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CALIFORNIA CITIZENS COMPENSATION COMMISSION

TRANSCRIPTION OF RECORDED  
CALIFORNIA CITIZENS COMPENSATION COMMISSION MEETING  
VIA ZOOM CONFERENCING  
JUNE 22, 2023

TRANSCRIBED BY: DONNA K. NICHOLS, RPR, CSR. 5660  
JOB #: 8623

1 CHAIR SWEET: Is Angelina on?

2 MS. SNARR: Yes, I'm on.

3 CHAIR SWEET: Are we ready to start?

4 MS. SNARR: Yeah, we're ready.

5 CHAIR SWEET: Great.

6 MS. SNARR: Would you like me to call roll?

7 CHAIR SWEET: Good afternoon. My name is  
8 Michael Sweet. I'm the chair of the California Citizens  
9 Compensation Commission. This is the annual meeting of  
10 the Commission. It's Thursday, June 22nd, 2023, at 1:30  
11 p.m.

12 And if the Commission secretary could please  
13 call the roll.

14 MS. SNARR: Laura Horrocks.

15 COMMISSIONER HORROCKS: Present.

16 MS. SNARR: I'm sorry.

17 COMMISSIONER HORROCKS: Present.

18 MS. SNARR: Darrell Roberts.

19 COMMISSIONER ROBERTS: Present.

20 MS. SNARR: Tyren Thompson.

21 COMMISSIONER THOMPSON: Present.

22 MS. SNARR: Yvonne Wheeler.

23 COMMISSIONER WHEELER: Present.

24 MS. SNARR: And Margaret Wong.

25 COMMISSIONER WONG: Present.

1 CHAIR SWEET: Thank you. We have a quorum.  
2 The next item on the agenda is the Chair's  
3 welcome and introduction of commissioner -- Commission  
4 members.

5 As I said, my name is Michael Sweet. I was  
6 appointed to this position and to this chair just a few  
7 weeks ago, so have been drinking from a fire hydrant  
8 trying to get up to speed. And I will appreciate the --  
9 the knowledge, background, assistance of the -- the  
10 three commissioners who -- who have been here in the  
11 past.

12 There's also three of us new commissioners.  
13 And I'd like to ask each commissioner to introduce  
14 themselves. And -- and I'm -- I'm from San Francisco and  
15 sitting here in San Francisco on Zoom looking forward to  
16 an opportunity to actually meet everyone in person  
17 sometime in the future.

18 But with that I'll ask Commissioner Horrocks  
19 to introduce herself.

20 COMMISSIONER HORROCKS: Hello. I'm  
21 Commissioner Horrocks. I'm here in Roseville,  
22 California, in the greater Sacramento area. It is the  
23 third or fourth year possibly as part the Commission.  
24 I'm excited to get to hear what information we have  
25 today.

1 CHAIR SWEET: And next I have Commissioner  
2 Roberts.

3 COMMISSIONER ROBERTS: Hi. Good afternoon.  
4 My name is Darrell Roberts. I -- my first meeting as a  
5 commissioner. Newly appointed. I'm out of Chula Vista,  
6 California, and looking forward to working with you guys  
7 and getting stuff done.

8 CHAIR SWEET: Commissioner Thompson.

9 COMMISSIONER THOMPSON: Thank you. Good  
10 afternoon, everybody. I'm Tyren Thompson, and I join  
11 you all from south Orange County in Rancho Santa  
12 Margarita.

13 I'd like to start by extending a sincere thank  
14 you to our staff and the organization -- for the  
15 organization in preparation of today's materials and  
16 also wish everyone a happy Pride Month and second day of  
17 summer.

18 I'm relatively new to the Committee myself  
19 with this being my second meeting, but I'd like to  
20 extend a warm welcome to Commissioners Roberts, Sweet,  
21 and Wheeler.

22 I would also like to thank our department  
23 colleagues who served with us for many years. On behalf  
24 of the citizens we thank you for lending your time and  
25 expertise to us.

1 CHAIR SWEET: Thank you, Commissioner  
2 Thompson.

3 Commissioner Wheeler.

4 COMMISSIONER WHEELER: Yvonne Wheeler. I am  
5 from Los Angeles. And I'm just excited to be a part of  
6 the Commission and serve on the commission. And I look  
7 forward to hearing from the public and reaching a  
8 conclusion during our meeting today.

9 I also want to thank the staff for preparing  
10 the binders and materials which was extremely helpful  
11 and beneficial to me and assisting me in preparing for  
12 this meeting today.

13 So I look forward to working with each and  
14 every one of you. Thank you.

15 CHAIR SWEET: Thank you.

16 And Commissioner Wong.

17 COMMISSIONER WONG: Yes. Margaret Wong. And  
18 I'm sitting here in Sacramento, California. And I'm  
19 honored to be reappointed as the commissioner of the  
20 California Citizens Compensation Commission. This is my  
21 second term.

22 And I welcome the new chair and -- Michael  
23 Sweet and look forward to working with all of the  
24 commissioners and -- on this committee. Thank you.

25 CHAIR SWEET: Thank you, Commissioner.

1           And I'd also like to welcome the staff. As  
2 I've met and gotten to know Angelina Snarr, Manpreet  
3 Singh, and our counsel Sarah Cohen over the past week or  
4 so I've -- and trial by fire they've been very helpful  
5 with the materials with helping me get up to speed.  
6 And -- and thank you.

7           I'm not sure if there's anyone else from DHR  
8 who's -- who should be introduced.

9           Does not appear to be the case.

10           And then we have some guests. I know there's  
11 some members of the public. We'll -- we'll call for  
12 public comment shortly.

13           And then there's some other -- I know that  
14 Ms. Mitra is on from the Department of Finance. We'll  
15 be hearing from her shortly. And there may be others  
16 from the Department of Finance on as well to assist us.

17           With that if the Commission secretary would  
18 call the next item.

19           MS. SNARR: The next item is the approval of  
20 the June 22, 2022, Commission meeting minutes.

21           CHAIR SWEET: Thank you. Those were in the  
22 second tab in everyone's binder. You have a copy of the  
23 transcript from the June 22 meeting from last year.  
24 I -- I suggested a couple minor changes which you all  
25 saw in an email this morning.

1 Does anyone else have comments or corrections  
2 on the minutes?

3 I -- I will note -- since I don't hear any  
4 other comment. I believe there's one other typo that I  
5 caught this afternoon when I was reviewing. I believe  
6 on page 14, line 7, that the -- the note where the  
7 Commission -- Commissioner Wong referred to -- it says  
8 three point eight percent. But based on context I think  
9 she was saying seven point eight percent. The number is  
10 written seven but then it says -- there's actually  
11 the -- the numeral three point eight. And if  
12 commissioner -- she's nodding her head.

13 COMMISSIONER WONG: Good -- good catch.

14 CHAIR SWEET: So if -- if there's not a  
15 problem with that, I'll -- I'll ask to make that -- that  
16 correction as well.

17 And I'll ask if there's any other -- any other  
18 corrections before we close discussion on this item.

19 And Ms. Cohen, should we call for public  
20 comment on the minutes before we vote?

21 MS. COHEN: I have to remind myself to unmute  
22 myself.

23 I dont think that's necessary as long as the  
24 public comment is taken before the action to adopt the  
25 resolution.

1 CHAIR SWEET: Okay. Then at that point I will  
2 close the discussion. And, Ms. Cohen, I think you told  
3 me yesterday we need to take a roll call vote, correct?

4 MS. COHEN: Because this is a --  
5 (Speaking over each other)

6 MS. COHEN: I'm sorry. Feedback.

7 Because this is a teleconference public  
8 meeting, yes, all of the votes should be a roll call  
9 vote.

10 So a motion to adopt the minutes followed by a  
11 second, then a roll call vote.

12 CHAIR SWEET: Okay. Thank you very much.  
13 Then I'll ask for a motion to adopt the minutes of the  
14 June 22nd, 2022 meeting.

15 COMMISSIONER HORROCKS: I'll suggest a motion  
16 to approve the minutes from the 2022 meeting.

17 CHAIR SWEET: Thank you.

18 And is there a second?

19 COMMISSIONER WONG: I'll second.

20 (Speaking over each other)

21 COMMISSIONER WHEELER: I'll second. Oops,  
22 sorry.

23 CHAIR SWEET: Commissioner Wheeler with the  
24 second and Commissioner Horrocks with the motion.

25 Could the Commission secretary please read the



1 roll.

