

**DEPARTMENT OF PERSONNEL ADMINISTRATION  
SUMMARY OF COLLECTIVE BARGAINING AGREEMENT  
FOR BARGAINING UNIT 10**

**Exclusive Employee Representative:  
California Association of Professional Scientists (CAPS)**

**Number of Employees:** Approximately 2,440 full-time equivalents

**I. Retirement**

***Benefit Formula Calculation***

- Bargaining Unit 10 (BU 10) Miscellaneous and Industrial First Tier retirement members, first employed by the state on or after January 15, 2011, will be subject to the Pre-SB 400 Retirement Formula of 2% at age 60 (from current 2% at 55).
- BU 10 State Safety retirement members, first employed by the state on or after January 15, 2011, will be subject to the Pre-SB 400 Retirement Formula of 2% at age 55 (from current 2.5% at 55).

***Employee Pension Contribution***

- Effective the pay period following legislative ratification, current BU 10 Miscellaneous and Industrial members in the First Tier retirement category shall have their contribution increased from 5% to 8% of monthly compensation over \$513.
- Effective the pay period following legislative ratification, current BU 10 State Safety retirement members shall have their contribution increased from 6% to 9% of monthly compensation over \$317.

**II. Compensation**

***Adjusted Pay Ranges***

- Effective July 1, 2013 all BU 10 represented classifications shall be adjusted by increasing the maximum step of the pay range by 3%. This only applies to BU 10 employees who reach the top step of the pay range for 12 qualifying pay periods.

***Personal Leave Program (PLP 2011)***

- Effective the April 2011 pay period, the Personal Leave Program (PLP 2011) will apply to BU 10 employees. This program reduces pay by approximately 5%. The employer shall ensure that BU 10 employees schedule and use their PLP time before separation from employment. This program shall remain in effect for 12 months.

- Beginning July 1, 2011, BU 10 employees may choose to accelerate the salary reduction of the 9 remaining PLP days. For example, an employee may choose a 9.23% pay reduction for 2 PLP days per month or a 13.85% pay reduction for 3 PLP days per month. If chosen, this alternative accelerated PLP plan must be conducted within consecutive months and the PLP days will not exceed a total of 12 days.
- The State will not implement a new furlough program for BU 10 employees during the twelve full months that the Personal Leave Program is in effect.

### **III. Health Benefits**

#### ***Employer Contribution***

- The State's monthly contribution to the health insurance portion of BU 10's employee allowance will continue at the 80/80 formula<sup>1</sup>: \$433 for employee only, \$866 for employee plus one dependent, and \$1129 for employee plus two or more dependents. The amounts shall be increased pursuant to the formula above on January 1, 2012, and January 1, 2013.

### **IV. Dental/Vision**

#### ***Employer Contribution***

- Effective the pay period following ratification, the State will pay the following contributions for BU 10 employee dental benefits: up to \$35.04 for employee only, up to \$61.73 for employee plus one dependent, and up to \$89.55 for employee plus two or more dependents.
- Effective the pay period following ratification, the State will pay \$8.64 per month for vision benefits to BU 10 employees and dependents. The vision benefit provided by the State shall have an employee copayment of \$10 for the comprehensive annual eye examination and \$25 for materials.

### **V. Miscellaneous**

- The State and CAPS 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, 2013.
- The State and CAPS agree to delete Lincoln's Birthday and Columbus Day as recognized holidays.
- BU 10 employees shall receive two days per fiscal year for professional/ personal development activities. The days cannot be accumulated and do not have a cash value. These activities shall be at the employees' expense and must be used within the fiscal year they are granted.

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<sup>1</sup> Under this formula, the employer contribution for single-party coverage is 80 percent of that year's weighted average premium of the four plans with the highest employee enrollment (80 percent for dependent coverage).

- If another bargaining unit currently without a contract enters into an agreement that does not have pension reform or provides a greater value than that provided to BU 10, CAPS may reopen related economic provisions of its MOU and meet and confer to discuss the similar or equivalent increases to be provided to CAPS.
- Employees in Work Week Group 2 that work on January 1st, the last Monday in May, July 4th, the first Monday in September, Thanksgiving Day or Christmas shall receive one and one-half times the employee's regular rate of pay.
- BU 10 employees at the State Compensation Insurance Fund are exempted from the Personal Leave Program for the term of the agreement.
- BU 10 employees will have a salary survey conducted with outlined methodologies for informational purposes only.
- CAPS and the State agree to establish a Joint Labor/Management Committee to discuss and provide recommendations on HR Modernization projects affecting BU 10 employees.

#### **VI. Duration**

- April 1, 2011 through July 1, 2013

#### **VII. Fiscal**

- FY 10/11 Savings: \$22.9 million (GF=\$3.2 million and OF = \$19.6 million)
- Total Savings: \$38.2 million (GF = \$5.4 million and OF = \$32.7 million)

#### **VIII. Agreement**

- The complete Tentative Agreement between the State and CAPS is posted at: <http://www.dpa.ca.gov/bargaining/contracts/index.htm>