

CALIFORNIA CITIZENS COMPENSATION COMMISSION

TRANSCRIPTION OF RECORDED

CALIFORNIA CITIZENS COMPENSATION COMMISSION MEETING  
HELD MAY 22, 2024

TRANSCRIBED BY: DONNA K. NICHOLS, RPR, CSR. 5660

JOB #: 8786

1 COMMISSIONER THOMPSON: Do you mind if I turn  
2 off the leave and join sound and unlock the -- the  
3 waiting room?

4 CHAIR SWEET: That's fine with me.

5 COMMISSIONER THOMPSON: I'm sorry, I can't do  
6 the waiting room, but I turned off the sound.

7 COMMISSIONER ROBERTS: Good morning, Michael,  
8 good morning, Tyren.

9 COMMISSIONER THOMPSON: Good morning.

10 CHAIR SWEET: Are we ready to begin?  
11 Manpreet, are we -- is there anything -- Sarah, any  
12 technicality we need to deal with before we get going?

13 MS. COHEN: I don't believe so.

14 CHAIR SWEET: Okay. Then with that I will say  
15 my name is Michael Sweet. It's 11:03 a.m. This is the  
16 scheduled May 22nd, 2024, meeting of the California  
17 Citizens Compensation Commission. This meeting is being  
18 held via teleconference on Zoom and my understanding is  
19 that members of the public do have access to this  
20 meeting and some of them have joined us.

21 I will ask the Commission secretary to please  
22 call the role.

23 MS. SNARR: Laura Horrocks.

24 COMMISSIONER HORROCKS: Here.

25 MS. SNARR: Darrell Roberts.

1 COMMISSIONER ROBERTS: Here.

2 MS. SNARR: Tyren Thompson.

3 COMMISSIONER THOMPSON: Here.

4 MS. SNARR: Margaret Wong.

5 COMMISSIONER WONG: Yes.

6 MS. SNARR: And Michael Sweet.

7 CHAIR SWEET: Here.

8 So we do have a quorum. The first -- so we  
9 should do public comment at this -- at this point,  
10 correct?

11 Okay. Sarah is nodding.

12 So this is an opportunity for general public  
13 comment. This is a time for members of the public who  
14 wish to address the Commission to do so. And I'll open  
15 the floor now, and if -- if I could ask the Commission  
16 secretary to use the two-minute clock for public  
17 comment.

18 And is the protocol for people to virtually  
19 raise their hands or -- is everyone able to be in the  
20 room now and speak or do they have to be admitted to  
21 speak?

22 MS. SNARR: Everyone is in the room. If there  
23 is a member from the public who would like to speak,  
24 they can raise their hand. There's a -- a hand on the  
25 bottom of the bar on the page so if you wish to speak

1 you can do so now.

2 CHAIR SWEET: Okay, it -- it appears that  
3 there is no one who is interested in providing public  
4 comment at this time. And I will, therefore, close the  
5 public comment section of this meeting and ask the  
6 Commission secretary to please call the next item.

7 MS. SNARR: The next item is review of the  
8 March 12th, 2024, meeting minutes.

9 CHAIR SWEET: So it's my understanding that  
10 this is down as a review and not an approve. We  
11 should -- I think the best practice would be to approve  
12 this when we are together in public and not in a virtual  
13 meeting so that -- that's why we aren't going to be  
14 approving the minutes today. We are welcoming comments,  
15 questions, or corrections on the minutes.

16 Alternately I think members the Commission  
17 could -- if -- if there's typos or things like that,  
18 members of the Commission could just send those over to  
19 staff via email.

20 But I'll open the floor now if anyone on the  
21 Commission has any comments, questions, or corrections  
22 on the minutes from the March 12th, 2024, meeting.

23 Very good. So no commissioner comment or  
24 questions. I -- I had a few corrections, little  
25 nitpicks. I will email those to staff sometime soon and

1 ask that they be incorporated for our final review when  
2 the minutes are presented to the Commission for  
3 approval.

4 Could we please have the next item.

5 MS. SNARR: Next is the Chair's report.

6 CHAIR SWEET: So you'll recall that in the  
7 last meeting we talked a little bit about the Board of  
8 Equalization and the change in their responsibilities  
9 and the question of whether in performing our duties we  
10 could or should consider a -- an adjustment that would  
11 be a reduction in salaries or -- or some -- something  
12 other than an increase.

13 We decided to seek the opinion of the Attorney  
14 General on whether that could be done. I worked with  
15 our attorney, Sarah Cohen, as well as staff. We  
16 prepared a letter which was sent to the Attorney  
17 General's office shortly after our March meeting. I  
18 have since then been contacted by the head of the  
19 Opinions Unit for the Attorney General's office just to  
20 get more of a sense of -- of what the story was and what  
21 our inquiry was about.

22 And then what he told me in that conversation  
23 was that their general practice was to effectively clear  
24 conflicts and determine whether or not they'd be able to  
25 opine on our questions and that I would be hearing back

1 either way shortly.

2 I got an email in the last week from the  
3 person who has been assigned from -- to -- to look at  
4 these issues which gave the indications that they would  
5 be able to do some analysis and presumably provide an  
6 opinion. And it's my understanding that they are now  
7 going through kind of a -- a fact-gathering process on  
8 the issue to understand more about the background and --  
9 and talk to interested parties.

10 So it -- it sounded like that wasn't  
11 processed -- the sense I got although there was no  
12 commitment to a timeline either from the head of the --  
13 the head of the unit or the attorney who's actually  
14 doing the -- taking on this project -- the sense they  
15 gave me was this was probably something where we could  
16 expect a response in six to nine months of when they  
17 started the process.

18 So it's my expectation that we will see a  
19 response to our questions if not by the end of this  
20 calendar year early in calendar year 2025 which would be  
21 appropriate timing for us to bring this up and consider  
22 it as we go through this process -- as we go through  
23 this process in the next year.

