

California Department of Human Resources  
 Bargaining Unit 09 (PECG) - Incremental Summary  
 3-Year Memorandum of Understanding  
 (Dollars in Thousands)

Rank and File	Effective Date	FY 2022-23			FY 2023-24			FY 2024-25			Total Incremental			Total Budgetary		
		GF	OF	Total	GF	OF	Total	GF	OF	Total	GF	OF	Total	GF	OF	Total
2.5% GSI	7/1/22	\$1,790	\$58,503	\$60,293							\$1,790	\$58,503	\$60,293	\$5,370	\$175,510	\$180,880
3.0% GSI	7/1/23				\$2,202	\$71,959	\$74,161				\$2,202	\$71,959	\$74,161	\$4,403	\$143,918	\$148,322
2.0% GSI	7/1/24							\$1,512	\$49,412	\$50,924	\$1,512	\$49,412	\$50,924	\$1,512	\$49,412	\$50,924
Salary Alignment from Range C Salary Study	7/1/23				\$716	\$23,401	\$24,117				\$716	\$23,401	\$24,117	\$1,432	\$46,803	\$48,235
Expand PD 432 - \$250 Geo Pay to Contra Costa County	10/1/22	\$5	\$174	\$179	\$2	\$58	\$60				\$7	\$232	\$239	\$20	\$638	\$657
Increase Diving Pay Differential (from \$12/hr to \$25/hr)	10/1/22	\$	\$13	\$13	\$	\$4	\$4				\$1	\$17	\$17	\$1	\$47	\$48
Increase Long-Term Differential (from \$1,800/mo to \$3,000/mo)	10/1/22	\$	\$309	\$309	\$	\$103	\$103				\$	\$412	\$412	\$	\$1,133	\$1,133
Expand PD 261 to Transportation Surveyor	10/1/22	\$15	\$1,031	\$1,046	\$5	\$344	\$349				\$20	\$1,375	\$1,395	\$55	\$3,782	\$3,837
Expand Longevity Pay (From 20+ years to 17+ years)	10/1/22	\$121	\$3,941	\$4,061	\$40	\$1,314	\$1,354				\$161	\$5,254	\$5,415	\$442	\$14,449	\$14,892
Increase Professional Society Dues (from \$150 to \$250)	10/1/22	\$40	\$1,294	\$1,334	\$13	\$431	\$445				\$53	\$1,725	\$1,778	\$145	\$4,745	\$4,890
Increase Footwear Reimbursement (from \$100 to \$150)	10/1/22	\$24	\$793	\$817	\$8	\$264	\$272				\$32	\$1,057	\$1,089	\$89	\$2,906	\$2,995
<b>Subtotal Rank and File Costs</b>		<b>\$1,995</b>	<b>\$66,058</b>	<b>\$68,053</b>	<b>\$2,986</b>	<b>\$97,879</b>	<b>\$100,865</b>	<b>\$1,512</b>	<b>\$49,412</b>	<b>\$50,924</b>	<b>\$6,493</b>	<b>\$213,348</b>	<b>\$219,841</b>	<b>\$13,469</b>	<b>\$443,342</b>	<b>\$456,811</b>
<b>Non-Adds</b>																
Transit Subsidy Changes 75% to 100%	10/1/22	\$3	\$102	\$105	\$1	\$34	\$35				\$4	\$136	\$140	\$11	\$374	\$386
Extend ENDI Family Care Leave	7/1/23				\$10	\$316	\$326				\$10	\$316	\$326	\$19	\$632	\$652
<b>Subtotal Non-Adds</b>		<b>\$3</b>	<b>\$102</b>	<b>\$105</b>	<b>\$11</b>	<b>\$350</b>	<b>\$361</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$14</b>	<b>\$452</b>	<b>\$466</b>	<b>\$31</b>	<b>\$1,007</b>	<b>\$1,037</b>
<b>Grand Total Rank and File Costs</b>		<b>\$1,998</b>	<b>\$66,160</b>	<b>\$68,158</b>	<b>\$2,997</b>	<b>\$98,229</b>	<b>\$101,225</b>	<b>\$1,512</b>	<b>\$49,412</b>	<b>\$50,924</b>	<b>\$6,507</b>	<b>\$213,801</b>	<b>\$220,307</b>	<b>\$13,500</b>	<b>\$444,349</b>	<b>\$457,849</b>