2 MS. SNARR: Laura Horrocks.

3 COMMISSIONER HORROCKS: Approved.

4 MS. SNARR: Darrell Roberts.

5 COMMISSIONER ROBERTS: Aye.

6 MS. SNARR: Tyren Thompson.

7 COMMISSIONER THOMPSON: Aye.

8 MS. SNARR: Yvonne Wheeler.

9 COMMISSIONER WHEELER: Aye.

10 MS. SNARR: Margaret Wong.

11 COMMISSIONER WONG: Aye.

12 MS. SNARR: Michael Sweet.

13 CHAIR SWEET: Aye.

14 The minutes have been approved by a six to  
15 zero vote.

16 If the Commission secretary could please read  
17 the next item.

18 MS. SNARR: Discussion of the June 22, 2022,  
19 Commission meeting.

20 CHAIR SWEET: So it's -- it's my understanding  
21 this is historically something that's been on the  
22 agenda. And so we left it on there for this year. This  
23 is an opportunity for people to share their thoughts  
24 about the prior year's Commission meeting.

25 Is there anyone who wishes to speak on this

1 item?

2 Very well. If we could call the next item,  
3 please.

4 MS. SNARR: Call for public comment.

5 CHAIR SWEET: This is an opportunity for  
6 members of the public who wish to address the Commission  
7 to speak about any item within the Commission's purview,  
8 if I'm correct.

9 Counselor?

10 MS. COHEN: That's correct.

11 CHAIR SWEET: Is there any member of the  
12 public that wishes to address the Commission on matters  
13 within the Commission's purview or on today's agenda?

14 Angelina, is there anything extra that members  
15 of the public need to know about -- about how to speak  
16 at this time, or are they able to unmute themselves?

17 MS. SNARR: If they wish to speak, they can  
18 raise their hand virtually at the bottom of their  
19 screen. There's -- under the reaction.

20 I'll give them a moment, but I don't -- it  
21 doesn't appear we have anybody with their hand raised.

22 And if you are a -- a person from the public  
23 calling in and you don't have that ability to raise your  
24 hand, feel free to speak at this time.

25 CHAIR SWEET: I see no raised hands and no one

1 has spoken up so I will close public comment at this  
2 time and ask the Commission secretary to call the next  
3 item.

4 MS. SNARR: Discussion of the staff report.

5 CHAIR SWEET: On this item I've -- I've asked  
6 in part as -- as a bit of a crutch for myself and also  
7 because we -- we only do get together once a year and  
8 there's a lot of staff work that goes on behind the  
9 scenes. I've asked for a discussion or a presentation  
10 as we go through the staff report and from -- from CalHR  
11 staff as well as from our counsel. And also I've asked  
12 for a -- a little bit of a presentation on -- on these  
13 items from Somjita Mitra who is here from Department of  
14 Finance as well.

15 So I think we'll start -- if I'm correct,  
16 we'll start with Ms. Cohen on a little bit of a -- or  
17 will Ms. Snarr go through all the items first?

18 MS. COHEN: I'm happy to begin.

19 CHAIR SWEET: Thank you.

20 MS. COHEN: Sure. Okay, so the charge of the  
21 California Citizens Compensation Commission which is set  
22 forth in the California Constitution is to first  
23 establish and then annually adjust the salary and the  
24 medical, dental insurance and other similar benefits of  
25 state officers. This is done by a way of resolution.

1           Last year's resolution is contained in your  
2 meeting materials under the third tab if you want to  
3 take a look.

4           The annual salary and benefits specified in a  
5 resolution shall be effective on and after the first  
6 Monday of the next December. The first Monday of next  
7 December this year is December 4th.

8           Now, no resolution to increase the annual  
9 salary can be adopted or take effect if the Director of  
10 Finance certifies to the Commission that there will be a  
11 negative balance on June 30th of the current fiscal year  
12 in the Special Fund for economic uncertainties which is  
13 known more informally as the Rainy Day Fund in an amount  
14 equal to or greater than one percent of estimated  
15 General Fund revenue.

16           I draw your attention to the second to last  
17 tab in your meeting materials where you will find a  
18 letter dated May 16th, 2023, from the Director of  
19 Finance certifying that on June 30th, 2023, it is  
20 projected that there will be a positive balance. So  
21 this constitutional restriction on adopting increases in  
22 annual salary, therefore, does not apply to your  
23 deliberations today.

24           The deadline for the Commission to adopt the  
25 resolution making the annual adjustment is at or before

1 the end of the fiscal year which is at the end of this  
2 month on June 30th.

3 Now, state officers subject to the  
4 Commission's jurisdiction include members of the  
5 California legislature in addition to the governor, the  
6 lieutenant governor, the attorney general, the  
7 controller, the insurance commissioner, the secretary of  
8 state, the superintendent of public instruction, the  
9 treasurer, and members of the State Board of  
10 Equalization.

11 In arriving at your resolution the  
12 constitution sets forth four factors for you to  
13 consider.

14 Factor one. Time commitment. This is the  
15 amount of time spent by state officers directly or  
16 indirectly related to the performance of their duties,  
17 functions, and services.

18 Factor two. Comparable compensation. This is  
19 the amount of salary and medical, dental insurance, and  
20 other similar benefits for, one, other elected and  
21 appointed officials in California with comparable  
22 responsibilities, two, the judiciary, and three, to the  
23 extent practicable the private sector.

24 But please bear in mind that the constitution  
25 explicitly recognizes the limitations on considerations

1 of this demographic given that state officers do not  
2 receive nor do they expect to receive compensation at  
3 the same levels as individuals in the private sector  
4 with comparable experience and responsibilities.

5 Factor three. Essentially the importance of  
6 the state entity. And this is the responsibility and  
7 scope of authority of the entity in which the state  
8 officer serves.

9 And, last, factor four, the Director of  
10 Finance certification of a negative balance. So note  
11 that this is the second mention of that certification in  
12 the constitution. And that's because the restriction on  
13 adopting increases discussed a little bit earlier only  
14 applies to salary increases.

15 Although a negative balance would not restrict  
16 the Commission's authority to increase annual medical,  
17 dental insurance and other similar benefits the  
18 Commission would be required to at least consider a  
19 negative balance pursuant to this section.

20 Again, none of this applies this year because  
21 there is a positive, not negative, balance but is  
22 something to keep in mind going forward in terms of the  
23 general framework for carrying out the Commission's  
24 charge.

25 And I'll end with just a few procedural notes.

1 First, this meeting is subject to the  
2 Bagley-Keene Open Meeting Act and you should all have a  
3 copy in your orientation binder.

4 You'll notice a column number on the agenda.  
5 That was for the purpose of providing an opportunity for  
6 public comment. Please be mindful that this is a public  
7 meeting and also pursuant to Bagley-Keene Act. Because  
8 this is a teleconference public meeting all the votes  
9 will be taken as roll call votes with each member's vote  
10 recorded in the minutes.

11 Second, pursuant to the constitution action  
12 taken by the Commission on a proposed resolution must be  
13 by a majority vote which means the vote of at least four  
14 members.

15 And, finally, the meeting will generally  
16 follow the norms of parliamentary proceedings and  
17 generally be guided by Robert's Rules of Order. The  
18 essential elements are a motion on a proposed  
19 resolution, a second, the roll call vote, you know, with  
20 debate and discussion.

21 So good luck today, commissioners.

22 And I turn it back to you, chair.

23 CHAIR SWEET: Thank you, Sarah. I appreciate  
24 your guidance here. I'm sure the other commissioners do  
25 as well.

1           At this point if Angelina -- if Ms. Snarr  
2 would walk us through the other items in the binder and  
3 the staff report.

4           MS. SNARR: Sure. So we have the -- in your  
5 binder you have the agenda and the public meeting notice  
6 for today's meeting.

7           You have the meeting minutes from the June  
8 22nd, 2022, meeting as well as the resolution from that  
9 meeting.

10           There are salary surveys of the salaries of  
11 elected officials in other states, cities, counties, and  
12 various school districts.

13           There is the superior court judge salary  
14 report from 2010 to 2022.

15           Next we have the state administrative  
16 salaries. These are the exempt salary levels for exempt  
17 employees within state service.

18           We have the state Civil Service salary  
19 adjustment report from 2010 to 2022.

20           There is data on the state legislators  
21 numbers, terms, and party affiliation from 2022. This  
22 is pulled from the Council on State Government including  
23 the legislative retirement benefits from other states.

24           And we have the 2023 summary of constitutional  
25 and legislative officer benefits.



1           Next is the CalPERS state health premium for  
2 our 2022 as well as 2023.

3           There's the Department of Finance  
4 certification letter which certifies a positive balance  
5 for the 2022/23.

6           And we -- last we have the Commission history  
7 summary chart dating back from when it was established  
8 in 1990 all the way through 2022.

9           CHAIR SWEET: Thank you for walking us through  
10 the package. There's also -- we got an email of an  
11 additional -- some additional data that I requested  
12 which staff was able to share relating to current -- the  
13 increased schedule for -- for the bargaining units for  
14 which negotiations are closed at this time.

15           Is someone from staff able to share that or  
16 should we just refer to it since all commissioners  
17 received it via email?

18           I could share my screen if that's . . .

19           MS. COHEN: I believe we -- oh. That works.

20           CHAIR SWEET: Okay.

21           MS. COHEN: Thank you.

22           CHAIR SWEET: And I -- I'll just share. And  
23 I'll thank staff for providing this. I -- I know that  
24 this is something -- can -- is that large enough for  
25 people to see?