24 I see Commissioner Thompson has raised his  
25 hand.

1 Sarah, can I -- can we engage? Do I need to  
2 take questions on my report? How do we do this?

3 MS. COHEN: You can have informal discussion.  
4 No action taken.

5 CHAIR SWEET: Okay. So I'm -- I'm happy to  
6 answer -- so I have nothing else to report. But I'd be  
7 happy to answer questions to the extent I can provide  
8 them on what I just presented or engage in discussion  
9 generally.

10 COMMISSIONER THOMPSON: Sure. That's a good  
11 question, Chairman, and more of a comment. Given that  
12 we won't have kind of clear direction in time for our  
13 meeting next month we may want to consider doing a  
14 separate increase or no increase to them such that  
15 warrant giving an increase and then later it decrease  
16 and sending the wrong message to those individuals.

17 CHAIR SWEET: Correct. I -- I -- I certainly  
18 think there's no question -- and -- and you see it in  
19 the records of what's happened in prior years. I think  
20 there's no question that we can make adjustments that  
21 aren't the same across the board. So we could make  
22 adjustments up for some office holders but not all of  
23 them. And I -- I agree that that -- that would make  
24 sense.

25 And I will -- I will ask counsel to jump in if

1 I'm wrong, but that -- that's my understanding. And --  
2 and that would -- in my opinion would also be  
3 appropriate when we get to that stage.

4 Does anyone else have any questions or  
5 comments on the issue that I raised in my report?

6 Okay, I have nothing else to say in my report  
7 at this time, and I would ask the Commission secretary  
8 to please call the next item.

9 MS. SNARR: Next we have the staff reports.  
10 So I'm going to go through in terms of what was provided  
11 in terms of the additional reports for this particular  
12 meeting.

13 First we have the -- the unofficial  
14 transcripts from the March 12th, 2024, meeting.

15 Copies of the presentations -- the  
16 presentation slides that were presented at the March  
17 12th meeting. So that included from Department of Human  
18 Resources, Department of Finance, and the Legislative  
19 Analyst's office.

20 You also received -- it was a -- basically a  
21 write-up of the questions that were posed by the  
22 Commission to -- to CalHR, DOF, and LAO. So you have  
23 responses to those questions in addition to the summary  
24 of employees at max that's part of the -- those  
25 responses.



1           As requested, the position descriptions of all  
2 the elected officials.

3           Then you have the -- the approved transcripts  
4 from the June 22, 2023, meeting that were approved at  
5 the March meeting.

6           And then you also have the agenda for today --  
7 for today's meeting.

8           Then you also have the -- as requested from  
9 the last meeting, the annual salaries of the -- of the  
10 judges. So it's titled Judicial Branch Salaries. It  
11 includes the monthly and annual amounts.

12           And you also received -- yesterday you were  
13 provided advanced copies for today's presentations in  
14 addition to the Department of Finance certification  
15 letter.

16           And those were all the reports that were  
17 provided for today.

18           CHAIR SWEET: Does any commissioner have any  
19 questions for staff about what's been presented in the  
20 staff report?

21           I'd like to ask Sarah to explain the  
22 certification letter.

23           MS. COHEN: Hmm. The certification --

24           CHAIR SWEET: Yeah, sorry.

25           MS. COHEN: I received the certification

1 letter which indicates that there is a -- I think -- I'm  
2 not looking at it right now -- a point four point five  
3 percent of general revenue. That represents the amount  
4 of deficit in the rainy day fund.

5 And so for purposes of your work the  
6 constitution requires that that amount be one percent or  
7 greater in order for you to be precluded or prohibited  
8 from taking any action to increase salaries. But  
9 because that number is below one percent even though  
10 there's a negative deficit my understanding is that you  
11 can (unintelligible) including to -- to -- within your  
12 constitutional duties to annually adjust the salaries of  
13 state officers.

14 And so adjustment means -- is neutral, right.  
15 So adjust means increase, decrease, stay the same. But  
16 you are -- you are not precluded from increasing  
17 notwithstanding the fact that there is a deficit.

18 Does that make sense?

19 CHAIR SWEET: I -- I'm not sure. I -- it --  
20 are you saying that we may make adjustments up or we may  
21 not make a adjustments up?

22 MS. COHEN: I'm saying that because it's below  
23 the one percent or greater threshold set forth in the  
24 constitution for precluding the Commission from  
25 increasing salaries you may. But I wanted to -- I -- I

1 didn't want to say that without explaining why.

2 I think it's a little unusual to get a letter  
3 saying that there's a deficit which would automatically  
4 maybe make people assume that you can't take action to  
5 increase. But it doesn't meet the constitutional  
6 threshold of one percent or above.

7 CHAIR SWEET: So we may get -- we may still go  
8 forward with increases this year?

9 MS. COHEN: Yes. It does not preclude the  
10 Commission from making increases in salaries to state  
11 officers.

12 CHAIR SWEET: Okay. And I -- I see two  
13 commissioners have questions. But let me -- if we can  
14 just continue on this line.

15 If you or staff, Ms. Cohen, are able to -- to  
16 say, has the Commission in the past made adjustments in  
17 deficit years?

18 MS. COHEN: I don't have that history. What I  
19 do know is that in 2020 -- Angelina, you can correct me  
20 if I'm wrong. There was a letter that went out but it  
21 met the threshold of one percent or above. I think it  
22 was four percent. So in 2020 the most recent example of  
23 a time when there was a deficit the Commission did not  
24 increase salaries because of this constitutional  
25 prohibition.

1 CHAIR SWEET: So in that instance the  
2 Commission was not able to make adjustments?

3 MS. COHEN: Correct. No. The -- pardon me.

4 The -- the Commission was not able to increase  
5 salaries. Adjust could mean decrease. So, yes, the  
6 Commission could have gone forward and decreased, but  
7 they didn't.

