

**CALIFORNIA DEPARTMENT OF HUMAN RESOURCES
SUMMARY OF COLLECTIVE BARGAINING AGREEMENT
FOR BARGAINING UNIT 19**

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

Number of Employees: Approximately 5,632 full-time equivalents

General Provisions:

I. Compensation

General Salary Increases (GSI) (Section 7.1)

- Effective July 1, 2023, all Bargaining Unit 19 employees shall receive a 3 percent (3%) GSI.
- Effective July 1, 2024, all Bargaining Unit 19 employees shall receive a 2.5 percent (2.5%) % GSI.

Special Salary Adjustments (SSA) (Section 7.18)

- Effective July 1, 2023, or August 2, 2023, Bargaining Unit 19 employees identified in the various classifications of Section 7.18 shall receive a SSA ranging from 2.5 percent (2.5%) to 9.63 percent (9.63%).
- Effective July 1, 2023, the maximum of the salary range for Bargaining Unit 19 employees in Clinical Social Worker classes shall be increased in the range of 2.65 percent (2.65%) to 3 percent (3%).
- Effective July 1, 2023, the maximum of the salary range for Bargaining Unit 19 employees in Psychology classes shall be increased by 10 percent (10%).

Hours of Work and Overtime (Section 6.1)

- Increases the amount of time credited for overtime from 10 minutes to 15 minutes.
- Increases the amount of compensating time off used from 10 minutes to 15 minutes.

On-Call/Call Back Assignment for CDCR/CCHCS Exempt Employees (Section 6.11)

- Changes Compensating Time Off (CTO) for on-call employees from 8 hours per seven (7) days to \$10 per hour while on-call.

Psychologist Additional Workload Pay (Section 6.12)

- Effective the first pay period following ratification by both parties, salaried Psychologists at California Department of Corrections and Rehabilitation/Correctional Health Care Services are eligible for straight-time compensation for working additional caseload.

Clinical Supervision Differential (Section 7.13)

- Effective the first pay period following ratification by both parties, the differential for providing clinical supervision to unlicensed individuals increases from \$100 to \$500.

Retention Bonus Psychologists and Clinical Social Workers (Section 7.xx)

- Effective the first pay period following ratification by both parties, Psychologists and Clinical Social Workers newly hired into the classifications will be eligible for bonus payments annually through 84 months. Employees currently performing the duties eligible for the bonus, employed over 84 months, and not receiving the bonus under the previous differential are eligible for a onetime payment of \$10,000.

Optometrist Special Salary Adjustment (Section 7.xx)

- Effective the first pay period following ratification by both parties, the Optometrist classification will be converted from a daily rate of pay to monthly salary pay along with a onetime SSA of 69.46%.

Registered Dietitian – Department of Developmental Services, Porterville Developmental Center Recruitment and Retention Differential (Section 7.xx)

- Effective the first pay period following ratification by both parties, Registered Dietitians at Porterville Developmental Center will receive a monthly differential of \$400.

Audiologist – Department of Developmental Services, Porterville Developmental Center Recruitment and Retention Differential (Section 7.xx)

- Effective the first pay period following ratification by both parties, Audiologists at Porterville Developmental Center will receive a monthly differential of \$1,000.

**Psychologist – Department of Developmental Services, Porterville
Developmental Center Recruitment and Retention Differential (Section 7.xx)**

- Effective the first pay period following ratification by both parties, Psychologists at Porterville Developmental Center will receive a monthly differential of \$1,000 and Unlicensed Psychologists will receive a monthly differential of \$800.

Occupational Therapist – California School for the Deaf, Riverside Recruitment and Retention Differential (Section 7.xx)

- Effective the first pay period following ratification by both parties, Occupational Therapists at California School for the Deaf, Riverside will receive a monthly differential of 10 percent (10%) of base pay.

