

California Department of Human Resources
Bargaining Units 1, 3, 4, 11, 14, 15, 17, 20, 21 (SEIU) - Incremental Summary
3-Year Bargaining Agreement
(Dollars in Thousands)

Rank and File	Effective Date	FY 2023-24			FY 2024-25			FY 2025-26			FY 2026-27			Total Incremental			Total Budgetary		
		GF	OF	Total	GF	OF	Total	GF	OF	Total	GF	OF	Total	GF	OF	Total	GF	OF	Total
3% GSI	7/1/23	\$157,644	\$190,847	\$348,491										\$157,644	\$190,847	\$348,491	\$630,576	\$763,387	\$1,393,963
3% GSI	7/1/24				\$165,375	\$199,735	\$365,110							\$165,375	\$199,735	\$365,110	\$496,125	\$599,205	\$1,095,330
3% GSI	7/1/25							\$170,336	\$205,727	\$376,063				\$170,336	\$205,727	\$376,063	\$340,672	\$411,454	\$752,126
+1% GSI (If Trigger is Met)	7/1/25							\$56,779	\$68,576	\$125,354				\$56,779	\$68,576	\$125,354	\$113,557	\$137,151	\$250,709
4% SSA for Wage Equity	7/1/23	\$37,728	\$43,362	\$81,090										\$37,728	\$43,362	\$81,090	\$150,913	\$173,448	\$324,360
SSAs for Various Classifications	7/1/23	\$51,733	\$72,661	\$124,394										\$51,733	\$72,661	\$124,394	\$206,932	\$290,644	\$497,576
\$165/mo. Health Affordability Benefit Supplement	12/1/23	\$38,099	\$46,123	\$84,223	\$27,214	\$32,945	\$60,159							\$65,313	\$79,069	\$144,382	\$234,037	\$283,330	\$517,367
Supplemental Health Stipend for Out-of-State Ees (Inc. from \$100/mo. to \$200/\$250/\$300)	12/1/23	\$104	\$190	\$294	\$74	\$135	\$210							\$179	\$325	\$504	\$640	\$1,164	\$1,805
\$250/mo. Workforce Stability Stipend (Napa and West LA Vet Homes)	1/1/24																		
	8/1/24																		
	1/1/25	\$651	\$27	\$678	\$1,302	\$54	\$1,356	\$1,302	\$54	\$1,356	\$651	\$27	\$678	\$3,906	\$163	\$4,069	\$3,906	\$163	\$4,069
	8/1/25																		
	1/1/26																		
PD 240 - Increase from \$2,400/year to \$4,800/year	8/1/26																		
PD 240 - Increase from \$2,400/year to \$4,800/year	10/1/23	\$829	\$1,505	\$2,334	\$276	\$502	\$778							\$1,105	\$2,006	\$3,112	\$4,146	\$7,524	\$11,669
5% Educational PD Hearing Reporter Feeder Classifications	3/1/24	\$	\$298	\$298	\$	\$597	\$597							\$	\$895	\$895	\$	\$2,984	\$2,984
PD 774/75 - Increase to Lottery Sales Incentive Bonus	10/1/23	\$	\$86	\$86	\$	\$29	\$29							\$	\$115	\$115	\$	\$432	\$432
PD 141 - Expand to Sacramento/Fresno County for Legal Secretary and Sr. Legal Typists	10/1/23	\$301	\$1,019	\$1,321	\$100	\$340	\$440							\$402	\$1,359	\$1,761	\$1,506	\$5,097	\$6,603
Establish New Alternate Range for Custodians at Health Care Facilities	3/1/24	\$2,305	\$55	\$2,359	\$4,609	\$109	\$4,719							\$6,914	\$164	\$7,078	\$23,047	\$547	\$23,594