8 CHAIR SWEET: Okay.

9 MS. COHEN: They just were prohibited from  
10 increasing.

11 CHAIR SWEET: And in this year are we  
12 allowed -- are we prohibited from increasing?

13 MS. COHEN: No. Because the amount is -- does  
14 not meet the constitutional threshold of one percent or  
15 above.

16 CHAIR SWEET: Okay.

17 MS. COHEN: It's at point four five percent as  
18 I recall.

19 CHAIR SWEET: Right. Okay.

20 COMMISSIONER THOMPSON: (Unintelligible).

21 CHAIR SWEET: Commissioner Thompson had his  
22 hand up but now I've lost the list of hands up.

23 COMMISSIONER THOMPSON: It was Laura and I. I  
24 wanted to clarify on the -- the one percent.

25 So, Sarah, if I understand correctly, the

1 number on that report would need to be negative one  
2 point zero and right now we are at zero point four five  
3 negative. And because of that we are allowed to make an  
4 increase if we -- if we choose to?

5 MS. COHEN: Correct. I mean, I'm -- I'm not a  
6 math major, but that is how I interpret the document.

7 And just so that you can have it -- you know,  
8 I -- just so you can have it from the horse's mouth,  
9 meaning the constitution, let me just read that to you  
10 so that you understand exactly what the constitutional  
11 mandate says.

12 This is the particular provision. Thereafter,  
13 at or before the end of each fiscal year the Commission  
14 shall adjust the annual salaries of state officers by  
15 resolution adopted by a majority of the membership of  
16 the Commission.

17 The annual salary specified in the resolution  
18 shall be effective on or after the first Monday of the  
19 next December except that a resolution shall not be  
20 adopted or take effect in any year that increases the  
21 annual salary of any state officer if on or before the  
22 immediately preceding June 1 the Director of Finance  
23 certifies to the Commission based on estimates for the  
24 current fiscal year that there will be a negative  
25 balance on June 30th of the current fiscal year in the

1 Special Fund for Economic Uncertainties in an amount  
2 equal to or greater than one percent of estimated  
3 General Fund revenues.

4 So this letter says that the -- it -- that  
5 it's an amount less than one percent, negative one point  
6 four five is less than one percent. So that's how I  
7 interpret the letter.

8 COMMISSIONER THOMPSON: That's my  
9 understanding too.

10 MS. COHEN: Oh, good. Thank you.

11 CHAIR SWEET: Thank you.

12 Commissioner Horrocks.

13 COMMISSIONER HORROCKS: Add some context to  
14 what we are voting on. If we do go forward with an  
15 increase in salaries, are we contributing significantly  
16 enough to change the point zero four five percentage?  
17 We're not going to push that in to the negative one  
18 percentage by voting for an increase for membership for  
19 salaries, correct?

20 MS. COHEN: Who is that a question for? I'm  
21 sorry.

22 COMMISSIONER HORROCKS: I think it's probably  
23 the Department of Finance. Sorry. It's going to  
24 significantly change this zero point four five  
25 percentage (unintelligible).

1 MS. COHEN: Well, I -- I -- yeah, let me just  
2 say that I cannot answer that question and someone from  
3 the Department of Finance will be here today to make a  
4 presentation as I understand it.

5 But if I'm looking at the constitutional  
6 language alone, it is this -- this -- I'm not sure that  
7 that's a relevant consideration because it's based on  
8 this estimate that's made prior to June 1. So -- but,  
9 again, I invite you to ask questions to the experts when  
10 they make their presentation today. I'm sorry.

11 COMMISSIONER HORROCKS: Thank you.

12 CHAIR SWEET: Are there any other commissioner  
13 comments or questions at this time?

14 MS. COHEN: Oh, one last thing. Which is -- I  
15 pulled the -- I pulled the 2009 certification and  
16 compared it. And there's a final sentence in that  
17 letter that is not in this letter that you have for this  
18 year that says based on the information presented above  
19 the SFEU deficit exceeds one percent of projected 2008  
20 to 2009 General Fund revenue.

21 So that's another indication that this letter  
22 that you have for purposes of making your determination  
23 before the end of this fiscal year does not preclude you  
24 from increasing salaries based on this constitutional  
25 prohibition regarding budget deficits.

1 COMMISSIONER THOMPSON: In regards to the last  
2 question it seems like we would need to provide  
3 increases in excess of one point one million to meet  
4 that one percent threshold. So I don't think that we  
5 would be doing that. But we should still wait to hear  
6 from the Department of Finance.

7 CHAIR SWEET: Other commissioner comments or  
8 questions?

9 COMMISSIONER WONG: I -- I want to ask did  
10 this one percent or zero point four five is based on the  
11 end of the fiscal year?

12 COMMISSIONER THOMPSON: June 30th.

13 COMMISSIONER WONG: What?

14 COMMISSIONER THOMPSON: I believe it's based  
15 on June 30th.

16 COMMISSIONER WONG: Okay. Thank you.

17 MS. COHEN: That -- that's correct. That the  
18 Director of Finance certifies the Commission that there  
19 will be a negative balance on June 30th of the current  
20 fiscal year is how the language is worded.

21 CHAIR SWEET: So I think we -- for -- it's  
22 fortuitous that we do have a presentation from the  
23 Department of Finance coming up shortly although not  
24 next. So I think hopefully these questions will -- will  
25 all be answered at that time.



1 Does anyone have any other comments or  
2 questions that they would like to have addressed before  
3 we move off of this agenda item?

4 Okay. Hearing none I'll ask the Commission  
5 secretary to please call the next item.

6 MS. SNARR: We have a presentation by the  
7 California Department of Human Resources regarding the  
8 collective bargaining update.

9 MR. CRAWFORD: Good morning. Anthony Crawford  
10 from California Department of Human Resources. Good to  
11 see everyone again. Thank you to the Commission for  
12 having me.

