

California Department of Human Resources
 Bargaining Unit 07 (CSLEA)
 Incremental MOU Summary
 3-Year Agreement
 (Dollars in Thousands)

Rank and File	Effective Date	2016-17			2017-18			2018-19			2019-20			Total Incremental			Total Budgetary					
		GF	OF	Total	GF	OF	Total	GF	OF	Total	GF	OF	Total	GF	OF	Total	GF	OF	Total			
3% GSI	7/1/16	\$5,257	\$13,158	\$18,415													\$5,257	\$13,158	\$18,415	\$21,028	\$52,630	\$73,658
3% GSI	7/1/17				\$5,415	\$13,552	\$18,967										\$5,415	\$13,552	\$18,967	\$16,244	\$40,657	\$56,901
2% GSI	7/1/18							\$3,718	\$9,306	\$13,024							\$3,718	\$9,306	\$13,024	\$7,436	\$18,612	\$26,048
1.3% OPEB	7/1/17				\$1,569	\$3,927	\$5,496										\$1,569	\$3,927	\$5,496	\$4,707	\$11,782	\$16,489
1.4% OPEB	7/1/18							\$1,724	\$4,314	\$6,038							\$1,724	\$4,314	\$6,038	\$3,447	\$8,628	\$12,075
1.3% OPEB	7/1/19										\$1,600	\$4,006	\$5,606				\$1,600	\$4,006	\$5,606	\$1,600	\$4,006	\$5,606
Health Flat 80/80 2017, 2018, and 2019 Rates	12/1/16 12/1/17 12/1/18	\$407	\$1,019	\$1,426	\$1,023	\$2,561	\$3,584	\$1,303	\$3,262	\$4,566	\$557	\$1,395	\$1,952	\$3,291	\$8,237	\$11,528	\$7,862	\$19,678	\$27,540			
Dental 2017, 2018, and 2019 Rates	12/1/16 12/1/17 12/1/18	\$72	\$181	\$254	\$87	\$217	\$304	\$61	\$153	\$214	\$26	\$65	\$90	\$246	\$616	\$863	\$698	\$1,748	\$2,446			
3% SSA Motor Carrier Specialist I	7/1/16	\$0	\$618	\$618										\$0	\$618	\$618	\$0	\$2,474	\$2,474			
5% SSA Communication Operators, Public Safety Dispatchers, and Public Safety Operators	7/1/16	\$477	\$3,204	\$3,681										\$477	\$3,204	\$3,681	\$1,910	\$12,815	\$14,725			
5% SSA State Park Peace Officer (Ranger) (Lifeguard)	7/1/16	\$574	\$1,172	\$1,746										\$574	\$1,172	\$1,746	\$2,296	\$4,688	\$6,983			
SSA ABC Agents	7/1/16	\$0	\$1,006	\$1,006										\$0	\$1,006	\$1,006	\$0	\$4,025	\$4,025			
5% SSA Investigators	7/1/16	\$804	\$3,210	\$4,014										\$804	\$3,210	\$4,014	\$3,215	\$12,839	\$16,054			
SSA CalOES Coordinators	7/1/16	\$106	\$213	\$318										\$106	\$213	\$318	\$422	\$850	\$1,272			
PD 245 - Longevity Pay (+1% to all Levels)	8/1/16	\$128	\$321	\$449	\$12	\$29	\$41							\$140	\$350	\$490	\$547	\$1,370	\$1,918			
Uniform Allowance Increases	8/1/16	\$146	\$364	\$510										\$146	\$364	\$510	\$582	\$1,457	\$2,039			
Uniform Cleaning Allowance	8/1/16	\$44	\$110	\$154	\$88	\$220	\$307							\$132	\$329	\$461	\$439	\$1,098	\$1,537			
Boot Allowance (\$150) for MCS I + School Pupil Transportation Safety Coordinator	8/1/16	\$0	\$37	\$37	\$0	\$3	\$3							\$0	\$41	\$41	\$0	\$159	\$159			
Physical Fitness	8/1/16	\$230	\$575	\$805	\$21	\$52	\$73							\$251	\$627	\$878	\$982	\$2,457	\$3,439			
PD 244 - Education Pay (\$25 Increase)	8/1/16	\$203	\$509	\$712	\$18	\$46	\$65							\$222	\$555	\$777	\$869	\$2,175	\$3,044			
Subtotal Rank and File Costs		\$8,448	\$25,696	\$34,144	\$8,233	\$20,609	\$28,841	\$6,806	\$17,035	\$23,842	\$2,184	\$5,465	\$7,649	\$25,670	\$68,805	\$94,476	\$74,286	\$204,147	\$278,432			
Non-Adds																						
Lodging Reimbursement Increase for Four Counties	8/1/16	\$15	\$37	\$52				\$86	\$214	\$300				\$15	\$37	\$52	\$59	\$148	\$207			
80-Hour Leave Cash Out (additional 60 hours)	6/1/17	\$4,159	\$10,410	\$14,569	\$125	\$312	\$437							\$4,370	\$10,937	\$15,306	\$17,182	\$43,005	\$60,188			
OT Meal Allowance \$0.50 increase from \$7.50 to \$8.00	8/1/16	\$1	\$3	\$4										\$1	\$3	\$4	\$5	\$13	\$18			
Total Non-Adds		\$4,175	\$10,450	\$14,625	\$125	\$312	\$437	\$86	\$214	\$300	\$0	\$0	\$0	\$4,386	\$10,977	\$15,362	\$17,247	\$43,166	\$60,413			
Grand Total Rank and File Costs		\$12,623	\$36,146	\$48,769	\$8,357	\$20,921	\$29,279	\$6,892	\$17,250	\$24,142	\$2,184	\$5,465	\$7,649	\$30,056	\$79,782	\$109,838	\$91,532	\$247,313	\$338,845			