1           Could -- could someone from CalHR staff  
2 describe what's on this chart.

3           MS. SINGH: Good afternoon, commissioners and  
4 chairman. My name is Manpreet Singh. I am a personnel  
5 program manager here at CalHR. I'm also over --  
6 providing support to the Commission, and today I am  
7 going to provide kind of an overview of this chart.

8           So for purposes of salary setting typically  
9 CalHR extends the general salary increase percentage  
10 that's provided to SEIU to the general excluded. And  
11 exempt excludes are supervisory and managerial  
12 employees. This is implemented via a pay letter.

13           Currently CalHR is in negotiations with SEIU  
14 as they have an open contract. So you will note that on  
15 the chart. You've been provided this to demonstrate all  
16 the contracts that are closed and those that are open.

17           CHAIR SWEET: Thank you for that.

18           So the -- and we can take from that SEIU is --  
19 is still open. They do have to finish their -- they  
20 have to close that before the end of the fiscal year as  
21 well. Correct?

22           MS. SINGH: Correct.

23           CHAIR SWEET: At this point I'd like to invite  
24 Ms. Mitra from Department of Finance to speak with us  
25 for a minute. I asked her to join. Inflation is -- is

1 something we hear a lot about in the news recently. We  
2 feel it in our pocketbooks, we feel it when we go to the  
3 grocery and our gas that how much bananas and apples and  
4 everything else seems to be costing. And being a --  
5 not -- not a technical person I -- I asked that we have  
6 someone from the state Department of Finance explain to  
7 us how -- how they're measuring inflation and what --  
8 what we're seeing -- what we're seeing in terms of  
9 inflation numbers, and trends, and expecting because  
10 I -- I think that's also a consideration that we should  
11 bring to bear when we make the decision -- if we make a  
12 decision today.

13 And I'll turn it over to Ms. Mitra.

14 MS. MITRA: Thank you. My goal I -- I have a  
15 quick presentation. I apologize because some of us --  
16 many of you might be familiar with. Just really a quick  
17 overview. And then I can kind of talk a little bit  
18 about our projections on our CPI projections that are  
19 posted on the website.

20 Again, I'm not sure what information you've  
21 used before in your -- in your analysis and your  
22 calculations, but I'm happy to help support it any way I  
23 can.

24 So let me share my screen. Can you see this?  
25 Okay.

1           So this -- the -- the consumer price index,  
2 quick five-minute overview. So it stands for -- CPI,  
3 consumer price index, it's basically a basket of goods  
4 that an urban consumer purchases when they go to the  
5 store. And the market basket is updated every two  
6 years. Twenty-five years ago, for example, cell phones  
7 were not considered part of that package and now it is.  
8 So that's why -- the Bureau of Labor Statistics puts  
9 this together and they update it every two years.

10           And the -- and the share of each good and  
11 service also changes over time. The price -- the prices  
12 include the sales and excise taxes and user fees paid by  
13 the consumer. And then the percent of change in the CPI  
14 represents that rate of inflation. That's the number  
15 that we are familiar with and that we see in public.

16           And it reflects -- the CPI basically reflects  
17 the buying habits of two groups. One is the urban  
18 consumers. And that's basically all earning wage  
19 earners and clerical workers. It represents almost  
20 ninety percent of the total population and it excludes  
21 people living in the rural areas, non-metropolitan  
22 areas, farms our military and our institutions such as  
23 our -- those in prisons and in our mental hospitals.

24           And then there's another index which is the  
25 wage earners and clerical workers. And these only

1 include those that are the hourly wage earners. So  
2 there's two -- two components of it, basically, two  
3 population groups.

4 The CPI has -- are different shares of each of  
5 them, our main basket of goods. And so if you look  
6 roughly our shelter which is actually not our mortgage  
7 payments but it has our rents, and it's just over  
8 one-third of the total component of our CPI.

9 And the shelter component actually has a  
10 little bit of a lag. That's because most rents are on a  
11 lease or you have a contract which is a landlord that  
12 don't change too often. And so there's a little bit of  
13 a lag. We've seen some generalized slow down in the  
14 shelter prices, rent prices. But we will not expect to  
15 see that reflected in the CPI right now. We will expect  
16 to see that down the road.

17 And the other -- again, the other components  
18 change a little bit faster. So other goods includes --  
19 you know, even though it's not energy prices.  
20 California's CPI generally is about one percent higher  
21 than the U.S. as a whole. And that's because our rents  
22 are a little bit higher and our -- and our -- our gas  
23 prices are a little bit higher. So roughly -- whatever  
24 the U.S. is doing we can generally expect to be about a  
25 percentage or so higher.

1 California CPI is calculated as a population  
2 weighted average of the California regional PCI. I am  
3 surprised that the largest state the BLS does not  
4 calculate a California CPI. We have to construct it  
5 ourselves. And it's based on four geographies, the Los  
6 Angeles, Long Beach, Anaheim MSA, the San Francisco,  
7 Oakland, Hayward MSA, the San Diego, Carlsbad MSA, and  
8 the Riverside, San Bernardino, Ontario MSA.

9 And the California Department of Industrial  
10 Relations, DIR, has the statutory responsibility for  
11 calculating the CPI for the state. And this is  
12 approximately about two-thirds of all California  
13 consumers.

14 And the U.S. is calculated monthly. L.A. is  
15 calculated monthly. Riverside's bimonthly for odd  
16 months. San Diego is bimonthly for odd months. And San  
17 Francisco is bimonthly for even months.

18 So we take that together when we construct  
19 our -- the CPI. And it's -- it's a little bit of a  
20 project, but that's what we have to do until they decide  
21 to actually calculate it for us.

22 Now, there's uses of CPI. It's state-mandated  
23 escalation factors that affect the budget including the  
24 personal income tax annual bracket adjustments, the  
25 California necessities index, CNI, county health

1 services, and the Office of Emergency Nuclear Planning.  
2 And so there's various -- we're mandated to use the CPI  
3 for various factors for the state.

4           It's also used to adjust other economic data  
5 for changes and price levels and to convert them into  
6 inflation-free dollars. You can kind of compare them  
7 over time. Example is income data can be deflated to  
8 assess how much it's moving over time. And then you can  
9 have a comparison. If it's not -- if it's not adjusted  
10 for inflation, so it's hard to know what the actual  
11 value is over time. And we also use it to -- you know,  
12 as Michael mentioned, the purchasing power of the dollar  
13 when you go to the store.

14           So this is a fun and quick calculation to  
15 calculate the California CPI. It's -- it's a very  
16 simple calculation. I -- I will not walk you through it  
17 too much, but this is basically the calculation that is  
18 used. And it's also put on our website if you ever  
19 wanted to kind of replicate it ourself -- yourself.

20           DIR, like I said, they're the official -- they  
21 make the official calculation. We follow up and we make  
22 sure we generally match up with them. We -- we are  
23 always wanting to make sure that, you know, the -- and  
24 if there's any discrepancies, we generally follow up and  
25 make sure that we're on the same page. So it's -- and

1 because it's -- because the data is not posted every  
2 month for every region it normally takes about six weeks  
3 after the end of the reference month for that  
4 calculation. So there's -- again, there's a little bit  
5 of a lag.

6 But except in the last about eighteen months  
7 or so when inflation has been so high, you know, it's --  
8 it doesn't really change too much -- too much on a -- on  
9 a -- on a weekly basis. So it's -- it's generally in  
10 range.

11 And then finance, we actually forecast the  
12 CPIs for the state. And we have the U.S., L.A.,  
13 Riverside, San Diego, and San Francisco for each  
14 component and subcomponent, each component that I showed  
15 you a few slides ago. And then we derive a headline CPI  
16 for each area from all those eleven components.

17 And then a core CPI which excludes food and  
18 energy. The reason we exclude food and energy is those  
19 tend to be very volatile if you -- and so those change  
20 really rapidly and so we don't always want to include  
21 those because that can really affect how our CPI is.

22 So we have a bottom up approach. Price  
23 changes for each of the various components in each  
24 location averaged together with weights that represent  
25 each component's importance in the total spending. Like



1 I said, when -- shelter was a little bit over one-third  
2 of the component.

3 I hope you guys are all still staying awake  
4 and listening to this riveting discussion about CPI.

5 National deflators. The CPI, like I said,  
6 measures the change -- price change from the perspective  
7 of the urban consumer and pertains to the goods and  
8 services that are purchased out of pocket for the urban  
9 consumer. Businesses, consumers, citizens, et cetera,  
10 but not our foreign goods that we purchase. So this is  
11 just basically domestic goods that are purchased.

12 And so the national deflator is included TDP,  
13 the personal consumption expenditure index, and the  
14 state of local government index.