13 Angelina, are you able to share the  
14 presentation slides?

15 MS. SNARR: I don't have them available. But  
16 I can -- I can pull them up if you need me to.

17 COMMISSIONER THOMPSON: I can share if you'd  
18 like.

19 MR. CRAWFORD: Yeah, that would be great.  
20 Yeah.

21 Great. Thank you.

22 So this is a follow-up to the presentation I  
23 gave in March just to give the Commission an update  
24 related to state employee compensation and collective  
25 bargaining.

1 I -- I will start by saying that this will be  
2 fairly brief in -- in the sense that we have not had any  
3 additional negotiated increases since my presentation in  
4 March. But I'll kind of work through it. And I've  
5 added a few slides also in response to some of the  
6 questions from the March hearing to kind of address some  
7 of the questions the Commission had related to employees  
8 at max and what percentage of state employees will be  
9 receiving an increase. So . . .

10 Yeah, if you can go to the next slide, please.

11 COMMISSIONER THOMPSON: Sure. And I think you  
12 should have slide control.

13 MR. CRAWFORD: Oh. Perfect. Thank you. Let  
14 me just check there. All right. Great.

15 So this first chart is just to recap the slide  
16 that I provided in March. So this is the exact same  
17 slide I provided which provides a -- a snapshot of the  
18 last five years of increases as well as on the far right  
19 it shows what our state employees within the executive  
20 branch are eligible to receive starting July 1st of  
21 2024.

22 As a reminder -- so nothing has changed on  
23 this slide. But as reminder the percentages in white  
24 are what we refer to as general salary increases whereas  
25 as you can see the footnote at the bottom says that

1 those percentages that are in green are what we call  
2 special salary adjustments to the maximum salary of a  
3 classification which means not all employees within that  
4 eligible bargaining unit will receive the increase.  
5 They have to meet the criteria of having been at the  
6 maximum of their salary rate for twelve months. Okay,  
7 so nothing -- nothing new on this slide. That's just a  
8 recap.

9 This next slide what I did is I took just the  
10 7/1/24 increases and I added the number of positions  
11 that are eligible to receive the increase. One of the  
12 Commission questions was around how many state employees  
13 are at the maximum salary range by bargaining unit. So  
14 we provided that chart I believe last month.

15 And what I calculated here is to show you that  
16 within each bargaining unit -- so for example SEIU --  
17 actually, I should ask.

18 Are you able to see my mouse moving as I --

19 COMMISSIONER THOMPSON: No.

20 MR. CRAWFORD: No. Okay, good to know.

21 So in the -- in the top row --

22 COMMISSIONER THOMPSON: You can  
23 (unintelligible) or circle something.

24 MR. CRAWFORD: That's okay. I think I can  
25 just walk through it. So . . .

1           So you can see for SEIU they're eligible.  
2 SEIU represented employees are eligible to receive three  
3 percent 7/1/24.

4           And then to the right of that what we show  
5 here is the number of positions for SEIU represented and  
6 related excluded employees who are tied to SEIU. So  
7 that's the one hundred fifty three -- 135,000 positions.

8           And then right next to that is those positions  
9 that are eligible for the increase. And so what you see  
10 here is any of those that are in white -- so it's a  
11 general salary increase, it's a hundred percent of the  
12 positions are eligible. So all employees in one of  
13 those positions on July 1st will receive the increase.  
14 So the far right you see it's a hundred percent of  
15 eligible positions. Employees in those positions will  
16 get the increase.

17           COMMISSIONER THOMPSON: Mr. Crawford?

18           MR. CRAWFORD: Sure, yeah.

19           COMMISSIONER THOMPSON: What would make an  
20 employee ineligible?

21           MR. CRAWFORD: For a GSI they would be  
22 eligible, that's why it's one percent. But below that  
23 as you can see in the -- in the increases that are in  
24 green, so that's special salary adjustments at max, have  
25 to meet the criteria of having been at max for 12

1 months. So if this was all GSIs, it would be a hundred  
2 percent. But because we have special salary adjustments  
3 at max we -- we wanted to show you what percentage of  
4 employees would be eligible because they meet the  
5 criteria of having been at max.

6 So I think the next row kind of answers your  
7 question where you can see there's a four point five  
8 percent special salary adjustment at max. In total for  
9 Unit 2 and related excludes we have about 6,000  
10 positions. And of employees in those positions about  
11 2,600 meet that criteria. So about forty-three,  
12 forty-four percent would be eligible for that four point  
13 five percent increase on July 1st.

14 COMMISSIONER THOMPSON: So the other 4,000 or  
15 so, 3,800, do not receive an increase?

16 MR. CRAWFORD: Correct. So the way the  
17 special salary adjustments are transacted it's simply  
18 increasing the -- the maximum salary of a  
19 classification's range. And it would be part of their  
20 normal progression through the salary range as they  
21 receive what are called merit salary adjustments and  
22 progress to the max of the classification. But on July  
23 1st they would not receive an increase.

24 COMMISSIONER THOMPSON: I see. Thank you.

25 COMMISSIONER WONG: Mr. Crawford, I have a

1 question.

2 Does this apply to only full-time or part-time  
3 employees?

4 MR. CRAWFORD: It's -- it should apply to all.  
5 So it just depends on where they're at. So you could  
6 have a part-time employee who's at the maximum salary,  
7 has worked for the state in a classification for many  
8 years. They would be eligible for it.

9 COMMISSIONER WONG: Thank you.

10 MR. CRAWFORD: Mm-hmm. So that's -- I think  
11 summarizes this chart. I think the important thing at  
12 the bottom you can see the -- the total count of  
13 positions within -- again, the executive branch at this  
14 point in time was 253,000 positions. Next to that we  
15 show that about 219,000 eligible would receive an  
16 increase which makes up about eighty-six, eighty-seven  
17 percent of our executive branch workforce. I think  
18 that's an important point for the Commission.

