

MEMORANDUM

To: Personnel Management Liaisons Date: May 13, 1991
Safety & Return to Work Coordinators Reference Code: 91-28

From: Department of Personnel Administration
Workers' Compensation and Safety Program
1515 S Street, North Building, Suite 400
Sacramento, CA 95814-7243

Subject: WORKERS' COMPENSATION COST DATA, FISCAL YEAR 1989-90

Enclosed is the workers' compensation cost data (Exhibit A) for all of State Government for the period July 1, 1989 to July 1, 1990. The most telling statistics, as compared to the previous year, are:

- o Workers' Compensation costs represent 2.64% of payroll. This is a 3.44% DECREASE over Fiscal 88-89.
- o Industrial Disability Leave costs rose 3.18% over Fiscal 88-89.
- o Total costs rose 12.93% over Fiscal 88-89 and now amount to \$193,141,389.

A separate exhibit (Exhibit B) has been enclosed which lists in descending payment order the costs of all departments who spent over \$1,000,000 during the 89-90 Fiscal Year. These 25 departments account for 95.73% of all expenditures.

For the first time, medical costs have been separately listed. These costs, which constitute the fastest growing segment of the State's workers' compensation expenditures, amount to \$75,393,387 or 39.04% of all payments.

Since the transfer of the unit to DPA staff has been reviewing on a monthly basis the Health and Safety & Workers' Compensation programs of a wide range of state departments. A pattern of deficiencies has been noted in most of them and it is our belief that similar patterns exist in many other departments. The following key issues should be areas of concern for all departments:

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- o Management must become more involved in health and safety programs.

Until and unless management of a department exerts a leadership role in these programs they will remain a low priority in the department and will never be truly effective.

- o The Health and Safety staff must monitor and control the outlying parts of their department.

Having an effective program in headquarters is appropriate but in many cases the "action" is out in the field. The department's coordinator must have the authority and the responsibility to effect change as appropriate statewide.

- o Greater emphasis must be placed on preventing injuries.

The reverse side of SCIF Form 3067 State-the Employers Report Of Occupational Injury or Illness-is the key to preventing injuries from recurring. The Supervisor must critically review the injury that has just occurred and provide concrete suggestions on what must be done to prevent it from happening again.

- o Injuries must be reported in a timely manner.

Delays in reporting lead to delays in benefit provision and imposition of penalties under the new Labor Code provisions. Departments should take steps to report all claims to State Fund within 5 days after they occur.

- o Greater emphasis must be placed on "Return to Work" Programs.

One of the most effective means available to all departments to control their costs, is to return employees to limited or modified duty as soon as possible. Statistics show that the longer employees remain off work the more costly the claim becomes. Conversely, the quicker employees return to work the less expensive the claim becomes. Departments should work closely with their employees, the State Fund and the treating doctor so they may return employees to work as soon as it is medically feasible.

As managers, supervisors and workers' compensation personnel review the data (and the data for the 87/88 & 88/89 fiscal years which was contained in the PML of September 6, 1990) we recommend that the following three factors be kept in mind:

- o Each department is unique. To try and compare costs on either an absolute or comparative basis will not be of any value in either understanding a department's present status or in implementing corrective action in order to bring the cost under greater control. Each department should only look at and analyze its own data, their own trend line over the years. This is the only valid comparison that can and should be made.

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- o The primary, and most effective, means a department can use to better control these costs is by implementing or revitalizing its Injury Prevention Program. (Labor Code Section 6401.7 and Title 8, CCR, Section 3203 et seq.) If your department does not have an Injury Prevention Program or wishes to improve its existing program, please call Ivan Jackman of my staff on (916) 322-0720 or ATSS 492-0720.
- o The next most effective means a department can use to control these costs is by exerting close management control of the claims once they occur, including returning disabled employees to work as soon as it is medically feasible. To obtain assistance in these processes, please contact Sondra Cooper of my staff on (916) 327-1839 or ATSS 467-1839.

Unless a department commits itself to providing a safe and healthful place to work and returning its employees to work at the earliest possible moment, its costs will only continue to rise.

If you have any questions regarding the data, or workers' compensation in general, please contact John Bergen on (916) 323-3867 or ATSS 473-3867.



