

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

Proposal	Effective Date	2016-17			2017-18			2018-19			2019-20			GF	OF	Total	Total Budgetary GF	Total Budgetary OF	Total Budgetary 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	\$139,995	\$187,881	\$327,876	\$139,995	\$187,881	\$327,876	\$559,981	\$751,524	\$1,311,504
4% GSI	7/1/18							\$145,595	\$195,396	\$340,991	\$145,595	\$195,396	\$340,991	\$145,595	\$195,396	\$340,991	\$436,785	\$586,189	\$1,022,973
3.5% GSI	7/1/19										\$132,491	\$177,811	\$310,302	\$132,491	\$177,811	\$310,302	\$264,983	\$355,621	\$620,604
15% SSA - Actuaries	7/1/17				\$88	\$1,128	\$1,215	\$88	\$1,128	\$1,215	\$88	\$1,128	\$1,215	\$88	\$1,128	\$1,215	\$350	\$4,510	\$4,860
15% SSA - Actuarial Assistants	7/1/17				\$	\$430	\$430	\$	\$430	\$430	\$	\$430	\$430	\$	\$430	\$430	\$2	\$1,719	\$1,720
15% SSA - Public Utilities Regulatory Analysts	7/1/17				\$	\$4,686	\$4,686	\$	\$4,686	\$4,686	\$	\$4,686	\$4,686	\$	\$4,686	\$4,686	\$	\$18,744	\$18,744
11.25% SSA - Licensed Vocational Nurses	7/1/17				\$17,395	\$293	\$17,689	\$17,395	\$293	\$17,689	\$17,395	\$293	\$17,689	\$17,395	\$293	\$17,689	\$69,582	\$1,172	\$70,754
5% SSA - Archivists	7/1/17				\$36	\$46	\$83	\$36	\$46	\$83	\$36	\$46	\$83	\$36	\$46	\$83	\$145	\$185	\$330
5% SSA - Aviation Safety Officers	7/1/17				\$	\$36	\$36	\$	\$36	\$36	\$	\$36	\$36	\$	\$36	\$36	\$	\$144	\$144
5% SSA - Business Taxes Specialists	7/1/17				\$2,411	\$1,988	\$4,398	\$2,411	\$1,988	\$4,398	\$2,411	\$1,988	\$4,398	\$2,411	\$1,988	\$4,398	\$9,643	\$7,951	\$17,593
5% SSA - Financial Institutional Examiners	7/1/17				\$	\$807	\$807	\$	\$807	\$807	\$	\$807	\$807	\$	\$807	\$807	\$	\$3,230	\$3,230
5% SSA - Historical Monument Guides	7/1/17				\$70	\$207	\$277	\$70	\$207	\$277	\$70	\$207	\$277	\$70	\$207	\$277	\$279	\$829	\$1,108
5% SSA - Insurance Examiners	7/1/17				\$2	\$371	\$373	\$2	\$371	\$373	\$2	\$371	\$373	\$2	\$371	\$373	\$8	\$1,483	\$1,491
5% SSA - Laboratory Assistants	7/1/17				\$295	\$80	\$375	\$295	\$80	\$375	\$295	\$80	\$375	\$295	\$80	\$375	\$1,179	\$321	\$1,501
5% SSA - Lottery District Sales Representatives	7/1/17				\$	\$640	\$640	\$	\$640	\$640	\$	\$640	\$640	\$	\$640	\$640	\$	\$2,562	\$2,562
5% SSA - Planners	7/1/17				\$	\$109	\$109	\$	\$109	\$109	\$	\$109	\$109	\$	\$109	\$109	\$	\$438	\$438
5% SSA - Program Specialists (FTB)	7/1/17				\$3,053	\$103	\$3,156	\$3,053	\$103	\$3,156	\$3,053	\$103	\$3,156	\$3,053	\$103	\$3,156	\$12,211	\$414	\$12,624
5% SSA - Property Appraisers	7/1/17				\$200	\$164	\$364	\$200	\$164	\$364	\$200	\$164	\$364	\$200	\$164	\$364	\$798	\$658	\$1,456
5% SSA - PUC Rail/Transportation Classifications	7/1/17				\$	\$273	\$273	\$	\$273	\$273	\$	\$273	\$273	\$	\$273	\$273	\$	\$1,091	\$1,091
5% SSA - Registered Nurses (CDE)	7/1/17				\$46	\$1	\$47	\$46	\$1	\$47	\$46	\$1	\$47	\$46	\$1	\$47	\$183	\$6	\$188
5% SSA - Right of Way Agents and Planners	7/1/17				\$49	\$5,450	\$5,499	\$49	\$5,450	\$5,499	\$49	\$5,450	\$5,499	\$49	\$5,450	\$5,499	\$195	\$21,801	\$21,997
