



CALIFORNIA DEPARTMENT OF HUMAN RESOURCES

Office Of The Director

1515 S Street, North Building, Suite 400
Sacramento, CA 95811

www.calhr.ca.gov

Governor Edmund G. Brown Jr.

Director Julie Chapman

Chief Deputy Director, Howard Schwartz

August 15, 2013

The Honorable Darrell Steinberg
Pro Tem, California State Senate
State Capitol, Room 205
Sacramento, California 95814

The Honorable Bob Huff
Minority Leader, California State Senate
State Capitol, Room 305
Sacramento, California 95814

The Honorable John Pérez
Speaker of the California State Assembly
State Capitol, Room 219
Sacramento, California 95814

The Honorable Connie Conway
Minority Leader, California State Assembly
State Capitol, Room 3104
Sacramento, California 95814

Re: Tentative Agreements/ Memoranda of Understanding (MOU's) for Bargaining Unit 16, the Union of American Physicians and Dentists (UAPD), and Bargaining Unit 19, the American Federation of State, County and Municipal Employees- Health and Social Service Professionals (AFSCME)

Dear Senators Steinberg and Huff, and Assembly Members Pérez and Conway:

Recently, the Department of Human Resources (CalHR) reached new Tentative Agreements/MOU's with Bargaining Unit 16, the UAPD, and Bargaining Unit 19, AFSCME. Upon approval of the Legislature and the Governor, and ratification by the membership, these agreements will be effective July 1, 2013 - July 1, 2016.

Both MOUs rollover language from past agreements and make changes primarily in the area of employee compensation, including cost of living increases. These prudent cost of living increases are contingent upon the projected revenues of the 2014-2015 State budget. There are no mandatory furloughs or Personnel Leave Program (PLP) days in this contract.

In accordance with Government Code Sections 3517.5, 19829.5, and Senate Rule 29.4, I am forwarding copies of these tentative agreements, including legislative and fiscal summaries. The Legislative Analyst will be forwarded a copy for analysis, and the Secretary of the Senate and the Clerk of the Assembly will be forwarded copies to make them noted as available for review in the daily journals.

The above mentioned tentative agreements and summaries can also be found by going to the following link:
<http://www.calhr.ca.gov/state-hr-professionals/Pages/bargaining-contracts.aspx>

Currently, there is no vehicle to approve the terms of these agreements.

Respectfully,



Julie Chapman
Director

Attachments

cc: Gareth Elliott, Legislative Affairs Secretary, Office of the Governor
Gregory Schmidt, Secretary of the Senate
E. Dotson Wilson, Chief Clerk of the Assembly
Joint Legislative Budget Committee
Mac Taylor, Office of the Legislative Analyst
Department of Finance

ecc:

