Board Certifications, Board Recertifications, 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.

Section 2. Dental Professionals

Each Dentist, Senior Dentist, and Dental Specialist shall be allowed up to a maximum of sixty (60) hours of County time per year for the purpose of meeting mandatory continuing education requirements. Each Dental Hygienist shall be allowed up to a maximum of twenty (20) hours of County time per year for the purpose of meeting mandatory continuing education requirements.

Management will allow permanent part-time Dentists, Senior Dentists and Dental Specialists who work at least 16 hours per week but less than forty (40) hours per week on a continuing basis up to a maximum of sixteen (16) hours of County time per year for the purpose of meeting mandatory continuing education requirements during the term of the MOU.

Management will allow permanent part-time Dental Hygienists who work at least sixteen (16) hours per week but less than forty (40) hours per week on a continuing basis up to a maximum of eight (8) hours of County time for the purpose of meeting mandatory continuing education requirements during the term of the MOU. Approval of continuing education shall not be unreasonably denied.

Management will consider requests which are submitted with adequate lead time. In reviewing the request, Management will consider the needs of the service. Approval of continuing education shall not be unreasonably denied.

Travel is included as part of continuing education allowable and shall be deducted from the sixty (60) hours per year for full time permanent employees; or sixteen (16) hours per year for part-time dental professionals on permanent status working at least 16 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 Recertifications, 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 employees performance of their County work assignment.

There shall be no accumulation of Continuing Medical Education leave.

Article.

ARTICLE 25 LEGAL REPRESENTATION

Section 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 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.

1. When a doctor is named as party to a lawsuit; as a result of any action or omission occurring in the performance of their duties and within the scope of employment, the doctor will receive legal representation by County Counsel.
2. Before any roundtables, death reviews, meetings with County Counsel and any other meetings, the employee will be able to review the patient record in question.

Section 2. DMH and DHS Administrative Proceedings

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

The Departments of Mental Health and Health Services agree to provide assistance to physicians or dentists in responding to Medical or Dental Board inquiries in accordance with California Government Code 995(6). 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 or actual malice, or where the provision of such defense would create a conflict of interest between the County and the employee.

ARTICLE 26 UNION REPRESENTATIVE ACCESS

Authorized UAPD representatives will be given access to work locations during working hours to investigate and process grievances, observe working conditions and post bulletins on the bulletin boards. UAPD representatives desiring access to a work location hereunder shall state the purpose of the visit and request from the department head or his designate, authorization for a reasonable amount of time before the intended visit unless the parties mutually agree to waive notice. UAPD agrees that its representatives will not purposely interfere with operations of department or any facility thereof.

UAPD shall give to the department head and the Chief Executive Officer of the County of Los Angeles a written list of all authorized representatives, which list shall be kept current by UAPD. Access to work locations will only be granted to representatives on the current list.

ARTICLE 27 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 safe and adequate free parking facilities for employees who regularly find it necessary to use their own vehicle for transportation to their work location.

ARTICLE 28 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 29 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 30 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 change, 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 the 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 Mental Health Psychiatrist.

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 of 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 31 CONTRACTING 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 will advise such public or private entity of the existence and terms of this Memorandum of Understanding and will immediately advise the Union of such agreement or law. In addition, the County will consult with the employer absorbing a County function to encourage utilization of affected employees by the new employer. When a Department's Request for Proposal is approved by the Chief Executive Officer, the Labor Relations Office will arrange to meet with representatives of the Union to advise them of this action within five (5) business days.

When advance knowledge of the impact of pending changes in function, organization, or operations is available which will result in the abolishment of positions or when there is any major reassignment of functions from one department to another or to another agency, Management will 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 understood and agreed that Management shall have no obligation to negotiate the decision of any reorganization by the County during the life of this agreement. Management acknowledges an obligation to negotiate the impact on wages, hours, and working conditions of the employees in this bargaining unit insofar as such subjects have not already been negotiated.

ARTICLE 32 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 duly authorized representative (Address: 222 North Grand Avenue, Los Angeles, CA 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 & Dentists' principal authorized agent shall be the Regional Administrator or his duly authorized representative (Address: 1960 East Grand Avenue, Suite 810, El Segundo, CA 90245); Telephone: (310) 398-4038; Facsimile: (310) 398-6427).

ARTICLE 33PROVISIONS 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 of 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 34MANAGEMENT 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 agreement; 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 35DENTAL REGISTRY

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

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

Dentists 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 employee's normal base hourly wage. Hourly rates will be capped at 75% of the top tier rate for contractors in that dental specialty, or 110% of the dentist'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 dentists within one of the dental specialties, 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 pilot to determine if the registry was successful in addressing the need for flexible dental services at a lower cost than contract registries.

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

ARTICLE 36DIGNITY 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.