5% SSA - Tax Auditors	7/1/17				\$3,865	\$3,108	\$6,974	\$3,865	\$3,108	\$6,974	\$3,865	\$3,108	\$6,974	\$3,865	\$3,108	\$6,974	\$15,461	\$12,433	\$27,894
5% SSA - Tax Compliance Representatives	7/1/17				\$5,901	\$3,569	\$9,470	\$5,901	\$3,569	\$9,470	\$5,901	\$3,569	\$9,470	\$5,901	\$3,569	\$9,470	\$23,605	\$14,275	\$37,880
5% SSA - Transportation Program Consultants	7/1/17				\$11	\$18	\$29	\$11	\$18	\$29	\$11	\$18	\$29	\$11	\$18	\$29	\$43	\$73	\$116
5% SSA - Workers' Compensation Claims Adjusters	7/1/17				\$	\$4,966	\$4,966	\$	\$4,966	\$4,966	\$	\$4,966	\$4,966	\$	\$4,966	\$4,966	\$	\$19,865	\$19,865
5% SSA - Workers' Compensation Consultants	7/1/17				\$	\$849	\$849	\$	\$849	\$849	\$	\$849	\$849	\$	\$849	\$849	\$	\$3,395	\$3,395
5% SSA - Workers' Compensation Insurance Representatives	7/1/17				\$	\$1,802	\$1,802	\$	\$1,802	\$1,802	\$	\$1,802	\$1,802	\$	\$1,802	\$1,802	\$	\$7,209	\$7,209
3% SSA - Custodians	7/1/17				\$1,158	\$1,860	\$3,018	\$1,158	\$1,860	\$3,018	\$1,158	\$1,860	\$3,018	\$1,158	\$1,860	\$3,018	\$4,633	\$7,440	\$12,072
3% SSA - Dispatcher Clerks	7/1/17				\$	\$154	\$154	\$	\$154	\$154	\$	\$154	\$154	\$	\$154	\$154	\$	\$617	\$617
2.5% SSA - Correctional Case Records Analysts	7/1/17				\$1,318	\$9	\$1,327	\$1,318	\$9	\$1,327	\$1,318	\$9	\$1,327	\$1,318	\$9	\$1,327	\$5,274	\$35	\$5,309
2.5% SSA - Personnel and Payroll Specialists	7/1/17				\$1,254	\$1,186	\$2,440	\$1,254	\$1,186	\$2,440	\$1,254	\$1,186	\$2,440	\$1,254	\$1,186	\$2,440	\$5,015	\$4,745	\$9,759
2% SSA - Program Technicians	7/1/17				\$825	\$3,452	\$4,277	\$825	\$3,452	\$4,277	\$825	\$3,452	\$4,277	\$825	\$3,452	\$4,277	\$3,300	\$13,809	\$17,109
Unit 1 - PD 412 - Add Research Program Specialist III (Demography)	3/1/17	\$3	\$3	\$5	\$11	\$11	\$22	\$18	\$18	\$36	\$19	\$19	\$39	\$19	\$19	\$39	\$71	\$70	\$141
Unit 3 - Coaching/Advisory Stipend Increase	3/1/17	\$66	\$2	\$68	\$199	\$5	\$204	\$199	\$5	\$204	\$199	\$5	\$204	\$199	\$5	\$204	\$864	\$20	\$884
Unit 3 - Teacher Salary Schedule Consolidation (7 to 2)	3/1/17	\$877	\$6	\$883	\$2,631	\$19	\$2,650	\$2,631	\$19	\$2,650	\$2,631	\$19	\$2,650	\$2,631	\$19	\$2,650	\$11,402	\$80	\$11,482
Unit 4 - PD 220 Add Ranges A and B Benefit Program Specialist	3/1/17	\$	\$9	\$9	\$	\$27	\$27	\$	\$27	\$27	\$	\$27	\$27	\$	\$27	\$27	\$	\$119	\$119
Unit 4 - \$4500 Tuition Reimbursement for Library Technical Assistant (Safety)	1/1/17	\$11	\$	\$11	\$22	\$	\$23	\$22	\$	\$23	\$22	\$	\$23	\$22	\$	\$23	\$101	\$1	\$101
Unit 11 - New Pay Differential - Special Duty Pay for Steel Structural Inspector	3/1/17	\$	\$23	\$23	\$	\$70	\$70	\$	\$70	\$70	\$	\$70	\$70	\$	\$70	\$70	\$	\$305	\$305
Unit 14 - New PD (3%) for Digital Print Operator II's	3/1/17	\$1	\$6	\$7	\$4	\$19	\$22	\$4	\$19	\$22	\$4	\$19	\$22	\$4	\$19	\$22	\$16	\$81	\$96
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	\$2,922	\$132	\$3,054	\$2,922	\$132	\$3,054	\$2,922	\$132	\$3,054	\$14,609	\$661	\$15,271