15 The minimum wage, again, we calculate the --  
16 the annual increase in the California minimum wage is  
17 based on the wage -- wage of clerical workers, U.S.  
18 CPI-W. And it's calculated based on the lesser of three  
19 point five percent and the rate of change in the most  
20 recent average of July 1 to June 30th in April for the  
21 May revision budget forecast. So it's a little bit --  
22 we look to see which one if we're going to increase it  
23 by whichever is less, three point five percent or the  
24 percentage change for the previous fiscal year.

25 So that's a really quick overview of the CPI

1 as it's constructed. Let me see.

2 It's also -- as Michael mentioned, we have to  
3 post it on our DOF -- DOF website. I can share the link  
4 here. I won't share -- I won't go through and share  
5 the -- the information unless you want me to, Michael.

6 CHAIR SWEET: You can, right. I just wanted  
7 to -- I -- I spent some time as I mentioned on -- on  
8 your website.

9 MS. MITRA: Yeah.

10 CHAIR SWEET: And I'm looking at -- I believe  
11 this is the fiscal year version of the chart. And I'm  
12 just down at the bottom looking --

13 MS. MITRA: Yeah.

14 CHAIR SWEET: -- at the last couple years and  
15 then the projection for the next couple.

16 Could you share that and explain it?

17 MS. MITRA: Yeah. Sure.

18 Okay, are you seeing the bottom as what  
19 Michael mentioned which is our state fiscal forecast?

20 CHAIR SWEET: Yeah. Can you make it a little  
21 larger? Maybe down at the bottom right, the plus --  
22 bottom down there. Yeah. That's great. Thank you.

23 MS. MITRA: Yeah. Okay.

24 So you can see at the bottom -- again, those  
25 are the -- the areas that we calculate, and we also do a

1 forecast and projection. So the (unintelligible) is  
2 basically in our main revision, economic forecast. And  
3 those are the forecasted values for each MSA and then  
4 also for California, and then also for the U.S. based on  
5 the latest data that we have.

6 So if you looked at California, you can see  
7 how quickly it jumped from 2020/21 to 2021/2022, from  
8 two point three percent to six point six percent. And  
9 we have seen inflation. It hit a peak last July of  
10 2022. And it has been going down. Not by as fast as  
11 the federal reserve would like for it to do. And that's  
12 partly because our -- I won't go in to it. But it's  
13 partly because our labor market has been so strong and  
14 businesses are still hiring.

15 And when that happens, they have to attract  
16 and compete for workers and so they have to -- they push  
17 up to attract quality workers.

18 But in a lot of our -- our goods and services  
19 prices have started to come down after we were hit with  
20 that shock from the end of the COVID supply and demand  
21 when we ramped up purchases -- for people who were  
22 ramping up purchases that they were not able to spend  
23 during the height of COVID when we were kind of  
24 prevented from going out and purchasing things as much.

25 And so now -- then once that kind of abated

1 people wanted to run out and buy all the things that  
2 they had been postponing.

3           But, however, over the -- over the -- since  
4 then we've slowly started to see a slow down. People  
5 who wanted to buy cars, you don't keep buying cars,  
6 you -- you buy a car and then you're kind of good for a  
7 few years. But if everybody was to buy a car at the  
8 same time, that's what ramps up the price. Because  
9 there are only so many cars that the sellers were  
10 expecting to sell at that time.

11           The sellers and producers were not expecting  
12 COVID -- so when they were producing cars, they were  
13 looking at the world pre-COVID and how many they could  
14 expect to sell. All of a sudden they hit this wall of  
15 everybody wanting to buy at the same time. And so  
16 that's what caused prices to jump up so fast for all --  
17 so many of our goods and services, really, on an  
18 international scale.

19           But, like I said, once you've kind of bought  
20 the things that you need you kind of go back to your  
21 normal purchasing pattern. So if you bought -- if you  
22 had to buy a car, you bought your car, and now you're --  
23 you're -- you're good to go. And so everybody -- so  
24 it's -- it's taking time for that to wind through the  
25 economy because if you weren't able to buy a car when

1 the rush first started, your -- you know, you had to  
2 wait a few months. But as -- as everybody who intended  
3 to buy a car buys a car, that market's going to slow  
4 down. So we do expect things to start cooling down.

5           And so inflation actually hit a record high  
6 nowhere near where we were forty something years ago,  
7 but still high for what we expect. In California it's  
8 historically been -- roughly about three percent more or  
9 less over the last few years, and then it -- U.S. is  
10 about two percent. And that's the target rate for the  
11 federal reserve. That's what the federal reserve looks  
12 to see that they would like inflation to be, about two  
13 percent.

14           And so we look at what's happening in our own  
15 economic forecast with the research, we looked at what's  
16 happening on an international basis, we look at what --  
17 consumer purchasing patterns, consumer confidence,  
18 producer purchases, producer confidence. And we do our  
19 own projections on what we think is going to happen over  
20 the next two years with inflation.

21           And so you can see the -- the grayed-out lines  
22 are where we expect inflation to happen over the next  
23 few years. So we won't know until the end of -- you  
24 know, for a while what the inflation actually ended up  
25 being for California for this fiscal year. But next

1 year starting obviously July 1st we expect by the end of  
2 June 30th, 2024, for inflation to be cooling pretty  
3 rapidly at about three point five percent, and then two  
4 point nine percent, and two point nine percent. That's  
5 where we are kind of projecting California inflation to  
6 be at.

7 And as you can see from the U.S., still a  
8 little bit higher than the U.S. but not too much.  
9 General -- like, along our historical pattern.

10 CHAIR SWEET: Thank you very much. That --  
11 that's useful. I think it -- it will instruct our  
12 discussion and deliberation here today. And hopefully  
13 you'll be able to stick around in case people have  
14 questions as we get in to the discussion.

15 I'll ask if any members the Commission have --  
16 have questions right now for Ms. Mitra.

17 COMMISSIONER WONG: I have a question.

18 CHAIR SWEET: Commissioner Wong.

19 COMMISSIONER WONG: Ms. Mitra, when you said  
20 the five point nine percent which is between 2022 to  
21 2023, is that July '22 to December '23?

22 MS. MITRA: It's July -- it's the fiscal year,  
23 so July 1, 2022, to -- through June 30th, 2023.

24 COMMISSIONER WONG: Okay. All right.

25 MS. MITRA: It's -- it's -- the forecast --

1 COMMISSIONER WONG: And does the same apply to  
2 United States?

3 MS. MITRA: All of this gets (unintelligible).  
4 Is the time that we -- we will calculate it once that  
5 period of time -- this is our forecast, the value. We  
6 won't know what the actual value is until the end of the  
7 fiscal year. So --

8 COMMISSIONER WONG: Thank you.

9 MS. MITRA: -- gray is -- it's what we are  
10 projecting to be the value.

11 COMMISSIONER WONG: Thank you.

12 COMMISSIONER THOMPSON: Given that,  
13 Ms. Mitra -- this is Commissioner Thompson. I have a  
14 follow-up question.

15 MS. MITRA: Yeah.

16 COMMISSIONER THOMPSON: I think earlier I  
17 heard you say that traditionally -- or historically,  
18 rather, the State of California tends to be a percentage  
19 point higher than the United States. It seems when I  
20 compare cells K-77 to M-77 that that's not the case this  
21 year.

22 Do you have any commentary on why?

23 MS. MITRA: Yeah. So it's -- it's -- it's  
24 roughly about one percent over time. Sometimes it's a  
25 little bit greater than one percent. Sometimes it's --

1 it's less. But it moves -- the trajectory removes in  
2 the same. So if U.S. inflation's high, you can expect  
3 California inflation. But just based on, you know,  
4 what's going on in those basket of goods that I talked  
5 about way at the beginning -- and so if -- if -- if  
6 U.S. -- for example, if U.S shelter prices go higher or  
7 faster than we in California, then, you know, that  
8 inflation -- we would generally be a little bit closer  
9 to the U.S. So --

10 COMMISSIONER THOMPSON: Okay.

11 MS. MITRA: -- yeah. If you were to do a --  
12 you know, I say this as a rough thing. So it's not like  
13 an actual calculation, it's just -- if you -- like, for  
14 example, twenty -- 2004/2005, California was three point  
15 three, U.S. was actually three. So it's just a -- a  
16 rough rule of thumb if you kind of didn't know one value  
17 or the other and you kind of wanted to estimate what the  
18 other value would be.

19 COMMISSIONER THOMPSON: Fair. Thank you.

20 MS. MITRA: Of course.

21 CHAIR SWEET: Thank you, Commissioner  
22 Thompson.

23 Are there any other commissioner questions?

24 And -- and just to -- to be clear then that  
25 cell -- the six point six percent, that's the last --



1 that's the -- the last fiscal year. And that's the last  
2 one based on historical data. And then the five point  
3 nine percent is a projection -- now, that has, like,  
4 the -- the first eight months of the fiscal year, first  
5 nine months, actual data built in to it but then it's  
6 projected for the final three? Is that right?

