

# CALIFORNIA DEPARTMENT OF HUMAN RESOURCES SUMMARY OF COLLECTIVE BARGAINING AGREEMENT FOR BARGAINING UNIT 16

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## **Exclusive Employee Representative: Union of American Physicians and Dentists**

**Number of Employees:** Approximately 1,568 full-time equivalents

### **General Provisions:**

#### **I. Health Benefits**

##### ***Employer Contribution for Future Retirees***

- Employees first hired on or after April 1, 2017, will receive an employer contribution for retiree health benefits based on an “80/80” formula. Retirees and their dependents enrolled in a basic health benefit plan will receive an employer contribution equal to 80 percent of the weighted average premium of the four largest basic health benefit plans based on state active employee enrollment. Retirees and their dependents enrolled in a Medicare health benefit plan will receive an employer contribution equal to 80 percent of the weighted average premium of the four largest Medicare health benefit plans based on state retiree enrollment.

##### ***Prefunding of Other Post-Employment Benefits***

- Beginning on July 1, 2013, Bargaining Unit (Unit) 16 members started the process of prefunding their retiree healthcare by contributing 0.5 percent of their base salary. The state and Unit 16 members will now both prefund retiree healthcare with the goal of reaching 50 percent cost sharing of actuarially determined total normal cost for employer and employees by July 1, 2018. The state and employees will each make the following contributions:
  1. Effective July 1, 2017, a total of 1 percent of pensionable compensation.
  2. Effective July 1, 2018, an additional 0.4 percent for a total of 1.4 percent of pensionable compensation.

##### ***Post-Employment Health and Dental Benefit Vesting Schedule***

- All employees first hired on or after April 1, 2017, will be subject to an extended vesting schedule providing 50 percent of the employer contribution upon completion of 15 years of state service, increasing 5 percent for each additional year of service, until the employee is 100 percent vested at 25 years of state service.

### ***Medicare Part B Supplemental Benefit***

- All employees first hired on or after April 1, 2017, will no longer be eligible to use the employer contribution for a retiree health benefit plan for Medicare Part B premiums.

## **II. Retirement Benefits**

### ***Employee Retirement Contributions***

- Effective July 1, 2017, the employee's current retirement contribution rate shall remain in effect up until the time that CalPERS has determined that (1) the total normal cost rate in effect for the 2016-17 fiscal year has increased by 1 percent, and (2) 50 percent of that increased normal cost rate, rounded to the nearest quarter of 1 percent, is greater than the current employee contribution rate. On July 1 of the fiscal year after CalPERS determines both (1) and (2) above have been met, the employee's retirement contribution rate for state safety, miscellaneous or industrial members shall be adjusted to 50 percent of their respective total normal cost rate rounded to the nearest quarter of one percent. Once the employee contribution rate has been established at 50 percent of the total normal cost, it shall not be adjusted again unless CalPERS determines the total normal cost rate in effect at the time of the last adjustment has increased or decreased by more than 1 percent (Articles 18.1 and 18.4).

## **III. Compensation**

### ***General Salary Increase (GSI)***

- Effective the first day of the pay period following ratification, all Unit 16 represented classifications shall receive a 2 percent (2%) GSI.
- Effective July 1, 2017, all Unit 16 represented classifications shall receive a 3 percent (3%) GSI.
- Effective July 1, 2018, all Unit 16 represented classifications shall receive a 2 percent (2%) GSI.
- Effective July 1, 2019, all Unit 16 represented classifications shall receive a 2 percent (2%) GSI.

### ***Special Salary Adjustments***

- Effective the first day of the pay period following ratification, the classification of Podiatrist, Correctional Facility will receive a special salary adjustment to match the salaries of the other Podiatrist classifications.
- Effective the first day of the pay period following ratification, Physician and Surgeons employed by the Department of State Hospitals, Department of

Developmental Services and the California Department of Veteran's Affairs shall receive a 2 percent (2%) special salary adjustment.