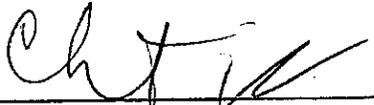
ARTICLE 37 PROFESSIONAL JUDGMENT

Management will make a reasonable effort to ensure that Unit 325 employees shall not practice, nor shall they be required to practice, in any manner which places their professional license(s) in jeopardy.

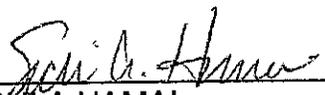
This article shall not be subject to the grievance and arbitration provisions of this MOU.

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

By 
CHRISTOPHER IGE
Union of American Physicians
and Dentists

COUNTY OF LOS ANGELES
AUTHORIZED MANAGEMENT
REPRESENTATIVES

By 
SACHI A HAMAI
Chief Executive Officer

TO BE JOINTLY SUBMITTED TO COUNTY'S BOARD OF SUPERVISORS

**ATTACHMENT A
PHYSICIAN D SCHEDULE TABLE
Effective November 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	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
D01	8,002	8,243	8,490	8,745	9,006	9,278	9,555	9,843	10,137	10,442	10,756	11,079	11,410	0	0	0	0	0	0	0
D02	8,918	9,186	9,462	9,746	10,037	10,339	10,649	10,968	11,298	11,637	11,986	12,345	12,715	13,096	13,490	13,895	14,311	14,741	15,182	15,638
D03	9,163	9,438	9,721	10,014	10,312	10,622	10,941	11,269	11,608	11,956	12,315	12,683	13,065	13,456	13,861	14,276	14,704	15,145	15,599	16,068
D04	9,415	9,698	9,988	10,289	10,598	10,915	11,242	11,579	11,927	12,285	12,654	13,033	13,425	13,827	14,242	14,668	15,109	15,561	16,029	16,509
D05	9,675	9,965	10,264	10,571	10,888	11,216	11,552	11,899	12,255	12,623	13,003	13,392	13,794	14,207	14,634	15,072	15,525	15,990	16,471	16,965
D06	9,942	10,239	10,547	10,863	11,189	11,524	11,871	12,226	12,593	12,971	13,359	13,761	14,174	14,598	15,037	15,488	15,953	16,432	16,924	17,432
D07	10,213	10,519	10,835	11,160	11,496	11,840	12,196	12,561	12,938	13,327	13,726	14,138	14,562	15,000	15,449	15,912	16,390	16,881	17,388	17,910
D08	10,495	10,810	11,134	11,467	11,811	12,166	12,532	12,907	13,294	13,694	14,103	14,527	14,963	15,412	15,873	16,350	16,841	17,346	17,865	18,402
D09	10,782	11,105	11,440	11,782	12,136	12,500	12,875	13,261	13,660	14,070	14,491	14,926	15,374	15,835	16,309	16,800	17,303	17,822	18,357	18,908
D10	11,080	11,411	11,754	12,107	12,470	12,845	13,229	13,626	14,035	14,456	14,890	15,337	15,797	16,271	16,759	17,262	17,779	18,313	18,862	19,429
D11	11,385	11,727	12,078	12,440	12,813	13,197	13,594	14,002	14,422	14,855	15,300	15,759	16,232	16,718	17,220	17,738	18,269	18,817	19,382	19,963
D12	11,698	12,049	12,410	12,783	13,168	13,561	13,969	14,388	14,820	15,264	15,721	16,193	16,679	17,179	17,694	18,225	18,772	19,335	19,915	20,513
D13	12,019	12,380	12,751	13,134	13,527	13,933	14,351	14,782	15,225	15,683	16,151	16,638	17,136	17,650	18,180	18,724	19,287	19,866	20,462	21,075
D14	12,349	12,719	13,102	13,495	13,899	14,317	14,745	15,187	15,644	16,113	16,596	17,094	17,608	18,135	18,680	19,239	19,817	20,413	21,023	21,655
D15	12,690	13,071	13,462	13,867	14,283	14,711	15,151	15,607	16,074	16,556	17,054	17,565	18,092	18,636	19,193	19,770	20,363	20,973	21,602	22,251
D16	13,038	13,430	13,832	14,247	14,674	15,115	15,568	16,035	16,515	17,013	17,522	18,049	18,589	19,146	19,720	20,313	20,921	21,550	22,197	22,862
D17	13,397	13,800	14,213	14,639	15,078	15,531	15,998	16,478	16,971	17,480	18,005	18,545	19,102	19,675	20,265	20,873	21,498	22,144	22,808	23,492