19 So I'll move to the last slide here. And on  
20 this slide what I tried to do is combine the increases.  
21 So for some of the bargaining units we had -- they were  
22 eligible for the same amount.

23 So, for example, SEIU employees were eligible  
24 to receive three percent, our Unit 6 correctional  
25 officers were also eligible for three percent. So I

1 combined our workforce into the buckets based on those  
2 that are receiving a specific increase.

3 So, for example, I'll highlight the three  
4 percent just because that's the largest group. You can  
5 see that on 7/1/24 we have 166,000 state employees that  
6 will receive three percent on July 1st. And you can see  
7 each of the different levels of the salary increases  
8 there.

9 In the far right column what that's  
10 calculating is of those that are eligible for that  
11 specific percentage what that represents as a total of  
12 the entire workforce. So it's dividing it by the  
13 253,000 total workforce.

14 So, again, for example, at three percent we  
15 have sixty-six percent of our state workforce would be  
16 eligible for that increase on July 1st. Okay?

17 So at that -- that's actually all I have  
18 prepared today. Again, there's no additional updates as  
19 a result of bargaining since the last presentation. I  
20 hope some of that context and -- and the information  
21 is -- is helpful to the Commission. And I would be  
22 happy to answer any additional questions you may have.

23 CHAIR SWEET: Thank you, Mr. Crawford.

24 Do members of the Commission have questions?

25 Could -- can you go back -- put the slides

1 back up and click back I think two slides before you  
2 consolidated the numbers, the bigger chart.

3 Yeah. Can you make that a little bigger?

4 So as to the -- the smaller numbers, the --  
5 the folks who are getting two and two-and-a-half  
6 percent, can you give us -- and my -- my assumption is  
7 that there were other years that those groups got larger  
8 percentages.

9 Can you confirm that or give any more color  
10 on -- on why they were lower than the average?

11 MR. CRAWFORD: Yeah. I mean, what I'll do  
12 is go back --

13 CHAIR SWEET: Oh, I see --

14 MR. CRAWFORD: Yeah.

15 CHAIR SWEET: Okay, I see that, yeah.

16 MR. CRAWFORD: Yeah. I'm going to go to this  
17 slide I think would be the best to look at.

18 So, again, the far right column shows you what  
19 they will be receiving on July 1st. So you can those  
20 that have, as you indicated, maybe two or two-and-a-half  
21 percent. If you look to the left, you can see what they  
22 have received historically.

23 Again, I would -- I would say these are just  
24 the general salary increases. This does not represent  
25 all the elements of compensation that were negotiated



1 for these employees. So there could have been other  
2 types of payments such as pay differentials, other  
3 special salary adjustments to address specific  
4 recruitment and retention challenges as well as  
5 potentially some takeaways.

6 In the March presentation I gave I talked  
7 about some of the takeaways that sometimes we negotiate  
8 around retirement contributions or prefunding retiree  
9 health. So sometimes when we negotiate these total  
10 compensation increases we factor in other things that  
11 may impact state employee take-home pay as well.

12 CHAIR SWEET: So is there something special  
13 about the professional engineers or CalFire -- actually,  
14 I see the -- the professional engineers got a -- a  
15 healthy increase a couple years ago.

16 But why -- why are the CalFire increases  
17 consistently below three percent? Do you know what the  
18 story is there?

19 MR. CRAWFORD: Well, I won't get in to the  
20 story as these are a product of, you know, collective  
21 bargaining negotiations.

22 But to -- to the CalFire point what I would  
23 show you on this chart though is that each of the fiscal  
24 years starting in '21/'22 and then '22/'23 I have it  
25 split because they received two increases. So you can

1 see the firefighters on 7/1/21 received two-and-a-half  
2 percent and then six months later January 1st, '22, they  
3 received an additional two point six two. So for that  
4 fiscal year they were the one unit that actually  
5 received two increases as opposed to everyone else  
6 received one. And that occurred the next year as well  
7 in '22/'23. They received two increases.

8 CHAIR SWEET: I see.

9 MR. CRAWFORD: Yeah.

10 CHAIR SWEET: So annualized they were not --  
11 they were, in fact, above average?

12 MR. CRAWFORD: Yeah.

13 CHAIR SWEET: Okay, great.

14 MR. CRAWFORD: I mean, depending on --  
15 depending on the year. You see the -- the increases  
16 vary by bargaining unit so they were below --

17 CHAIR SWEET: Yeah.

18 MR. CRAWFORD: -- some but above others, yeah.

19 CHAIR SWEET: Yeah.

20 COMMISSIONER THOMPSON: Mr. Crawford, what  
21 happened in 2024 that made them start receiving one  
22 increase in July?

23 MR. CRAWFORD: Again, I wouldn't say anything  
24 specific happened. I would just say it's a product of  
25 negotiations. You know, for that specific unit it was

1 important that those employees received multiple  
2 increases staged throughout the year so that was what we  
3 ultimately negotiated.

4 In 7/1/24 you can see there's nothing  
5 currently scheduled. And, again, that's because we're  
6 actively negotiating so we don't know what the outcome  
7 will be of current negotiations for their 7/1/24  
8 increases.

9 COMMISSIONER THOMPSON: Thank you.

10 COMMISSIONER WONG: Mr. Crawford, I have a  
11 question.

12 MR. CRAWFORD: Sure.

13 COMMISSIONER WONG: You indicated this is  
14 strictly related to the salary. So the extra  
15 compensation, the benefits are separate and they are --  
16 they can also be increased simultaneously, right?

17 MR. CRAWFORD: Correct. I -- I would say  
18 increased or even -- when you think of, like,  
19 contributions to some benefits could potentially be  
20 increased from the employee perspective. So the  
21 employee may have to pay more toward things such as  
22 retirement or retire -- retiree health which impacts  
23 their take-home pay.