Patricia Pavone, Chief
Benefits Division

AGENCY	DEPARTMENT	FISCAL YEAR	COMPENSATION	MEDICAL	SERVICE FEE	INDUSTRIAL DISABILITY LEAVE	4800 TIME	PREMIUM	TOTAL PAID COSTS	TOTAL PAYROLL	COST EXPR AS A % OF PAYROLL
LJE	ASSEMBLY	1989	97,993	150,862	35,890	N/A	N/A	N/A	284,745	N/A	N/A
LJE	BUS, TRANS/HOUS AGENCY	1989	8,540	1,678	420	0	N/A	N/A	10,638	936,000	1.137%
LJE	COMM ON JUDICIAL PERFORM	1989	0	0	0	0	N/A	N/A	0	602,000	0.000%
LJE	CONTROLLER'S OFFICE	1989	103,898	78,949	28,665	40,688	N/A	N/A	252,201	47,843,000	0.527%
LJE	DISTRICT COURTS OF APPEALS	1989	6,997	13,752	3,325	0	N/A	N/A	24,075	37,096,000	0.065%
LJE	EQUALIZATION, BOARD OF	1989	233,145	355,942	83,925	34,786	N/A	21,012	728,809	106,549,000	0.684%
LJE	GOVERNOR'S OFFICE	1989	0	0	0	0	N/A	N/A	0	N/A	N/A
LJE	HEALTH & WELFARE AGENCY	1989	0	48	12	225	N/A	N/A	285	1,579,000	0.018%
LJE	HEALTH FACILITIES COMM	1989	N/A	N/A	N/A	0	N/A	3,173	3,173	306,000	1.037%
LJE	JUDICIAL COUNCIL	1989	0	11,267	2,729	-733	N/A	N/A	13,264	8,762,000	0.151%
LJE	JUSTICE, DEPARTMENT OF	1989	647,344	927,834	218,920	84,924	466,775	N/A	2,345,797	144,840,000	1.620%
LJE	LEGISLATIVE BUDGET	1989	43,430	-1,149	-620	0	N/A	N/A	41,662	N/A	N/A
LJE	LEGIS COUNSEL BUREAU	1989	61,210	19,656	5,172	16,802	N/A	N/A	102,839	16,002,000	0.643%
LJE	LOTTERY COMMISSION	1989	103,647	144,981	35,836	33,900	N/A	N/A	318,364	31,443,000*	1.013%
LJE	OFFICE OF CAL/MEX AFFAIRS	1989	0	0	0	0	N/A	N/A	0	136,000	0.000%
LJE	OFFICE OF EMERGENCY SVCS	1989	27,458	23,716	5,573	24,452	N/A	N/A	81,198	9,688,000	0.838%
LJE	OFFICE OF PLNG & RESEARCH	1989	2,000	3,974	994	0	N/A	2,499	9,467	3,189,000	0.297%
LJE	OFFICE OF THE LT GOVERNOR	1989	0	-829	-207	0	N/A	N/A	-1,036	976,000	-0.106%
LJE	RESOURCES AGENCY	1989	1,365	0	0	0	N/A	N/A	1,365	898,000	0.152%
LJE	SECRETARY OF STATE	1989	N/A	79	20	768	N/A	95,331	96,198	10,460,000	0.920%
LJE	SENATE	1989	35,902	78,953	19,001	N/A	N/A	N/A	133,857	N/A	N/A
LJE	STATE & CONS SVCS AGENCY	1989	0	220	55	0	N/A	N/A	274	555,000	0.049%
LJE	STATUTORY OFFICERS	1989	7,035	26,821	6,184	0	N/A	N/A	40,040	66,198,000	0.060%
LJE	SUPREME COURT	1989	0	8,748	2,155	0	N/A	N/A	10,903	6,575,000	0.166%
LJE	TREASURER'S OFFICE	1989	N/A	N/A	N/A	930	N/A	77,300	78,230	6,934,000	1.128%
LJE	WORLD TRADE COMMISSION	1989	0	0	0	0	N/A	N/A	0	973,000	0.000%
LJE	YOUTH & ADULT CORR AGENCY	1989	0	0	0	0	N/A	N/A	0	577,000	0.000%
LJE SUBTOTAL:		1989	1,379,964	1,845,504	448,048	236,741	466,775	199,315	4,576,347	503,117,000	0.910%
ST/CONS	CONSUMER AFFAIRS	1989	N/A	N/A	N/A	79,763	N/A	1,176,000	1,255,763	64,444,000	1.949%
ST/CONS	FAIR EMPLOY/HOUSING COM	1989	0	351	27	725	N/A	N/A	1,103	486,000	0.227%
ST/CONS	FAIR EMPLOYMENT/HOUSING	1989	124,945	66,380	16,423	50,892	N/A	N/A	258,640	8,542,000	3.028%
ST/CONS	FIRE MARSHAL	1989	38,280	22,612	7,064	0	N/A	N/A	67,955	6,623,000	1.026%
ST/CONS	FRANCHISE TAX BOARD	1989	604,109	526,791	124,297	87,655	N/A	19,814	1,362,665	108,137,000	1.260%
ST/CONS	GENERAL SERVICES	1989	1,377,029	1,775,821	426,986	507,009	N/A	N/A	4,086,845	145,769,000	2.804%
ST/CONS	MUSEUM SCI/INDUSTRY	1989	40,196	61,203	14,696	0	N/A	N/A	116,095	4,018,000	2.889%
ST/CONS	PERSONNEL BOARD	1989	60,858	102,179	25,232	2,992	N/A	N/A	191,262	7,850,000	2.436%
ST/CONS	PUB EMPLOYEES RETIRE SYS	1989	21,440	24,816	6,278	5,014	N/A	N/A	57,549	23,872,000	0.241%
ST/CONS	TEACHERS' RETIREMENT SYS	1989	1,792	19,773	4,487	7,444	N/A	N/A	33,495	10,448,000	0.321%
ST/CONS	VETERANS' AFFAIRS	1989	556,585	394,849	97,593	150,707	N/A	268,731	1,468,465	37,049,000	3.964%
ST/CONS SUBTOTAL:		1989	2,825,235	2,994,775	723,082	892,200	N/A	1,464,545	8,899,837	417,238,000	2.133%
BT&H	ALCOHOLIC BEV CONTROL	1989	87,939	124,216	31,071	17,025	N/A	N/A	260,251	14,281,000	1.822%
BT&H	BANKING DEPARTMENT	1989	0	345	86	0	N/A	N/A	431	8,114,000	0.005%
BT&H	COMMERCE	1989	0	1,971	441	0	N/A	N/A	2,412	4,957,000	0.049%
BT&H	CORPORATIONS	1989	33,651	155,109	38,007	17,805	N/A	N/A	244,572	14,760,000	1.657%
BT&H	HIGHWAY PATROL	1989	10,086,538	11,791,919	2,821,573	233,708	7,100,450	N/A	32,034,187	348,129,000	9.202%