Marianne O'Malley, Director Gen. Government
Office of the Legislative Analyst

Nick Schroeder, Consultant
Office of the Legislative Analyst

Richard Gillihan, Asst. Program Budget Manager
Department of Finance

Craig Cornett, Chief Fiscal Policy Advisor
Office of the Pro Tem

Charles Wright, Chief Consultant
Office of the Pro Tem

Chris Woods, Budget Director
Office of the Speaker

Nick Hardeman, Chief Consultant
Office of the Speaker

Seren Taylor, Staff Director
Senate Republican Fiscal Office

Chantele Denny, Consultant
Senate Republican Fiscal Office

Anthony Archie, Consultant
Assembly Republican Fiscal Office

Peter Schaafsma, Staff Director
Assembly Republican Fiscal Office

Keely Bosler, Staff Director
Senate Budget Committee

Mark Ibele, Consultant
Senate Budget Committee

Christian Griffith, Staff Director
Assembly Budget Committee

Mark Martin, Consultant
Assembly Budget Committee

Mark McKenzie, Staff Director
Senate Appropriations Committee

Maureen Ortiz, Consultant
Senate Appropriations Committee

Geoff Long, Chief Consultant
Assembly Appropriations Committee

Roger Dunstan, Consultant
Assembly Appropriations Committee

Pamela Schneider, Consultant
Senate PE&R Committee

Karon Green, Chief Consultant
Assembly PER&SS Committee

Gary Link, Consultant
Senate Republican Caucus

Terry Mast, Consultant
Assembly Republican Caucus

Alene Shimazu, Chief
Fiscal Analysis, CalHR

Pam Manwiller, Deputy Chief
Labor Relations, CalHR

Randy Fischer, Assistant Deputy Director
Labor Relations, CalHR

Cindie Fonseca, LRO
Labor Relations, CalHR

UAPD

CALIFORNIA DEPARTMENT OF HUMAN RESOURCES SUMMARY OF COLLECTIVE BARGAINING AGREEMENT FOR BARGAINING UNIT 16

**Exclusive Employee Representative
Union of American Physicians and Dentists
(July , 2013, through July 1, 2016)**

The complete Tentative Agreement between the State and UAPD will be posted at:
<http://www.calhr.ca.gov/state-hr-professionals/Pages/bargaining-contracts.aspx>

**CALIFORNIA DEPARTMENT OF HUMAN RESOURCES
SUMMARY OF COLLECTIVE BARGAINING AGREEMENTS
FOR BARGAINING UNIT 16**

**Exclusive Employee Representative
Union of American Physicians and Dentist (UAPD)**

Number of Employees: Approximately 1,517 full-time equivalents

I. Retirement

Benefit Formula Calculation

- Bargaining Unit 16 employees who become CalPERS members on or after January 1, 2013, are subject to the Public Employees' Pension Reform Act (PEPRA) Retirement Formula of 2% at age 62,
- Bargaining Unit 16 employees who become CalPERS members on or after January 1, 2013, are subject to the State Safety PEPRA Retirement Formula of 2% at age 57,
- Bargaining Unit 16 employees who become CalPERS members on or after January 1, 2013, are subject to the Second Tier PEPRA Retirement Formula of 1.25% at age 67.
- Pensionable compensation caps will apply to new CalPERS members subject to PEPRA as defined under PEPRA.

Employee Pension Contribution

- Effective July 1, 2013, all Second Tier members shall contribute 1.5% of monthly pensionable compensation and the contribution will increase by 1.5% points annually. The final annual increase in the contribution rate shall be adjusted as appropriate to reach fifty percent (50%) of normal cost.

II. Compensation

Cost of Living Increase

- Effective July 1, 2014, contingent on the projected State revenues of the 2014-15 Budget, all BU 16 represented classifications will receive a 2 % General Salary Increase (GSI).
- If the GSI on July 1, 2014 is provided, effective July 1, 2015, all BU 16 represented classifications, will receive a 2% General Salary Increase, with the following exception as listed in A and B below,
 - A. The Department of State Hospitals', Developmental Services' and Veterans Affairs' Physicians and Surgeons shall receive a 6% GSI effective July 1, 2015.

- B. Medical Consultants and Public Health Medical Officers in the following classifications will receive a 3% GSI effective July 1, 2015. This only applies to the rank and file classifications covered by this MOU that have a U designation, and are represented.

6774 Medical Consultant, Office of Statewide Health Planning and Development
 7657 Podiatrist, Department of Mental Health and Developmental Services
 7705 Public Health Medical Officer III
 7707 Public Health Medical Officer III
 7715 Public Health Medical Officer III, Maternal and Child Health
 7716 Public Health Medical Officer III – Epidemiology
 7722 Public Health Medical Officer II
 7784 Medical Consultant I, Dept of Social Services
 7785 Medical Consultant (Psychiatrist), Dept of Social Services
 7787 Medical Consultant I, Dept of Health Services
 7788 Medical Consultant II, Dept of Social Services
 7826 Medical Consultant Dept of Rehabilitation
 7976 Podiatric Consultant
 7977 Podiatrist
 9747 Medical Consultant (Enforcement), Medical Board of California
 9748 Medical Consultant (Advisory), Medical Board of California
 9749 Medical Consultant (Licensing), Medical Board of California

- If the projected State revenues are not achieved all employees represented by UAPD shall receive a GSI of 4% effective July 1, 2015, with the following exceptions in A and B below.

- A. Department of State Hospitals', Developmental Services', and Veterans Affairs' Physicians and Surgeons shall receive an 8 % GSI effective July 1, 2015

- B. Medical Consultants and Public Health Medical Officers in the following classifications will receive a 5% GSI effective July 1, 2015. This only applies to the rank and file classifications covered by this MOU that have a U designation, and are represented.

