

# CALIFORNIA DEPARTMENT OF HUMAN RESOURCES SUMMARY OF COLLECTIVE BARGAINING AGREEMENT FOR BARGAINING UNIT 10

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**Exclusive Employee Representative:**  
**California Association of Professional Scientists (CAPS)**

**Number of Employees:** Approximately 3,304 full-time equivalents

## **General Provisions:**

### **I. Retirement**

#### ***Employee Pension Contribution (Article 8.1)***

- 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 or decreased by one percent, and (b) 50 percent of that normal cost rate, rounded to the nearest quarter of one percent, is greater than or less than the current employee contribution rate. After 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. Each year thereafter, it shall only be adjusted if CalPERS determines the total normal cost rate increases or decreases by more than one percent of payroll above the total normal cost in effect at the time the employee contribution rate was last adjusted. The increase or decrease to the employee contribution in any given fiscal year shall not exceed one percent per year. Beginning July 1, 2021, the employee contribution shall return to the rate in effect July 1, 2018.

### **II. Post-Employment Benefits**

#### ***Post-Employment Dental Vesting Schedule for Future Retirees (Article 8.11)***

- 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.

#### ***Prefunding of Other Post-Employment Benefits (Article 8.9)***

- After July 1, 2019, if it is actuarially determined that total normal costs increase or decrease by more than half a percent from the total normal cost contribution in effect at that time, the employer and employee contribution percentages will be increased or decreased, no sooner than July 1, 2020, to maintain a 50 percent

cost sharing of actuarially determined total normal costs. Beginning July 1, 2021, the employee contribution shall return to the rate in effect July 1, 2019.

### **III. Compensation**

#### ***General Salary Increase (GSI) (Article 2.1)***

- Effective July 1, 2019, all Unit 10 represented classifications shall receive a five percent (5%) GSI.
- Effective July 1, 2020, all Unit 10 represented classifications shall receive a five percent (5%) GSI.

#### ***Educational Pay Differential (Article 2.17)***

- Effective the first day of the pay period following ratification, establishes a monthly educational pay differential for employees that work in a Unit 10 classification that requires possession of a master's or doctoral degree as a condition of employment. Classifications requiring a master's degree shall receive two percent (2%). Classifications requiring a doctoral degree shall receive three percent (3%).

#### ***Prison Recruitment and Retention Bonus (Article 2.10)***

- 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.

#### ***Diving Pay Differential (Article 2.7)***

- Effective July 1, 2018, increases the diving pay differential from \$12 to \$25 per hour. This provision also changes from compensating for each diving hour, to all payable hours of the day of a dive.

#### ***Uniform Replacement Allowance (Article 6.4)***

- Effective July 1, 2018, increases the annual uniform replacement allowance from \$450 to \$670.

#### ***Safety Footwear Reimbursement (Article 6.7)***

- Effective July 1, 2018, increases the biennial safety footwear reimbursement from \$200 to \$275.

#### **IV. Miscellaneous**

- Licensed veterinarians working for the California Department of Food and Agriculture and the California Department of Fish and Wildlife, and staff toxicologists working at CDFW will be eligible to receive overtime while assigned to an Incident Command Structure Response (Article 7.7).
- Licensed veterinarians will receive up to 36 hours of continuing education leave every two years to attend courses directly related to maintaining a licensure or certification. This provision also requires the state to reimburse eligible employees up to \$1,000 per year to cover continuing education costs for tuition, registration fees, course related books, transportation, and mileage (Article 15.11).
- Business and Travel: Effective upon ratification, the state agrees to increase the lodging rate for San Francisco from \$150 to \$250, and Marin from \$90 to \$110 (Article 6.1).
- Dependent Vesting: Removes the requirement that a new employee must work one year before receiving the full employer health contribution for dependents (Article 5.1).
- Eliminates the Emergency Pay Differential for veterinarians (Article 2.13).
- Prohibits a furlough or mandated Personal Leave Program during the duration of the agreement (Article 3.21).

#### **V. Duration**

- July 1, 2018 through July 1, 2020

#### **VI. Fiscal**

- Fiscal Year 2018-19: \$1.1 million (\$235,000 General Fund)
- Total 3-Year Incremental Cost: \$41.5 million (\$7.9 million General Fund)
- Total 3-Year Budgetary Cost: \$63.5 million (\$12.1 million General Fund)

#### **VII. Agreement**

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