

**CALIFORNIA DEPARTMENT OF HUMAN RESOURCES  
SUMMARY OF COLLECTIVE BARGAINING AGREEMENT  
FOR BARGAINING UNIT 16**

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**Exclusive Employee Representative:  
Union of American Physicians and Dentists (UAPD)**

**Number of Employees:** Approximately 1,691 full-time equivalents

**General Provisions**

**I. Compensation**

***General Salary Increases (GSI) (Section 10.4)***

- Effective July 1, 2023, all UAPD employees shall receive a three percent (3%) GSI.
- Effective July 1, 2024, all UAPD employees shall receive a two and one-half percent (2.5%) GSI.

***Special Salary Adjustments (Section 10.4)***

- Effective July 1, 2023, and July 1, 2024 the following classifications shall receive a special salary adjustment of five percent (5%):
  - Associate Medical Director, Industrial Medical Council
  - Medical Consultant (Advisory), Medical Board of California
  - Medical Consultant (Enforcement), Medical Board of California
  - Medical Consultant (Licensing), Medical Board of California
  - Medical Consultant I, Department of Health Care Services
  - Medical Consultant II, Department of Health Care Services
  - Medical Consultant I, (Psychiatrist), Department of Social Services
  - Medical Consultant I, Department of Social Services
  - Medical Consultant, Department of Rehabilitation
  - Medical Consultant, Office of Statewide Health Planning and Development
  - Public Health Medical Officer II
  - Public Health Medical Officer III
  - Public Health Medical Officer III - Epidemiology
  - Podiatric Consultant
  - Podiatrist

- Podiatrist, Departments of Mental Health and Developmental Services

### **Maximum Salary Range Increases (Section 10.4)**

- Effective July 1, 2023, the maximum salary range will increase by 3 percent (3%) for the specified classifications. Employees who have been at the MAX salary for 12 qualifying pay periods will be moved to the new maximum salary.
  - Physician and Surgeon
  - Physician and Surgeon (Safety)
  - Physician and Surgeon - Intermittent
  - Physician and Surgeon, Correctional Facility
  - Physician and Surgeon, Correctional Facility (Internal Medicine/Family Practice)
  - Physician and Surgeon, Departments of Mental Health and Developmental Services
- Effective July 1, 2023, the maximum salary range will increase by 5 percent (5%) for the specified classifications. Employees who have been at the MAX salary for 12 qualifying pay periods will be moved to the new maximum salary.
  - Dentist
  - Dentist, Correctional Facility
  - Dentist, Departments of Mental Health and Developmental Services
  - Dental Program Consultant, Department of State Hospitals
  - Dental Consultant

### **Recruitment and Retention Salary Differential (Section 10.4)**

- Effective July 1, 2023, all psychiatrists whose regular duties require them to perform direct in-person patient care on grounds or at a facility 50% or more of the time shall receive a differential of fifteen percent (15%) of their base salary. This differential is in addition to any differential received by the employee.

### **Pay Differentials and Other Compensation**

- **Psychiatrist Additional Workload Pay (New Section 10.14)**  
Effective the first day of the pay period 6 months following ratification by both parties through June 30, 2026, psychiatrists at California Department of Corrections and Rehabilitation/Correctional Health

Care Services, and Department of State Hospitals are eligible for additional compensation at 135% of their base hourly rate for working additional caseload.

- ***Recruitment and Retention Differential (Section 10.4)***

Effective July 1, 2023, the existing monthly pay differential of seven percent (7%) will increase to twelve percent (12%) of the employee's monthly base salary for employees who are employed by the Department of State Hospitals (DSH), appointed in the classification of Physician and Surgeon (Class Codes 7551, 7552, 7565, 7644, 7651), and appointed at one of the locations listed below:

- DSH-Atascadero
- DSH-Metropolitan
- DSH-Patton

- ***Pay Differential 212 Amendment (Section 10.4)***

Effective July 1, 2023, the Staff Psychiatrist, (Safety) (7619), employed by the Department of Developmental Services at the Porterville Development Center, will be added to Pay Differential 212.

- ***Pay Differential 215 Amendment (Side Letter 1)***

Effective the first day of the pay period following ratification by both parties, case review requirements for the Medical Consultant pay-per-case plan will be revised. The incentive for eligible employees that exceed baseline requirements will also be increased from \$27 per case to \$40 per case.

- ***On-Call/Call Back Assignment (Section 7.9)***

Effective the first day of the pay period following ratification, changes Compensating Time Off (CTO) for Unit 16 employees who are on-call from 8 hours per seven (7) days to \$15 per hour while on-call.