II. Retirement Formula Employee/Employer Contribution

First Tier A Retirement Formula, First Tier B Retirement Formula and Public Employees' Pension Reform Act Retirement Formula Employee Contribution/Final Compensation (Section 11.4)

- Effective July 1, 2024, the employee contribution rate for miscellaneous and industrial members shall be reduced by 0.5 percent (0.5%).
- Effective July 1, 2025, the employee contribution rate for miscellaneous members shall be reduced by 0.5 percent (0.5%).
- Effective July 1, 2026, and each year thereafter, if the actuarially determined total normal cost increases or decreases by more than one percent (1%) from the total normal cost contribution in effect at that time, the employee contribution percentage will be increased or decreased, no sooner than July 1, 2026, to reach 50 percent (50%) of the actuarially determined total normal cost, rounded to the nearest quarter of one percent.

Retirement Formula for Safety Members: State Safety A Formula, State Safety B Formula and Public Employees' Pension Reform Act Retirement Formula Employee Contribution/Final Compensation (Section 11.5)

- Effective July 1, 2026, and each year thereafter, if the actuarially determined total normal cost increases or decreases by more than one percent (1%) from the total normal cost contribution in effect at that time, the employee contribution percentage will be increased or decreased, no sooner than July 1, 2026, to reach 50 percent (50%) of the

actuarially determined total normal cost, rounded to the nearest quarter of one percent.

III. Miscellaneous

Union Leave (Section 2.7)

- Increases union reimbursement rates payable to the State for authorized Union Leave. Reimbursement rates shall reflect the actual expenses related to the affected employee's salary and benefits for all of the time the employee is out on Union Leave.

Business and Travel Expenses (Section 12.1 and New Appendix 1 - 12.1)

- During the term of this contract the State shall implement a business and travel expense reimbursement program that includes adopting the federal standard meal and incidental expense rate and lodging rates established by the federal General Services Administration (GSA). This shall include:
 - Adopting the federal standard meal and incidental expense (M&IE) rate established by the GSA at time of travel for in-state and out-of-state travel;
 - Adopting federal standard and non-standard reimbursement rates at time of travel for in-state, out-of-state, and out-of-country lodging;
 - Simplifying current reimbursement policy and administration and providing up to 75 percent (75%) of the federal standard rate established by the GSA for M&IE on the first and last day of travel;
 - Eliminating the state's long-term travel reimbursement rates and adopting the federal standard M&IE reimbursement rates for long-term meals, and receipted lodging shall be reimbursed up to the maximum federal standard and non-standard reimbursement rates.

Transportation Incentives and Parking Rates (Section 12.8)

- Effective the first day of the pay period following ratification by both parties, employees working in areas served by mass transit will be eligible for a 100 percent (100%) discount on public transit passes up to the exclusion amount provided by the Internal Revenue Service (IRS).
- Effective the first day of the pay period following ratification by both parties, employees riding in vanpools or driving vanpools will be eligible for a 100 percent (100%) reimbursement of the monthly fee up to the exclusion amount provided by the IRS.

Chaplains'/Native American Spiritual Leaders' Required Conventions & Professional Education and Training (Section 12.10 & 14.1)

- Effective the first pay period following ratification by both parties, Chaplains/Native American Spiritual Leaders allotted leave for attending required conventions or gatherings increases from five (5) days to seven (7) days per fiscal year.

Leave for Required Continuing Education (Section 14.2)

- Adds three (3) classifications to the list of classifications eligible for paid educational leave to obtain continuing education units.
- Changes annual \$500 payment for Required Continuing Education Units from a reimbursement to an annual payment.

IV. Contract Term

- July 2, 2023, through June 30, 2025

V. Term

- Effective upon ratification by both parties. The union ratification process will be completed in August 2023.

VI. Fiscal

- Fiscal Year 2023-24: \$77.6 million (\$71.6 million General Fund)
- Total 3-Year Incremental Cost: \$101.0 million (\$91.6 million General Fund)
- Total 3-Year Budgetary Cost: \$267.7 million (\$242.9 million General Fund)

VII. Agreement

- The complete Tentative Agreement between the state and IUOE is posted at [CalHR Bargaining Unit 19 Contract Webpage](#).