D18	13,765	14,179	14,604	15,041	15,493	15,958	16,437	16,929	17,437	17,960	18,499	19,055	19,626	20,215	20,821	21,446	22,089	22,752	23,434	24,136
D19	14,144	14,568	15,006	15,455	15,919	16,397	16,889	17,396	17,917	18,453	19,009	19,578	20,165	20,771	21,393	22,035	22,697	23,377	24,078	24,801
D20	14,533	14,969	15,419	15,881	16,356	16,848	17,353	17,875	18,410	18,963	19,532	20,117	20,721	21,343	21,982	22,642	23,321	24,021	24,743	25,484
D21	14,933	15,381	15,843	16,318	16,808	17,312	17,830	18,366	18,917	19,485	20,070	20,672	21,290	21,929	22,588	23,266	23,963	24,683	25,422	26,185
D22	15,343	15,804	16,278	16,766	17,269	17,788	18,322	18,871	19,437	20,020	20,622	21,239	21,876	22,533	23,209	23,905	24,623	25,361	26,122	26,905
D23	15,765	16,238	16,725	17,228	17,745	18,276	18,824	19,390	19,972	20,571	21,187	21,823	22,479	23,152	23,847	24,562	25,300	26,058	26,840	27,645
D24	16,199	16,685	17,186	17,701	18,232	18,778	19,342	19,923	20,521	21,136	21,770	22,424	23,097	23,789	24,502	25,237	25,995	26,776	27,578	28,405
D25	16,645	17,143	17,658	18,188	18,735	19,295	19,875	20,471	21,085	21,717	22,369	23,041	23,732	24,443	25,176	25,932	26,710	27,511	28,336	29,187
D26	17,103	17,615	18,143	18,688	19,249	19,825	20,422	21,034	21,664	22,315	22,984	23,675	24,384	25,116	25,868	26,644	27,443	28,268	29,115	29,989
D27	17,573	18,100	18,643	19,202	19,779	20,371	20,983	21,611	22,260	22,928	23,617	24,324	25,055	25,807	26,580	27,377	28,199	29,045	29,916	30,815
D28	18,056	18,598	19,157	19,731	20,322	20,932	21,559	22,207	22,872	23,560	24,266	24,994	25,743	26,516	27,311	28,131	28,975	29,844	30,739	31,662
D29	18,552	19,110	19,682	20,272	20,882	21,506	22,152	22,818	23,502	24,207	24,933	25,681	26,452	27,245	28,062	28,904	29,772	30,664	31,584	32,532
D30	19,063	19,635	20,223	20,831	21,455	22,099	22,762	23,445	24,148	24,871	25,619	26,387	27,179	27,994	28,834	29,698	30,590	31,508	32,453	33,427
D31	19,588	20,175	20,780	21,402	22,045	22,706	23,388	24,091	24,812	25,557	26,323	27,113	27,926	28,765	29,627	30,517	31,431	32,374	33,345	34,346
D32	20,126	20,730	21,350	21,992	22,652	23,331	24,031	24,752	25,495	26,260	27,048	27,858	28,695	29,556	30,442	31,355	32,296	33,265	34,262	35,291
D33	20,679	21,299	21,938	22,597	23,274	23,972	24,692	25,433	26,196	26,982	27,791	28,625	29,483	30,369	31,279	32,216	33,184	34,180	35,204	36,261
D34	21,249	21,885	22,542	23,217	23,914	24,632	25,372	26,132	26,915	27,723	28,556	29,412	30,294	31,203	32,139	33,103	34,096	35,119	36,174	37,257
D35	21,832	22,487	23,162	23,856	24,573	25,309	26,069	26,850	27,656	28,486	29,342	30,220	31,128	32,061	33,023	34,015	35,034	36,085	37,169	38,282
D36	22,432	23,105	23,798	24,512	25,248	26,005	26,786	27,589	28,417	29,268	30,148	31,052	31,984	32,942	33,931	34,948	35,997	37,078	38,190	39,336
D37	23,049	23,740	24,453	25,187	25,943	26,721	27,523	28,348	29,198	30,074	30,976	31,905	32,863	33,849	34,864	35,910	36,987	38,097	39,240	40,416
D38	23,684	24,393	25,125	25,880	26,654	27,456	28,279	29,128	30,001	30,901	31,828	32,783	33,766	34,779	35,823	36,898	38,004	39,145	40,320	41,529
D39	24,334	25,065	25,816	26,590	27,388	28,211	29,056	29,929	30,826	31,751	32,704	33,685	34,697	35,736	36,808	37,913	39,049	40,222	41,428	42,670
D40	25,004	25,754	26,527	27,322	28,142	28,986	29,856	30,751	31,674	32,624	33,603	34,611	35,649	36,718	37,821	38,956	40,124	41,328	42,566	43,844