7 MS. MITRA: So I'm not -- I -- off the top of  
8 my head I -- I don't remember which month, what was the  
9 last month of actual data that we used. But, yes,  
10 you're right. It's a build in as many months as we can  
11 before we lock down the forecast.

12 CHAIR SWEET: And when you do a forecast, for  
13 example, that will -- that five point nine, as that  
14 moves, then the -- the cell below that will also  
15 continually be -- will fluctuate, correct? Those will  
16 be informed by what comes in as the actual data?

17 MS. MITRA: Yeah, when we update it -- so we  
18 don't update until -- our next official public forecast  
19 won't be released until January 10 with the governor's  
20 budget. So this won't change until then. But it -- it  
21 will change at that time. And then we will make  
22 adjustments.

23 So once we know what the actual inflation is  
24 for California that gets built in to our -- our model  
25 for the rest of the forecast window. And then we'll add

1 another year at the end, '26/'27. So we will get the  
2 actual and then we'll build it in to our forecast -- our  
3 model.

4 CHAIR SWEET: Thank you.

5 Are there other commissioner questions?

6 If --

7 COMMISSIONER HORROCKS: I don't have --

8 CHAIR SWEET: Oh.

9 COMMISSIONER HORROCKS: Apologies. I don't  
10 have any additional questions but I really appreciate  
11 the statistical approach and the data provided both here  
12 as well as with the CalHR schedule of increases. These  
13 are really awesome. Thank you.

14 MS. MITRA: Oh, thank you. Appreciate it.

15 CHAIR SWEET: Yeah, this is great.

16 Let me -- can I ask that this -- I know you  
17 could find this on the Cal Finance website, although I  
18 couldn't tell you now where it -- oh, there we go.

19 So we were looking at the fourth -- the fourth  
20 one down, right, fiscal year averages, that one. Okay.  
21 And this is on -- this is on the main website when you  
22 click into --

23 MS. MITRA: Yes. I was trying to -- I don't  
24 know if there's a chat function. I was trying to copy  
25 the link in there.

1 COMMISSIONER THOMPSON: I think the chat is  
2 disabled in this meeting.

3 MS. MITRA: Okay. Yeah, so if you -- you  
4 know, if you would look -- Googled Department of  
5 Finance, California inflation, this will be the first  
6 thing that pops up.

7 CHAIR SWEET: So let me ask staff to just  
8 share this information. We'll have more discussions  
9 about how we'll work going forward. I -- I think  
10 it's --

11 MS. MITRA: Yeah.

12 CHAIR SWEET: -- maybe not as relevant for  
13 today. But it's something that we should --

14 MS. MITRA: Yeah.

15 CHAIR SWEET: -- know where to find. It's  
16 useful.

17 MS. MITRA: Michael, I -- I'm not sure about  
18 the COLA memo, but if you -- if you don't mind, I can  
19 maybe follow up with you and -- and I think Danielle --  
20 I'll call Danielle on the line later after the meeting.  
21 I don't want to take up too much time. So I just --

22 CHAIR SWEET: Could you -- could you generally  
23 describe what that is and -- and what the kind of range  
24 is that we'll -- that we would see in that if it were a  
25 document that you could share?

1 MS. MITRA: Yeah. Hold on.

2 Yeah, so the COLA memo is something that we  
3 put together that's used by our -- our different budget  
4 units when they are working with the various state  
5 departments. So we put it together twice a year  
6 officially based on actual data and then we have the  
7 escalation factors. And we look at what the data is up  
8 until that point.

9 So the last time we updated the COLA memo was  
10 at the end of April. And that was for our May revision  
11 forecast.

12 And so the -- for example, the GDP deflator  
13 that's used in the memo was two -- three point two --  
14 three point two three percent for the budget year  
15 '23/'24. And then two point four percent for the budget  
16 year from 2024/'25. And so we -- we do upgrade -- we do  
17 upgrade based on what the actual data is or we downgrade  
18 based on what the actual date is up until that point.

19 CHAIR SWEET: And what does the COLA -- what  
20 does that mean, the inflater?

21 MS. MITRA: The GDP deflator. That's what we  
22 use to adjust the prices, the COLA fund (unintelligible)  
23 prices.

24 And so, for example, like I said, the county  
25 health services, they -- we have a current estimate that

1 we gave them for what they can use to adjust for their  
2 programs. Medi-Cal, what they need to adjust for  
3 their -- for their program. Social Services, K-12,  
4 community colleges. All -- all the -- at the beginning  
5 of the presentation I said there was some statutory  
6 obligations for using CPI and we adjust based on those  
7 particular components for -- for the -- for those  
8 programs. So each one's different.

9 CHAIR SWEET: And you said for this -- the --  
10 the -- this year, the current fiscal year was three  
11 point two?

12 MS. MITRA: The GDP, yeah. So that's not  
13 something -- that's used -- that's -- that's part of the  
14 calculation. So don't -- I wouldn't suggest to use that  
15 one, yeah.

16 CHAIR SWEET: Okay, got it.

17 Well, thank you. That -- this -- this has  
18 been useful and -- and I -- I certainly appreciate it.

19 Is -- is there any -- is there any member of  
20 the Commission that wants to ask any questions from  
21 Ms. Mitra on her presentation or generally on issues  
22 that she might be able to bring to the table from the  
23 Department of Finance?

24 COMMISSIONER WONG: I have one last question.

25 CHAIR SWEET: Commissioner Wong.

1           COMMISSIONER WONG: I -- again, I -- I'm not  
2 sure how the -- you call it MSA, the regional  
3 application. I just saw that the MSA are mainly the  
4 metropolitan area but not what we call, like, the valley  
5 region, like more of a --

6           MS. MITRA: Yeah.

7           COMMISSIONER WONG: -- lower populated area.  
8           I don't know what is a -- is a question to ask  
9 at this meeting, but it's just that I'm just seeing this  
10 MSA allocation.

11           Is this something you have always used the  
12 same allocation for all these years?

13           MS. MITRA: Yeah. It's the metropolitan  
14 statistical area. And it's actually, like a geography  
15 that's bigger than a county. And it's -- it's put  
16 together by the Bureau of Labor Statistics. So we  
17 don't -- we don't do it. They give us the information.

18           Like I said, I'm surprised that they don't  
19 have a California CPI that they -- they -- they do.  
20 They have a national one that they do monthly. And then  
21 they have Los Angeles that they do monthly. But they  
22 don't have a state one. And so they give us -- each  
23 region, they calculate the CPI for each region bimonthly  
24 for odd months for certain areas, bimonthly even months  
25 for certain areas. And then we have to kind of do a

1 pop -- weighted population average for those areas. And  
2 then we -- you saw that really easy formula that -- that  
3 I showed you in the beginning in the presentation. That  
4 gets put in to there so that we can calculate the CPI  
5 for California. So, yeah.

6 COMMISSIONER THOMMPSON: So am I hearing that  
7 the weighted average is based on the population size of  
8 those MSAs?

9 MS. MITRA: Right. And so the -- that gets  
10 put -- yeah, so it's like -- that also gets in -- in to  
11 the California CPI.

12 COMMISSIONER THOMPSON: Oh.

13 MS. MITRA: Commissioner Wong, it's actually  
14 the -- the MSA is actually an area with a pretty  
15 significant population that has very close economic ties  
16 with one another.

17 And so in Southern California it's Riverside  
18 and San Bernardino Counties. They're right next to each  
19 other. And they have a -- they have a lot of  
20 interaction.

21 Los Angeles is by itself even though it has --  
22 it has a couple of other components like Long Beach, et  
23 cetera.

24 You can roughly say that it's -- it's about  
25 the size of a county, maybe a little bit bigger than a

1 county.

2 COMMISSIONER WONG: Well, I understand that  
3 you weighted by the population and selected those area.  
4 But if I'm looking at the factor of inflation, you know,  
5 the cost of living, that some of the non-metropolitan  
6 area list, you know, affected by, you know, I call it,  
7 well, an area of the valley and the Fresno area, you  
8 know, and -- and I'm just -- I -- I gain -- I -- I just  
9 found it not totally representing the State of  
10 California but mainly the selected area mainly in the  
11 highly --

12 MS. MITRA. Yeah.

13 COMMISSIONER WONG: -- populated area.

14 MS. MITRA: And so those are the four  
15 components. So California -- if you -- there are labor  
16 statistics. The Department of Industrial Relations,  
17 they're the ones who calculate -- they have the official  
18 statutory obligation to calculate the CPI for the state.  
19 And that's -- those are the components that are -- that  
20 have the urban -- the four main urban areas for  
21 California. And it just -- it includes over two-thirds  
22 of our population.

23 And, you know, over time that will -- that  
24 possibly will add other regions as our population  
25 changes and grows or moves. We will see some changes.



1 But this would read roughly if you were to add -- and  
2 then the CPI, sometimes people use it as a -- as a cost  
3 of living -- like, rough cost of living number. But  
4 it's -- it's generally used in the cost of living  
5 calculation -- adjustment. Cost of living adjustment  
6 calculations.