AGENCY	DEPARTMENT	FISCAL YEAR	COMPENSATION	MEDICAL	SERVICE FEE	INDUSTRIAL DISABILITY LEAVE	4800 TIME	PREMIUM	TOTAL PAID COSTS	TOTAL PAYROLL	COST EXPR AS A % OF PAYROLL
BT&H	HOUSING COMM DEVELOP	1989	97,493	75,470	17,971	21,360	N/A	N/A	212,293	20,796,000	1.021%
BT&H	HOUSING FINANCE AGENCY	1989	4,235	3,473	823	0	N/A	N/A	8,532	4,767,000	0.179%
BT&H	INSURANCE	1989	N/A	N/A	N/A	0	N/A	298,735	298,735	23,568,000	1.268%
BT&H	MOTOR VEHICLES	1989	1,614,499	2,312,632	554,830	537,885	N/A	N/A	5,019,846	217,452,000	2.308%
BT&H	REAL ESTATE	1989	N/A	N/A	N/A	13,940	N/A	192,754	206,694	12,904,000	1.602%
BT&H	SAVINGS AND LOAN	1989	N/A	N/A	N/A	0	N/A	30,141	30,141	4,286,000	0.703%
BT&H	TEALE DATA CENTER	1989	27,871	54,598	12,961	13,562	N/A	N/A	108,993	15,115,000	0.721%
BT&H	TRAFFIC SAFETY	1989	0	3,345	785	0	N/A	8,837	12,967	877,000	1.479%
BT&H	TRANSPORTATION	1989	4,351,396	5,779,644	1,380,345	1,078,859	N/A	615	12,590,860	661,717,000	1.903%
	BT&H SUBTOTAL:	1989	16,303,621	20,302,724	4,858,894	1,934,144	7,100,450	531,082	51,030,915	1,351,723,000	3.775%
RESRCS	AIR RESOURCES BOARD	1989	38,873	21,264	4,916	0	N/A	N/A	65,052	30,249,000	0.215%
RESRCS	BOATING AND WATERWAYS	1989	0	306	163	0	N/A	N/A	468	2,042,000	0.023%
RESRCS	COASTAL COMMISSION	1989	40,966	13,537	13,226	7	N/A	N/A	67,736	4,474,000	1.514%
RESRCS	COASTAL CONSERVANCY	1989	0	2,546	593	591	N/A	N/A	3,729	1,842,000	0.202%
RESRCS	COLORADO RIVER BOARD	1989	0	0	0	0	N/A	N/A	0	440,000	0.000%
RESRCS	CONSERVATION	1989	50,775	28,893	7,553	11,270	N/A	N/A	98,491	17,513,000	0.562%
RESRCS	CONSERVATION CORPS	1989	541,235	1,017,776	241,846	27,970	N/A	N/A	1,828,827	33,311,000	5.490%
RESRCS	ENERGY COMMISSION	1989	13,192	28,899	7,372	19,200	N/A	N/A	68,663	17,919,000	0.383%
RESRCS	FISH AND GAME	1989	454,230	596,271	143,206	83,383	N/A	N/A	1,277,090	51,892,000	2.461%
RESRCS	FORESTRY/FIRE PROTECTION	1989	2,170,846	4,493,329	1,053,780	619,031	N/A	142	8,337,128	180,518,000	4.618%
RESRCS	PARKS AND RECREATION	1989	960,141	1,411,319	334,894	224,078	N/A	N/A	2,930,431	86,815,000	3.375%
RESRCS	S.F. BAY CONS & DEV COMM	1989	0	2,506	626	0	N/A	N/A	3,132	1,115,000	0.281%
RESRCS	SANTA MONICA Mtns CONSERV	1989	0	29,081	7,025	0	N/A	N/A	36,105	374,000	9.654%
RESRCS	SEISMIC SAFETY COMMISSION	1989	0	0	0	0	N/A	N/A	0	514,000	0.000%
RESRCS	STATE LANDS COMMISSION	1989	45,599	29,110	7,506	0	N/A	N/A	82,215	10,195,000	0.806%
RESRCS	WASTE MANAGEMENT BOARD	1989	0	4,980	1,110	0	N/A	N/A	6,090	3,595,000	0.169%
RESRCS	WATER RESOURCES	1989	290,649	514,874	120,841	255,508	N/A	808	1,182,680	107,503,000	1.100%
RESRCS	WATER RESOURCES CONTROL BOARD	1989	95,293	64,422	15,217	23,375	N/A	N/A	198,306	42,603,000	0.465%
	RESOURCES SUBTOTAL:	1989	4,701,798	8,259,111	1,959,873	1,264,413	N/A	950	16,186,145	592,914,000	2.730%
H&W	CA MEDICAL ASSIST COMM	1989	0	0	0	0	N/A	N/A	0	1,042,000	0.000%
H&W	ADMINISTRATION	1989	19,483	37,618	9,932	7,133	N/A	N/A	74,166	14,994,000	0.495%
H&W	AGNEWS	1989	497,212	699,242	167,215	324,193	N/A	N/A	1,687,861	45,062,000	3.746%
H&W	CAMARILLO	1989	1,229,769	1,829,629	444,552	815,459	N/A	N/A	4,319,409	59,888,000	7.212%
H&W	FAIRVIEW	1989	854,795	911,880	222,753	205,209	N/A	N/A	2,194,636	44,158,000	4.970%
H&W	LANTERMAN	1989	854,248	838,247	204,196	100,067	N/A	N/A	1,996,757	47,541,000	4.200%
H&W	PORTERVILLE	1989	285,839	399,576	97,217	210,946	N/A	N/A	993,578	47,260,000	2.102%
H&W	SONOMA	1989	1,287,682	1,117,411	284,612	577,790	N/A	N/A	3,267,495	58,852,000	5.552%
H&W	STOCKTON	1989	560,640	483,137	116,850	258,219	N/A	N/A	1,418,846	24,900,000	5.698%
H&W	TOTAL, DEPT DEVEL SVCS	1989	5,589,667	6,316,740	1,547,326	2,499,015	N/A	N/A	15,952,748	342,655,000	4.656%
H&W	ADV COMM ON CHILD CARE	1989	0	0	0	0	N/A	N/A	0	123,000	0.000%
H&W	AGING	1989	37,171	10,852	2,335	2,971	N/A	N/A	53,328	5,502,000	0.969%
H&W	ALCOHOL & DRUG PROGRAM	1989	4,946	21,070	5,139	2,684	N/A	N/A	33,839	8,299,000	0.408%

