Exclusive Employee Representative:
American Federation of State, County and Municipal Employees (AFSCME)

Number of Employees: Approximately 5,635 full-time equivalents

General Provisions:

I. Compensation

Salary Increase (Section 7.1)

- Effective July 1, 2021, all Bargaining Unit 19 employees will receive a 5.06 percent salary increase. This increase accounts for a 2.5 percent salary increase for 2020 and 2021, including compounding (.06 percent).

- Effective July 1, 2022, all Bargaining Unit 19 employees will receive a salary increase of 2.5 percent.

Special Salary Adjustments (Section 7.18)

- Effective July 1, 2022, Bargaining Unit 19 employees in the following classifications will receive a special salary adjustment of 2.5 percent:
  - Individual Program Coordinator
  - Individual Program Coordinator (Safety)

- Effective July 1, 2022, Bargaining Unit 19 employees in the following classification will receive a special salary adjustment of 8 percent:
  - Adoption Specialist

- Effective July 1, 2022, the maximum salary for the Bargaining Unit 19 employees in the following classifications will receive an adjustment of 2.5 percent:
  - Audiologist I
  - Audiologist I, Departments of Mental Health and Developmental Services
  - Speech Pathologist I
  - Speech Pathologist I, Departments of Mental Health and Developmental Services
• Effective July 1, 2022, the maximum salary for the Bargaining Unit 19 employees in the following classifications will receive an adjustment of 4 percent:
  o Child Nutrition Assistant
  o Child Nutrition Consultant
  o Public Health Nutrition Consultant II
  o Public Health Nutrition Consultant III
  o Registered Dietitian
  o Registered Dietitian (Safety)
  o Registered Dietitian, Correctional Facility

• Effective July 1, 2022, the maximum salary for the Bargaining Unit 19 employees in the following classifications will receive an adjustment of 8 percent:
  o Pharmacist I
  o Pharmacist I, Departments of Mental Health and Developmental Services
  o Physical Therapist I
  o Physical Therapist I, Correctional Facility
  o Physical Therapist I, Departments of Mental Health and Developmental Services
  o Physical Therapist II

• The State and AFSCME will establish a committee to study the following classifications and will mutually decide on appropriate special salary adjustments and related benefits, not to exceed 0.75% of payroll for AFSCME as of June 2020 to become effective July 1, 2023:
  o Senior Vocational Rehabilitation Counselors (all classes)
  o Licensing Program Analysts (all classes)
  o Occupational Therapist (all classes)
  o Rehabilitation Therapist (all classes)
  o Physician Assistant
II. Miscellaneous

Recruitment and Retention Differential – Individual Program Coordinator (Section 7.7)

- Effective the first day of the pay period following ratification by both parties, Individual Program Coordinator (Safety), have been added to the job classes under this section.

- Effective the first day of the pay period following ratification by both parties, the recruitment and retention differential will no longer apply to the Sonoma and Fairview Developmental Centers

Night Shift and Weekend Differential (Section 7.9)

- Effective July 1, 2021, Bargaining Unit 19 employees will have an increase in night shift pay differential from 80 cents to $1.65 per hour for work shifts that fall between 6:00 p.m. and 12 midnight.

- Effective July 1, 2021, Bargaining Unit 19 employees will have an increase in night shift pay differential from $1 to $2 per hour for work shifts that fall between 12 midnight and 6:00 a.m.

- Effective July 1, 2021, Bargaining Unit 19 employees will have an increase in night shift pay differential from 65 cents to $1.35 per hour for work shifts that fall on either a Saturday or Sunday.

- Effective July 1, 2021, Rehabilitation Therapists in the Developmental Services and State Hospitals will have an increase in night shift pay differential from 80 cents to $1.65 per hour for work shifts that fall between 4:00 p.m. and 12 midnight.

- Effective July 1, 2021, Rehabilitation Therapists in the Developmental Services and State Hospitals will have an increase in night shift pay differential from $1 to $2 per hour for work shifts that fall between 12 midnight and 6 a.m.

Bilingual Differential Pay (Section 7.10)

- Effective the pay period following ratification by both parties, the Bilingual Pay Differential will be increased from $100 per month to $200 per month. (Section 5.5)
**License and Certification Renewal Fees (Section 12.3)**

- Effective on the first day of the pay period following ratification by both parties, Mobility Evaluation Specialist have been added to the list of classes under this section.

**II. Duration**

- July 2, 2020 through July 1, 2023

**III. Term**

- Effective the first day of the pay period following ratification by both parties. The union ratification process will be completed no later than July 20, 2021.

**IV. Fiscal**

- Fiscal Year 2021-22 Cost: $36.7 million ($30.6 million General Fund)
- Total 3-Year Incremental Cost: $64.7 million ($54.2 million General Fund)
- Total 3-Year Budgetary Cost: $160.6 million ($134.4 million General Fund)

**V. Agreement**

- This Collective Bargaining Agreement represent general salary increases, special salary adjustments, and pay differentials.
- The complete Tentative Agreement between the State and AFSMCE will be posted at [CalHr Bargaining Unit 19 Contract Website](#).