ATTACHMENT A (Continued)
PHYSICIAN D SCHEDULE TABLE
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
D01	8,242	8,490	8,745	9,007	9,276	9,556	9,842	10,138	10,441	10,755	11,079	11,411	11,752	0	0	0	0	0	0	0
D02	9,186	9,462	9,746	10,038	10,338	10,649	10,968	11,297	11,637	11,986	12,346	12,715	13,096	13,489	13,895	14,312	14,740	15,183	15,637	16,107
D03	9,438	9,721	10,013	10,314	10,621	10,941	11,269	11,607	11,956	12,315	12,684	13,063	13,457	13,860	14,277	14,704	15,145	15,599	16,067	16,550
D04	9,697	9,989	10,288	10,598	10,916	11,242	11,579	11,926	12,285	12,654	13,034	13,424	13,828	14,242	14,669	15,108	15,562	16,028	16,510	17,004
D05	9,965	10,264	10,572	10,888	11,215	11,552	11,899	12,256	12,623	13,002	13,393	13,794	14,208	14,633	15,073	15,524	15,991	16,470	16,965	17,474
D06	10,240	10,546	10,863	11,189	11,525	11,870	12,227	12,593	12,971	13,360	13,760	14,174	14,599	15,036	15,488	15,953	16,432	16,925	17,432	17,955
D07	10,519	10,835	11,160	11,495	11,841	12,195	12,562	12,938	13,326	13,727	14,138	14,562	14,999	15,450	15,912	16,389	16,882	17,387	17,910	18,447
D08	10,810	11,134	11,468	11,811	12,165	12,531	12,908	13,294	13,693	14,105	14,526	14,963	15,412	15,874	16,349	16,841	17,346	17,866	18,401	18,954
D09	11,105	11,438	11,783	12,135	12,500	12,875	13,261	13,659	14,070	14,492	14,926	15,374	15,835	16,310	16,798	17,304	17,822	18,357	18,908	19,475
D10	11,412	11,753	12,107	12,470	12,844	13,230	13,626	14,035	14,456	14,890	15,337	15,797	16,271	16,759	17,262	17,780	18,312	18,862	19,428	20,012
D11	11,727	12,079	12,440	12,813	13,197	13,593	14,002	14,422	14,855	15,301	15,759	16,232	16,719	17,220	17,737	18,270	18,817	19,382	19,963	20,562
D12	12,049	12,410	12,782	13,166	13,563	13,968	14,388	14,820	15,265	15,722	16,193	16,679	17,179	17,694	18,225	18,772	19,335	19,915	20,512	21,128
D13	12,380	12,751	13,134	13,528	13,933	14,351	14,782	15,225	15,682	16,153	16,636	17,137	17,650	18,180	18,725	19,286	19,866	20,462	21,076	21,707
D14	12,719	13,101	13,495	13,900	14,316	14,747	15,187	15,643	16,113	16,596	17,094	17,607	18,136	18,679	19,240	19,816	20,412	21,025	21,654	22,305
D15	13,071	13,463	13,866	14,283	14,711	15,152	15,606	16,075	16,556	17,053	17,566	18,092	18,635	19,195	19,769	20,363	20,974	21,602	22,250	22,919
D16	13,429	13,833	14,247	14,674	15,114	15,568	16,035	16,516	17,010	17,523	18,048	18,590	19,147	19,720	20,312	20,922	21,549	22,197	22,863	23,548
D17	13,799	14,214	14,639	15,078	15,530	15,997	16,478	16,972	17,480	18,004	18,545	19,101	19,675	20,265	20,873	21,499	22,143	22,808	23,492	24,197
D18	14,178	14,604	15,042	15,492	15,958	16,437	16,930	17,437	17,960	18,499	19,054	19,627	20,215	20,821	21,446	22,089	22,752	23,435	24,137	24,860
D19	14,568	15,005	15,456	15,919	16,397	16,889	17,396	17,918	18,455	19,007	19,579	20,165	20,770	21,394	22,035	22,696	23,378	24,078	24,800	25,545
D20	14,969	15,418	15,882	16,357	16,847	17,353	17,874	18,411	18,962	19,532	20,118	20,721	21,343	21,983	22,641	23,321	24,021	24,742	25,485	26,249