AGENCY	DEPARTMENT	FISCAL YEAR	COMPENSATION	MEDICAL	SERVICE FEE	INDUSTRIAL DISABILITY LEAVE	4800 TIME	PREMIUM	TOTAL PAID COSTS	TOTAL PAYROLL	COST EXPR AS A % OF PAYROLL
H&W	AREA BDS/STATE COUNC DEV	1989	0	1,320	260	0	N/A	N/A	1,580	1,315,000	0.120%
H&W	EMERGENCY MEDICAL SERVICES	1989	0	119	30	0	N/A	N/A	149	749,000	0.020%
H&W	EMPLOYMENT DEVELOPMENT	1989	1,983,522	1,960,058	465,952	408,981	N/A	N/A	4,818,514	288,463,000	1.670%
H&W	HEALTH SERVICES	1989	439,502	904,633	215,714	181,036	N/A	N/A	1,740,885	186,530,000	0.933%
H&W	HLTH/WELFARE AGY DATA CTR	1989	318	9,966	2,458	312	N/A	N/A	13,055	8,310,000	0.157%
H&W	REHABILITATION	1989	428,618	323,371	76,137	20,436	N/A	N/A	848,561	57,525,000	1.475%
H&W	SOCIAL SERVICES	1989	578,576	616,727	142,659	127,663	N/A	N/A	1,465,625	123,305,000	1.189%
H&W	STATE HEALTH PLANNING	1989	7,759	209,862	48,260	537	N/A	N/A	266,419	12,781,000	2.084%
H&W	UNEMPLOYMENT INSUR APP	1989	119,599	79,430	18,697	24,356	N/A	N/A	242,082	18,489,000	1.309%
H&W	ADMINISTRATION	1989	112,438	77,324	19,763	8,067	N/A	2,704	220,296	14,897,098	1.479%
H&W	ATASCADERO	1989	1,191,582	1,470,399	399,785	632,988	N/A	N/A	3,694,754	48,466,990	7.623%
H&W	METROPOLITAN	1989	1,104,177	1,346,428	351,583	571,213	N/A	N/A	3,373,401	48,962,987	6.890%
H&W	NAPA	1989	1,680,727	1,538,297	419,422	1,085,656	N/A	N/A	4,724,102	67,690,000	6.979%
H&W	PATTON	1989	479,375	646,725	167,905	248,230	N/A	N/A	1,542,235	49,167,726	3.137%
H&W	VACAVILLE	1989	4,848	53,061	13,012	23,846	N/A	N/A	94,767	9,447,876	1.003%
H&W	TOTAL, DEPT OF MENT HLTH	1989	4,573,147	5,132,233	1,371,470	2,570,000	N/A	2,704	13,649,554	238,632,677	5.720%
H&W	SUBTOTAL:		13,762,825	15,586,381	3,896,436	5,837,992	N/A	2,704	39,086,339	1,293,720,677	3.021%
YACA	ADMINISTRATION, ET AL	1989	905,213	950,345	254,148	462,401	N/A	208,000	2,780,107	139,934,000	1.987%
YACA	CA CORR WOMEN'S FACILITY	1989	0	0	0	1,247	N/A	N/A	1,247	353,000	0.353%
YACA	CA REHABILITATION CENTER	1989	784,089	669,535	146,839	324,998	N/A	N/A	1,925,461	48,418,000	3.977%
YACA	CA STATE PRISON, AVENAL	1989	131,453	156,019	40,137	51,066	N/A	N/A	378,675	36,896,000	1.026%
