



**CALIFORNIA DEPARTMENT OF HUMAN RESOURCES**

*Office Of The Director*

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

[www.calhr.ca.gov](http://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

Maureen Ortiz, Consultant  
Senate Appropriations Committee

Nick Schroeder, Consultant  
Office of the Legislative Analyst

Geoff Long, Chief Consultant  
Assembly Appropriations Committee

Richard Gillihan, Asst. Program Budget Manager  
Department of Finance

Roger Dunstan, Consultant  
Assembly Appropriations Committee

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

Pamela Schneider, Consultant  
Senate PE&R Committee

Charles Wright, Chief Consultant  
Office of the Pro Tem

Karon Green, Chief Consultant  
Assembly PER&SS Committee

Chris Woods, Budget Director  
Office of the Speaker

Gary Link, Consultant  
Senate Republican Caucus

Nick Hardeman, Chief Consultant  
Office of the Speaker

Terry Mast, Consultant  
Assembly Republican Caucus

Seren Taylor, Staff Director  
Senate Republican Fiscal Office

Alene Shimazu, Chief  
Fiscal Analysis, CalHR

Chantele Denny, Consultant  
Senate Republican Fiscal Office

Pam Manwiller, Deputy Chief  
Labor Relations, CalHR

Anthony Archie, Consultant  
Assembly Republican Fiscal Office

Randy Fischer, Assistant Deputy Director  
Labor Relations, CalHR

Peter Schaafsma, Staff Director  
Assembly Republican Fiscal Office

Cindie Fonseca, LRO  
Labor Relations, CalHR

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

# **AFSCME**

## **CALIFORNIA DEPARTMENT OF HUMAN RESOURCES SUMMARY OF COLLECTIVE BARGAINING AGREEMENT FOR BARGAINING UNIT 19**

**Exclusive Employee Representative  
American Federation of State, County and Municipal Employees  
(July , 2013, through July 1, 2016)**

The complete Tentative Agreement between the State and AFSCME 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 19**

**Exclusive Employee Representative  
American Federation of State, County, and Municipal Employees (AFSCME)**

**Number of Employees:** Approximately 4,859 full-time equivalents

**I. Retirement**

***Benefit Formula Calculation***

- Bargaining Unit 19, 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 19 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 19, 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.

**II. Compensation**

***Cost of Living Increase***

- Effective July 1, 2014, contingent on the projected State revenues of the 2014-15 Budget, all BU 19 represented classifications, except those classifications listed below, will receive a 1.5% General Salary Increase (GSI).
  - The following classifications, Senior Vocational Rehabilitation Counselor, Qualified Rehabilitation Professional and Adoptions Specialist will receive a 4% General Salary Increase (GSI) on July 1, 2014 contingent of the projected State revenues of the 2014-15 Budget
- If the GSI on July 1, 2014 is provided, effective July 1, 2015, all BU 19 represented classifications, except those classifications listed below, will receive a 1.5% General Salary Increase
  - The following classifications, Senior Vocational Rehabilitation Counselor, Qualified Rehabilitation Professional and Adoptions Specialist will receive a 4% General Salary Increase (GSI) on July 1, 2015 if the GSI on July 1, 2014 is provided

- If the projected State revenues are not achieved all employees represented by AFSCME shall receive a GSI of 3% effective July 1, 2015, except those classifications listed below:
  - Senior Vocational Rehabilitation Counselor, Qualified Rehabilitation Professional and Adoptions Specialist classifications shall receive an 8% GSI effective July 1, 2015, if the State revenues are not achieved.
- In addition, following the ratification of the agreement, but no later than July 1, 2015, the State and AFSCME will study the following classification inequities and will mutually decide on appropriate salary adjustments. Salary adjustments and related benefits shall not exceed .6% of payroll for AFSCME as of April 2013.

Chaplains (All Classes)  
 Individual Program Coordinators  
 Registered Dietitians (All Classes)  
 Senior Vocational Rehabilitation Counselors – non-QRP  
 Health Education Consultants  
 Public Health Nutrition Consultants  
 Child Health Nutrition Consultants  
 Licensing Program Analysts  
 Physical Therapist (All Classes)  
 Industrial Therapist  
 Vocational Psychologists  
 Speech Pathologists

The following criteria will be utilized:

Severity of the inequity  
 Recruitment and retention issues  
 Number of existing employees

### 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).

#### ***Dependent Coverage***

- Effective July 1, 2014, employees will become eligible for the full employer contribution for dependent health coverage after one year of State employment. The State will contribute 75% of the normal amount for dependents during the vesting period. The implementation of this is based on the State achieving the projected revenues of the 2014-2015 Budget. If the savings are not achieved the dependent vesting benefit will be effective July 1, 2015.

