Number of Employees: Approximately 5,413 full-time equivalents

I. Retirement

Benefit Formula Calculation

- Bargaining Unit 18, employees who become CalPERS members on or after January 1, 2013, are subject to the Public Employees’ Pension Reform Act (PEPRA) Retirement Formula of 2% at age 62.

- Bargaining Unit 18 employees who become CalPERS members on or after January 1, 2013, are subject to the State Safety PEPRA Retirement Formula of 2% at age 57.

- Bargaining Unit 18, employees who become CalPERS members on or after January 1, 2013, are subject to the Second Tier PEPRA Retirement Formula of 1.25% at age 67.

Employee Pension Contribution

- Effective July 1, 2013, all Second Tier members shall contribute 1.5% of monthly pensionable compensation and the contribution will increase by 1.5% points annually. The final annual increase in the contribution rate shall be adjusted as appropriate to reach fifty percent (50%) of normal cost.

II. Compensation

Cost of Living Increase

- Effective July 1, 2014, contingent on the projected State revenues of the 2014-15 Budget, all BU 18 represented classifications will receive a 2% General Salary Increase (GSI). Effective July 1, 2015, all BU 18 represented classifications will receive a 2.25% General Salary Increase.

  o If the projected State revenues are not achieved, all BU 18 represented classifications will receive a 4.25% GSI effective July 1, 2015.
III. Health Benefits

**Employer Contribution**

- The State’s monthly contribution to the health insurance portion of the BU 18 employee allowance will be set at a dollar amount that equals the 80/80 formula. The amounts shall be increased on January 1, 2014, January 1, 2015, and January 1, 2016.

**Dependent Coverage**

- Effective July 1, 2015, employees will become eligible for the full employer contribution for dependent health coverage after one year of State employment. The State will contribute 75% of the normal amount for dependents during the vesting period.

IV. Miscellaneous

- The State will not mandate a reduction in work hours (Furlough/PLP) program for BU 18 employees during the term of this agreement.

- The State and CAPT agree to present to the Legislature, as part of the legislation implementing this Memorandum of Understanding (MOU), a provision to appropriate funds to cover the economic terms of this agreement through July 1, 2016.

- Business and Travel, the State will increase the breakfast, lunch, and dinner meal reimbursement rates by $2.00 each. The State will increase lodging rates as follows:

<table>
<thead>
<tr>
<th>County</th>
<th>Lodging Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>All counties except those listed below.</td>
<td>$90</td>
</tr>
<tr>
<td>Los Angeles, Orange, Ventura, Edwards AFB, less the city of Santa Monica</td>
<td>$120</td>
</tr>
<tr>
<td>Sacramento, Napa, Riverside</td>
<td>$95</td>
</tr>
<tr>
<td>San Diego, Monterey County, Alameda, San Mateo, Santa Clara</td>
<td>$125</td>
</tr>
<tr>
<td>San Francisco, City of Santa Monica</td>
<td>$150</td>
</tr>
</tbody>
</table>
• Effective July 1, 2015, the Evening (6:00 p.m. – midnight) shift differential increases to $1.00 and is not considered compensation towards retirement.

• Effective July 1, 2015, the NOC (midnight – 6:00 a.m.) shift differential increases to $1.25 and is not considered compensation towards retirement.

• Overtime (Article 5.1) – Specifies when an employee’s day off begins and the identifies criteria when an employee can be mandated.

• Vacation (Article 6.2) – Continued the enhanced uniformed vacation bidding provision of the 2012 Personal Leave Program side letter agreement.

• Post and Bid (Article 9.2) – Provides for a uniform Post and Bid process for all Departments and increased the percentages from 60/40 to 65/35.

V. Duration

• July 1, 2013, through July 1, 2016

VI. Fiscal

FY 13/14 Cost: $1.0 million (GF = $0.9 million and OF = $0.1 million)
Total Incremental Cost: $25.6 million (GF = $23.5 million and OF = $2.1 million)
Total Budgetary Cost: $38.6 million (GF = $35.5 million and OF = $3.1 million)

VII. Agreement

• The complete Tentative Agreement between the State and CAPT is posted at: [http://www.calhr.ca.gov/state-hr-professionals/Pages/bargaining-contracts.aspx](http://www.calhr.ca.gov/state-hr-professionals/Pages/bargaining-contracts.aspx)