7 So that's -- that's why I was telling Michael,  
8 like, our COLA memo, I would -- we -- we do use the CPI,  
9 but it's -- it's not the entire thing. So . . .

10 COMMISSIONER WONG: Thank you.

11 MS. MITRA: Yeah. But it -- yeah.

12 CHAIR SWEET: Any other commissioner  
13 questions?

14 Thank you.

15 At this point I -- I think -- is there  
16 anything else we would cover on the staff report or are  
17 we ready to move to the next item on the agenda? I'm  
18 asking staff if there's anything else before we move on.

19 MS. SNARR: Actually, Chairman Sweet, if you  
20 don't mind, Manpreet Singh would like this opportunity  
21 to make a clarification on her presentation related to  
22 the contract.

23 CHAIR SWEET: Sure.

24 MS. SINGH: Thank you.

25 CHAIR SWEET: Should I put that back up on the

1 screen?

2 MS. SNARR: I don't believe it's necessary.

3 CHAIR SWEET: Okay.

4 MS. SNARR: Right, Manpreet?

5 MS. SINGH: Correct. Commissioners and  
6 Chairman, Manpreet Singh, California Department of Human  
7 Resources.

8 I just wanted to provide a point of  
9 clarification as it relates to the open contracts that  
10 are noted in the chart.

11 You can have contracts expire at the end of  
12 the fiscal year as the case with SEIU. But that does  
13 not necessarily mean that negotiations will conclude at  
14 the end of the fiscal year. We do have contracts that,  
15 you know, negotiations can run out longer so the  
16 contract is expired at the end of June, yet,  
17 negotiations will continue. So I just wanted to provide  
18 that point of clarification.

19 CHAIR SWEET: Thank you for that important  
20 clarification. As we get to the -- the waning days of  
21 the fiscal year, I know there's -- that -- that will  
22 become highly relevant.

23 Is there anything else on the staff report  
24 before we move to the next agenda item?

25 MS. SNARR: I don't believe so. So we can

1 move to the next agenda item --

2 CHAIR SWEET: Please call that item.

3 MS. SNARR: -- which is -- it's the discussion  
4 and adoption of proposed resolution setting  
5 compensation.

6 CHAIR SWEET: Thank you.

7 It's -- it's my understanding that at this  
8 point historically the Commission chair asks for a -- a  
9 motion to make an adjustment or to set compensation at a  
10 specific level for the individuals for whom it is our  
11 responsibility.

12 And so I open -- open the floor and ask if any  
13 commissioner has a motion they'd like to put on the  
14 table or put forward.

15 I've also been told that -- oh, Commissioner  
16 Wong. Please. You're on mute.

17 COMMISSIONER WONG: Yeah.

18 CHAIR SWEET: There you go.

19 COMMISSIONER WONG: Thank you. And thank you  
20 for the staff for providing the binder which I have, you  
21 know, reviewed it quite thoroughly. And thank you for,  
22 you know, Somjita Mitra very helpful explanations and  
23 also for, you know, Ms. Singh and clarification and all  
24 that. Information provided is helpful.

25 Being a small business that actually living

1 and -- and -- in California's driving and looking that I  
2 see that -- that inflation is coming or has already been  
3 on a high side. But the good news is I see that is  
4 coming down.

5 It -- so I -- I'm looking at other states, I'm  
6 looking at the report and looking at what being provided  
7 this morning. And I like to propose that a -- next year  
8 or the coming year that we voting on the increase of  
9 four percent. And that's what I, you know, gather and  
10 propose that to be a four percent increase.

11 CHAIR SWEET: So there's a motion for an  
12 increase of four percent.

13 I -- I think the -- the efficient way to do  
14 this so that we're within the rules of order will be  
15 that I'll ask for a second if there is one. And then we  
16 can have discussion. And -- and if people want to talk  
17 about how they might change the motion, then we could do  
18 it at that point. But that way we'll at least have a  
19 motion on the -- put forward for discussion, and that  
20 will allow us to -- to -- to have an open discussion on  
21 a number.

22 So is there a second on Commissioner Wong's  
23 motion for a -- Commissioner Wong, that's a four percent  
24 increase across the board for everyone within our  
25 purview; is that correct?

1 COMMISSIONER WONG: Yes.

2 CHAIR SWEET: One -- a single four percent  
3 increase across the board?

4 COMMISSIONER WONG: Yes.

5 CHAIR SWEET: Is there a second to that  
6 motion?

7 COMMISSIONER ROBERTS: Commissioner Sweet, I  
8 will second Commissioner Wong's four percent unilateral  
9 raise.

10 CHAIR SWEET: Thank you. Commissioner Roberts  
11 with a second.

12 And I'll now open that for discussion.

13 COMMISSIONER HORROCKS: I'll chime in to say  
14 that I also support the four percent. I think that's  
15 consistent with what the department -- CalHR has  
16 provided for the other open or resolved contracts, I  
17 guess, with our state employees. And I think that seems  
18 to take in to account some of the inflation that we've  
19 seen over the last year. I think four percent is a good  
20 place to . . .

21 CHAIR SWEET: Thank you, Commissioner  
22 Horrocks.

23 Is there anyone else who wishes to speak on  
24 this?

25 COMMISSIONER WHEELER: I have --

1 CHAIR SWEET: Commissioner Wheeler.

2 COMMISSIONER WHEELER: Yes. So I'm -- you  
3 know, I've had -- I'm new to this commission and so bear  
4 with me. I ask for some leniency and some  
5 consideration.

6 And so as I was preparing for this meeting, I  
7 noticed that the -- in the previous salary increases was  
8 based on what the rank and file would receive. And so  
9 as we discuss today, some of the contracts was --  
10 especially SEIU was still open.

11 But I'm looking at this. So they were given a  
12 four point five -- five -- four point five percent  
13 increase in 2002 -- '21 and '22. But right now it's  
14 projected to say -- there's nothing -- well, they  
15 haven't received a raise. And they're in a very  
16 difficult round of negotiations.

17 I don't disagree that four percent will  
18 probably be in that range. And so I'm supportive of it.  
19 I was just wondering the trend. I was just reading the  
20 transcript. And so it's always based on the rank and  
21 file or it was benchmarked based on the rank and -- rank  
22 and file.

23 And so am I correct in my assessment, or my  
24 analysis, or reading of that?

25 CHAIR SWEET: So I'm new here, as are you.

1 COMMISSIONER WHEELER: Okay.

2 CHAIR SWEET: I -- but I saw Commissioner Wong  
3 nodding. She's -- she's now in her seventh meeting,  
4 correct?

5 COMMISSIONER WHEELER: Yeah. Okay.

6 So Commissioner Wong, am I correct in -- based  
7 on the transcript it's based on the rank and file what  
8 the state workers were receiving in the past?

9 COMMISSIONER WONG: Yes.

10 COMMISSIONER WHEELER: Okay. Then I'm  
11 supportive of it. Thank you. Yeah.

12 CHAIR SWEET: And -- and to be clear,  
13 that's -- counselor Cohen, Ms. Cohen, charged us earlier  
14 with the different factors that we should take in to  
15 consideration. And I think what -- what Commissioner  
16 Wheeler's describing or asking Commissioner Wong to --  
17 to validate is what the trend has been, in other words,  
18 what -- what the considerations have looked like in --  
19 in past years.

20 And -- and that is also my understanding  
21 recently. Although if you look under the -- the last  
22 tab in our -- in our book, there were some years that  
23 there were other -- for other reasons much more  
24 significant changes.

25 I'll just comment on the -- the four percent

1 proposal, that I also think it's -- it's within the  
2 range of -- of -- of what I think is appropriate. I  
3 actually -- based on -- on last year's number of two  
4 point five percent and given the inflation numbers we  
5 saw I actually think that we're a little behind. And  
6 because of that I would have been inclined to add a  
7 little bit more. It looks to me like -- except in years  
8 when -- when there's a -- when there was an aberration  
9 for -- for apparently other reasons like adjusting  
10 because benefits were taken away or something else. It  
11 does strike me that the -- the range is somewhere  
12 between two-and-a-half and five.

13 I -- I don't know that I would go to five.  
14 But I -- I would be inclined to probably split the  
15 difference and suggest four point five to make up for  
16 what -- what I think was a -- it was a really -- a  
17 really low adjustment last year at a time when -- when  
18 inflation was -- was pretty extraordinary.

19 So that's -- that's just for the purpose of  
20 discussion at this point. But -- but I -- I did -- in  
21 my head I thought that we should come up with a number  
22 that started with a four, but I -- I thought there  
23 should be a little more in addition to that.

24 I don't know if -- if people have thoughts, or  
25 would like to comment, or -- or if Commissioner Wong



1 would consider a -- a friendly -- a request for a  
2 friendly amendment.