**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 AFSCME 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 through July 1, 2016.
- Business and Travel Reimbursements, the State increased the breakfast rate to \$7.00, lunch - \$11.00, dinner - \$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

***Night/Weekend Shift Differentials*** (Implementation based on the State achieving the projected revenues of the 2014-2015 Budget.)

- Effective July 1, 2015, the first night shift (PM shift) (6:00 p.m. – midnight) shift differential increases to \$.80 and is not considered compensation towards retirement.
- Effective July 1, 2015, the nocturnal (second night shift) (midnight – 6:00 a.m.) shift differential increases to \$1.00 and is not considered compensation towards retirement.
- Rehabilitation Therapists at DDS and DSH whose shift require them to work four or more hours between 4 p.m. and 12 midnight will be paid \$.80 per hour for all hours worked and is not considered compensation towards retirement.
- Rehabilitation Therapists at DDS and DSH whose shift require them to work four or more hours between 12 midnight and 6 a.m. will be paid \$1.00 for all hours worked and is not considered compensation towards retirement.
- Employees who work 4 or more hours of a scheduled shift on either Saturday or Sunday shall receive an additional \$.65 pay differential per hour for their scheduled weekend work and is not considered compensation towards retirement.

- Clinical Supervision Differential shall be provided to all classifications that provide clinical supervision to unlicensed individuals. The implementation of this is based on the State achieving the projected revenues of the 2014-2015 Budget.
- The State agrees to meet and confer no later than 60 days after the ratification of the MOU, to discuss the changes in the Business and Professions Code 17505.2 that affect the Recreation Therapist classifications.
- Effective July 1, 2015, the State shall provide an Intern Supervision Differential to Public Health Nutrition Consultant III Specialist, Rehabilitation Therapist, State Facilities (Music-Safety), Rehabilitation, State Facilities (Art-Safety), Recreational Therapist -Correctional Facility who supervise an intern for at least 11 days during a qualifying pay period shall receive a \$100 differential for that pay period. This differential shall not be considered compensation towards retirement.
- The State agrees to reimburse Psychologists and Social Workers employed by CDCR and assigned to DAPO who obtain provider credentialing from the California Sex Offender Management Board. The reimbursement shall be for actual costs, not to exceed \$180, of the initial credentialing as well as the biannual renewal fees. The implementation of this is based on the State achieving the projected revenues of the 2014-2015 Budget.
- A Joint Labor Management Committee shall be created to discuss concerns associated with department specific usage of rental vehicles by employees in BU 19 who travel on official State business.
- The State agrees to reimburse up to \$200 of the total amount spent annually on Continuing Education Units. The implementation of this is based on the State achieving the projected revenues of the 2014-2015 Budget.
- A Contracting Out and Professional Retention Committee will be established to develop recruitment and retention plans and promotional pathway. The committee will also explore the creation of an "In-House" registry of Unit 19 employees who would enjoy priority over outside contractors.
- Deletion of the Recruitment and Retention Differential for Psychologist at the State Personnel Board.

#### **V. Duration**

- July 1, 2013 through July 1, 2016

#### **VI. Fiscal**

- FY 13/14 Cost: \$3 thousand (GF=\$3 thousand and OF = \$0 thousand)
- Total Incremental Cost: \$23.1 million (GF = \$16.6 million and OF = \$6.5 million)
- Total Budgetary Cost: \$33.4 million (GF = \$24 million and OF = \$9.4 million)

#### **VII. Agreement**

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

CalHR  
AFSCME INCREMENTAL MOU Summary  
3 Year Agreement (Economic Trigger Met)  
(Dollars in Thousands)

