

**California Department of Human Resources  
Bargaining Unit 06 (CCPOA) - Incremental MOU Summary  
3 Year Agreement  
(Dollars in Thousands)**

Rank and File	Effective Date	2015-16			2016-17			2017-18			2018-19			Total Incremental			Total Budgetary					
		GF	OF	Total	GF	OF	Total	GF	OF	Total	GF	OF	Total	GF	OF	Total	GF	OF	Total			
3% GSI	5/1/16	\$16,002	\$89	\$16,092	\$80,011	\$447	\$80,458										\$96,014	\$536	\$96,550	\$304,044	\$1,698	\$305,742
3% GSI	7/1/17							\$98,894	\$552	\$99,447							\$98,894	\$552	\$99,447	\$197,788	\$1,105	\$198,893
3% GSI	7/1/18										\$101,861	\$569	\$102,430				\$101,861	\$569	\$102,430	\$101,861	\$569	\$102,430
1.3% OPEB	7/1/16				\$26,839	\$150	\$26,989										\$26,839	\$150	\$26,989	\$80,517	\$450	\$80,966
1.3% OPEB	7/1/17							\$27,644	\$154	\$27,798							\$27,644	\$154	\$27,798	\$55,288	\$309	\$55,597
1.4% OPEB	7/1/18										\$30,664	\$171	\$30,835				\$30,664	\$171	\$30,835	\$30,664	\$171	\$30,835
80/80 Health Flat	5/1/16 12/1/16 12/1/17	\$3,562	\$20	\$3,582	\$24,533	\$137	\$24,670	\$17,037	\$95	\$17,132	\$8,739	\$49	\$8,788	\$53,871	\$301	\$54,172	\$130,661	\$730	\$131,391			
CCPOA Benefit Trust	7/1/16 7/1/17				\$6,961	\$39	\$7,000	\$6,961	\$39	\$7,000				\$13,922	\$78	\$14,000	\$34,806	\$194	\$35,000			
PD164 - Senior Pay (+1% to all)	7/1/16				\$9,239	\$52	\$9,291	\$277	\$2	\$279	\$285	\$2	\$287	\$9,802	\$55	\$9,857	\$28,557	\$161	\$28,718			
Physical Fitness	5/1/16	\$3,040	\$17	\$3,057	\$15,202	\$85	\$15,287							\$18,242	\$102	\$18,344	\$57,766	\$323	\$58,089			
Uniform Allowance	5/1/16				\$10,053	\$56	\$10,109							\$10,053	\$56	\$10,109	\$30,159	\$169	\$30,328			
Recruitment and Retention	5/1/16	\$2,776	\$16	\$2,792	\$3,174	\$18	\$3,191							\$5,950	\$34	\$5,983	\$20,626	\$116	\$20,742			
Housing Stipend	5/1/16	\$119	\$1	\$120	\$596	\$3	\$599							\$715	\$4	\$719	\$2,264	\$13	\$2,277			
Overtime Meals Allowance	5/1/16	\$465	\$3	\$468	\$2,327	\$13	\$2,340							\$2,793	\$16	\$2,809	\$8,844	\$49	\$8,894			
Leave Counting as Time Worked (Military, Jury Duty, and Subpoenaed Witness)	7/1/16				\$1,518	\$8	\$1,526							\$1,518	\$8	\$1,526	\$4,553	\$25	\$4,579			
<b>Subtotal Rank and File Costs</b>		<b>\$25,966</b>	<b>\$145</b>	<b>\$26,111</b>	<b>\$180,453</b>	<b>\$1,009</b>	<b>\$181,462</b>	<b>\$150,813</b>	<b>\$842</b>	<b>\$151,655</b>	<b>\$141,550</b>	<b>\$791</b>	<b>\$142,340</b>	<b>\$498,782</b>	<b>\$2,787</b>	<b>\$501,568</b>	<b>\$1,088,398</b>	<b>\$6,082</b>	<b>\$1,094,480</b>			
<b>Non-Adds</b>																						
80 Hour Leave Cash Out	6/1/16	\$81,341	\$454	\$81,796				\$2,440	\$14	\$2,454	\$2,513	\$14	\$2,527	\$86,295	\$482	\$86,777	\$332,759	\$1,858	\$334,618			
<b>Total Non-Adds</b>		<b>\$81,341</b>	<b>\$454</b>	<b>\$81,796</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$2,440</b>	<b>\$14</b>	<b>\$2,454</b>	<b>\$2,513</b>	<b>\$14</b>	<b>\$2,527</b>	<b>\$86,295</b>	<b>\$482</b>	<b>\$86,777</b>	<b>\$332,759</b>	<b>\$1,858</b>	<b>\$334,618</b>			
<b>Grand Total Rank and File Costs</b>		<b>\$107,307</b>	<b>\$599</b>	<b>\$107,907</b>	<b>\$180,453</b>	<b>\$1,009</b>	<b>\$181,462</b>	<b>\$153,253</b>	<b>\$856</b>	<b>\$154,109</b>	<b>\$144,063</b>	<b>\$805</b>	<b>\$144,868</b>	<b>\$585,077</b>	<b>\$3,269</b>	<b>\$588,345</b>	<b>\$1,421,157</b>	<b>\$7,940</b>	<b>\$1,429,098</b>			