3 COMMISSIONER WHEELER: Given the fact that  
4 it's consistent with what the rank and file has done,  
5 and that's the trend, but also the fact that they don't  
6 get to have a pension. They -- the legislators do not  
7 have pensions. So I agree. Yeah. They don't have a  
8 pension. And it's one of the few states that does not  
9 have one based on the information that I was provided.  
10 Yeah. Yeah.

11 CHAIR SWEET: Is there anything from staff  
12 to -- to clarify on the pension? I -- I believe that's  
13 correct. But, um . . .

14 COMMISSIONER WHEELER: It's in the binder.  
15 Hold on. If you look at the staff salaries compared  
16 to -- it's in here. Yeah. It's in the binder.

17 COMMISSIONER ROBERTS: Commissioner Wheeler,  
18 you are correct based on the binder information I -- I  
19 found that note where the -- that legislator in  
20 California would not receive a pension, you know, with  
21 one of the largest economic engines in the world not  
22 providing the --

23 COMMISSIONER WHEELER: Pension to the  
24 legislators -- legislators.

25 COMMISSIONER ROBERTS: Being a

1 (unintelligible) I am a fan of that. That's probably a  
2 different time and a different conversation. But it is  
3 (unintelligible) wages.

4 COMMISSIONER WHEELER: Yeah.

5 COMMISSIONER WONG: Well --

6 CHAIR SWEET: Commissioner Wong.

7 COMMISSIONER WONG: -- can I start? I  
8 originally was -- you know, thank you, Chairman Sweet.

9 I was originally considering, just like what  
10 you have proposed, you know, five percent, between four  
11 to five. And but I do anticipating the inflation is  
12 going to come down, you know, as the chart indicated  
13 down to three point nine or three point two percent.  
14 And that's why, you know, I'm kind of trying to take the  
15 four percent.

16 But, you know, what Commissioner Wheeler  
17 indicated that it is correct there is no pension. So I  
18 am supportive to increasing from four percent to  
19 four-and-a-half percent.

20 CHAIR SWEET: Commissioner Thompson.

21 COMMISSIONER THOMPSON: Commissioner Sweet,  
22 may I have some comments, please?

23 CHAIR SWEET: Please. Commissioner Thompson.

24 COMMISSIONER THOMPSON: I'd like to revisit  
25 the general salary increase schedule. I'm trying to

1 find the four percent that we're referencing. The  
2 number I see is two point five. Is someone from staff  
3 here able to -- to present and -- and give us commentary  
4 on that?

5 MS. SINGH: Manpreet Singh, CalHR. If -- if  
6 somebody could pull up the chart.

7 COMMISSIONER THOMPSON: I've got the chart  
8 here. I'm happy to share.

9 MS. SINGH: Okay.

10 COMMISSIONER THOMPSON: Increase the size.

11 MS. SINGH: Thank you. So the -- the point of  
12 clarification that I want to provide is that  
13 historically typically how we do salary setting for  
14 exempts in state service is that we -- we have the  
15 general salary increase that is afforded to the majority  
16 which is primarily the SEIU units that you'll see in the  
17 first row. We take that percentage, and typically  
18 that's applied to excludes which are your supervisory  
19 and managerial. And so when we do general salary  
20 increases for exempts, that is a percentage that we  
21 typically apply.

22 There are other unions listed on this chart,  
23 but typically we -- we don't use the percentages for  
24 the -- the general exempts.

25 COMMISSIONER THOMPSON: Okay.

1 CHAIR SWEET: Commissioner Thompson, did that  
2 answer your question, or do you have other comments?

3 COMMISSIONER THOMPSON: I would like to  
4 understand when we say that we're anticipating four  
5 percent, or when we say that there's a range that might  
6 be three to five percent, I'd like to understand where  
7 that inference comes from.

8 COMMISSIONER HORROCKS: I believe that was my  
9 comment earlier. And I was referencing the three to  
10 four percent for the professional engineers, the  
11 stationary engineers and the technicians. Those  
12 contracts have already been negotiated for this next  
13 year, and that's all the limited information that we  
14 have on the (unintelligible) --

15 (Speaking over each other)

16 COMMISSIONER THOMPSON: Okay.

17 COMMISSIONER HORROCKS: And SEIU has not been  
18 completed.

19 COMMISSIONER THOMPSON: I understand. Thank  
20 you.

21 COMMISSIONER WHEELER: And Commissioner  
22 Thompson, I reference that based on what SEIU got in  
23 2002 to -- 2001 and 2002. They have not closed their  
24 contract, and they're in a very difficult round of  
25 negotiations, but I know that they're asking for

1 something comparable, even more.

2 COMMISSIONER THOMPSON: Okay.

3 COMMISSIONER WHEELER: But they base it on  
4 what the -- AGLH, I looked at those of closed -- the  
5 closed contracts. You see one is four dot five, up  
6 to -- up to almost ten percent.

7 And so those are the ones that's closed with  
8 the exception of the professional engineers. All had  
9 four percent.

10 COMMISSIONER THOMPSON: Okay. Thank you. I'm  
11 comfortable supporting the four percent and discussing  
12 the four point five.

13 CHAIR SWEET: So let me ask counsel. I don't  
14 know if I need to ask. But here's what I think we have.

15 We have a -- we have a motion by Commissioner  
16 Wong with a second at four percent, my request to amend  
17 to four point five which I think she -- she finds to be  
18 a friendly amendment.

19 Procedurally do we need to then have a --  
20 another motion and a second, or can she just amend  
21 because she deems it friendly?

22 MS. COHEN: I believe she can amend because  
23 she deems it friendly.

24 CHAIR SWEET: So she can just say that her  
25 proposal will now be four point five and we don't need

1 another motion?

2 MS. COHEN: I don't believe so. But for the  
3 sake of, you know, just making sure everything is clear  
4 why don't we get another second before you take the roll  
5 call vote.

6 CHAIR SWEET: Okay. Then let me -- I'll ask  
7 Commissioner Wong is it correct that you -- you'll --  
8 you're making a motion now to -- for a four point five  
9 percent increase?

10 COMMISSIONER WONG: Yes. I'm making another  
11 motion to amend it to -- from four percent to  
12 four-and-a-half percent. That's my motion.

13 CHAIR SWEET: Okay. And is there a second to  
14 Commissioner Wong's motion for an across-the-board four  
15 point five percent increase for all of the individuals  
16 who fall within our purview?

17 COMMISSIONER WHEELER: Correct.

18 COMMISSIONER ROBERTS: I'll second.

19 CHAIR SWEET: That's, again, Commissioner  
20 Roberts.

21 COMMISSIONER ROBERTS: Yes, Chair.

22 CHAIR SWEET: Okay. So now we have --  
23 we're -- we're entertaining a motion for a four point  
24 five percent across-the-board increase.

25 Is there more discussion on that motion?

1           Ms. Cohen, do we need to take public comment  
2 on this motion before we vote, or did the comment we  
3 take -- took earlier suffice?

4           MS. COHEN: The public comment opportunity  
5 that was provided earlier suffices. It's -- you have  
6 discretion to entertain public comment again if you'd  
7 like to.

8           CHAIR SWEET: But there's no such  
9 requirement?

10          MS. COHEN: No.

11          CHAIR SWEET: Okay, very good.

12          I'm about to close discussion on the motion  
13 and ask for a vote.

14          Is there -- is there any -- any commissioner  
15 who wishes to further discuss the motion for a four  
16 point five percent increase?

17          All right. Seeing no one else we'll close  
18 debate. And I'll ask staff to call the roll. This is  
19 on a motion to increase -- an across-the-board increase  
20 of four point five percent.

21          MS. SNARR: Margaret Wong.

22          Can you hear me?

23          COMMISSIONER WONG: Yes.

24          MS. SNARR: Okay. Margaret Wong.

25          CHAIR SWEET: Commissioner Wong, she's calling

1 for your vote.

2 COMMISSIONER WONG: Yes. Yes, agree.

3 MS. SNARR: Got it. Thank you.

4 Yvonne Wheeler.

5 COMMISSIONER WHEELER: Yes.

6 MS. SNARR: Tyren Thompson.

7 COMMISSIONER THOMPSON: Yes.

8 CHAIR SWEET: Darrell Roberts.

9 COMMISSIONER ROBERTS: Yes.

10 MS. SNARR: Laura Horrocks?

11 COMMISSIONER HORROCKS: Yes.

12 MS. SNARR: And Michael Sweet.

13 CHAIR SWEET: Yes.

14 Thank you and congratulations I've -- that  
15 we've completed the business of which we were charged in  
16 an hour and sixteen minutes.

17 I do -- we do have a couple more -- one more  
18 item on the agenda today. And I'll ask the Commission  
19 secretary to call that item.

20 MS. SNARR: This is a discussion of scheduling  
21 of Commission meetings for 2024.

22 CHAIR SWEET: We -- we are -- we're still down  
23 one commissioner, I believe. But we -- we have almost a  
24 full contingent here. Three of us are new, three  
25 returning, and we're -- I think a number of us will be



1 spending quite a few years together.