3 YEAR AGREEMENT		2013-14			2014-15			2015-16			Total Incremental			Total Budgetary		
Rank and File	Effective Date	GF	OF	Total	GF	OF	Total	GF	OF	Total	GF	OF	Total	GF	OF	Total
<b>Costs</b>																
1.5% GSI for All except QRP/AS	7/1/14				\$5,778	\$1,085	\$6,862				\$5,778	\$1,085	\$6,862	\$11,555	\$2,170	\$13,725
1.5% GSI for All except QRP/AS	7/1/15							\$5,864	\$1,101	\$6,965	\$5,864	\$1,101	\$6,965	\$5,864	\$1,101	\$6,965
4% SSA for SVRC, QRP/AS	7/1/14				\$454	\$1,631	\$2,085				\$454	\$1,631	\$2,085	\$907	\$3,262	\$4,169
4% SSA for SVRC, QRP/AS	7/1/15							\$472	\$1,696	\$2,168	\$472	\$1,696	\$2,168	\$472	\$1,696	\$2,168
\$200 Continuing Education	7/1/14				\$553	\$47	\$600				\$553	\$47	\$600	\$1,106	\$94	\$1,200
\$180 Credentialing for DAPD	7/1/14				\$8	\$2	\$10	\$8	\$2	\$10	\$15	\$4	\$20	\$23	\$7	\$29
Night/Evening Shift Differential	7/1/14				\$1	\$	\$1				\$1	\$	\$1	\$2	\$1	\$3
Weekend Shift Differential	7/1/14				\$403	\$115	\$517				\$403	\$115	\$517	\$805	\$230	\$1,035
Dependent Vesting 75/100	7/1/14				\$128	\$36	\$164	\$10	\$3	\$13	\$138	\$39	\$177	\$266	\$76	\$341
Clinical Supervision Differential (new)	7/1/15							\$544	\$48	\$592	\$544	\$48	\$592	\$544	\$48	\$592
Clinical Supervision Differential 241	7/1/14				\$24	\$7	\$31				\$24	\$7	\$31	\$48	\$14	\$61
Clinical Supervision Differential 242	7/1/14				\$26	\$7	\$33				\$26	\$7	\$33	\$51	\$15	\$66
MOU Section 12.3 License Renewal Fee	7/1/13	\$3	\$	\$3							\$3	\$	\$3	\$10	\$	\$10
0.6% of Payroll for Future Salary Adjustments	7/1/15							\$2,379	\$679	\$3,058	\$2,379	\$679	\$3,058	\$2,379	\$679	\$3,058
<b>Total Costs</b>		\$3	\$	\$3	\$7,373	\$2,931	\$10,304	\$9,277	\$3,529	\$12,805	\$16,653	\$6,459	\$23,113	\$24,033	\$9,390	\$33,424
<b>Non-adds</b>																
PEPRA - New Employees Future Savings	1/1/15				(\$88)	(\$25)	(\$113)	(\$88)	(\$25)	(\$113)	(\$175)	(\$50)	(\$225)	(\$263)	(\$75)	(\$338)
Travel reimbursement increases	7/1/13	\$59	\$17	\$75							\$59	\$17	\$75	\$176	\$50	\$226
Health 80/80	1/1/2014 1/1/2015 1/1/2016															
	1/1/2014	\$568	\$162	\$730	\$1,908	\$544	\$2,453	\$2,597	\$741	\$3,337	\$5,073	\$1,447	\$6,520	\$8,117	\$2,315	\$10,432
Dental	1/1/2014 1/1/2015 1/1/2016															
	1/1/2016	(\$173)	(\$49)	(\$222)	\$121	\$34	\$155	\$117	\$33	\$150	\$65	\$19	\$83	(\$160)	(\$46)	(\$206)
<b>Total Non-adds</b>		\$454	\$129	\$583	\$1,942	\$554	\$2,495	\$2,626	\$749	\$3,375	\$5,021	\$1,432	\$6,453	\$7,870	\$2,245	\$10,115
Data Source: Position Benefits file March 2013; SCO Table 183 April 2013																
There are 5 months of additional 2016 health and dental costs are not shown																
Per DOF PEPRA savings are not realized until 2014 / 2015																
Travel dollars provided by DOF																
4% Special Salary Adjustment (SSA) for the Senior Vocational Rehabilitation Counselor, Qualified Rehab Professional (QRP) and the Adoption Specialist (AS)																

CalHR  
AFSCME BUDGETARY MOU Summary  
3 Year Agreement (Economic Trigger Met)  
(Dollars in Thousands)