- ***Pay Differential 450 Elimination (Section 10.4)***

Effective the first day of the pay period following ratification by both parties, Pay Differential 450 shall be reduced from 10 percent to 5percent. Effective July 1, 2024, Pay Differential 450 shall be discontinued.

- **Pay Differential 324 Amendment (Section 10.4)**

Effective the first day of the pay period following ratification by both parties pay differential 324 will be amended by eliminating the current staggered flat dollar structure to a graduated percentage structure following the completion of each 12 consecutive qualifying pay periods as follows:

- After completion of 12 consecutive pay periods, 1% of base salary
- After completion of 24 consecutive pay periods, 2% of base salary
- After completion of 36 consecutive pay periods, 3% of base salary
- After completion of 48 consecutive pay periods, 4% of base salary
- After completion of 60 consecutive pay periods, 5% of base salary
- After completion of 72 consecutive pay periods, 6% of base salary
- After completion of 84 consecutive pay periods, 7% of base salary

Eligible employees who have more than 84 consecutive qualifying pay periods in an eligible classification and who have not received any payment under pay differential 324 shall be entitled to a single one-time payment of \$10,000.

## II. **Employment Benefits**

### **Retirement Formula Employee/Employer Contribution**

#### ***First Tier A Retirement Formula, First Tier B Retirement Formula and Public Employees' Pension Reform Act Retirement Formula Employee Contribution/Final Compensation (Section 18.1)***

- Effective July 1, 2024, the employee contribution rate for miscellaneous and industrial members shall be reduced by 0.5 percent (0.5%).
- Effective July 1, 2025, the employee contribution rate for miscellaneous members shall be reduced by 0.5 percent (0.5%).
- Effective July 1, 2026, and each year thereafter, if the actuarially determined total normal cost increases or decreases by more than one percent (1%) from the total normal cost contribution in effect at

that time, the employee contribution percentage will be increased or decreased, no sooner than July 1, 2026, to reach 50 percent (50%) of the actuarially determined total normal cost, rounded to the nearest quarter of one percent.

***Retirement Formula for Safety Members: State Safety A Formula, State Safety B Formula and Public Employees' Pension Reform Act Retirement Formula Employee Contribution/Final Compensation (Section 18.4)***

- Effective July 1, 2026, and each year thereafter, if the actuarially determined total normal cost increases or decreases by more than one percent (1%) from the total normal cost contribution in effect at that time, the employee contribution percentage will be increased or decreased, no sooner than July 1, 2026, to reach 50 percent (50%) of the actuarially determined total normal cost, rounded to the nearest quarter of one percent.

***Family Care Leave***

- Effective January 1, 2024, Bargaining Unit 16 employees who are enrolled in the annual leave program will be eligible for the non-industrial disability insurance Family Care Leave program. This program provides eligible employees up to six weeks of paid leave (50% of gross salary) within a 12-month period for the care of a seriously ill family member or to bond with a newborn child, adopted child or foster care placement. Employees have the option to use their own leave credits to supplement up to a 75 or 100 percent income benefit. (Section (New) 9.26)

**III. Miscellaneous**

***Business and Travel Expenses (Section 10.3 and New Appendix 1)***

- During the term of this contract the State shall implement a business and travel expense reimbursement program that includes adopting the federal standard meal and incidental expense rate and lodging rates established by the federal General Services Administration (GSA). This shall include:
  - Adopting the federal standard meal and incidental expense (M&IE) rate established by the GSA at time of travel for in-state and out-of-state travel;
  - Adopting federal standard and non-standard reimbursement rates at time of travel for in-state, out-of-state, and out-of-country lodging;

- Simplifying current reimbursement policy and administration and providing up to 75 percent (75%) of the federal standard rate established by the GSA for M&IE on the first and last day of travel;
- Eliminating the state's long-term travel reimbursement rates and adopting the federal standard M&IE reimbursement rates for long-term meals, and receipted lodging shall be reimbursed up to the maximum federal standard and non-standard reimbursement rates.

### ***Psychiatrist Classification Review***

- 180 days following ratification by both parties, the State and Union shall form a classification committee that will review the classification series for psychiatrists.

#### **IV. Duration**

- July 1, 2023 – July 1, 2025

#### **V. Term**

- Effective upon ratification by both parties. The Union ratification process will be completed no later than September 14, 2023.

#### **VI. Fiscal**

- Fiscal Year 2023-24: \$62.8 million (\$59.4 million General Fund)
- Total 3-Year Incremental Cost: \$85.9 million (\$79.7 million General Fund)
- Total 3-Year Budgetary Cost: \$234.4 million (\$218.6 million General Fund)

#### **VII. Agreement**

- The Collective Bargaining Agreement between the state and UAPD is posted on the [CalHR Bargaining Unit 16 Contract Webpage](#).