

California Department of Human Resources  
 Bargaining Unit 05 (CAHP) - Incremental MOU Summary  
 4-Year Agreement  
 (Dollars in Thousands)

| Rank and File Proposal  | MOU Section           | Effective Date | FY 2019- | FY 2019-20 | FY 2019-20 | FY 2020-21 | FY 2020-  | FY 2020-21 | FY 2021- | FY 2021-  | FY 2021-  | FY 2022- | FY 2022-  | FY 2022-  | Total          | Total          | Total       | Total        | Total        | Total      |            |
|---|-----------------------|----------------|----------|------------|------------|------------|-----------|------------|----------|-----------|-----------|----------|-----------|-----------|----------------|----------------|-------------|--------------|--------------|------------|------------|
|   |                       |                | 20 GF    | OF         | Total      | GF         | 21 OF     | Total      | 22 GF    | 22 OF     | 22 Total  | 23 GF    | 23 OF     | 23 Total  | Incremental GF | Incremental OF | Incremental | Budgetary GF | Budgetary OF | Budgetary  |            |
| (0.4%) GSI Savings  | Article VI.15a        | 7/1/2019       | \$       | (\$6,135)  | (\$6,135)  |            |           |            |          |           |           |          |           |           |                | \$             | (\$6,135)   | (\$6,135)    | \$           | (\$24,540) | (\$24,540) |
| 0.4% GSI Redirect to Employer Retirement Contribution                       | Article VII.37.1.F.4  | 7/1/2019       | \$       | \$5,127    | \$5,127    | \$         | \$200     | \$200      | \$       | \$229     | \$229     | \$       | \$294     | \$294     |                | \$             | \$5,850     | \$5,850      | \$           | \$21,860   | \$21,860   |
| 3.9% GSI  | Article VI.15a        | 7/1/2020       |          |            |            | \$         | \$61,610  | \$61,610   |          |           |           |          |           |           |                | \$             | \$61,610    | \$61,610     | \$           | \$184,831  | \$184,831  |
| 4.3% GSI  | Article VI.15a        | 7/1/2021       |          |            |            |            |           |            | \$       | \$70,579  | \$70,579  |          |           |           |                | \$             | \$70,579    | \$70,579     | \$           | \$141,157  | \$141,157  |
| 5.3% GSI  | Article VI.15a        | 7/1/2022       |          |            |            |            |           |            | \$       | \$90,733  | \$90,733  |          |           |           |                | \$             | \$90,733    | \$90,733     | \$           | \$90,733   | \$90,733   |
| OPEB Change from 3.9% to 3.4% and from Base Pay to Pensionable Compensation | Article VII.42.5.a    | 7/1/2020       |          |            |            | \$         | \$1,959   | \$1,959    | \$       | \$84      | \$84      | \$       | \$108     | \$108     |                | \$             | \$2,152     | \$2,152      | \$           | \$6,155    | \$6,155    |
| Supplemental Pension Funding  | Article XX.X (new)    | 7/1/2019       | \$       | \$25,000   | \$25,000   |            |           |            |          |           |           |          |           |           |                | \$             | \$25,000    | \$25,000     | \$           | \$25,000   | \$25,000   |
| Supplemental Pension Funding  | Article XX.X (new)    | 7/1/2020       |          |            |            | \$         | \$25,000  | \$25,000   |          |           |           |          |           |           |                | \$             | \$25,000    | \$25,000     | \$           | \$25,000   | \$25,000   |
| Supplemental Pension Funding  | Article XX.X (new)    | 7/1/2021       |          |            |            |            |           |            | \$       | \$25,000  | \$25,000  |          |           |           |                | \$             | \$25,000    | \$25,000     | \$           | \$25,000   | \$25,000   |
| Supplemental Pension Funding  | Article XX.X (new)    | 7/1/2022       |          |            |            |            |           |            | \$       | \$25,000  | \$25,000  |          |           |           |                | \$             | \$25,000    | \$25,000     | \$           | \$25,000   | \$25,000   |
| Supplemental Pension Funding  | Article XX.X (new)    | 7/1/2020       |          |            |            | \$243,000  |           | \$243,000  |          |           |           |          |           |           |                | \$243,000      | \$          | \$243,000    | \$243,000    | \$         | \$243,000  |
