

**DEPARTMENT OF PERSONNEL ADMINISTRATION  
SUMMARY OF COLLECTIVE BARGAINING AGREEMENT  
FOR BARGAINING UNIT 16 (BU 16)  
2010-2012 MEMORANDUM OF UNDERSTANDING**

**UNION OF AMERICAN PHYSICIANS AND DENTISTS (UAPD)**

**Number of Employees:** Approximately 1,941 full-time equivalents

**I. Retirement**

***Benefit Formula Calculation***

- Effective with the pay period following legislative enactment, Bargaining Unit 16 (BU 16) Miscellaneous and Industrial First Tier retirement members, first employed by the state, will be subject to the “New 2010 First Tier Retirement Formula” of 2% at age 60 (from current 2% at 55).
- Effective with the pay period following legislative enactment, BU 16 State Safety retirement members, first employed by the state, will be subject to the “New 2010 First Tier Retirement Formula” of 2% at age 55 (from current 2.5% at 55).

***Employee Pension Contribution***

- Effective with the pay period following legislative enactment, BU 16 Miscellaneous and Industrial members in the First Tier retirement category shall have their contribution increased from 5% to 10% of monthly compensation over \$513.
- Effective with the pay period following legislative enactment, BU 16 State Safety retirement members shall have their contribution increased from 6% to 11% of monthly compensation over \$317.

***CalPERS Transparency***

- To ensure the sustained funding and solvency of the retirement system, UAPD agrees that it will not oppose legislation that requires CalPERS to use supportable assumptions and data that will be evaluated by another party who is agreeable to DPA and the UAPD.

**II. Compensation**

***Adjusted Pay Ranges***

- Effective January 1, 2012 all BU 16 represented classifications shall be adjusted by increasing the maximum step of the pay range by 5%. This only applies to BU 16 employees who reach the top step of the pay range.

***Personal Leave Program (PLP 2010)***

- Effective with the beginning of the first pay period following legislative enactment, the Personal Leave Program (PLP 2010) will apply to BU 16 employees. This program shall remain in effect for twelve months.

### **III. Pre-Funding of Retiree Health Benefits**

- Effective July 1, 2012, BU 16 employees will contribute 0.5% of base salary towards pre-funding retiree health benefits.

### **IV. Miscellaneous**

- The State and UAPD agree to present to the Legislature as part of the legislation implementing this Memorandum of Understanding (MOU), a provision to appropriate funds to cover the economic terms of this agreement through July 1, 2012.
- The State and UAPD agree to delete Lincoln's Birthday and Columbus Day as recognized holidays. Agreement provides 4 hours of administrative time off for working on New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving, and Christmas.

### **V. Duration**

- July 1, 2010, through July 1, 2012

### **VI. Agreement**

- The complete Tentative Agreement between the State and UAPD is posted at:

<http://www.dpa.ca.gov/bargaining/contracts/index.htm>