Unit 17 - New PD (\$167/mo) for HFEN in LA County	3/1/17	\$4	\$17	\$22	\$12	\$52	\$65	\$12	\$52	\$65	\$12	\$52	\$65	\$12	\$52	\$65	\$54	\$227	\$280
Unit 11 - Safety Footwear Allowance Increase (\$100 per 18 months to \$100 per 12 months)	3/1/17	\$	\$13	\$13	\$1	\$38	\$39	\$1	\$38	\$39	\$1	\$38	\$39	\$1	\$38	\$39	\$3	\$164	\$168
Unit 15 - Uniform Allowance Increase (\$450 to \$500)	3/1/17	\$13	\$1	\$15	\$40	\$4	\$45	\$40	\$4	\$45	\$40	\$4	\$45	\$40	\$4	\$45	\$175	\$18	\$193
Unit 15 - \$100 Safety Footwear Allowance	7/1/16	\$332	\$60	\$392	\$332	\$60	\$392	\$332	\$60	\$392	\$332	\$60	\$392	\$332	\$60	\$392	\$1,662	\$299	\$1,961
PD 132 and 135 - Increase to \$2600 and Add Three Facilities	3/1/17	\$662	\$5	\$666	\$1,985	\$14	\$1,999	\$1,985	\$14	\$1,999	\$1,985	\$14	\$1,999	\$1,985	\$14	\$1,999	\$8,602	\$61	\$8,663
PD 67 - Reduce Criteria From 173 to 120 Hours	3/1/17	\$117	\$105	\$223	\$352	\$316	\$668	\$352	\$316	\$668	\$352	\$316	\$668	\$352	\$316	\$668	\$1,525	\$1,368	\$2,893
\$1200 Annual Out of State Supplemental Health Care Program	3/1/17	\$341	\$115	\$456	\$341	\$115	\$456	\$341	\$115	\$456	\$341	\$115	\$456	\$341	\$115	\$456	\$1,703	\$577	\$2,280
Overtime Meal Allowance Increase to \$8 (CDCR)	3/1/17	\$9	\$3	\$12	\$28	\$8	\$36	\$28	\$8	\$36	\$28	\$8	\$36	\$28	\$8	\$36	\$121	\$35	\$156
Leave Counting as Time Worked (Military, Jury Duty, and Subpoenaed Witness)	3/1/17	\$187	\$79	\$266	\$561	\$237	\$797	\$561	\$237	\$797	\$561	\$237	\$797	\$561	\$237	\$797	\$2,429	\$1,025	\$3,454
1.2% OPEB	7/1/18							\$27,767	\$36,679	\$64,446	\$28,739	\$37,963	\$66,701	\$28,739	\$37,963	\$66,701	\$85,244	\$112,605	\$197,848
1.1% OPEB	7/1/19										\$26,344	\$34,799	\$61,143	\$26,344	\$34,799	\$61,143	\$52,687	\$69,598	\$122,286
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)	\$452	\$11	\$463	\$1,363	\$32	\$1,394	\$2,322	\$54	\$2,376	\$2,730	\$64	\$2,794	\$6,845	\$160	\$7,006
Subtotal Rank and File Costs		\$112,304	\$149,221	\$261,525	\$187,865	\$226,806	\$414,671	\$362,144	\$458,910	\$821,054	\$522,912	\$672,827	\$1,195,739	\$552,058	\$710,799	\$1,262,858	\$1,737,283	\$2,218,563	\$3,955,846
Non-Adds																			
Lodging Reimbursement Increase for Five Counties	3/1/17	\$44	\$71	\$115	\$131	\$214	\$345	\$131	\$214	\$345	\$131	\$214	\$345	\$131	\$214	\$345	\$569	\$925	\$1,495
Private Aircraft Mileage Reimbursement Rate Increase (\$0.50 to \$1.29)	3/1/17	\$2	\$2	\$4	\$5	\$6	\$11	\$5	\$6	\$11	\$5	\$6	\$11	\$5	\$6	\$11	\$20	\$27	\$48
80-Hour Leave Cash Out	6/1/17	\$102,167	\$134,248	\$236,415	\$106,253	\$139,618	\$245,872	\$110,504	\$145,203	\$255,707	\$114,371	\$150,285	\$264,656	\$114,371	\$150,285	\$264,656	\$547,666	\$719,641	\$1,267,307
Discontinue Health Dependent Vesting	3/1/17	\$519	\$699	\$1,219	\$1,617	\$2,177	\$3,794	\$1,722	\$2,319	\$4,041	\$1,722	\$2,319	\$4,041	\$1,722	\$2,319	\$4,041	\$7,303	\$9,833	\$17,136
Total Non-Adds		\$102,731	\$135,021	\$237,752	\$108,007	\$142,016	\$250,022	\$112,362	\$147,742	\$260,104	\$116,229	\$152,824	\$269,053 </						