6774 Medical Consultant, Office of Statewide Health Planning and Development
 7657 Podiatrist, Departments of Mental Health and Developmental Services
 7705 Public Health Medical Officer III
 7707 Public Health Medical Officer III, Radiologic Health
 7715 Public Health Medical Officer III, Maternal and Child Health
 7716 Public Health Medical Officer III – Epidemiology
 7722 Public Health Medical Officer II
 7784 Medical Consultant I, Department of Social Services
 7785 Medical Consultant I (Psychiatrist), Department of Social Services
 7787 Medical Consultant I, Department of Health Services
 7788 Medical Consultant II, Department of Health Services
 7826 Medical Consultant Department of Rehabilitation
 7976 Podiatric Consultant
 7977 Podiatrist
 9747 Medical Consultant (Enforcement), Medical Board of California
 9748 Medical Consultant (Advisory), Medical Board of California
 9749 Medical Consultant (Licensing), Medical Board of California

III. Health Benefits

Employer Contribution

- Upon ratification, the employer health benefits contribution for each employee shall be an amount equal to 80% of the weighted average of the Basic health benefit plan premiums (the 80/80 formula).

IV. Miscellaneous

- The State will not implement a furlough program or mandate a Personal Leave Program during the term of this agreement
- 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, 2016.
- Business and Travel Reimbursements, the State increased the breakfast rate to \$7.00, lunch to \$11.00, dinner to \$23 and incidentals to \$5.00. The State increased lodging rates as follows:

County	Lodging Rate
All counties except those listed below.	\$90
Los Angeles, Orange, Ventura, Edwards AFB, less the city of Santa Monica	\$120
Sacramento, Napa, Riverside	\$95
San Diego, Monterey County, Alameda, San Mateo, Santa Clara	\$125
San Francisco, City of Santa Monica	\$150

- Deletion of the CDCR Longevity Incentive pay.
- Overpayments/Payroll Errors that are identified shall be given to the employee before commencing with a recoupment action. BU16 employees can use accrued leave credits to pay for overpayments.
- Professional judgment issues may be appealed to the third step of the grievance and arbitration procedure.
- The CalHR, UAPD, Department of Finance, and the Department of General Services agree to maintain a Contracting Out Committee.
- Medical Consultants are eligible for bonus pay, if the plan is invoked, for up to a maximum of 55 (change from 65) cases per week (beyond the required 110 cases (change from 90) reviewed per week). Bonus pay is not considered compensation towards retirement.

- The State shall provide up to 56 hours (change from 7 days) per fiscal year of Continuing Medical Education.
 - CME carry over may not exceed 112 hours (change from 14 days).
 - The state shall approve \$1000 per fiscal year for tuition, registration; cost of course related books, training, etc.
 - The State and Union will meet within 90 calendar days after ratification in order to streamline the payment of CMI by establishing a process in which \$1000 would be provided at the beginning of each fiscal year.

V. Duration

- July 1, 2013 through July 1, 2016

VI. Fiscal

- FY 13/14 Cost: \$0.0 million (GF=\$0.0 million and OF=\$0.0 million)
- Total Incremental Cost: \$20.1 million (GF=\$17.8 million and OF=\$2.3 million)
- Total Budgetary Cost: \$28.9 million (GF=\$25.8 million and OF=\$3.1 million)

VII. Agreement

- View the Tentative Agreement between the State and UAPD at:
<http://www.calhr.ca.gov/state-hr-professionals/Pages/bargaining-contracts.aspx>

California Department of Human Resources
 Bargaining Unit 16
 Trigger Met
 TA Costing Summary
 Incremental Costs/(Savings)
 (\$ in Thousands)

Bargaining Unit	Costing Proposal	Eff Date	Cost/Savings	Rank and File														
				2013-14			2014-15			2015-16			Total Incremental			Total Budgetary		
				GF	OF	Total	GF	OF	Total	GF	OF	Total	GF	OF	Total	GF	OF	Total
R16	Physicians and Surgeons 6% SSAs	7/1/2015	Cost							\$2,250	\$206	\$2,456	\$2,250	\$206	\$2,456	\$2,250	\$206	\$2,456
R16	Podiatrists 3% SSA	7/1/2015	Cost							\$55	\$5	\$60	\$55	\$5	\$60	\$55	\$5	\$60
R16	Medical Consultants 3% SSA	7/1/2015	Cost							\$399	\$1,099	\$1,498	\$399	\$1,099	\$1,498	\$399	\$1,099	\$1,498
R16	2% GSI	7/1/2014	Cost				\$7,985	\$879	\$8,865				\$7,985	\$879	\$8,865	\$15,971	\$1,759	\$17,730
R16	2% GSI (excludes the classes receiving the SSAs above)	7/1/2015	Cost							\$7,093	\$92	\$7,185	\$7,093	\$92	\$7,185	\$7,093	\$92	\$7,185
R16	Total Cost / (Savings)			\$	\$	\$	\$7,985	\$879	\$8,865	\$9,796	\$1,402	\$11,199	\$17,782	\$2,282	\$20,064	\$25,767	\$3,161	\$28,929

