

California Department of Human Resources
 Bargaining Units 01, 03, 04, 11, 14, 15, 17, 20, 21 (SEIU)
 Incremental MOU Summary
 3.5-Year Agreement
 (Dollars in Thousands)

Proposal	Effective Date	2016-17			2017-18			2018-19			2019-20			2020-21			Total Incremental GF	Total Incremental OF	Incremental Total	Total Budgetary GF	Total Budgetary OF	Budgetary Total	
		GF	OF	Total	GF	OF	Total																
\$2,500 One-Time Bonus	3/1/17	\$106,778	\$148,642	\$255,420														\$106,778	\$148,642	\$255,420			
4% GSI	7/1/17				\$139,995	\$187,881	\$327,876											\$139,995	\$187,881	\$327,876			
4% GSI	7/1/18							\$145,595	\$195,396	\$340,991								\$145,595	\$195,396	\$340,991			
3.5% GSI	7/1/19										\$132,491	\$177,811	\$310,302					\$132,491	\$177,811	\$310,302			
15% SSA - Actuaries	7/1/17				\$88	\$1,128	\$1,215											\$88	\$1,128	\$1,215			
15% SSA - Actuarial Assistants	7/1/17				\$0	\$430	\$430											\$0	\$430	\$430			
15% SSA - Public Utilities Regulatory Analysts	7/1/17				\$0	\$4,686	\$4,686											\$0	\$4,686	\$4,686			
11.25% SSA - Licensed Vocational Nurses	7/1/17				\$17,395	\$293	\$17,689											\$17,395	\$293	\$17,689			
5% SSA - Archivists	7/1/17				\$36	\$46	\$83											\$36	\$46	\$83			
5% SSA - Aviation Safety Officers	7/1/17				\$0	\$36	\$36											\$0	\$36	\$36			
5% SSA - Business Taxes Specialists	7/1/17				\$2,411	\$1,988	\$4,398											\$2,411	\$1,988	\$4,398			
5% SSA - Financial Institutional Examiners	7/1/17				\$0	\$807	\$807											\$0	\$807	\$807			
5% SSA - Historical Monument Guides	7/1/17				\$70	\$207	\$277											\$70	\$207	\$277			
5% SSA - Insurance Examiners	7/1/17				\$2	\$371	\$373											\$2	\$371	\$373			
5% SSA - Laboratory Assistants	7/1/17				\$295	\$80	\$375											\$295	\$80	\$375			
5% SSA - Lottery District Sales Representatives	7/1/17				\$0	\$640	\$640											\$0	\$640	\$640			
5% SSA - Planners	7/1/17				\$0	\$109	\$109											\$0	\$109	\$109			
5% SSA - Program Specialists (FTB)	7/1/17				\$3,053	\$103	\$3,156											\$3,053	\$103	\$3,156			
5% SSA - Property Appraisers	7/1/17				\$200	\$164	\$364											\$200	\$164	\$364			
5% SSA - PUC Rail/Transportation Classifications	7/1/17				\$0	\$273	\$273											\$0	\$273	\$273			
5% SSA - Registered Nurses (CDE)	7/1/17				\$46	\$1	\$47											\$46	\$1	\$47			
5% SSA - Right of Way Agents and Planners	7/1/17				\$49	\$5,450	\$5,499											\$49	\$5,450	\$5,499			
5% SSA - Tax Auditors	7/1/17				\$3,865	\$3,108	\$6,974											\$3,865	\$3,108	\$6,974			
5% SSA - Tax Compliance Representatives	7/1/17				\$5,901	\$3,569	\$9,470											\$5,901	\$3,569	\$9,470			
5% SSA - Transportation Program Consultants	7/1/17				\$11	\$18	\$29											\$11	\$18	\$29			
5% SSA - Workers' Compensation Claims Adjusters	7/1/17				\$0	\$4,966	\$4,966											\$0	\$4,966	\$4,966			
5% SSA - Workers' Compensation Consultants	7/1/17				\$0	\$849	\$849											\$0	\$849	\$849			
5% SSA - Workers' Compensation Insurance Representatives	7/1/17				\$0	\$1,802	\$1,802											\$0	\$1,802	\$1,802			
3% SSA - Custodians	7/1/17				\$1,158	\$1,860	\$3,018											\$1,158	\$1,860	\$3,018			
3% SSA - Dispatcher Clerks	7/1/17				\$0	\$154	\$154											\$0	\$154	\$154			
2.5% SSA - Correctional Case Records Analysts	7/1/17				\$1,318	\$9	\$1,327											\$1,318	\$9	\$1,327			
2.5% SSA - Personnel and Payroll Specialists	7/1/17				\$1,254	\$1,186	\$2,440											\$1,254	\$1,186	\$2,440			
2% SSA - Program Technicians	7/1/17				\$825	\$3,452	\$4,277											\$825	\$3,452	\$4,277			
Unit 1 - PD 412 - Add Research Program Specialist III (Demography)	3/1/17	\$3	\$3	\$5	\$8	\$8	\$17	\$7	\$7	\$14	\$1	\$1	\$3					\$19	\$19	\$39			
Unit 3 - Coaching/Advisory Stipend Increase	3/1/17	\$66	\$2	\$68	\$133	\$3	\$136											\$199	\$5	\$204			