PD 412 - Expand 10% Differential to Health Program Spec IIs at DHCS	10/1/23	\$8	\$11	\$19	\$3	\$4	\$6							\$11	\$15	\$26	\$41	\$56	\$97
Establish 10% Differential for Generalist Classes at CDE	3/1/24	\$12	\$6	\$18	\$24	\$12	\$36							\$35	\$18	\$54	\$118	\$61	\$179
\$3,600 One-Time Differential for AFE Cert. for Insurance Rate Analysts	10/1/23	\$24	\$775	\$799	\$8	\$258	\$266							\$32	\$1,034	\$1,066	\$120	\$3,877	\$3,997
\$2,000-\$3,000 Retention Pay for CDSS - Disability Determination Service Division	3/1/24	\$393	\$320	\$712	\$785	\$639	\$1,425							\$1,178	\$959	\$2,137	\$3,926	\$3,197	\$7,123
\$500/mo. Differential for Teachers at DDS, Porterville	10/1/23	\$38	\$7	\$44	\$13	\$2	\$15							\$51	\$9	\$59	\$189	\$33	\$222
Increase Footwear Allowance from \$100/year to \$165/year to Address Taxability	10/1/23	\$94	\$67	\$162	\$31	\$22	\$54							\$126	\$90	\$215	\$472	\$336	\$808
Staged Retention Differential (Up to 6.5%) for Food Service and Cook Classifications	10/1/23	\$5,918	\$257	\$6,175	\$1,973	\$86	\$2,058							\$7,890	\$343	\$8,233	\$29,588	\$1,285	\$30,873
10% Retention Differential for Translators & SSA (IIs at School for the Deaf	10/1/23	\$28	\$15	\$43	\$9	\$5	\$14							\$38	\$19	\$57	\$141	\$73	\$214
PD 229 - Expand 5% PD for Assistive Tech Spec to Remaining Departments and Locations	10/1/23	\$51	\$	\$52	\$17	\$	\$17							\$68	\$	\$69	\$256	\$2	\$258
\$1,500/mo. for Support Services Assistants at DDS, Porterville	10/1/23	\$25	\$4	\$29	\$8	\$1	\$10							\$33	\$6	\$39	\$123	\$22	\$145
PD 296 - Increase Phlebotomy Cert from \$125/mo. to \$200/mo.	10/1/23	\$91	\$	\$91	\$30	\$	\$30							\$121	\$	\$121	\$455	\$1	\$455
PD 271 - Increase R&R for Transportation Engineering Techs by \$50/month (from \$241-\$636 to \$291-\$686)	10/1/23	\$	\$282	\$282	\$	\$94	\$94							\$	\$376	\$376	\$	\$1,411	\$1,411
PD 272 - Increase R&R for Water Resources Tech IIs by \$50/month (from \$241-\$636 to \$291-\$686)	10/1/23	\$12	\$4	\$15	\$4	\$1	\$5							\$16	\$5	\$21	\$60	\$18	\$77
PD 42 - Increase Diving Pay from \$12/hr. to \$25/hr.	10/1/23	\$4	\$16	\$20	\$1	\$5	\$7							\$5	\$22	\$26	\$18	\$81	\$99
Provide up to \$1,500 One-Time Payment for Receiving ASL Proficiency	3/1/24	\$41	\$21	\$62	\$82	\$42	\$125							\$124	\$64	\$187	\$412	\$212	\$624
PD 63 - Expand Incident Command Assignment Pay to FLSA Excluded Classes at Cal FIRE	10/1/23	\$505	\$284	\$789	\$168	\$95	\$263							\$674	\$379	\$1,053	\$2,526	\$1,421	\$3,947
Provide Longevity Pay to RNs and HFENs (2%-5%)	7/1/24																		
	7/1/25				\$4,221	\$225	\$4,447	\$1,337	\$81	\$1,418	\$1,397	\$81	\$1,478	\$6,955	\$387	\$7,342	\$16,735	\$918	\$17,652
	7/1/26																		