YACA	CA STATE PRISON, CORCORAN	1989	40,612	325,666	79,089	277,386	N/A	N/A	722,753	52,798,000	1.369%
YACA	CALIPATRIA STATE PRISON	1989	0	0	0	0	N/A	N/A	0	108,000	0.000%
YACA	CHUCKAWALLA PRISON, BLYTHE	1989	583	137,464	33,486	53,028	N/A	N/A	224,562	19,917,000	1.127%
YACA	CORREC CTR, SUSANVILLE	1989	541,211	775,705	208,310	215,655	N/A	N/A	1,740,881	41,551,000	4.190%
YACA	CORREC INST, TEHACHAPI	1989	824,908	872,681	218,780	478,065	N/A	N/A	2,394,434	59,791,000	4.005%
YACA	CORREC TRNG FAC, SOLEDAD	1989	2,684,512	2,286,715	575,507	932,610	N/A	N/A	6,479,344	60,579,000	10.696%
YACA	DEUEL VOCATIONAL INSTI	1989	693,124	725,379	176,191	118,158	N/A	N/A	1,712,852	36,142,000	4.739%
YACA	FOLSOM STATE PRISON	1989	1,296,201	1,387,555	338,412	648,622	N/A	N/A	3,670,791	80,796,000	4.543%
YACA	INSTI FOR WOMEN, CORONA	1989	648,096	592,802	143,893	409,740	N/A	N/A	1,794,530	25,847,000	6.943%
YACA	INSTITUTE FOR MEN, CHINO	1989	1,079,325	1,309,890	308,862	568,966	N/A	N/A	3,267,042	65,829,000	4.963%
YACA	MAGEE CORR TRNG CTR	1989	145,607	154,037	36,569	51,369	N/A	N/A	387,582	9,025,000	4.295%
YACA	MED FACILITY, VACAVILLE	1989	1,702,283	1,462,165	346,957	1,042,034	N/A	N/A	4,553,440	86,576,000	5.259%
YACA	MEN'S COLONY, SLO	1989	739,832	929,517	229,029	278,403	N/A	N/A	2,176,782	59,910,000	3.633%
YACA	MULE CREEK STATE PRISON	1989	107,409	347,174	82,507	135,071	N/A	N/A	672,161	31,539,000	2.131%
YACA	NO. CAL WOMENS' FACILITY	1989	37,919	63,024	15,815	13,979	N/A	N/A	130,738	9,064,000	1.442%
YACA	PELICAN BAY	1989	7,966	70,930	17,733	49,704	N/A	N/A	146,333	21,333,000	0.686%
YACA	RICHARD J. DONOVAN	1989	143,021	343,810	82,128	209,843	N/A	N/A	778,802	38,599,000	2.018%
YACA	SAN QUENTIN PRISON	1989	1,269,070	1,019,504	252,987	448,999	N/A	N/A	2,990,560	55,597,000	5.379%
YACA	SIERRA CONSERV CTR	1989	691,070	720,672	174,523	149,658	N/A	N/A	1,735,923	45,607,000	3.806%
YACA	TOTAL, CORR, DEPT OF	1989	14,473,505	15,300,589	3,761,902	6,921,004	N/A	208,000	40,665,000	1,026,209,000	3.963%
YACA	CORRECTIONS BOARD	1989	10,715	53,786	12,755	1,018	N/A	N/A	78,274	6,937,000	1.128%
YACA	YOUTH AUTHORITY	1989	4,432,858	4,982,910	1,208,763	3,092,430	N/A	N/A	13,716,962	194,009,000	7.070%