Unit 3 - Teacher Salary Schedule Consolidation (7 to 2)	3/1/17	\$877	\$6	\$883	\$1,754	\$12	\$1,766											\$2,631	\$19	\$2,650			
Unit 4 - PD 220 Add Ranges A and B Benefit Program Specialist	3/1/17	\$	\$9	\$9	\$0	\$18	\$18											\$	\$27	\$27			
Unit 4 - \$4500 Tuition Reimbursement for Library Technical Assistant (Safety)	1/1/17	\$11	\$	\$11	\$11	\$0	\$11											\$22	\$	\$23			
Unit 11 - New Pay Differential - Special Duty Pay for Steel Structural Inspector	3/1/17	\$	\$23	\$23	\$0	\$47	\$47											\$	\$70	\$70			
Unit 14 - New PD (3%) for Digital Print Operator II's	3/1/17	\$1	\$6	\$7	\$2	\$12	\$15											\$4	\$19	\$22			
Unit 15 - PD 67 - Increase to \$300 for Cooks and Roll into Base Pay	7/1/16	\$2,922	\$132	\$3,054														\$2,922	\$132	\$3,054			
Unit 17 - New PD (\$167/mo.) for HFEN in LA County	3/1/17	\$4	\$17	\$22	\$8	\$35	\$43											\$12	\$52	\$65			
Unit 11 - Safety Footwear Allowance Increase (\$100 per 18 months to \$100 per 12 months)	3/1/17	\$	\$13	\$13	\$1	\$25	\$26											\$1	\$38	\$39			
Unit 15 - Uniform Allowance Increase (\$450 to \$500)	3/1/17	\$13	\$1	\$15	\$27	\$3	\$30											\$40	\$4	\$45			
Unit 15 - \$100 Safety Footwear Allowance	7/1/16	\$332	\$60	\$392														\$332	\$60	\$392			
PD 132 and 135 - Increase to \$2600 and Add Three Facilities	3/1/17	\$662	\$5	\$666	\$1,323	\$9	\$1,333											\$1,985	\$14	\$1,999			
PD 67 - Reduce Criteria From 173 to 120 Hours	3/1/17	\$117	\$105	\$223	\$235	\$211	\$445											\$352	\$316	\$668			
\$1200 Annual Out of State Supplemental Health Care Program	3/1/17	\$341	\$115	\$456														\$341	\$115	\$456			
Overtime Meal Allowance Increase to \$8 (CDCR)	3/1/17	\$9	\$3	\$12	\$19	\$5	\$24											\$28	\$8	\$36			
Leave Counting as Time Worked (Military, Jury Duty, and Subpoenaed Witness)	3/1/17	\$187	\$79	\$266	\$374	\$158	\$531											\$561	\$237	\$797			
1.2% OPEB	7/1/18							\$27,767	\$36,679	\$64,446	\$972	\$1,284	\$2,256					\$28,739	\$37,963	\$66,701			
1.1% OPEB	7/1/19										\$26,344	\$34,799	\$61,143					\$26,344	\$34,799	\$61,143			
1.2% OPEB	7/1/20													\$28,739	\$37,963	\$66,701		\$28,739	\$37,963	\$66,701			
Health for Unit 3 - 80/80 Flat - 2017, 2018, 2019 and 2020 Rates	3/1/17 12/1/17 12/1/18 12/1/19	(\$21)	(\$0)	(\$21)	\$473	\$11	\$484	\$910	\$21	\$932	\$959	\$22	\$982	\$408	\$10	\$418		\$2,730	\$64	\$2,794			
Subtotal Rank and File Costs		\$112,304	\$149,221	\$261,525	\$182,340	\$226,227	\$408,567	\$174,279	\$232,104	\$406,383	\$160,767	\$213,917	\$374,685	\$29,147	\$37,972	\$67,119		\$658,837	\$859,441	\$1,518,278	\$1,737,283	\$2,218,563	\$3,955,846
Non-Adds																							
Lodging Reimbursement Increase for Five Counties	3/1/17	\$44	\$71	\$115	\$88	\$142	\$230											\$131	\$214	\$345	\$569	\$925	\$1,495
Private Aircraft Mileage Reimbursement Rate Increase (\$0.50 to \$1.29)	3/1/17	\$2	\$2	\$4	\$3	\$4	\$7											\$5	\$6	\$11	\$20	\$27	\$48
80-Hour Leave Cash Out	6/1/17	\$102,167	\$134,248	\$236,415	\$4,087	\$5,370	\$9,457	\$4,250	\$5,585	\$9,835	\$3,868	\$5,082	\$8,950					\$114,371	\$150,285	\$264,656	\$547,666	\$719,641	\$1,267,307
Discontinue Health Dependent Vesting	3/1/17	\$519	\$699	\$1,219	\$1,098	\$1,478	\$2,576	\$105	\$142	\$247								\$1,722	\$2,319	\$4,041	\$7,303	\$9,833	\$17,136
Total Non-Adds		\$102,731	\$135,021	\$237,752	\$5,275	\$6,995	\$12,270	\$4,355	\$5,726	\$10,082	\$3,868	\$5,082	\$8,950	\$0	\$0	\$0		\$116,229	\$152,824	\$269,053	\$555,559	\$730,427	\$1,285,985
Grand Total Rank and File Costs		\$215,035	\$284,242	\$499,277	\$187,615	\$233,222	\$420,837	\$178,635	\$237,830	\$416,464	\$164,635	\$218,999	\$383,634	\$29,147	\$37,972	\$67,119		\$775,066	\$1,012,265	\$1,787,332	\$2,292,842	\$2,948,990	\$5,241,832