Non-Add	Costing Proposal	Eff Date	Cost/Savings	Rank and File														
				2013-14			2014-15			2015-16			Total Incremental			Total Budgetary		
				GF	OF	Total	GF	OF	Total	GF	OF	Total	GF	OF	Total	GF	OF	Total
R16	Travel	7/1/2013	Cost	\$21	\$2	\$24							\$21	\$2	\$24	\$64	\$7	\$71
R16	HDV	1/1/2014	Cost	\$153	\$17	\$170	\$751	\$85	\$834	\$1,071	\$118	\$1,188	\$1,975	\$217	\$2,192	\$3,032	\$334	\$3,366
R16	PEPRA - New Employees Future Savings	1/1/2015	Savings				(\$127)	(\$14)	(\$141)	(\$127)	(\$14)	(\$141)	(\$255)	(\$28)	(\$283)	(\$382)	(\$42)	(\$424)
R16	Total Cost / (Savings)			\$174	\$19	\$193	\$624	\$69	\$693	\$943	\$104	\$1,047	\$1,741	\$192	\$1,933	\$2,713	\$299	\$3,012

Data Sources: Position Benefits Table (March 2013) and SCO Table 183 (April 2013)
 FY13-14 Items already in the Governor's Budget FY13-14 have been added to this costing summary as Non-Adds.
 Travel costs will be absorbed by the department.

California Department of Human Resources
 Bargaining Unit 16
 Trigger Met
 TA Costing Summary
 Budgetary Costs/(Savings)
 (\$ in Thousands)

Rankland File															
Bargaining Unit	Costing Proposal	Eff Date	Cost/Savings	2013-14			2014-15			2015-16			Total Budgetary		
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R16	Physicians and Surgeons 6% SSAs	7/1/2015	Cost				\$	\$	\$	\$2,250	\$206	\$2,456	\$2,250	\$206	\$2,456
R16	Podiatrists 3% SSA	7/1/2015	Cost				\$	\$	\$	\$55	\$5	\$60	\$55	\$5	\$60
R16	Medical Consultants 3% SSA	7/1/2015	Cost				\$	\$	\$	\$399	\$1,099	\$1,498	\$399	\$1,099	\$1,498
R16	2% GSI	7/1/2014	Cost				\$7,985	\$879	\$8,865	\$7,985	\$879	\$8,865	\$15,971	\$1,759	\$17,730
R16	2% GSI (excludes the classes receiving the SSAs above)	7/1/2015	Cost				\$	\$	\$	\$7,093	\$92	\$7,185	\$7,093	\$92	\$7,185
R16	Total Cost / (Savings)			\$	\$	\$	\$7,985	\$879	\$8,865	\$17,782	\$2,282	\$20,064	\$25,767	\$3,161	\$28,929

Rankland File															
Non-Adds		Eff Date	Cost/Savings	2013-14			2014-15			2015-16			Total Budgetary		
				GF	OF	Total	GF	OF	Total	GF	OF	Total	GF	OF	Total
R16	Travel	7/1/2013	Cost	\$21	\$2	\$24	\$21	\$2	\$24	\$21	\$2	\$24	\$64	\$7	\$71
R16	HDV	1/1/2014	Cost	\$153	\$17	\$170	\$904	\$100	\$1,004	\$1,975	\$217	\$2,192	\$3,032	\$334	\$3,366
R16	PEPRA - New Employees Future Savings	1/1/2015	Savings				(\$127)	(\$14)	(\$141)	(\$255)	(\$28)	(\$283)	(\$382)	(\$42)	(\$424)
R16	Total Cost / (Savings)			\$174	\$19	\$193	\$798	\$88	\$886	\$1,741	\$192	\$1,933	\$2,713	\$299	\$3,012

Data Sources: Position Benefits Table (March 2013) and SCO Table 183 (April 2013)
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