

California Department of Human Resources
 Bargaining Units 01, 03, 04, 11, 14, 15, 17, 20, 21 (SEIU)
 Incremental MOU Bill Summary
 3.5-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-	FY 2023-	FY 2023-	FY 2023-	Total	Total	Total	Total	Total	Total
			20 GF	20 OF	20 Total	21 GF	21 OF	21 Total	22 GF	22 OF	22 Total	23 GF	23 OF	23 Total	24 GF	24 OF	24 Total	Incremental GF	Incremental OF	Incremental	Budgetary GF	Budgetary OF	Budgetary
2.5% GSI	11.1	7/1/20				\$104,000	\$143,464	\$247,464										\$104,000	\$143,464	\$247,464	\$416,001	\$573,855	\$989,856
2.0% GSI	11.1	7/1/21							\$85,540	\$117,923	\$203,463							\$85,540	\$117,923	\$203,463	\$256,620	\$353,770	\$610,390
2.5% GSI	11.1	7/1/22										\$109,063	\$150,352	\$259,416				\$109,063	\$150,352	\$259,416	\$218,127	\$300,705	\$518,832
Special Salary Adjustments	11.1	7/1/20				\$35,103	\$89,981	\$125,084										\$35,103	\$89,981	\$125,084	\$140,412	\$359,923	\$500,335
Increase Minimum Wage \$13 to \$15/hour + Compaction	11.1.x	8/1/20					\$11,742	\$24,879	\$1,194	\$1,067	\$2,262							\$14,331	\$12,810	\$27,140	\$56,128	\$50,171	\$106,299
Health Affordability Payment - \$260/month	11.1.x	7/1/20				\$102,377	\$142,333	\$244,710										\$102,377	\$142,333	\$244,710	\$409,508	\$569,332	\$978,840
New Pay Differential - \$2400 Annual for Correctional Case Record Series	11.xx	1/1/20	\$2,923	\$64	\$2,987													\$2,923	\$64	\$2,987	\$14,613	\$322	\$14,935
New Pay Differential - 5% for Registered Nurses at State Special Schools	11.1.17	7/1/20				\$50	\$2	\$52										\$50	\$2	\$52	\$199	\$9	\$208
New Geographic Pay Differential - \$250/month for Orange, Santa Barbara, Santa Cruz and SLO	11.xxxx	7/1/20				\$5,775	\$7,947	\$13,722										\$5,775	\$7,947	\$13,722	\$23,101	\$31,789	\$54,890
PD 211 - Geographic Pay Differential for Personnel Specialists - Add Alameda County	11.xx	9/1/19	\$6	\$17	\$23	\$1	\$3	\$5										\$8	\$20	\$28	\$36	\$97	\$133
PD 361 - PERS and STRS Performance Recognition - Increase and Add Investment Officer II	11.29.1	7/1/20				\$	\$1,926	\$1,926										\$	\$1,926	\$1,926	\$	\$7,703	\$7,703
Call Center Pay Differential - Increase from \$100 to \$150/month	11	10/1/19	\$86	\$719	\$805	\$29	\$240	\$268										\$115	\$958	\$1,073	\$545	\$4,551	\$5,096
PD 14 - Bilingual Pay Differential - Increase from \$100 to \$200/month	11.9	10/1/19	\$2,115	\$3,078	\$5,193	\$705	\$1,026	\$1,731										\$2,820	\$4,104	\$6,924	\$13,396	\$19,495	\$32,891
Commute Program Reimbursement - Increase by \$35/month	12.4	10/1/19	\$1,847	\$2,542	\$4,389	\$616	\$847	\$1,463										\$2,463	\$3,389	\$5,852	\$11,698	\$16,097	\$27,796
Health for Unit 3 - 80/80 Flat - 2021, 2022, and 2023 Rates	9.1.3	12/1/20 12/1/21 12/1/22				\$483	\$17	\$500	\$851	\$30	\$881	\$893	\$32	\$924	\$380	\$14	\$393	\$2,606	\$93	\$2,699	\$6,650	\$237	\$6,887
Subtotal Rank and File Costs			\$6,977	\$6,420	\$13,397	\$262,276	\$399,528	\$661,804	\$87,585	\$119,021	\$206,606	\$109,956	\$150,384	\$260,340	\$380	\$14	\$393	\$467,174	\$675,367	\$1,142,540	\$1,567,036	\$2,288,056	\$3,855,092
Non-Adds																							
Employee Retirement Contribution Increase (0.5%)	17.1	7/1/23																(\$12,147)	(\$16,098)	(\$28,245)	(\$12,147)	(\$16,098)	(\$28,245)
Subtotal Non-Adds			\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	(\$12,147)	(\$16,098)	(\$28,245)	(\$12,147)	(\$16,098)	(\$28,245)
Grand Total Rank and File Costs			\$6,977	\$6,420	\$13,397	\$262,276	\$399,528	\$661,804	\$87,585	\$119,021	\$206,606	\$109,956	\$150,384	\$260,340	(\$11,767)	(\$16,085)	(\$27,852)	\$455,027	\$659,268	\$1,114,295	\$1,554,890	\$2,271,957	\$3,826,847

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 Budgetary MOU Bill Summary
 3.5-Year Agreement
 (Dollars in Thousands)