AGENCY	DEPARTMENT	FISCAL YEAR	COMPENSATION	MEDICAL	SERVICE FEE	INDUSTRIAL DISABILITY LEAVE	4800 TIME	PREMIUM	TOTAL PAID COSTS	TOTAL PAYROLL	COST EXPR AS A % OF PAYROLL
YACA	YOUTHFUL OFFEN PAROLE BD	1989	31,648	54,098	12,725		N/A	N/A	98,471	2,036,000	4.836%
	YACA SUBTOTAL:		18,948,726	20,391,384	4,996,145	10,014,452	N/A	208,000	54,558,707	1,229,191,000	4.439%
EDUCA	CHANCELLOR'S OFF., ET AL	1989	67,810	51,077	12,945	22,806	N/A	N/A	154,638	23,062,000	0.671%
EDUCA	CSPU, POMONA	1989	159,875	299,707	76,767	101,449	N/A	N/A	637,797	76,877,000	0.830%
EDUCA	CSPU, SAN LUIS OBISPO	1989	304,422	283,640	71,735	74,043	N/A	N/A	733,840	85,981,000	0.853%
EDUCA	CSU, BAKERSFIELD	1989	19,456	65,149	16,287	38,636	N/A	N/A	139,528	23,797,000	0.586%
EDUCA	CSU, CHICO	1989	93,060	98,740	25,565	47,953	N/A	N/A	265,318	72,525,000	0.366%
EDUCA	CSU, DOMINGUEZ HILLS	1989	103,685	126,190	33,212	31,235	N/A	N/A	294,321	36,695,000	0.802%
EDUCA	CSU, FRESNO	1989	178,842	173,841	45,604	73,649	N/A	N/A	471,936	85,308,000	0.553%
EDUCA	CSU, FULLERTON	1989	265,622	328,751	83,452	154,743	N/A	N/A	832,568	79,069,000	1.053%
EDUCA	CSU, HAYWARD	1989	114,979	135,865	34,702	76,904	N/A	N/A	362,450	54,233,000	0.668%
EDUCA	CSU, HUMBOLDT	1989	95,770	141,251	35,313	43,562	N/A	N/A	315,896	40,808,000	0.774%
EDUCA	CSU, LONG BEACH	1989	231,123	470,919	120,562	151,973	N/A	N/A	974,577	109,399,000	0.891%
EDUCA	CSU, LOS ANGELES	1989	287,451	271,633	71,101	44,988	N/A	N/A	675,173	81,620,000	0.827%
EDUCA	CSU, NORTHRIDGE	1989	465,614	323,265	86,224	48,753	N/A	N/A	923,857	100,588,000	0.918%
EDUCA	CSU, SACRAMENTO	1989	141,160	189,902	47,549	70,657	N/A	N/A	449,268	92,804,000	0.484%
EDUCA	CSU, SAN BERNARDINO	1989	49,113	86,517	22,887	31,916	N/A	N/A	190,434	38,582,000	0.494%
EDUCA	CSU, SAN DIEGO	1989	168,755	112,517	29,617	44,872	N/A	N/A	355,761	129,491,000	0.275%
EDUCA	CSU, SAN FRANCISCO	1989	117,003	168,688	42,380	41,339	N/A	N/A	369,410	96,280,000	0.384%
EDUCA	CSU, SAN JOSE	1989	386,875	319,948	82,867	82,042	N/A	N/A	871,732	103,808,000	0.840%
EDUCA	CSU, SAN MARCOS	1989	0	0	0	0	N/A	N/A	0	1,743,000	0.000%
EDUCA	CSU, SONOMA	1989	81,696	128,061	33,007	68,372	N/A	N/A	311,137	31,990,000	0.973%
EDUCA	CSU, STANISLAUS	1989	62,018	26,305	7,776	25,115	N/A	N/A	121,213	24,218,000	0.501%
EDUCA	TOTAL, CSU	1989	3,394,328	3,801,967	979,553	1,275,004	N/A	1,523,687	10,974,539	1,388,878,000	0.790%
EDUCA	ADMINISTRATION, ET AL	1989	76,216	177,032	41,469	67,264	N/A	155,715	517,695	53,041,000	0.976%
EDUCA	SCHOOL FOR THE BLIND	1989	40,917	68,352	15,522	23,360	N/A	N/A	148,150	3,656,000	4.052%
EDUCA	SCHOOL-NEUR HDCP, CENTRAL	1989	0	3,980	928	0	N/A	N/A	4,908	1,859,000	0.264%
EDUCA	SCHOOL-NEUR HDCP, NORTH	1989	5,721	900	121	0	N/A	N/A	6,743	2,077,000	0.325%
EDUCA	SCHOOL-NEUR HDCP, SOUTH	1989	8,136	4,824	794	5,952	N/A	N/A	19,707	2,033,000	0.969%
EDUCA	SCHOOL/DEAF, FREMONT	1989	140,267	88,590	21,474	11,989	N/A	N/A	262,321	10,436,000	2.514%
EDUCA	SCHOOL/DEAF, RIVERSIDE	1989	53,271	51,035	13,177	6,706	N/A	N/A	124,189	8,887,000	1.397%
EDUCA	TOTAL, EDUCATION, DEPT OF	1989	324,527	394,713	93,487	115,271	N/A	155,715	1,083,713	81,989,000	1.322%
EDUCA	BRD/GOV-CAL COMM COLLEGES	1989	2,453	8,176	2,377	26,204	N/A	N/A	39,210	7,579,000	0.517%
EDUCA	HASTINGS COLLEGE OF LAW	1989	8,603	8,032	1,727	0	N/A	N/A	18,362	10,060,000	0.183%
EDUCA	MARITIME ACADEMY	1989	23,094	34,242	8,255	14,775	N/A	N/A	80,365	5,087,000	1.580%
EDUCA	POST-SECONDARY EDUC COMM	1989	0	142	35	0	N/A	N/A	177	2,055,000	0.009%
EDUCA	STUDENT AID COMMISSION	1989	13,220	11,005	2,358	8,247	N/A	N/A	34,829	6,777,000	0.514%
EDUCA	TEACHER CREDENTIALING	1989	26,976	31,943	7,244	12,839	N/A	N/A	79,002	3,959,000	1.996%
EDUCA	ADVIS COUN, VOC EDUC	1989	0	81	20	0	N/A	N/A	101	175,000	0.058%
EDUCA	STATE LIBRARY	1989	0	0	0	0	N/A	N/A	0	5,508,000	0.000%
	EDUCA SUBTOTAL:	1989	3,793,202	4,290,300	1,095,055	1,452,340	N/A	1,679,402	12,310,298	1,512,067,000	0.814%

