



**Contra  
Costa  
County**

To: Board of Supervisors  
From: Monica Nino, County Administrator  
Date: March 21, 2023

Subject: Resolution No. 2023/90 approving the Memorandum of Understanding between the County and the Physicians and Dentists of Contra Costa County

**RECOMMENDATION(S):**

ADOPT Resolution No. 2023/90 approving the agreement for a successor Memorandum of Understanding (MOU) between Contra Costa County and the Physicians and Dentists of Contra Costa (PDOCC), implementing negotiated wage agreements and other economic terms and conditions of employment, for the period of November 1, 2022 through October 31, 2025.

**FISCAL IMPACT:**

The estimated increase in salary costs of the negotiated contract between the County and the Physicians and Dentists of Contra Costa is \$2,465,433 for Fiscal Year 2022-2023, \$9,762,547 for FY23-24, \$13,430,232 for FY24-25, and \$4,890,837 for FY25-26. Longevity increases total approximately \$245,000 per year while adjustments to additional duty pay differentials amount to approximately \$236,000 annually and are expected to be partially or fully offset by additional provider productivity. The increase in educational reimbursement for residents amounts to \$11,700 annually.

**BACKGROUND:**

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY  
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD  
COMMITTEE

Action of Board On: **03/21/2023** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

**VOTE OF SUPERVISORS**

AYE: John Gioia, District I Supervisor  
Candace Andersen, District II Supervisor  
Diane Burgis, District III Supervisor  
Ken Carlson, District IV Supervisor  
Federal D. Glover, District V Supervisor

I hereby certify that this is a true and correct copy of an action taken and entered on the minutes of the Board of Supervisors on the date shown.

ATTESTED: March 21, 2023

, County Administrator and Clerk of the Board of Supervisors

Contact: David Sanford, Chief of Labor Relations (925) 655-2070

By: June McHuen, Deputy

cc:

The County began bargaining with PDOCC for a successor MOU on July 6, 2022. A Tentative Agreement was reached between the County and PDOCC on March 14, 2023. PDOCC ratified the Agreement on March 20, 2023. The resulting agreement for a new Memorandum of Understanding between the County and the Union, attached, includes modifications to wages and other benefits. In summary, those changes are:

## BACKGROUND: (CONT'D)

In summary, those changes are:

- Duration of Agreement - Section 32.4
  - The term of the agreement is from November 1, 2022 through October 31, 2025.
- General Wages - Section 5
  - Effective March 1, 2023, the base rate of pay for all classifications represented by the Union will be increased by the amounts specified in Exhibit A (a listing of first year salary increases is attached).
  - Effective November 1, 2023, the base rate of pay for all classifications represented by the Union will be increased by five percent (5.0%).
  - Effective November 1, 2024, the base rate of pay for all classifications represented by the Union will be increased by five percent (5.0%).
  - A new longevity increment of \$275/month for employees with 72 months of service and increases of \$75, \$150 and \$200/month for existing tiers.
  - Amended differential payment amounts in Exhibit B, attached.
- Organizational Security/New Employee Orientation and Written Statement - Section 2
  - Updates agency shop language for consistency with the law.
  - Retitles subsection.
- No Discrimination - Section 3
  - Adds gender expression and gender identity to the existing categories of discrimination and harassment.
- Direct Patient Care & Administrative Time - Section 6.8
  - Creates a \$40 telehealth incentive for providers.
  - Changes distribution of administrative time for employees in the Primary Care Provider and Pediatrician classifications. Creates incentives for the accumulation of additional administrative time.
- Holidays Observed - Section 7.1
  - Adds the Juneteenth holiday.
- Leave of Absence - Section 14
  - Clarifies and amends references to FMLA and CFRA throughout.
  - Cleans up section to be consistent with the law.
- Sick Leave - Section 12
  - Amend language surrounding leave for pregnancy disability.
  - Updates State Disability Insurance provisions.
  - Various language clean up.
- Supplemental Retirement Account - Section 16.3
  - The County will meet and confer with PDOCC over the establishment of an employee-funded retirement vehicle.
- Education Reimbursement - Section 17
  - Expands the list of items that can be reimbursed and increases license reimbursement for residents.

### CONSEQUENCE OF NEGATIVE ACTION:

Employees would be out of contract, which may cause labor issues.

### CLERK'S ADDENDUM

Speaker: Caller 1

### ATTACHMENTS

PDOCC Agreement

Resolution 2023/90