D21	15,381	15,842	16,318	16,808	17,312	17,831	18,365	18,917	19,485	20,070	20,672	21,292	21,929	22,587	23,266	23,964	24,682	25,423	26,185	26,971
D22	15,803	16,278	16,766	17,269	17,787	18,322	18,872	19,437	20,020	20,621	21,241	21,876	22,532	23,209	23,905	24,622	25,362	26,122	26,906	27,712
D23	16,238	16,725	17,227	17,745	18,277	18,824	19,389	19,972	20,571	21,188	21,823	22,478	23,153	23,847	24,562	25,299	26,059	26,840	27,645	28,474
D24	16,685	17,186	17,702	18,232	18,779	19,341	19,922	20,521	21,137	21,770	22,423	23,097	23,790	24,503	25,237	25,994	26,775	27,579	28,405	29,257
D25	17,144	17,657	18,188	18,734	19,297	19,874	20,471	21,085	21,718	22,369	23,040	23,732	24,444	25,176	25,931	26,710	27,511	28,336	29,186	30,063
D26	17,616	18,143	18,687	19,249	19,826	20,420	21,035	21,665	22,314	22,984	23,674	24,385	25,116	25,869	26,644	27,443	28,266	29,116	29,988	30,889
D27	18,100	18,643	19,202	19,778	20,372	20,982	21,612	22,259	22,928	23,616	24,326	25,054	25,807	26,581	27,377	28,198	29,045	29,916	30,813	31,739
D28	18,598	19,156	19,732	20,323	20,932	21,560	22,206	22,873	23,558	24,267	24,994	25,744	26,515	27,311	28,130	28,975	29,844	30,739	31,661	32,612
D29	19,109	19,683	20,272	20,880	21,508	22,151	22,817	23,503	24,207	24,933	25,681	26,451	27,246	28,062	28,904	29,771	30,665	31,584	32,532	33,508
D30	19,635	20,224	20,830	21,456	22,099	22,762	23,445	24,148	24,872	25,617	26,388	27,179	27,994	28,834	29,699	30,589	31,508	32,453	33,427	34,430
D31	20,176	20,780	21,403	22,044	22,706	23,387	24,090	24,814	25,556	26,324	27,113	27,926	28,764	29,628	30,516	31,433	32,374	33,345	34,345	35,376
D32	20,730	21,352	21,991	22,652	23,332	24,031	24,752	25,495	26,260	27,048	27,859	28,694	29,556	30,443	31,355	32,296	33,265	34,263	35,290	36,350
D33	21,299	21,938	22,596	23,275	23,972	24,691	25,433	26,196	26,982	27,791	28,625	29,484	30,367	31,280	32,217	33,182	34,180	35,205	36,260	37,349
D34	21,886	22,542	23,218	23,914	24,631	25,371	26,133	26,916	27,722	28,555	29,413	30,294	31,203	32,139	33,103	34,096	35,119	36,173	37,259	38,375
D35	22,487	23,162	23,857	24,572	25,310	26,068	26,851	27,656	28,486	29,341	30,222	31,127	32,062	33,023	34,014	35,035	36,085	37,168	38,284	39,430
D36	23,105	23,798	24,512	25,247	26,005	26,785	27,590	28,417	29,270	30,146	31,052	31,984	32,944	33,930	34,949	35,996	37,077	38,190	39,336	40,516
D37	23,740	24,452	25,187	25,943	26,721	27,523	28,349	29,198	30,074	30,976	31,905	32,862	33,849	34,864	35,910	36,987	38,097	39,240	40,417	41,628
D38	24,395	25,125	25,879	26,656	27,454	28,280	29,127	30,002	30,901	31,828	32,783	33,766	34,779	35,822	36,898	38,005	39,144	40,319	41,530	42,775
D39	25,064	25,817	26,590	27,388	28,210	29,057	29,928	30,827	31,751	32,704	33,685	34,696	35,738	36,808	37,912	39,050	40,220	41,429	42,671	43,950
D40	25,754	26,527	27,323	28,142	28,986	29,856	30,752	31,674	32,624	33,603	34,611	35,649	36,718	37,820	38,956	40,125	41,328	42,568	43,843	45,159