Increase Uniform Allowance from \$450/year to \$650/year	10/1/23	\$790	\$6	\$796	\$263	\$2	\$265							\$1,053	\$8	\$1,061	\$3,949	\$29	\$3,978
Increase Uniform Allowance from \$500/year to \$650/year	10/1/23	\$127	\$4	\$132	\$42	\$1	\$44							\$170	\$6	\$176	\$636	\$22	\$658
Increase Uniform Allowance from \$450/year to \$650/year	10/1/23	\$75	\$76	\$150	\$25	\$25	\$50							\$99	\$101	\$200	\$373	\$379	\$752
Revise CDCR CTE Salary Schedule Criteria	10/1/23	\$1,576	\$	\$1,576	\$525	\$	\$525							\$2,101	\$	\$2,101	\$7,878	\$	\$7,878
PD 29 - Coaching Advisor Differential	10/1/23	\$6	\$3	\$9	\$2	\$1	\$3							\$8	\$4	\$12	\$30	\$15	\$45
PD 43 - Expand Educational Differential to Additional Ranges	10/1/23	\$1,945	\$16	\$1,961	\$648	\$5	\$654							\$2,593	\$21	\$2,614	\$9,725	\$78	\$9,804
PD 43 - Increase Educational Differential from \$50/mo. to \$75/mo.	10/1/23	\$1,015	\$9	\$1,023	\$338	\$3	\$341							\$1,353	\$12	\$1,364	\$5,073	\$43	\$5,117
PD 417 - Increase LA County R&R from \$200/mo. to \$300/mo. and Revise Criteria	10/1/23	\$2	\$5	\$7	\$1	\$2	\$2							\$2	\$7	\$9	\$9	\$26	\$34
Increase Professional Dues Reimbursement from \$75/yr. to \$200/yr.	10/1/23	\$416	\$265	\$681	\$139	\$88	\$227							\$555	\$353	\$907	\$2,080	\$1,323	\$3,403
Unit 3 Health Rates 80/80 Flat (2024, 2025, 2026)	12/1/23																		
	12/1/24	\$764	\$65	\$829	\$1,293	\$110	\$1,404	\$1,340	\$114	\$1,454	\$575	\$49	\$625	\$3,972	\$339	\$4,311	\$10,190	\$869	\$11,058
	12/1/25																		
Employer OPEB Contribution Reduction (0.5%)	10/1/23	(\$11,968)	(\$14,188)	(\$26,155)	(\$3,989)	(\$4,729)	(\$8,718)							(\$15,957)	(\$18,917)	(\$34,874)	(\$59,838)	(\$70,939)	(\$130,777)
Subtotal Rank and File Costs		\$291,385	\$344,504	\$635,888	\$205,617	\$231,448	\$437,066	\$231,094	\$274,552	\$505,646	\$2,623	\$157	\$2,780	\$730,719	\$850,661	\$1,581,380	\$2,241,343	\$2,621,377	\$4,862,719
Non-Adds																			
100% Transit Subsidy and Vanpool Reimbursement (PPFR)	10/1/23	\$296	\$311	\$607	\$99	\$104	\$202							\$394	\$415	\$809	\$1,479	\$1,556	\$3,035
4-Hour On-Call Assignment Pay	10/1/23	\$52	\$1	\$53	\$17	\$	\$18							\$69	\$2	\$71	\$260	\$6	\$266
Increase MI&E and Lodging to Federal Rates (PPFR)	2/1/24	\$202	\$289	\$491	\$283	\$404	\$688							\$485	\$693	\$1,179	\$1,658	\$2,369	\$4,027
Subtotal Non-Adds		\$550	\$601	\$1,151	\$399	\$509	\$908	\$	\$	\$	\$	\$	\$	\$949	\$1,110	\$2,059	\$3,397	\$3,931	\$7,328
Grand Total Rank and File Costs		\$291,935	\$345,105	\$637,040	\$206,016	\$231,957	\$437,973	\$231,094	\$274,552	\$505,646	\$2,623	\$157	\$2,780	\$731,668	\$851,771	\$1,583,439	\$2,244,740	\$2,625,307	\$4,870,047