AGENCY	DEPARTMENT	FISCAL YEAR	COMPENSATION	MEDICAL	SERVICE FEE	INDUSTRIAL DISABILITY LEAVE	4800 TIME	PREMIUM	TOTAL PAID COSTS	TOTAL PAYROLL	COST EXPR AS A % OF PAYROLL
GEN GOV ADMINISTRATIVE LAW		1989	0	2,360	744	0	N/A	N/A	3,104	1,898,000	0.164%
GEN GOV AGRI LABOR REL BOARD		1989	N/A	N/A	N/A	0	N/A	71,343	71,343	3,933,000	1.814%
GEN GOV ARTS COUNCIL		1989	7,966	25,029	5,585	7,224	N/A	N/A	45,804	1,889,000	2.425%
GEN GOV BOARD OF CONTROL		1989	40,310	27,052	6,407	304	N/A	N/A	74,074	7,950,000	0.932%
GEN GOV CAL-EXPO		1989	79,736	170,507	40,852	14,936	N/A	N/A	306,031	5,771,000	5.303%
GEN GOV COMMISSION ON POST		1989	N/A	N/A	N/A	0	N/A	97,020	97,020	3,922,000	2.474%
GEN GOV FAIR POLITICAL PRACT COMM		1989	N/A	N/A	N/A	0	N/A	47,814	47,814	3,023,000	1.582%
GEN GOV FINANCE		1989	34,359	27,183	6,475	2,529	N/A	1,894	72,440	16,610,000	0.436%
GEN GOV FOOD AND AGRICULTURE		1989	112,528	252,727	59,498	156,364	N/A	1,292,027	1,873,144	68,871,000	2.720%
GEN GOV HORSE RACING BOARD		1989	2,656	13,433	2,890	131	N/A	N/A	19,109	1,783,000	1.072%
GEN GOV INDUSTRIAL RELATIONS		1989	798,797	909,496	208,977	192,793	N/A	16,170	2,126,233	78,865,000	2.696%
GEN GOV MILITARY		1989	269,200	175,090	40,899	39,218	N/A	589,223	1,113,630	18,464,000	6.031%
GEN GOV OFFICE OF CRIM JUST PLNG		1989	12,280	8,890	2,136	983	N/A	N/A	24,289	4,199,000	0.578%
GEN GOV OFFICE OF ECONOMIC OPPOR		1989	1,036	2,291	198	130	N/A	N/A	3,655	4,125,000	0.089%
GEN GOV OFFICE OF STATE PUBL DEF		1989	N/A	N/A	N/A	10,118	N/A	45,200	55,318	4,975,000	1.112%
GEN GOV PERSONNEL ADMINISTRATION		1989	14,810	16,698	3,892	817	N/A	N/A	36,218	6,724,000	0.539%
GEN GOV PUBLIC EMPYMNT REL BRD		1989	11,286	6,516	1,862	0	N/A	N/A	19,664	4,007,000	0.491%
GEN GOV PUBLIC UTILITIES COMM		1989	20,102	51,704	12,206	10,524	N/A	100,233	194,768	41,077,000	0.474%
GEN GOV STATE COMP INS FUND		1989	N/A	N/A	N/A	208,288	N/A	N/A	208,288	129,837,000	0.160%
GEN GOV STATUS OF WOMEN, COMM OF		1989	N/A	N/A	N/A	0	N/A	4,058	4,058	342,000	1.187%
GEN GOV SUBTOTAL:		1989	1,405,066	1,688,977	392,621	644,360	N/A	2,264,982	6,396,005	408,265,000	1.567%
OTHER BDS, BUR, COM, ETC.		1989	18,701	34,231	8,518	4,998	N/A	30,348	96,796	7,244,000	1.336%
GRAND TOTAL:		1989	63,139,138	75,393,387	18,378,672	22,281,639	7,567,225	6,381,328	193,141,389	7,315,479,677	2.640%

