

**CALIFORNIA DEPARTMENT OF HUMAN RESOURCES
SUMMARY OF SIDE LETTER AGREEMENT
FOR BARGAINING UNIT 16**

**Exclusive Employee Representative:
Union of American Physicians and Dentists (UAPD)**

Number of Employees: Approximately 1,749 full-time equivalents

General Provisions

I. Compensation

Personal Leave Program (PLP 2020)

- Effective on the first day of the pay period following ratification by both parties, the Personal Leave Program (PLP 2020) will end. Bargaining Unit 16 employees will have their full salaries restored.
- Effective on the first day of the pay period following ratification by both parties, Bargaining Unit 16 employees will no longer receive PLP 2020 leave credits. All provisions related to the use and compensability of the PLP 2020 leave credits will remain unchanged. (Section 9.25)

Salary Increases

- Effective on the first day of the pay period following ratification by both parties, all Bargaining Unit 16 employees will receive a 5.06 percent general salary increase. This increase will account for the previously negotiated salary increase that was originally scheduled for July 1, 2022 (2.5 percent), and a new salary increase (2.5 percent), including compounding (0.06 percent). (Section 10.4)
- Effective July 1, 2022, all Bargaining Unit 16 employees will receive a 2 percent salary increase. (Section 10.4)

Maximum Salary Range Increase

- Effective on the first day of the pay period following ratification by both parties, the following classifications will have an increase in the maximum salary ranges by 10 percent. (Section 10.4) Employees who have been at the MAX salary for 12 qualifying pay periods will be moved to the new maximum salary.
 - Physician and Surgeon (Range D, U, and Y only)

- Physician and Surgeon (Safety) (Range D, U, and Y only)
- Physician and Surgeon Intermittent (Range D, U, and Y only)
- Physician and Surgeon, Departments of Mental Health and Developmental Services (Range D, U, and Y only)
- Podiatrist, Departments of Mental Health and Developmental Services (Range C, U, and Y only)
- Podiatrist (Range C, U, and Y only)

Recruitment and Retention Salary Differential

- Effective on the first day of the pay period following ratification by both parties, the following classifications will receive a recruitment and retention differential of 10 percent:
 - Medical Consultant I, Department of Social Services
 - Medical Consultant I, (Psychiatrist), Department of Social Services
 - Medical Consultant Department of Rehabilitation

Pay Differential

- Effective on the first day of the pay period following ratification by both parties, the following classifications are eligible for additional payments of \$5,000 after 60 and 84 qualifying pay periods. The pay differential is amended to include all of the Department of State Hospital locations:
 - Senior Psychiatrist (Specialist)
 - Staff Psychiatrist
 - Staff Psychiatrist (Safety)
- Employees performing Telemedicine and telepsychiatry services do not qualify for the 60- and 84-month pay differential bonus.

Assignment and Payment of Medical Officer of the Day

- Effective the first day of the pay period following ratification by both parties and expiring with the June 2023 pay period, the Department of State Hospitals (DSH) will be eligible for Medical Officer of the Day with a four-hour minimum requirement. (Section 7.8)

Licensure – Continuing Medical Education (Section 10.13)

- Effective the first day of the pay period following ratification by both parties, Unit 16 employees will receive \$2,500 annually for continuing medical education. (Section 10.13)

II. Post-Employment Benefits

Prefunding of Other Post-Employment Benefits (OPEB)

- Effective on the first day of the pay period following ratification by both parties, Bargaining Unit 16 employees will resume monthly contributions of 1.4 percent to prefund OPEB. (Section 18.8 (C))

III. Miscellaneous

Contract Reopener Language

- The parties agree to meet and confer upon finalization of the federal regulations regarding essential worker premium pay.

IV. Term

- Upon ratification by both parties the MOU is extended from July 1, 2022, to July 1, 2023. The Union ratification process will be completed no later than June 30, 2021.

V. Fiscal

- Fiscal Year 2021-22: \$43.3 million (\$39.8 million General Fund)
- Total 3-Year Incremental Cost: \$59.3 million (\$55.0 million General Fund)
- Total 3-Year Budgetary Cost: \$158.8 million (\$146.7 million General Fund)

VI. Agreement

- The Side Letter Agreement represents the ending of PLP 2020, the restoration of employee OPEB contributions, salary increases, pay differentials, additions to the Medical Officer of the Day provision, increases to continuing medical education, and an extension to the current Bargaining Unit 16 MOU for one year.
- The Side Letter Agreement between the state and UAPD is posted on the [CalHR Bargaining Unit 16 Contract Webpage](#).