24 COMMISSIONER WONG: So do you know if these  
25 adjustment of the benefits has a plus or minus benefit

1 or pretty much the same?

2 MR. CRAWFORD: I don't have the charts in  
3 front of me. I know it's part of the -- the package I  
4 walked through in March where we showed the contribution  
5 levels for retiree health over -- I think I showed the  
6 kind of same five-year snapshot. We could always  
7 reference those charts as well as the retirement  
8 contribution charts as -- as well.

9 So, again, for some employees we ask them to  
10 contribute more while at the same time there were some  
11 employee groups who were what we call over contributing  
12 because they're paying more than the normal cost of  
13 their benefits so we actually reduced their contribution  
14 levels which results in an increase in their take-home  
15 pay.

16 COMMISSIONER WONG: Okay. Thank you.

17 COMMISSIONER THOMPSON: One more question,  
18 Mr. Crawford.

19 Looking at craft and maintenance workers in  
20 July of 2023 why is there a range of increase when  
21 everyone else has a single number?

22 MR. CRAWFORD: Yeah, that year we gave  
23 different increases depending on the classifications. I  
24 would be happy to go back and provide you a list of the  
25 classes if that's helpful, but . . .

1 COMMISSIONER THOMPSON: No, I was just  
2 curious. Thank you.

3 CHAIR SWEET: Does anyone else have questions  
4 at this point for Mr. Crawford?

5 Okay. So I think we can move off this item.

6 Mr. Crawford, will you remain with us in case  
7 we have more questions after we hear from Department of  
8 Finance?

9 MR. CRAWFORD: Sure. Yeah. I'd be happy to.

10 CHAIR SWEET: All right. And I will ask the  
11 Commission secretary to please call the next item.

12 MS. SNARR: We have a presentation by the  
13 Department of Finance regarding the state's revised  
14 budget.

15 MS. BRANDON: Good morning, everybody.  
16 Hopefully you can hear me and see the screen, the slides  
17 on the screen.

18 My name is Danielle Brandon with the  
19 Department of Finance. And I'm here to give you an  
20 update and an overview of the May revision budget and  
21 the current fiscal situation.

22 So thank you for having me today. Let's go  
23 ahead and get started -- oops. See one at a time.  
24 Sorry about that.

25 So just as a quick overview, and I will get in

1 to more details in some of the following slides. But  
2 the total of the May revision budget was 288 billion --  
3 \$288.2 billion. And that is a decrease from the \$291.5  
4 billion governor's budget. And we have -- still have a  
5 projected two -- \$27.6 billion shortfall even after  
6 early action was taken.

7 Just to define early action some bills were  
8 taken up for reductions to programs in various areas  
9 after the governor's budget was released but before the  
10 May revision came out. Those are called early action.

11 Revenues. We'll discuss the major source for  
12 the General Fund revenues just by letting those  
13 primarily come from personal income tax, corporation,  
14 and sales taxes.

15 As well as going over the expenditures with  
16 you the top categories are K-12 education, health  
17 services, and human services.

18 Moving along. A bit of a visual of the  
19 revenues as compared to the expenditures to give you an  
20 idea of the amounts for each of those.

21 I do want to highlight many of these  
22 categories are down from previous years. So, for  
23 example, personal income tax this time last year was  
24 estimated about 118 billion. So the 116 billion is  
25 obviously way less. And corporation tax are coming

1 in -- came in about \$5 billion less than last year as  
2 well.

3 With regard to expenditures you can see that  
4 the largest category for expenditures is K-12 education  
5 followed by Health and Human Services, higher education,  
6 corrections and rehabilitation, and then other captures  
7 all of the other categories for smaller departments and  
8 such that have General Fund spending.

9 Moving along. This is -- just explains the  
10 budget problems for folks at the May revision. So,  
11 again, the budget -- the governor's budget, the budget  
12 problem was actually \$37.9 billion deficit. We have  
13 increased that shortfall so our estimates changed based  
14 on the governor's budget by seven billion. We took up  
15 17.3 billion in reductions during early action leaving  
16 the remaining budget problem of 27.6 billion.

17 So this slide is going to talk about the ways  
18 that we have addressed these deficits to issue the May  
19 revision. We've pulled from reserves. We made  
20 reductions. And these reductions include sweeping  
21 dollars in positions for vacant positions within  
22 departments as well as we are working on a seven point  
23 nine five percent cut to state departments for all of  
24 their funds. Some of it is from revenues and borrowing.

25 We have delayed some items. So, for example,

1 the payroll deferral that is under consideration for  
2 this budget, that is another thing that happened in  
3 this -- to balance.

4 And then fund shifts and some deferrals of  
5 programs in to later years.

6 I do want to note you can see that the amount  
7 is bigger than the earlier amount quoted. The amount  
8 has gone up by one point two billion from governor's  
9 budget to the May revision.

10 Moving on this takes in to account I believe  
11 there was the seven million we said additional deficit  
12 earlier on. That has increased to eight point two  
13 billion. And this is how we adjusted that to reserves,  
14 additional reductions, borrowing revenues, delays, and  
15 then fund shifts.

16 So finally some of the examples of the budget  
17 reductions. So we took across state government. There  
18 is the Middle Class Scholarship Program which is \$510  
19 million ongoing. There's the Behavioral Health Program  
20 reductions that were taken. Public health funding was  
21 reduced by fifty-two point five million in '23/'24, and  
22 300 million ongoing. Child care slots are paused so  
23 we're not adding any additional child care slots.  
24 Housing unit deactivations for CDCR, that's estimated at  
25 80 million ongoing. And then reductions as we talked



1 about earlier to overall state operations of seven point  
2 nine five percent ongoing.

3 Finally, just posting up what is in the letter  
4 for the commissioners to consider is that the estimated  
5 SFEU as of June 30th is estimated to be a negative 843  
6 million which leaves us with that percentage of a  
7 negative point four five percent.