| <b>Subtotal Rank and File Costs</b>   |                       |                | \$       | \$23,992   | \$23,992   | \$243,000  | \$88,770  | \$331,770  | \$       | \$95,892  | \$95,892  | \$       | \$116,136 | \$116,136 |                | \$243,000      | \$324,789   | \$567,789    | \$243,000    | \$520,196  | \$763,196  |
| <b>Non-Adds</b>   |                       |                |          |            |            |            |           |            |          |           |           |          |           |           |                |                |             |              |              |            |            |
| 80-Hour Leave Cash Out  | Article IX (new)      | 6/1/2020       | \$       | \$25,447   | \$25,447   | \$         | \$992     | \$992      | \$       | \$1,137   | \$1,137   | \$       | \$1,462   | \$1,462   |                | \$             | \$29,038    | \$29,038     | \$           | \$108,501  | \$108,501  |
| 1% Increase to Employee Retirement Contribution (0.25% for Miscellaneous)   | Article VII.37.1.F.6  | 7/1/2020       |          |            |            | \$         | (\$7,113) | (\$7,113)  |          |           |           |          |           |           |                | \$             | (\$7,113)   | (\$7,113)    | \$           | (\$21,339) | (\$21,339) |
| 1% Increase to Employee Retirement Contribution                             | Article VII.37.1.F.6  | 7/1/2021       |          |            |            |            |           |            | \$       | (\$7,404) | (\$7,404) |          |           |           |                | \$             | (\$7,404)   | (\$7,404)    | \$           | (\$14,807) | (\$14,807) |
| 1% Increase to Employee Retirement Contribution                             | Article VII.37.1.F.6  | 7/1/2022       |          |            |            |            |           |            | \$       | (\$7,796) | (\$7,796) |          |           |           |                | \$             | (\$7,796)   | (\$7,796)    | \$           | (\$7,796)  | (\$7,796)  |
| Lodging Reimbursement Increase for 4 Counties                               | Article XI.70.a.3.a.1 | 10/1/2019      | \$       | \$11       | \$11       | \$         | \$4       | \$4        |          |           |           |          |           |           |                | \$             | \$15        | \$15         | \$           | \$56       | \$56       |
| <b>Subtotal Non-Adds</b>  |                       |                | \$       | \$25,458   | \$25,458   | \$         | (\$6,117) | (\$6,117)  | \$       | (\$6,267) | (\$6,267) | \$       | (\$6,335) | (\$6,335) |                | \$             | \$6,740     | \$6,740      | \$           | \$64,614   | \$64,614   |
| <b>Grand Total Rank and File Costs</b>                                      |                       |                | \$       | \$49,450   | \$49,450   | \$243,000  | \$82,653  | \$325,653  | \$       | \$89,625  | \$89,625  | \$       | \$109,801 | \$109,801 |                | \$243,000      | \$331,529   | \$574,529    | \$243,000    | \$584,810  | \$827,810  |

California Department of Human Resources  
 Bargaining Unit 05 (CAHP) - Budgetary MOU Summary  
 4-Year Agreement  
 (Dollars in Thousands)

| Rank and File Proposal  | MOU Section           | Effective Date | FY 2019- | FY 2019-  | FY 2019-  | FY 2020-  | FY 2020-  | FY 2020-  | FY 2021- | FY 2021-  | FY 2021-  | FY 2022-  | FY 2022-  | FY 2022-  | Total        | Total        | Total      |
|---|-----------------------|----------------|----------|-----------|-----------|-----------|-----------|-----------|----------|-----------|-----------|-----------|-----------|-----------|--------------|--------------|------------|
|   |                       |                | 20 GF    | OF        | Total     | 21 GF     | 21 OF     | 21 Total  | 22 GF    | 22 OF     | 22 Total  | 23 GF     | 23 OF     | 23 Total  | Budgetary GF | Budgetary OF | Budgetary  |
| (0.4%) GSI Savings  | Article VI.15a        | 7/1/19         | \$       | (\$6,135) | (\$6,135) | \$        | (\$6,135) | (\$6,135) | \$       | (\$6,135) | (\$6,135) | \$        | (\$6,135) | (\$6,135) | \$           | (\$24,540)   | (\$24,540) |
| 0.4% GSI Redirect to Employer Retirement Contribution                       | Article VII.37.1.F.4  | 7/1/19         | \$       | \$5,127   | \$5,127   | \$        | \$5,327   | \$5,327   | \$       | \$5,556   | \$5,556   | \$        | \$5,850   | \$5,850   | \$           | \$21,860     | \$21,860   |
| 3.9% GSI  | Article VI.15a        | 7/1/20         |          |           |           | \$        | \$61,610  | \$61,610  | \$       | \$61,610  | \$61,610  | \$        | \$61,610  | \$61,610  | \$           | \$184,831    | \$184,831  |
