

CALIFORNIA DEPARTMENT OF HUMAN RESOURCES SUMMARY OF COLLECTIVE BARGAINING AGREEMENT FOR BARGAINING UNIT 9

Exclusive Employee Representative: Professional Engineers in California Government (PECG)

Number of Employees: Approximately 10,782 full-time equivalents

General Provisions:

I. Retirement

Employee Pension Contribution

- On July 1, 2019, current employee contribution rates will remain in effect unless CalPERS determines that (a) the total normal cost rate for the 2016-17 fiscal year has increased by 1 percent, and (b) 50 percent of that normal cost rate, rounded to the nearest quarter of 1 percent, is greater than the current employee contribution rate. If CalPERS determines (a) and (b) above have been met, the employee contribution rate shall be adjusted to 50 percent of the normal cost rate rounded to the nearest quarter of one percent. The increase to the employee contribution shall not exceed 0.5 percent. Contribution increases pursuant to this section will remain in effect through June 30, 2020.

II. Post-Employment Benefits

Post-Employment Dental Vesting Schedule for Future Retirees (Article 28.2)

- All employees first hired on or after January 1, 2019, will be subject to an extended vesting schedule for retiree dental benefits 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.

III. Compensation

General Salary Increase (GSI) (Article 3.26)

- Effective July 1, 2018, all Unit 9 represented classifications shall receive a four and one half percent (4.5%) GSI.
- Effective July 1, 2019, all Unit 9 represented classifications shall receive a four percent (4.0%) GSI.

Longevity Pay Differential (Article 3.29)

- Establishes a longevity pay differential for Unit 9 employees with 20 or more years of state service. This pay differential will be established on July 1, 2018, and will be phased in based on the following schedule:
 - Two percent (2%) on July 1, 2018, for employees with 20 or more years of state service.
 - Three percent (3%) on July 1, 2019, for employees with 21 or more years of state service.
 - Four percent (4%) on July 1, 2020, for employees with 22 or more years of state service.
 - Five and one half percent (5.5%) on July 1, 2021, for employees with 23 or more years of state service.
- The above percentages are noncumulative.

Geographic Pay Differential (Article 3.30)

- Effective July 1, 2018, establishes a monthly geographic pay differential of \$250 per month for all Unit 9 employees whose worksite is located in Alameda, Marin, Santa Clara, San Francisco, or San Mateo.

Uniform Allowance Increase (Article 7.5)

- Increases the annual uniform replacement credit from \$350 to \$700 for Unit 9 employees at the California Department of Parks and Recreation.
- Increases the annual uniform replacement credit from \$380 to \$700 for Unit 9 employees at the California Department of Forestry and Fire Protection.

Prison Recruitment and Retention Bonus (Article 3.8)

- Effective July 1, 2018, increases the annual recruitment and retention incentive for Avenal, Ironwood, Calipatria, Centinela, and Chuckawalla Valley State Prisons from \$2,400 to \$2,600. This provision also establishes the same incentive for Pelican Bay, California Correctional Center, and High Desert State Prisons.

Safety Professional Certificates (Article 3.14)

- Effective July 1, 2018, allows safety engineers employed by the California Department of Water Resources to be reimbursed for the application (\$160) and examination (\$350) fees associated with successfully completing the examination for Certified Safety Professionals administered by the Board of Certified Safety

Professionals. This provision also allows reimbursement of the annual renewal fee (\$150).

IV. Miscellaneous

- Increases the number of Voluntary Personal Leave Program (VPLP) hours an employee may elect to receive while participating the VPLP. The prior contract only allowed 8 hours and now employees have the option of 8 or 16 hours. This provision also establishes a VPLP cap of 240 hours (Article 5.16).
- Prohibits a furlough or mandated Personal Leave Program during the term of the agreement (Article 26).

V. Duration

- July 1, 2018 through June 30, 2020

VI. Fiscal

- Fiscal Year 2018-19: \$92.7 million (\$2.9 million General Fund)
- Total 2-Year Incremental Cost: \$171.0 million (\$5.5 million General Fund)
- Total 2-Year Budgetary Cost: \$263.7 million (\$8.4 million General Fund)

VII. Agreement

- The complete Tentative Agreement between the state and PECG is posted at: [Contracts on CalHR Website](#)