8 And I'm happy to take any questions you all  
9 might have.

10 COMMISSIONER THOMPSON: I have a question  
11 about the Special Fund for Economic Uncertainties.

12 Where do those funds come from and -- and how  
13 did we get to a point where we're a hundred -- or eight  
14 hundred forty-three negative? Was that from the  
15 pandemic?

16 MS. BRANDON: So, Commissioner Thompson, my  
17 apologies, I will have to follow up with the Commission.  
18 The SFEU is not my area of expertise.

19 COMMISSIONER THOMPSON: No worries.

20 MS. BRANDON: I will follow up and send a  
21 response to Manpreet to share with the Commission  
22 shortly following this meeting. Thank you.

23 COMMISSIONER THOMPSON: Thank you.

24 CHAIR SWEET: Commissioner Horrocks.

25 COMMISSIONER WONG: Ms. Brandon -- sorry.

1 Ms. Brandon, I have a question.

2 What does fund shifts means?

3 MS. BRANDON: Sure. So fund shifts mean an  
4 expenditure with -- it's being programmed from the  
5 General Fund. However, another source of funding,  
6 either a Special Fund or a federal fund, another funding  
7 source can be used for that expenditure. So we moved it  
8 from the General Fund to that other fund source.

9 COMMISSIONER WONG: Thank you.

10 CHAIR SWEET: Commissioner Horrocks.

11 COMMISSIONER HORROCKS: Thank you.

12 Ms. Brandon, the examples of budget reduction,  
13 most of them have a dollar amount or a percentage for  
14 what that impacted.

15 Do you have an idea though of what the dollar  
16 amount for Behavioral Health Program and the child care  
17 slot expansion looks like?

18 MS. BRANDON: Same thing for you,  
19 Commissioner. That is not my specific area. I'll have  
20 to follow up with the team that has that area. So I  
21 have behavioral health and the other one was the child  
22 care slot?

23 COMMISSIONER HORROCKS: Yes. Thank you.

24 MS. BRANDON: For the actual numbers of the  
25 reductions, correct?

1 COMMISSIONER HORROCKS: Yes. Thank you.

2 COMMISSIONER WONG: Ms. Brandon, to follow up  
3 my earlier question.

4 So to make up the shortfall is that really  
5 generating more revenue a reduction of cost but more of  
6 moving funds or deferrals? So is the majority of them  
7 what we call a made up, you know, like -- I -- I see  
8 that you have the fund shift, the referral. Of course  
9 you have some reduction.

10 But how much do you think is from the  
11 reduction or how much is mainly taking away from some  
12 other application or deferrals?

13 MS. BRANDON: Not one hundred percent sure I  
14 quite understand your question. If I'm understanding  
15 you correctly, we are not reducing costs by doing fund  
16 shifts. We are changing the funding source to be able  
17 to balance the General Fund.

18 COMMISSIONER WONG: Yeah, that's what I  
19 thought to see. So -- so the makeup of the shortfall is  
20 really of trying to find money from some other places  
21 but not necessarily reduction of cost, operation cost?

22 MS. BRANDON: For some of those. If I may put  
23 my slide back up. Give me a moment here.

24 In looking here, if you look, there are -- is  
25 money from reserves, that we pulled from reserves, so

1 that is not reducing costs overall. Reductions is  
2 actually reducing costs. The rest of these are not  
3 necessarily reducing costs, they are moving it to other  
4 periods or other funding sources.

5 COMMISSIONER WONG: Yes. Thank you.

6 MS. BRANDON: You're welcome.

7 COMMISSIONER THOMPSON: And, Ms. Brandon, did  
8 you mention something about salary delays?

9 MS. BRANDON: I -- I believe I did. It was on  
10 that same -- not necessarily salaries. It is a payroll  
11 deferral where we change the payroll date from the end  
12 of the fiscal year to the very first day of the next  
13 year. It's called a deferral to count that -- those  
14 costs in the next fiscal year.

15 COMMISSIONER THOMPSON: Okay.

16 MS. BRANDON: So, yes, we are having to do a  
17 month shift of payroll in order to balance the budget.

18 COMMISSIONER THOMPSON: And what's the  
19 employee impact of that?

20 MS. BRANDON: No employee impact.

21 COMMISSIONER THOMPSON: Okay, thank you.

22 MS. BRANDON: I would say just to maybe  
23 reiterate on your question the employee impacts -- none  
24 of these directly impact employees. They directly  
25 impact departments that may have to, like, find savings

1 in other areas.

2 COMMISSIONER HORROCKS: How often does the  
3 state defer payroll in to the next year? Is that common  
4 practice?

5 MS. BRANDON: It is not common practice. It  
6 is something we do when we have to. It does have to be  
7 undone which means if we are paying eleven months of  
8 payroll next year in a future year we will have to pay  
9 13 months to catch back up.

10 COMMISSIONER HORROCKS: Great. So if we were  
11 to not defer a month worth of payroll, would we then hit  
12 that one percent mark that determines if we are capable  
13 of making a determination?

14 MS. BRANDON: I know you're waiting for  
15 finance to answer this question so I'm going to do my  
16 best.

17 This is a letter that we provide once a year.  
18 This is the condition now. If things change from these  
19 estimates, I believe the next update would be next year.

20 But I do want to reiterate even though the  
21 authority is there to give the increase the condition of  
22 the General Fund which is impacted by that, it -- just  
23 want you all to consider the negative situation that  
24 we're in with regard to the General Fund and the impact  
25 that would have.

1 COMMISSIONER HORROCKS: So to continue along  
2 that if we were to vote for an increase, it would  
3 further impact the reserve -- or the General Fund, the  
4 negative status that we're in, correct?