N/A = EITHER "NOT APPLICABLE" OR "NOT AVAILABLE" (e.g., ONLY JUSTICE AND CHP HAVE 4800 TIME PAYMENTS)

* = ESTIMATED

AGENCIES WITH TOTAL PAID WORKERS' COMPENSATION COSTS IN EXCESS OF \$1,000,000, 1989/90 FISCAL YEAR

Exhibit B

AGENCY	DEPARTMENT	FISCAL YEAR	COMPENSATION	MEDICAL	SERVICE FEE	INDUSTRIAL DISABILITY LEAVE	4800 TIME	PREMIUM	TOTAL PAID COSTS
YACA	CORRECTIONS, DEPT OF	1989	14,473,505	15,300,589	3,761,902	6,921,004	N/A	208,000	40,665,000
BT&H	HIGHWAY PATROL	1989	10,086,538	11,791,919	2,821,573	233,708	7,100,450	N/A	32,034,187
H&W	DEVELOPMENTAL SVCS, DEPT OF	1989	5,589,667	6,316,740	1,547,326	2,499,015	N/A	N/A	15,952,748
H&W	MENTAL HEALTH, DEPT OF	1989	4,573,147	5,132,233	1,371,470	2,570,000	N/A	2,704	13,649,554
YACA	YOUTH AUTHORITY, CA DEPT OF	1989	4,432,858	4,982,910	1,208,763	3,092,430	N/A	N/A	13,716,962
BT&H	TRANSPORTATION, DEPT OF	1989	4,351,396	5,779,644	1,380,345	1,078,859	N/A	615	12,590,860
EDUCA	CSU	1989	3,394,328	3,801,967	979,553	1,275,004	N/A	1,523,687	10,974,539
RESRCS	FORESTRY/FIRE PROTECTION	1989	2,170,846	4,493,329	1,053,780	619,031	N/A	142	8,337,128
BT&H	MOTOR VEHICLES, DEPT OF	1989	1,614,499	2,312,632	554,830	537,885	N/A	N/A	5,019,846
H&W	EMPLOYMENT DEVELOPMENT DEPT	1989	1,983,522	1,960,058	465,952	408,981	N/A	N/A	4,818,514
ST/CONS	GENERAL SERVICES, DEPT OF	1989	1,377,029	1,775,821	426,986	507,009	N/A	N/A	4,086,845
RESRCS	PARKS AND RECREATION, DEPT OF	1989	960,141	1,411,319	334,894	224,078	N/A	N/A	2,930,431
LJE	JUSTICE, DEPARTMENT OF	1989	647,344	927,834	218,920	84,924	466,775	N/A	2,345,797
GEN GOV	INDUSTRIAL RELATIONS, DEPT OF	1989	798,797	909,496	208,977	192,793	N/A	16,170	2,126,233
GEN GOV	FOOD AND AGRICULTURE, DEPT OF	1989	112,528	252,727	59,498	156,364	N/A	1,292,027	1,873,144
RESRCS	CONSERVATION CORPS, CA	1989	541,235	1,017,776	241,846	27,970	N/A	N/A	1,828,827
H&W	HEALTH SERVICES, DEPT OF	1989	439,502	904,633	215,714	181,036	N/A	N/A	1,740,885
ST/CONS	VETERANS' AFFAIRS, DEPT OF	1989	556,585	394,849	97,593	150,707	N/A	268,731	1,468,465
H&W	SOCIAL SERVICES, DEPT OF	1989	578,576	616,727	142,659	127,663	N/A	N/A	1,465,625
ST/CONS	FRANCHISE TAX BOARD	1989	604,109	526,791	124,297	87,655	N/A	19,814	1,362,665
RESRCS	FISH AND GAME, DEPT OF	1989	454,230	596,271	143,206	83,383	N/A	N/A	1,277,090
ST/CONS	CONSUMER AFFAIRS, DEPT OF	1989	N/A	N/A	N/A	79,763	N/A	1,176,000	1,255,763
RESRCS	WATER RESOURCES, DEPT OF	1989	290,649	514,874	120,841	255,508	N/A	808	1,182,680
GEN GOV	MILITARY, DEPT OF	1989	269,200	175,090	40,899	39,218	N/A	589,223	1,113,630
EDUCA	EDUCATION, DEPT OF	1989	324,527	394,713	93,487	115,271	N/A	155,715	1,083,713
	SUB TOTAL		60,624,759	72,290,942	17,615,309	21,549,260	7,567,225	5,253,636	184,901,132
	ALL OTHERS		2,514,379	3,102,444	763,363	732,379	0	1,127,692	8,240,257
	GRAND TOTAL		63,139,138	75,393,387	18,378,672	22,281,639	7,567,225	6,381,328	193,141,389

State of California

M E M O R A N D U M

Date: February 14, 1992
Reference: 91-28

To: PERSONNEL MANAGEMENT LIAISONS
Michael T. Navarro
From: Michael T. Navarro, Labor Relations Officer
Department of Personnel Administration

Subject: Bargaining Unit 14 Terms and Conditions of Employment

Attached are the terms and conditions of employment that will be effective March 1, 1992 for Bargaining Unit 14 employees. These statewide policies replace the provisions of the recently expired 1988-91 Bargaining Unit 14 MOU. Please share this information with your managers, supervisors, and employees and take all necessary actions to implement these policies on the above date.

The State will implement these terms and conditions of employment based on the rulings of the Sacramento Superior Court. First, where a Government Code or Department of Personnel Administration Rule exists relative to a provision in the expired MOU, the State must implement the provisions of the Code or Rule. Second, the State's proposed reductions of economic benefits (compensation and benefit reductions) will not be implemented pending successful judicial appeal and/or action by the Legislature. Third, there are several union benefits that have already been discontinued and that status will remain unchanged. These include union leave, maintenance of membership, fair share fees, and arbitration.

Please keep in mind that these terms and conditions may change based upon the State's appeal of the Superior Court's rulings or if there is Legislative action. We will keep you apprised of any such occurrences.

Our matrix attempts to highlight any changes from the recently expired 1988-91 MOU resulting from the Court's orders to implement existing Government Codes or Rules. The various terms and conditions of employment are listed in the same sequence as reflected in the expired MOU for your convenience. Implementation of the above-referenced terms and conditions of employment constitutes the completion of the 1991-92 negotiations. If we inadvertently overlooked a law or rule, or you have any questions, please call me at 324-0505.