Rank and File Proposal	MOU Section	Effective Date	FY	FY	FY 2019-	FY 2020-	FY 2020-	FY 2020-	FY 2021-	FY 2021-	FY 2021-	FY 2022-	FY 2022-	FY 2022-23	FY 2023-	FY 2023-	FY 2023-24	Total	Total	Total
			2019-20 GF	2019-20 OF	20 Total	21 GF	21 OF	21 Total	22 GF	22 OF	22 Total	23 GF	23 OF	Total	24 GF	24 OF	Total	Budgetary GF	Budgetary OF	Budgetary
2.5% GSI	11.1	7/1/20				\$104,000	\$143,464	\$247,464	\$104,000	\$143,464	\$247,464	\$104,000	\$143,464	\$247,464	\$104,000	\$143,464	\$247,464	\$416,001	\$573,855	\$989,856
2.0% GSI	11.1	7/1/21							\$85,540	\$117,923	\$203,463	\$85,540	\$117,923	\$203,463	\$85,540	\$117,923	\$203,463	\$256,620	\$353,770	\$610,390
2.5% GSI	11.1	7/1/22										\$109,063	\$150,352	\$259,416	\$109,063	\$150,352	\$259,416	\$218,127	\$300,705	\$518,832
Special Salary Adjustments	11.1	7/1/20				\$35,103	\$89,981	\$125,084	\$35,103	\$89,981	\$125,084	\$35,103	\$89,981	\$125,084	\$35,103	\$89,981	\$125,084	\$140,412	\$359,923	\$500,335
Increase Minimum Wage \$13 to \$15/hour + Compaction	11.1.x	8/1/20				\$13,136	\$11,742	\$24,879	\$14,331	\$12,810	\$27,140	\$14,331	\$12,810	\$27,140	\$14,331	\$12,810	\$27,140	\$56,128	\$50,171	\$106,299
Health Affordability Payment - \$260/month	11.1.x	7/1/20				\$102,377	\$142,333	\$244,710	\$102,377	\$142,333	\$244,710	\$102,377	\$142,333	\$244,710	\$102,377	\$142,333	\$244,710	\$409,508	\$569,332	\$978,840
New Pay Differential - \$2400 Annual for Correctional Case Record Series	11.xx	1/1/20	\$2,923	\$64	\$2,987	\$2,923	\$64	\$2,987	\$2,923	\$64	\$2,987	\$2,923	\$64	\$2,987	\$2,923	\$64	\$2,987	\$14,613	\$322	\$14,935
New Pay Differential - 5% for Registered Nurses at State Special Schools	11.1.17	7/1/20				\$50	\$2	\$52	\$50	\$2	\$52	\$50	\$2	\$52	\$50	\$2	\$52	\$199	\$9	\$208
New Geographic Pay Differential - \$250/month for Orange, Santa Barbara, Santa Cruz and SLO	11.xxxx	7/1/20				\$5,775	\$7,947	\$13,722	\$5,775	\$7,947	\$13,722	\$5,775	\$7,947	\$13,722	\$5,775	\$7,947	\$13,722	\$23,101	\$31,789	\$54,890
PD 211 - Geographic Pay Differential for Personnel Specialists - Add Alameda County	11.xx	9/1/19	\$6	\$17	\$23	\$8	\$20	\$28	\$8	\$20	\$28	\$8	\$20	\$28	\$8	\$20	\$28	\$36	\$97	\$133
PD 361 - PERS and STRS Performance Recognition - Increase and Add Investment Officer II	11.29.1	7/1/20				\$	\$1,926	\$1,926	\$	\$1,926	\$1,926	\$	\$1,926	\$1,926	\$	\$1,926	\$1,926	\$	\$7,703	\$7,703
Call Center Pay Differential - Increase from \$100 to \$150/month	11	10/1/19	\$86	\$719	\$805	\$115	\$958	\$1,073	\$115	\$958	\$1,073	\$115	\$958	\$1,073	\$115	\$958	\$1,073	\$545	\$4,551	\$5,096
PD 14 - Bilingual Pay Differential - Increase from \$100 to \$200/month	11.9	10/1/19	\$2,115	\$3,078	\$5,193	\$2,820	\$4,104	\$6,924	\$2,820	\$4,104	\$6,924	\$2,820	\$4,104	\$6,924	\$2,820	\$4,104	\$6,924	\$13,396	\$19,495	\$32,891
Commute Program Reimbursement - Increase by \$35/month	12.4	10/1/19	\$1,847	\$2,542	\$4,389	\$2,463	\$3,389	\$5,852	\$2,463	\$3,389	\$5,852	\$2,463	\$3,389	\$5,852	\$2,463	\$3,389	\$5,852	\$11,698	\$16,097	\$27,796
Health for Unit 3 - 80/80 Flat - 2021, 2022, and 2023 Rates	9.1.3	12/1/20 12/1/21 12/1/22				\$483	\$17	\$500	\$1,334	\$48	\$1,382	\$2,227	\$79	\$2,306	\$2,606	\$93	\$2,699	\$6,650	\$237	\$6,887
Subtotal Rank and File Costs			\$6,977	\$6,420	\$13,397	\$269,253	\$405,948	\$675,201	\$356,838	\$524,969	\$881,807	\$466,794	\$675,353	\$1,142,147	\$467,174	\$675,367	\$1,142,540	\$1,567,036	\$2,288,056	\$3,855,092
Non-Adds																				
Employee Retirement Contribution Increase (0.5%)	17.1	7/1/23																(\$12,147)	(\$16,098)	(\$28,245)
Subtotal Non-Adds			\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	(\$12,147)	(\$16,098)	(\$28,245)
Grand Total Rank and File Costs			\$6,977	\$6,420	\$13,397	\$269,253	\$405,948	\$675,201	\$356,838	\$524,969	\$881,807	\$466,794	\$675,353	\$1,142,147	\$455,027	\$659,268	\$1,114,295	\$1,554,890	\$2,271,957	\$3,826,847