**3 YEAR AGREEMENT**

Rank and File	Effective Date	2013-14			2014-15			FY2014-15			2015-16			FY2015-16			Total Budgetary		
		GF	OF	Total	GF	OF	Total	GF	OF	Total	GF	OF	Total	GF	OF	Total	GF	OF	Total
<b>Costs</b>																			
1.5% GSI for All except QRP/AS	7/1/14				\$5,778	\$1,085	\$6,862	\$5,778	\$1,085	\$6,862				\$5,778	\$1,085	\$6,862	\$11,555	\$2,170	\$13,725
1.5% GSI for All except QRP/AS	7/1/15							\$	\$	\$	\$5,864	\$1,101	\$6,965	\$5,864	\$1,101	\$6,965	\$5,864	\$1,101	\$6,965
4% SSA for SVRC, QRP/AS	7/1/14				\$454	\$1,631	\$2,085	\$454	\$1,631	\$2,085				\$454	\$1,631	\$2,085	\$907	\$3,262	\$4,169
4% SSA for SVRC, QRP/AS	7/1/15							\$	\$	\$	\$472	\$1,696	\$2,168	\$472	\$1,696	\$2,168	\$472	\$1,696	\$2,168
\$200 Continuing Education	7/1/14				\$553	\$47	\$600	\$553	\$47	\$600				\$553	\$47	\$600	\$1,106	\$94	\$1,200
\$180 Credentialing for DAPO	7/1/14				\$8	\$2	\$10	\$8	\$2	\$10	\$8	\$2	\$10	\$15	\$4	\$20	\$23	\$7	\$29
Night/Evening Shift Differential	7/1/14				\$1	\$	\$1	\$1	\$	\$1				\$1	\$	\$1	\$2	\$1	\$3
Weekend Shift Differential	7/1/14				\$403	\$115	\$517	\$403	\$115	\$517				\$403	\$115	\$517	\$805	\$230	\$1,035
Dependent Vesting 75/100	7/1/14				\$128	\$36	\$164	\$128	\$36	\$164	\$10	\$3	\$13	\$138	\$39	\$177	\$266	\$76	\$341
Clinical Supervision Differential (new)	7/1/15										\$544	\$48	\$592	\$544	\$48	\$592	\$544	\$48	\$592
Clinical Supervision Differential 241	7/1/14				\$24	\$7	\$31	\$24	\$7	\$31				\$24	\$7	\$31	\$48	\$14	\$61
Clinical Supervision Differential 242	7/1/14				\$26	\$7	\$33	\$26	\$7	\$33				\$26	\$7	\$33	\$51	\$15	\$66
MOU Section 12.3 License Renewal Fee	7/1/13	\$3	\$	\$3										\$	\$	\$	\$10	\$	\$10
0.6% of Payroll for Future Salary Adjustments	7/1/15										\$2,379	\$679	\$3,058	\$2,379	\$679	\$3,058	\$2,379	\$679	\$3,058
<b>Total Costs</b>		\$3	\$	\$3	\$7,373	\$2,931	\$10,304	\$7,373	\$2,931	\$10,304	\$9,277	\$3,529	\$12,805	\$16,650	\$6,459	\$23,109	\$24,033	\$9,390	\$33,424
<b>Non-adds</b>																			
PEPRA - New Employees Future Savings	1/1/15				(\$88)	(\$25)	(\$113)	(\$88)	(\$25)	(\$113)	(\$88)	(\$25)	(\$113)	(\$175)	(\$50)	(\$225)	(\$263)	(\$75)	(\$338)
Travel reimbursement increases	7/1/13	\$59	\$17	\$75				\$59	\$17	\$75				\$59	\$17	\$75	\$176	\$50	\$226
	1/1/2014																		
	1/1/2015																		
Health 80/80	1/1/2016	\$568	\$162	\$730	\$1,908	\$544	\$2,453	\$2,476	\$706	\$3,182	\$2,597	\$741	\$3,337	\$5,073	\$1,447	\$6,520	\$8,117	\$2,315	\$10,432
	1/1/2014																		
	1/1/2015																		
Dental	1/1/2016	(\$173)	(\$49)	(\$222)	\$121	\$34	\$155	(\$52)	(\$15)	(\$67)	\$117	\$33	\$150	\$65	\$19	\$83	(\$160)	(\$46)	(\$206)
<b>Total Non-adds</b>		\$454	\$129	\$583	\$1,942	\$554	\$2,495	\$2,395	\$683	\$3,078	\$2,626	\$749	\$3,375	\$5,021	\$1,432	\$6,453	\$7,870	\$2,245	\$10,115

Data Source: Position Benefits file March 2013; SCO Table 183 April 2013

There are 5 months of additional 2016 health and dental costs are not shown

Per DOF PEPRA savings are not realized until 2014/ 2015

Travel dollars provided by DOF

4% Special Salary Adjustment (SSA) for the Senior Vocational Rehabilitation Counselor, Qualified Rehab Professional (QRP) and the Adoption Specialist (AS)