| 4.3% GSI  | Article VI.15a        | 7/1/21         |          |           |           | \$        | \$70,579  | \$70,579  | \$       | \$70,579  | \$70,579  | \$        | \$70,579  | \$70,579  | \$           | \$141,157    | \$141,157  |
| 5.3% GSI  | Article VI.15a        | 7/1/22         |          |           |           | \$        | \$90,733  | \$90,733  | \$       | \$90,733  | \$90,733  | \$        | \$90,733  | \$90,733  | \$           | \$90,733     | \$90,733   |
| OPEB Change from 3.9% to 3.4% and from Base Pay to Pensionable Compensation | Article VII.42.5.a    | 7/1/20         |          |           |           | \$        | \$1,959   | \$1,959   | \$       | \$2,044   | \$2,044   | \$        | \$2,152   | \$2,152   | \$           | \$6,155      | \$6,155    |
| Supplemental Pension Funding  | Article XX.X (new)    | 7/1/19         | \$       | \$25,000  | \$25,000  |           |           |           |          |           |           |           |           |           | \$           | \$25,000     | \$25,000   |
| Supplemental Pension Funding  | Article XX.X (new)    | 7/1/20         |          |           |           | \$        | \$25,000  | \$25,000  |          |           |           |           |           |           | \$           | \$25,000     | \$25,000   |
| Supplemental Pension Funding  | Article XX.X (new)    | 7/1/21         |          |           |           |           |           |           | \$       | \$25,000  | \$25,000  |           |           |           | \$           | \$25,000     | \$25,000   |
| Supplemental Pension Funding  | Article XX.X (new)    | 7/1/22         |          |           |           |           |           |           |          |           | \$        | \$25,000  | \$25,000  |           | \$           | \$25,000     | \$25,000   |
| Supplemental Pension Funding  | Article XX.X (new)    | 7/1/20         |          |           |           | \$243,000 |           | \$243,000 |          |           |           |           |           |           | \$243,000    |              | \$243,000  |
| <b>Subtotal Rank and File Costs</b>   |                       |                | \$       | \$23,992  | \$23,992  | \$243,000 | \$87,762  | \$330,762 | \$       | \$158,653 | \$158,653 | \$        | \$249,789 | \$249,789 | \$243,000    | \$520,196    | \$763,196  |
| <b>Non-Adds</b>   |                       |                |          |           |           |           |           |           |          |           |           |           |           |           |              |              |            |
| 80-Hour Leave Cash Out  | Article IX (new)      | 6/1/20         | \$       | \$25,447  | \$25,447  | \$        | \$26,440  | \$26,440  | \$       | \$27,576  | \$27,576  | \$        | \$29,038  | \$29,038  | \$           | \$108,501    | \$108,501  |
| 1% Increase to Employee Retirement Contribution (0.25% for Miscellaneous)   | Article VII.37.1.F.6  | 7/1/20         |          |           |           | \$        | (\$7,113) | (\$7,113) | \$       | (\$7,113) | (\$7,113) | \$        | (\$7,113) | (\$7,113) | \$           | (\$21,339)   | (\$21,339) |
| 1% Increase to Employee Retirement Contribution                             | Article VII.37.1.F.6  | 7/1/21         |          |           |           |           |           |           | \$       | (\$7,404) | (\$7,404) | \$        | (\$7,404) | (\$7,404) | \$           | (\$14,807)   | (\$14,807) |
| 1% Increase to Employee Retirement Contribution                             | Article VII.37.1.F.6  | 7/1/22         |          |           |           |           |           |           |          |           | \$        | (\$7,796) | (\$7,796) | \$        | (\$7,796)    | (\$7,796)    |            |
| Lodging Reimbursement Increase for 4 Counties                               | Article XI.70.a.3.a.1 | 10/1/19        | \$       | \$11      | \$11      | \$        | \$15      | \$15      | \$       | \$15      | \$15      | \$        | \$15      | \$15      | \$           | \$56         | \$56       |
| <b>Subtotal Non-Adds</b>  |                       |                | \$       | \$25,458  | \$25,458  | \$        | \$19,341  | \$19,341  | \$       | \$13,075  | \$13,075  | \$        | \$6,740   | \$6,740   | \$           | \$64,614     | \$64,614   |
| <b>Grand Total Rank and File Costs</b>                                      |                       |                | \$       | \$49,450  | \$49,450  | \$243,000 | \$107,103 | \$350,103 | \$       | \$171,728 | \$171,728 | \$        | \$256,529 | \$256,529 | \$243,000    | \$584,810    | \$827,810  |