ATTACHMENT A (Continued)
PHYSICIAN D SCHEDULE TABLE
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
D01	8,407	8,660	8,920	9,187	9,462	9,747	10,039	10,341	10,650	10,970	11,301	11,639	11,987	0	0	0	0	0	0	0
D02	9,370	9,651	9,941	10,239	10,545	10,862	11,187	11,523	11,870	12,226	12,593	12,969	13,358	13,759	14,173	14,598	15,035	15,487	15,950	16,429
D03	9,627	9,915	10,213	10,520	10,833	11,160	11,494	11,839	12,195	12,561	12,938	13,324	13,726	14,137	14,563	14,998	15,448	15,911	16,388	16,881
D04	9,891	10,189	10,494	10,810	11,134	11,467	11,811	12,165	12,531	12,907	13,295	13,692	14,105	14,527	14,962	15,410	15,873	16,349	16,840	17,344
D05	10,164	10,469	10,783	11,106	11,439	11,783	12,137	12,501	12,875	13,262	13,661	14,070	14,492	14,926	15,374	15,834	16,311	16,799	17,304	17,823
D06	10,445	10,757	11,080	11,413	11,756	12,107	12,472	12,845	13,230	13,627	14,035	14,457	14,891	15,337	15,798	16,272	16,761	17,264	17,781	18,314
D07	10,729	11,052	11,383	11,725	12,078	12,439	12,813	13,197	13,593	14,002	14,421	14,853	15,299	15,759	16,230	16,717	17,220	17,735	18,268	18,816
D08	11,026	11,357	11,697	12,047	12,408	12,782	13,166	13,560	13,967	14,387	14,817	15,262	15,720	16,191	16,676	17,178	17,693	18,223	18,769	19,333
D09	11,327	11,667	12,019	12,378	12,750	13,133	13,526	13,932	14,351	14,782	15,225	15,681	16,152	16,636	17,134	17,650	18,178	18,724	19,286	19,865
D10	11,640	11,988	12,349	12,719	13,101	13,495	13,899	14,316	14,745	15,188	15,644	16,113	16,596	17,094	17,607	18,136	18,678	19,239	19,817	20,412
D11	11,962	12,321	12,689	13,069	13,461	13,865	14,282	14,710	15,152	15,607	16,074	16,557	17,053	17,564	18,092	18,635	19,193	19,770	20,362	20,973
D12	12,290	12,658	13,038	13,429	13,834	14,247	14,676	15,116	15,570	16,036	16,517	17,013	17,523	18,048	18,590	19,147	19,722	20,313	20,922	21,551
D13	12,628	13,006	13,397	13,799	14,212	14,638	15,078	15,530	15,996	16,476	16,969	17,480	18,003	18,544	19,100	19,672	20,263	20,871	21,498	22,141
D14	12,973	13,363	13,765	14,178	14,602	15,042	15,491	15,956	16,435	16,928	17,436	17,959	18,499	19,053	19,625	20,212	20,820	21,446	22,087	22,751
D15	13,332	13,732	14,143	14,569	15,005	15,455	15,918	16,397	16,887	17,394	17,917	18,454	19,008	19,579	20,164	20,770	21,393	22,034	22,695	23,377
D16	13,698	14,110	14,532	14,967	15,416	15,879	16,356	16,846	17,350	17,873	18,409	18,962	19,530	20,114	20,718	21,340	21,980	22,641	23,320	24,019
D17	14,075	14,498	14,932	15,380	15,841	16,317	16,808	17,311	17,830	18,364	18,916	19,483	20,069	20,670	21,290	21,929	22,586	23,264	23,962	24,681
D18	14,462	14,896	15,343	15,802	16,277	16,766	17,269	17,786	18,319	18,869	19,435	20,020	20,619	21,237	21,875	22,531	23,207	23,904	24,620	25,357
D19	14,859	15,305	15,765	16,237	16,725	17,227	17,744	18,276	18,824	19,387	19,971	20,568	21,185	21,822	22,476	23,150	23,846	24,560	25,296	26,056
D20	15,268	15,726	16,200	16,684	17,184	17,700	18,231	18,779	19,341	19,923	20,520	21,135	21,770	22,423	23,094	23,787	24,501	25,237	25,995	26,774