2           So I was thinking in my discussions with staff  
3 about how we could -- would -- could frame this  
4 discussion. I -- I thought that what we were able to  
5 pull together, and I -- I again thank -- thank Ms. Mitra  
6 for her impromptu presentation. She and I first spoke  
7 about a half hour before this meeting was called. I  
8 think she was -- was given this responsibility about ten  
9 o'clock this morning. So we -- we really appreciate  
10 that.

11           I -- I'd like to have the opportunity for more  
12 deliberation in this process and more opportunity to  
13 hear from people who are expert in the field and can  
14 help guide us in these discussions.

15           And based on that I -- what I'd like to do is  
16 in -- it -- from -- from looking historically what the  
17 Commission has done they -- there have been some years  
18 there have been multiple meetings.

19           I think that -- that given the weight of -- of  
20 what we're being asked to do and the amount of data that  
21 we're being -- we -- we should be considering and -- and  
22 the amount of expertise that's available to us with a  
23 little bit of notice I think we would be well served to  
24 meet two or even three times to -- to do what we've been  
25 asked to do. And I'm in discussions with staff about

1 how we might do that. I also think it would be great if  
2 we could start meeting in person again.

3           So I -- I would like to open it up to the  
4 group. What I was thinking is a meeting either late  
5 this calendar year or early next calendar year at which  
6 we could generally have a more holistic discussion about  
7 the -- the -- the factors that we're considering and  
8 what the trends are, kind of the economic factors. And  
9 then either at that meeting or at a subsequent meeting  
10 have a -- a more holistic discussion about a range of  
11 increases and the factors that might go in to it but not  
12 vote on the spot at that meeting, have another  
13 opportunity to deliberate, consider data, and then come  
14 back for a final vote.

15           So that's kind of what I'm thinking. And I'm  
16 not sure in my head whether the -- the -- the meeting at  
17 which we're presented with analysis or maybe multiple  
18 meetings which would be combined with the beginning of a  
19 discussion of resolution or not. I'd -- I'd be open to  
20 your all thoughts. And -- and I'm open to your thoughts  
21 about whether you -- you just want to get this done in  
22 one -- one meeting or -- or if you -- you think we could  
23 benefit from more time to consider, and deliberate,  
24 and -- and learn.

25           So I'd like to open up the floor on this

1 issue. The question of multiple meetings, the content  
2 of those meetings, and also whether we do them in person  
3 or on Zoom or maybe one or -- one or more of each.

4 This isn't -- this isn't an action item.  
5 We're not going to take action. I think this will  
6 inform me and my discussions with staff about -- about  
7 how we plan for the coming year and hopefully we can all  
8 get to a consensus on what makes -- what works for  
9 the -- for the group.

10 Would anyone like to speak?

11 Commissioner Wong.

12 COMMISSIONER WONG: You know, just to muse  
13 aloud. I like the idea of Chairman Sweet's suggestion  
14 to have a prior meeting or get together to better  
15 understanding the binder, the information, and, you  
16 know, think it through. We'll be more prepared.

17 Sometimes I feel like that -- if the rules  
18 allowed that we should have a prior meeting, Zoom or in  
19 person, close to the date of the meeting so that the  
20 information provided to us are close to up to date. And  
21 I support the idea. I think it's always very helpful to  
22 do our own due diligence.

23 CHAIR SWEET: Thank you, Commissioner Wong.

24 Any other commissioners?

25 I'm going to ask a question while I still have

1 Ms. Mitra here.

2           You mentioned -- you mentioned something about  
3 a January date at which the -- the numbers actually get  
4 turned from -- from prospective to actual. When is  
5 that?

6           MS. MITRA: We -- we have the same spreadsheet  
7 that's released after the governor's budget is released  
8 on January 10th. So up until then whatever the latest  
9 data is actual, and then we do our own projections for  
10 the rest of it -- for the rest of the fiscal year.

11           CHAIR SWEET: So if we wanted to wait for  
12 actuals, we would wait -- you ask for sometime after --  
13 after January 10th would be --

14           MS. MITRA: Yes.

15           CHAIR SWEET: -- we'd have some actuals for  
16 the prior fiscal?

17           Ms. MS. MITRA: Mm-hmm.

18           CHAIR SWEET: Okay. That's useful. Thank  
19 you.

20           MS. MITRA: You know, actual -- I mean,  
21 that's -- that's part of our forecast, but I think we  
22 can do the calculations as soon as the data is available  
23 for the end of this fiscal. Because it's just a  
24 straight calculation.

25           We won't have projections. We won't have

1 any -- we can give you the actual 2022/'23 fiscal year,  
2 California CPI as soon as that data's available. But we  
3 won't have any projections until the next -- next  
4 forecast is released.

5 CHAIR SWEET: And -- and what about that COLA  
6 memo? When is that available?

7 MS. MITRA: That's also released around the --  
8 around each budget. So I -- I -- it's not -- it's  
9 generally internal for our budget units to look at.  
10 That's why I was going to check with you and Danielle  
11 and our legal to see what from that we can share with  
12 you to be as helpful as possible.

13 CHAIR SWEET: Thank you.

14 Anyone else have comments, input on the number  
15 of meetings, timing of meetings, in person or on Zoom?

16 COMMISSIONER ROBERTS: I think, Chair Sweet,  
17 just to maybe support your comments I think a -- and  
18 Commissioner Wong, just a -- you know, a previous  
19 meeting before we're taking any action items and having  
20 the subject matter experts and SMEs have been very  
21 helpful for this meeting. And I -- I support a -- you  
22 know, a combination of Zoom and in-person meetings. So  
23 thank you for that.

24 CHAIR SWEET: Thank you, Commissioner Roberts.

25 Any other commissioners wish to speak?

1           COMMISSIONER THOMPSON: I'd just like to offer  
2 my support of multiple meetings with at least one in  
3 person.

4           CHAIR SWEET: Thank you, Commissioner  
5 Thompson.

6           Do we have any other discussion on -- on item  
7 nine, on the agenda?

8           Well, thank you all. I will communicate with  
9 staff and I expect they'll be polling people sooner  
10 rather than later about ranges of dates so that we can  
11 keep time available on the calendar.

12           I sure would like to meet in person. And --  
13 and I know if we do it in Sacramento, we probably should  
14 have started yesterday to find a meeting room. But  
15 staff says that they -- they -- they have friends, they  
16 can get us a room. So that's great.

17           Is there anything -- any other business that  
18 we need to conduct here today?

19           I'm looking to Manpreet, or Angelina, or Sarah  
20 to let me know if there's -- no, we're good? Shaking  
21 heads? Okay.

22           Do we need, Sarah, a motion to adjourn and  
23 calling of roll because this is a telephonic meeting?

24           MS. COHEN: A very conservative approach would  
25 say yes. Yeah.

1 CHAIR SWEET: Well, no one has called me  
2 conservative in a long time. But we'll go ahead and do  
3 that anyway.

4 Can I have a -- a motion to adjourn the  
5 meeting?

6 COMMISSIONER WHEELER: Motion  
7 (unintelligible).

8 (Speaking over each other)

9 CHAIR SWEET: Commissioner Wheeler has the  
10 motion. May we have a second, please.

11 COMMISSIONER THOMPSON: I second.

12 CHAIR SWEET: Commissioner Thompson with a  
13 second. So the -- the motion is to adjourn the meeting.

14 If Angelina could please read the roll.

15 MS. SNARR: Margaret Wong.

16 COMMISSIONER WONG: Yes.

17 MS. SNARR: Yvonne Wheeler.

18 COMMISSIONER WHEELER: Yes.

19 MS. SNARR: Tyren Thompson.

20 COMMISSIONER THOMPSON: Yes.

21 MS. SNARR: Darrell Roberts.

22 COMMISSIONER ROBERTS: Yes.

23 MS. SNARR: Laura Horrocks.

24 COMMISSIONER HORROCKS: Yes.

25 MS. SNARR: And Michael Sweet.

1 CHAIR SWEET: Yes.

2 And with that our meeting is adjourned at 2:55  
3 p.m. I thank everyone for your time. I thank staff. I  
4 particularly thank Ms. Mitra for getting pulled in at  
5 the last minute. That was very helpful.

6 And I look forward to seeing you all at our  
7 next meeting, date to be announced. Thanks very much.  
8 Have a good afternoon, everyone.

9 MALE COMMISSIONER: Thank you.

10 MALE COMMISSIONER: Thank you.

11 MALE COMMISSIONER. Thank you everyone.

12 Goodbye.

13 COMMISSIONER WHEELER: And bye-bye.

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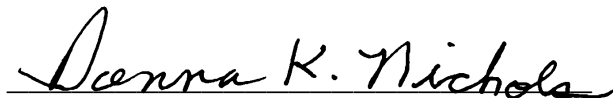
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Dated: September 11, 2023



DONNA K. NICHOLS, RPR, CSR  
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