CALIFORNIA DEPARTMENT OF HUMAN RESOURCES
SUMMARY OF COLLECTIVE BARGAINING AGREEMENT
FOR BARGAINING UNIT 2

Exclusive Employee Representative:
California Attorneys, Administrative Law Judges and Hearing Officers
In State Employment (CASE)

Number of Employees: Approximately 3,869 full-time equivalents

General Provisions:

I. Retirement

Benefit Formula Calculation

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

- BU 2 employees who become CalPERS State Safety members on or after January 1, 2013, are subject to the State Safety PEPRA Retirement Formula of two percent (2%) at age 57.

- BU 2 employees who become CalPERS members on or after January 1, 2013, are subject to the Second Tier PEPRA Retirement Formula of one and one-quarter percent (1.25%) at age 67.

- Pensionable compensation caps will apply to new CalPERS members subject to PEPRA as defined under PEPRA.

Employee Pension Contribution

- BU 2 Miscellaneous and Industrial members in the First Tier retirement subject to social security, contribute nine percent (9%) of monthly pensionable compensation.

- BU 2 Miscellaneous and Industrial members in the First Tier retirement not subject to social security, contribute ten percent (10%) of monthly pensionable compensation.

- Effective July 1, 2013, all BU 2 State Safety members began contributing eleven percent (11%) of monthly pensionable compensation.

- Effective July 1, 2013, all BU 2 Second Tier members began contributing one and one-half percent (1.5%) of monthly pensionable compensation and the contribution will increase by one and one-half percent (1.5%) annually. The final annual increase in the contribution rate shall be adjusted as appropriate to reach fifty percent (50%) of normal cost.
II. Compensation

**General Salary Increase**

- Effective July 1, 2014, all BU 2 represented classifications receive a two percent (2%) General Salary Increase (GSI).

- Effective July 1, 2015, all BU 2 represented classifications receive a two and one-half percent (2.5%) GSI.

III. Health Benefits

**Employer Contribution**

- The pay period following ratification, the employer health benefits contribution to the health insurance portion of the BU 2 Consolidated Benefits (CoBen) allowance will be set at a dollar amount that equals the 80/80 formula. The amounts shall be increased on January 1, 2015, and January 1, 2016.

IV. Miscellaneous

- The State and CASE 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.

- The State and CASE agree to negotiate a successor MOU with the intent to, if economically feasible, address legal professional salary and classification issues.

- The State will submit a classification proposal for the creation of Administrative Law Judge III and Attorney V classifications to the State Personnel Board by January 1, 2015.

- Business and Travel Reimbursements, the State increased the breakfast rate to $7.00, lunch to $11.00, dinner to $23.00 and incidentals to $5.00.

The State increased lodging rates as follows:

<table>
<thead>
<tr>
<th>County Description</th>
<th>Lodging Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>All counties except those listed below</td>
<td>$90</td>
</tr>
<tr>
<td>Sacramento, Napa, Riverside</td>
<td>$95</td>
</tr>
<tr>
<td>Los Angeles, Orange, Ventura &amp; Edwards AFB, excludes the city of Santa Monica</td>
<td>$120</td>
</tr>
<tr>
<td>Monterey, San Diego</td>
<td>$125</td>
</tr>
<tr>
<td>San Francisco, City of Santa Monica</td>
<td>$150</td>
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</tbody>
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• Effective May 1, 2015, BU 2 employees will be allowed to cash out up to 20 hours of vacation or annual leave once per fiscal year if their department head determines funds are available.

V. Duration

• July 2, 2013 through July 1, 2016

VI. Fiscal

• FY 13/14 Cost: $0M, $0M GF
• FY 14/15 Cost: $12.6M, $3.3M GF
• FY 15/16 Cost: $16.5M, $4.4M GF
• Total Incremental Cost: $29.2M, $7.7M GF
• Total Budgetary Cost: $41.8M, $11.1M GF

VII. Agreement

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