D21	15,689	16,159	16,644	17,144	17,658	18,188	18,732	19,295	19,875	20,471	21,085	21,718	22,368	23,039	23,731	24,443	25,176	25,931	26,709	27,510
D22	16,119	16,604	17,101	17,614	18,143	18,688	19,249	19,826	20,420	21,033	21,666	22,314	22,983	23,673	24,383	25,114	25,869	26,644	27,444	28,266
D23	16,563	17,060	17,572	18,100	18,643	19,200	19,777	20,371	20,982	21,612	22,259	22,928	23,616	24,324	25,053	25,805	26,580	27,377	28,198	29,043
D24	17,019	17,530	18,056	18,597	19,155	19,728	20,320	20,931	21,560	22,205	22,871	23,559	24,266	24,993	25,742	26,514	27,311	28,131	28,973	29,842
D25	17,487	18,010	18,552	19,109	19,683	20,271	20,880	21,507	22,152	22,816	23,501	24,207	24,933	25,680	26,450	27,244	28,061	28,903	29,770	30,664
D26	17,968	18,506	19,061	19,634	20,223	20,828	21,456	22,098	22,760	23,444	24,147	24,873	25,618	26,386	27,177	27,992	28,831	29,698	30,588	31,507
D27	18,462	19,016	19,586	20,174	20,779	21,402	22,044	22,704	23,387	24,088	24,813	25,555	26,323	27,113	27,925	28,762	29,626	30,514	31,429	32,374
D28	18,970	19,539	20,127	20,729	21,351	21,991	22,650	23,330	24,029	24,752	25,494	26,259	27,045	27,857	28,693	29,555	30,441	31,354	32,294	33,264
D29	19,491	20,077	20,677	21,298	21,938	22,594	23,273	23,973	24,691	25,432	26,195	26,980	27,791	28,623	29,482	30,366	31,278	32,216	33,183	34,178
D30	20,028	20,628	21,247	21,885	22,541	23,217	23,914	24,631	25,369	26,129	26,916	27,723	28,554	29,411	30,293	31,201	32,138	33,102	34,096	35,119
D31	20,580	21,196	21,831	22,485	23,160	23,855	24,572	25,310	26,067	26,850	27,655	28,485	29,339	30,221	31,126	32,062	33,021	34,012	35,032	36,084
D32	21,145	21,779	22,431	23,105	23,799	24,512	25,247	26,005	26,785	27,589	28,416	29,268	30,147	31,052	31,982	32,942	33,930	34,948	35,996	37,077
D33	21,725	22,377	23,048	23,741	24,451	25,185	25,942	26,720	27,522	28,347	29,198	30,074	30,974	31,906	32,861	33,846	34,864	35,909	36,985	38,096
D34	22,324	22,993	23,682	24,392	25,124	25,878	26,656	27,454	28,276	29,126	30,001	30,900	31,827	32,782	33,765	34,778	35,821	36,896	38,004	39,143
D35	22,937	23,625	24,334	25,063	25,816	26,589	27,388	28,209	29,056	29,928	30,826	31,750	32,703	33,683	34,694	35,736	36,807	37,911	39,050	40,219
D36	23,567	24,274	25,002	25,752	26,525	27,321	28,142	28,985	29,855	30,749	31,673	32,624	33,603	34,609	35,648	36,716	37,819	38,954	40,123	41,326
D37	24,215	24,941	25,691	26,462	27,255	28,073	28,916	29,782	30,675	31,596	32,543	33,519	34,526	35,561	36,628	37,727	38,859	40,025	41,225	42,461
D38	24,883	25,628	26,397	27,189	28,003	28,846	29,710	30,602	31,519	32,465	33,439	34,441	35,475	36,538	37,636	38,765	39,927	41,125	42,361	43,631
D39	25,565	26,333	27,122	27,936	28,774	29,638	30,527	31,444	32,386	33,358	34,359	35,390	36,453	37,544	38,670	39,831	41,024	42,258	43,524	44,829
D40	26,269	27,058	27,869	28,705	29,566	30,453	31,367	32,307	33,276	34,275	35,303	36,362	37,452	38,576	39,735	40,928	42,155	43,419	44,720	46,062

