

California Department of Human Resources
 Bargaining Unit 10 - Incremental MOU Summary
 Two-Year Agreement
 (Dollars in Thousands)

Rank and File	Effective Date	2018-19			2019-20			2020-21			Total Incremental			Total Budgetary		
		GF	OF	Total	GF	OF	Total	GF	OF	Total	GF	OF	Total	GF	OF	Total
5% GSI	7/1/19				\$3,704	\$15,861	\$19,565				\$3,704	\$15,861	\$19,565	\$7,408	\$31,722	\$39,130
5% GSI	7/1/20							\$3,889	\$16,654	\$20,543	\$3,889	\$16,654	\$20,543	\$3,889	\$16,654	\$20,543
Footwear Allowance Increase (\$200 to \$275 biennial)	7/1/18	\$23	\$100	\$124							\$23	\$100	\$124	\$70	\$301	\$372
PD 132 and 135 - Increase to \$2600 and Add Three Facilities	7/1/18	\$9	\$	\$9							\$9	\$	\$9	\$28	\$	\$28
Uniform Allowance Increase (\$450 to \$670)	7/1/18	\$7	\$28	\$34							\$7	\$28	\$34	\$20	\$84	\$103
PD 42 - Increase Diving Pay (\$12 to \$25/hour)	7/1/18	\$5	\$22	\$27							\$5	\$22	\$27	\$15	\$65	\$81
\$1000 Continuing Education Reimbursement (Licensed Veterinarians)	7/1/18	\$9	\$17	\$26							\$9	\$17	\$26	\$26	\$52	\$79
Emergency Overtime for Veterinarians and Staff Toxicologists	7/1/18	\$52	\$110	\$161	\$3	\$5	\$8	\$3	\$6	\$8	\$57	\$121	\$178	\$163	\$346	\$508
Education Pay Differential (2% MA and 3% for PhD)	10/1/18	\$130	\$556	\$686	\$52	\$222	\$274	\$9	\$39	\$48	\$191	\$817	\$1,008	\$504	\$2,150	\$2,654
Subtotal Rank and File Costs		\$235	\$833	\$1,068	\$3,759	\$16,089	\$19,848	\$3,901	\$16,699	\$20,600	\$7,895	\$33,621	\$41,515	\$12,123	\$51,375	\$63,498
Non-adds																
Lodging Increase (SF and Marin)	10/1/18	\$5	\$20	\$25	\$2	\$7	\$8				\$6	\$27	\$34	\$17	\$75	\$92
Employee Retirement Contribution Increase	7/1/19				(\$203)	(\$867)	(\$1,070)	(\$10)	(\$43)	(\$53)	(\$213)	(\$911)	(\$1,123)	(\$415)	(\$1,778)	(\$2,193)
18 Hour Paid Time for Veterinarians for Continuing Education	7/1/18	\$9	\$19	\$28							\$9	\$19	\$28	\$28	\$56	\$83
Discontinue New Employee Health Vesting	7/1/18	\$12	\$51	\$63	\$9	\$40	\$49	\$1	\$6	\$7	\$23	\$97	\$120	\$56	\$239	\$295
Subtotal Non-Adds		\$26	\$90	\$116	(\$192)	(\$821)	(\$1,012)	(\$9)	(\$37)	(\$46)	(\$174)	(\$768)	(\$942)	(\$314)	(\$1,408)	(\$1,722)
Grand Total Rank and File Costs		\$261	\$923	\$1,184	\$3,567	\$15,268	\$18,835	\$3,892	\$16,661	\$20,554	\$7,720	\$32,853	\$40,573	\$11,809	\$49,967	\$61,776

California Department of Human Resources
 Bargaining Unit 10 - Budgetary MOU Summary
 Two-Year Agreement
 (Dollars in Thousands)

Rank and File	Effective Date	2018-19			2019-20			2020-21			Total Budgetary		
		GF	OF	Total	GF	OF	Total	GF	OF	Total	GF	OF	Total
5% GSI	7/1/19				\$3,704	\$15,861	\$19,565	\$3,704	\$15,861	\$19,565	\$7,408	\$31,722	\$39,130
5% GSI	7/1/20							\$3,889	\$16,654	\$20,543	\$3,889	\$16,654	\$20,543
Footwear Allowance Increase (\$200 to \$275 biennial)	7/1/18	\$23	\$100	\$124	\$23	\$100	\$124	\$23	\$100	\$124	\$70	\$301	\$372
PD 132 and 135 - Increase to \$2600 and Add Three Facilities	7/1/18	\$9	\$	\$9	\$9	\$	\$9	\$9	\$	\$9	\$28	\$	\$28
Uniform Allowance Increase (\$450 to \$670)	7/1/18	\$7	\$28	\$34	\$7	\$28	\$34	\$7	\$28	\$34	\$20	\$84	\$103
PD 42 - Increase Diving Pay (\$12 to \$25/hour)	7/1/18	\$5	\$22	\$27	\$5	\$22	\$27	\$5	\$22	\$27	\$15	\$65	\$81
\$1000 Continuing Education Reimbursement (Licensed Veterinarians)	7/1/18	\$9	\$17	\$26	\$9	\$17	\$26	\$9	\$17	\$26	\$26	\$52	\$79
Emergency Overtime for Veterinarians and Staff Toxicologists	7/1/18	\$52	\$110	\$161	\$54	\$115	\$169	\$57	\$121	\$178	\$163	\$346	\$508
Education Pay Differential (2% MA and 3% for PhD)	10/1/18	\$130	\$556	\$686	\$182	\$778	\$960	\$191	\$817	\$1,008	\$504	\$2,150	\$2,654
Subtotal Rank and File Costs		\$235	\$833	\$1,068	\$3,994	\$16,922	\$20,915	\$7,895	\$33,621	\$41,515	\$12,123	\$51,375	\$63,498
Non-adds													
Lodging Increase (SF and Marin)	10/1/18	\$5	\$20	\$25	\$6	\$27	\$34	\$6	\$27	\$34	\$17	\$75	\$92
Employee Retirement Contribution Increase	7/1/19				(\$203)	(\$867)	(\$1,070)	(\$213)	(\$911)	(\$1,123)	(\$415)	(\$1,778)	(\$2,193)
18 Hour Paid Time for Veterinarians for Continuing Education	7/1/18	\$9	\$19	\$28	\$9	\$19	\$28	\$9	\$19	\$28	\$28	\$56	\$83
Discontinue New Employee Health Vesting	7/1/18	\$12	\$51	\$63	\$21	\$91	\$112	\$23	\$97	\$120	\$56	\$239	\$295
Subtotal Non-Adds		\$26	\$90	\$116	(\$166)	(\$730)	(\$896)	(\$174)	(\$768)	(\$942)	(\$314)	(\$1,408)	(\$1,722)
Grand Total Rank and File Costs		\$261	\$923	\$1,184	\$3,828	\$16,191	\$20,019	\$7,720	\$32,853	\$40,573	\$11,809	\$49,967	\$61,776