- Effective the first day of the pay period following ratification, Medical, Dental and Podiatrist Consultant, Public Health Officer, and Podiatrist classifications shall receive a 2 percent (2%) special salary adjustment.
- Effective July 1, 2017, Medical, Dental and Podiatrist Consultant, Public Health Officer, and Podiatrist classifications shall receive a 2 percent (2%) special salary adjustment.

### ***Pay Differentials***

- Effective the first day of the pay period following ratification, the state shall provide a monthly pay differential of 15 percent (15%) of the employee's monthly base salary for employees who are appointed in the classification of Physician and Surgeon, and employed by the California Department of Corrections and Rehabilitation or California Correctional Health Care Services at Avenal State Prison, California Medical Facility, California State Prison-Corcoran, California State Prison-Sacramento, California State Prison-Los Angeles, Mule Creek State Prison, North Kern State Prison (Delano I), Kern Valley State Prison (Delano II), Pleasant Valley State Prison, RJ Donovan Correctional Facility, Salinas Valley State Prison or the California Substance Abuse Treatment Facility-Corcoran.
- Effective the first day of the pay period following ratification, the state shall provide a monthly pay differential of 15 percent (15%) of the employee's monthly base salary for employees who are appointed in the classification of Physician and Surgeon and employed by California Department of Veteran's Affairs at Chula Vista, Lancaster, West Los Angeles or Yountville, or the Department of Developmental Services at Fairview Developmental Center, Porterville Developmental Center, or Sonoma Developmental Center.
- Effective the first day of the pay period following ratification, the state shall provide a monthly pay differential of 12 percent (12%) of the employee's monthly base salary for employees who are appointed in the classification of Physician and Surgeon, and employed by the Department of State Hospitals (DSH) at Coalinga, Napa, Stockton (California Health Care Facility), Salinas Valley or Vacaville.
- Effective the first day of the pay period following ratification, the state shall provide a monthly pay differential of 7 percent (7%) of the employee's monthly base salary for employees who are appointed in the classification of Physician and Surgeon, and employed by DSH at Atascadero, Metropolitan or Patton.
- All of the pay differentials referenced above will not be considered compensation for purposes of retirement contributions.

#### **IV. Miscellaneous**

- Establishes a Medical Officer of the Day assignment of four (4) or more hours for the California Correctional Health Care Services (Article 7.8).
- Clarifies that when an employee is called back within four hours of the beginning of their next scheduled shift, they will only receive callback credit for the hours remaining before the beginning of their next scheduled shift (Article 7.9).
- Establishes a Departmental Joint Labor-Management Committee to discuss issues related to on-call/call back, Medical Officer of the Day and physician shortages (Article 7.14).
- Incorporates the Healthy Families Act of 2014 and the Wounded Warriors Transitional Leave Act side letters (Article 9.2).
- Extends the time to use PLP 2010 and PLP 2012 to July 1, 2018, and requires it to be used before any other leave, except sick leave (Article 9.22).
- Prohibits a furlough or a mandatory Personal Leave Program during the first year of the agreement (Article 9.23).
- Effective May 1, 2017, and depending on available departmental funds, permits the cash out of up to 80 hours of leave per year (Article 9.24).
- Effective the pay period following ratification, the lodging reimbursement rate shall increase from \$90 to \$110 for Marin County, from \$125 to \$140 for Alameda, San Mateo and Santa Clara Counties, and from \$150 to \$250 for San Francisco County (Article 10.3).
- Removes the requirement that a new employee must work two years before receiving the full employer health contribution for dependents (Article 11.1).
- Establishes a departmental joint labor-management committee to discuss issues related to Telehealth programs (Article 21).

#### **V. Duration**

- July 1, 2016 through July 1, 2020

#### **VI. Fiscal**

- Fiscal Year 2016-17: \$5.2 million (\$4.8 million General Fund)
- Total Incremental Cost: \$66.8 million (\$61.0 million General Fund)
- Total Budgetary Cost: \$169.1 million (\$153.8 million General Fund)

## VII. Agreement

- The complete Tentative Agreement between the state and UAPD is posted at: [Bargaining Unit-16 Contract Page](#)