ATTACHMENT A (Continued)
PHYSICIAN D SCHEDULE TABLE
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
D01	8,575	8,833	9,098	9,371	9,651	9,942	10,240	10,548	10,863	11,189	11,527	11,872	12,227	0	0	0	0	0	0	0
D02	9,557	9,844	10,140	10,444	10,756	11,079	11,411	11,753	12,107	12,471	12,845	13,228	13,625	14,034	14,456	14,890	15,336	15,797	16,269	16,758
D03	9,820	10,113	10,417	10,730	11,050	11,383	11,724	12,076	12,439	12,812	13,197	13,590	14,001	14,420	14,854	15,298	15,757	16,229	16,716	17,219
D04	10,089	10,393	10,704	11,026	11,357	11,696	12,047	12,408	12,782	13,165	13,561	13,966	14,387	14,818	15,261	15,718	16,190	16,676	17,177	17,691
D05	10,367	10,678	10,999	11,328	11,668	12,019	12,380	12,751	13,133	13,527	13,934	14,351	14,782	15,225	15,681	16,151	16,637	17,135	17,650	18,179
D06	10,654	10,972	11,302	11,641	11,991	12,349	12,721	13,102	13,495	13,900	14,316	14,746	15,189	15,644	16,114	16,597	17,096	17,609	18,137	18,680
D07	10,944	11,273	11,611	11,960	12,320	12,688	13,069	13,461	13,865	14,282	14,709	15,150	15,605	16,074	16,555	17,051	17,564	18,090	18,633	19,192
D08	11,247	11,584	11,931	12,288	12,656	13,038	13,429	13,831	14,246	14,675	15,113	15,567	16,034	16,515	17,010	17,522	18,047	18,587	19,144	19,720
D09	11,554	11,900	12,259	12,626	13,005	13,396	13,797	14,211	14,638	15,078	15,530	15,995	16,475	16,969	17,477	18,003	18,542	19,098	19,672	20,262
D10	11,873	12,228	12,596	12,973	13,363	13,765	14,177	14,602	15,040	15,492	15,957	16,435	16,928	17,436	17,959	18,499	19,052	19,624	20,213	20,820
D11	12,201	12,567	12,943	13,330	13,730	14,142	14,568	15,004	15,455	15,919	16,395	16,888	17,394	17,915	18,454	19,008	19,577	20,165	20,769	21,392
D12	12,536	12,911	13,299	13,698	14,111	14,532	14,970	15,418	15,881	16,357	16,847	17,353	17,873	18,409	18,962	19,530	20,116	20,719	21,340	21,982
D13	12,881	13,266	13,665	14,075	14,496	14,931	15,380	15,841	16,316	16,806	17,308	17,830	18,363	18,915	19,482	20,065	20,668	21,288	21,928	22,584
D14	13,232	13,630	14,040	14,462	14,894	15,343	15,801	16,275	16,764	17,267	17,785	18,318	18,869	19,434	20,018	20,616	21,236	21,875	22,529	23,206
D15	13,599	14,007	14,426	14,860	15,305	15,764	16,236	16,725	17,225	17,742	18,275	18,823	19,388	19,971	20,567	21,185	21,821	22,475	23,149	23,845
D16	13,972	14,392	14,823	15,266	15,724	16,197	16,683	17,183	17,697	18,230	18,777	19,341	19,921	20,516	21,132	21,767	22,420	23,094	23,786	24,499
D17	14,357	14,788	15,231	15,688	16,158	16,643	17,144	17,657	18,187	18,731	19,294	19,873	20,470	21,083	21,716	22,368	23,038	23,729	24,441	25,175
D18	14,751	15,194	15,650	16,118	16,603	17,101	17,614	18,142	18,685	19,246	19,824	20,420	21,031	21,662	22,313	22,982	23,671	24,382	25,112	25,864
D19	15,156	15,611	16,080	16,562	17,060	17,572	18,099	18,642	19,200	19,775	20,370	20,979	21,609	22,258	22,926	23,613	24,323	25,051	25,802	26,577
D20	15,573	16,041	16,524	17,018	17,528	18,054	18,596	19,155	19,728	20,321	20,930	21,558	22,205	22,871	23,556	24,263	24,991	25,742	26,515	27,309
D21	16,003	16,482	16,977	17,487	18,011	18,552	19,107	19,681	20,273	20,880	21,507	22,152	22,815	23,500	24,206	24,932	25,680	26,450	27,243	28,060
D22	16,441	16,936	17,443	17,966	18,506	19,062	19,634	20,223	20,828	21,454	22,099	22,760	23,443	24,146	24,871	25,616	26,386	27,177	27,993	28,831
D23	16,894	17,401	17,923	18,462	19,016	19,584	20,173	20,778	21,402	22,044	22,704	23,387	24,088	24,810	25,554	26,321	27,112	27,925	28,762	29,624
D24	17,359	17,881	18,417	18,969	19,538	20,123	20,726	21,350	21,991	22,649	23,328	24,030	24,751	25,493	26,257	27,044	27,857	28,694	29,552	30,439
D25	17,837	18,370	18,923	19,491	20,077	20,676	21,298	21,937	22,595	23,272	23,971	24,691	25,432	26,194	26,979	27,789	28,622	29,481	30,365	31,277
D26	18,327	18,876	19,442	20,027	20,627	21,245	21,885	22,540	23,215	23,913	24,630	25,370	26,130	26,914	27,721	28,552	29,408	30,292	31,200	32,137
D27	18,831	19,396	19,978	20,577	21,195	21,830	22,485	23,158	23,855	24,570	25,309	26,066	26,849	27,655	28,484	29,337	30,219	31,124	32,058	33,021
D28	19,349	19,930	20,530	21,144	21,778	22,431	23,103	23,797	24,510	25,247	26,004	26,784	27,586	28,414	29,267	30,146	31,050	31,981	32,940	33,929
D29	19,881	20,479	21,091	21,724	22,377	23,046	23,738	24,452	25,185	25,941	26,719	27,520	28,347	29,195	30,072	30,973	31,904	32,860	33,847	34,862
D30	20,429	21,041	21,672	22,323	22,992	23,681	24,392	25,124	25,876	26,652	27,454	28,277	29,125	29,999	30,899	31,825	32,781	33,764	34,778	35,821
D31	20,992	21,620	22,268	22,935	23,623	24,332	25,063	25,816	26,588	27,387	28,208	29,055	29,926	30,825	31,749	32,703	33,681	34,692	35,733	36,806
D32	21,568	22,215	22,880	23,567	24,275	25,002	25,752	26,525	27,321	28,141	28,984	29,853	30,750	31,673	32,622	33,601	34,609	35,647	36,716	37,819
D33	22,160	22,825	23,509	24,216	24,940	25,689	26,461	27,254	28,072	28,914	29,782	30,675	31,593	32,544	33,518	34,523	35,561	36,627	37,725	38,858
D34	22,770	23,453	24,156	24,880	25,626	26,396	27,189	28,003	28,842	29,709	30,601	31,518	32,464	33,438	34,440	35,474	36,537	37,634	38,764	39,926
D35	23,396	24,098	24,821	25,564	26,332	27,121	27,936	28,773	29,637	30,527	31,443	32,385	33,357	34,357	35,388	36,451	37,543	38,669	39,831	41,023
D36	24,038	24,759	25,502	26,267	27,056	27,867	28,705	29,565	30,452	31,364	32,306	33,276	34,275	35,301	36,361	37,450	38,575	39,733	40,925	42,153
D37	24,699	25,440	26,205	26,991	27,800	28,634	29,494	30,378	31,289	32,228	33,194	34,189	35,217	36,272	37,361	38,482	39,636	40,826	42,050	43,310
D38	25,381	26,141	26,925	27,733	28,563	29,423	30,304	31,214	32,149	33,114	34,108	35,130	36,185	37,269	38,389	39,540	40,726	41,948	43,208	44,504
D39	26,076	26,860	27,664	28,495	29,349	30,231	31,138	32,073	33,034	34,025	35,046	36,098	37,182	38,295	39,443	40,628	41,844	43,103	44,394	45,726
D40	26,794	27,599	28,426	29,279	30,157	31,062	31,994	32,953	33,942	34,961	36,009	37,089	38,201	39,348	40,530	41,747	42,998	44,287	45,614	46,983