

California Department of Human Resources
 Bargaining Unit 7
 CSLEA INCREMENTAL MOU Summary
 3 Year Agreement
 (Dollars in Thousands)

3 YEAR AGREEMENT																
Rank and File		2013-14			2014-15			2015-16			Total Incremental			Total Budgetary		
Proposals	Effective Date	GF	OF	Total	GF	OF	Total	GF	OF	Total	GF	OF	Total	GF	OF	Total
Costs																
	1/1/2014															
	1/1/2015															
Health Flat Rate 80/80	1/1/2016	\$320	\$765	\$1,084	\$1,055	\$2,524	\$3,579	\$1,432	\$3,426	\$4,858	\$2,807	\$6,715	\$9,522	\$4,502	\$10,768	\$15,269
3% GSI	7/1/15							\$4,382	\$10,481	\$14,863	\$4,382	\$10,481	\$14,863	\$4,382	\$10,481	\$14,863
Police Officer 4.67% SSA	7/1/15							\$1,932	\$50	\$1,982	\$1,932	\$50	\$1,982	\$1,932	\$50	\$1,982
Total Costs		\$320	\$765	\$1,084	\$1,055	\$2,524	\$3,579	\$7,746	\$13,957	\$21,703	\$9,120	\$17,246	\$26,366	\$10,815	\$21,299	\$32,114
Non-adds																
PEPRA - New Employees Future Savings	1/1/15				(\$16)	(\$37)	(\$53)	(\$16)	(\$37)	(\$53)	(\$31)	(\$74)	(\$106)	(\$47)	(\$112)	(\$158)
Travel reimbursement increases	9/1/13	\$26	\$63	\$90	\$5	\$13	\$18				\$32	\$76	\$108	\$90	\$215	\$305
Fire Fighter Work Schedule MOU Sec 7.8	7/1/13	(\$11)	(\$)	(\$11)							(\$11)	(\$)	(\$11)	(\$33)	(\$1)	(\$34)
	1/1/2014															
	1/1/2015															
Dental	1/1/2016	(\$104)	(\$249)	(\$353)	(\$34)	\$170	(\$115)	\$69	\$166	\$235	(\$69)	\$87	(\$233)	(\$311)	(\$240)	(\$1,053)
Total Non-adds		(\$88)	(\$186)	(\$275)	(\$44)	\$146	(\$150)	\$54	\$129	\$182	(\$79)	\$88	(\$242)	(\$300)	(\$138)	(\$941)
Data Source: Position Benefits file March 2013; SCO Table 183 April 2013																
FY2015-16 - 5 months of 2016 health and dental costs are not shown																
General Salary Increase - 3% GSI effective 7/1/15																
Per DOF, while PEPRA is in effect January 1, 2013, savings are not realized until January 1, 2015.																
Travel dollars provided by DOF																