5 MS. BRANDON: I would say -- I'm going to  
6 overstep here. I -- I want to say that it could.

7 COMMISSIONER HORROCKS: Okay.

8 MS. BRANDON: It could.

9 COMMISSIONER HORROCKS: Okay.

10 COMMISSIONER WONG: Ms. Brandon, is this final  
11 or is it more under discussion? Because a couple weeks  
12 ago Governor Newsom at the Chamber of Commerce host  
13 breakfast was talking about reduction of capital gain  
14 tax application.

15 MS. BRANDON: So this is the last time -- so  
16 the May revision is the last time that finance will run  
17 these numbers for revenues and expenditures.

18 I -- I want to venture --

19 Somjita, I'm -- I'm -- I'm going to call for a  
20 lifeline if I have. Can you confirm that this is the  
21 last time we update the budget for purposes of this or  
22 should we get back?

23 MS. MITRA: Yeah, this is the last -- as far  
24 as I know, this is the last time that we financed so  
25 much the budget. And then I think the legislators or

1 the administration kind of work out where they land.  
2 And that's when the budget gets passed for July 1.

3 So our numbers are complete and there's going  
4 to be some work with the legislators in deciding what  
5 the final final will be at that point.

6 MS. BRANDON: And (unintelligible) --

7 (Speaking over each other)

8 MS. BRANDON: -- is the expenditures. The  
9 revenues are final. We are not adjusting revenues  
10 anymore.

11 COMMISSIONER WONG: Thank you.

12 MS. BRANDON: Thank you, Ms. Mitra.

13 CHAIR SWEET: Any other commissioner questions  
14 or comments at this time?

15 COMMISSIONER HORROCKS: I'm still --

16 CHAIR SWEET: Commissioner Horrocks.

17 COMMISSIONER HORROCKS: Sorry. I'm still  
18 stuck on this deferral of payroll. And the auditor in  
19 me says that if I as a public company were to do that,  
20 that would not pass an audit.

21 And I'm curious how that's possible from a  
22 state budgeting perspective.

23 MS. BRANDON: We have a company legislation  
24 that is signed allows us to do so.

25 COMMISSIONER HORROCKS: Cool. Okay.

1 COMMISSIONER THOMPSON: And just to make sure  
2 that I understand this is saying that the December check  
3 will now arrive in January?

4 MS. BRANDON: No. Thank you for that  
5 question, Mr. Thompson.

6 No, what this means is that employees will get  
7 their pay when they get their pay. The final paycheck  
8 of the fiscal year, the June paycheck will register on  
9 July 1st as opposed to June 30th. No delays in payments  
10 to employees. It's a matter of when -- for the other  
11 commissioner's questions it's a matter of when the  
12 transaction is actually recorded.

13 COMMISSIONER THOMPSON: Sure.

14 MS. BRANDON: It's accounting related, not  
15 employee compensation related.

16 COMMISSIONER THOMPSON: Okay.

17 CHAIR SWEET: Do any other commissioners have  
18 questions or comments?

19 Thank you, Ms. Brandon. I'm going to ask you  
20 to stick around as well just because I -- I guess it's  
21 possible we -- we may want to pull you back in to the  
22 discussion we're about to have and Ms. Mitra too.

23 And I do thank you both for sharing this.  
24 It's -- it's great to know that the government can  
25 change the rules to allow it to make adjustments that we



1 can't do in the private sector. It does -- it does  
2 appear that it -- it can solve some problems, at least  
3 in the near term.

4 MS. BRANDON: Chair Sweet. Just mentioning I  
5 believe there's a second part on the agenda item for  
6 this that is Ms. Mitra which is the CPI update. But  
7 it's not an (unintelligible) agenda item so I think  
8 I'm --

9 CHAIR SWEET: Okay.

10 MS. BRANDON: -- think I'm supposed to be part  
11 of her now.

12 CHAIR SWEET: I understand. Thank you. It  
13 was not clear to me that we were going to get another  
14 presentation. And I appreciate that. Thank you.

15 So Ms. Mitra, please.

16 MS. MITRA: Thank you. Thank you, Chairman  
17 Sweet and thank you everyone for inviting me to discuss  
18 the CPI.

19 Somjita Mitra from the California Department  
20 of Finance. And I'm the chief economist, and my team  
21 does the official economic forecast for the state.

22 Can I have somebody share the presentation.

23 COMMISSIONER THOMPSON: Sure, I can share it.

24 MS. MITRA: Thank you.

25 Great. Thank you.

1           So I wanted to go over the -- the consumer  
2 price index, the CPI, and how we calculate it, what's  
3 included in it, and what we are seeing with it in the --  
4 in the news.

5           So generally -- so in the news it's price  
6 increases. The consumer price index and inflation are  
7 kind of used interchangeably. And you see a lot of it  
8 obviously in the news. It's been really driving a lot  
9 of the narrative and worries about the economy.

10           So this is just a few screenshots about how  
11 much of that is driving the -- the news in terms of  
12 inflation and what people are worried about with the  
13 economy, and inflation, and prices.

14           So the CPI, the consumer price index, is a  
15 measure of the weighted-average change in the prices  
16 paid by urban consumers for a market basket of goods and  
17 services.

18           So it's basically what urban consumers which  
19 is about 90 percent, I believe, of all consumers in the  
20 United States and what they would pay for a generic  
21 basket of goods and services. And this is updated every  
22 two years.

23           About 25, 30 years ago the basket did not  
24 include cell phones, for example. So we do -- the  
25 Bureau of Labor Statistics makes updates based on what

1 people are spending. And the prices includes sales, and  
2 excise taxes, and user fees. So it's kind of all  
3 encompassing.

4 And the percent of changes in the CPI really  
5 represents the percentage change in the rate of  
6 inflation, the price inflation that you see when you are  
7 going to buy a good -- a good or service.

8 The CPI -- this actually -- over a third of it  
9 is shelter inflation. Shelter includes two components.  
10 One's either the rent or the owner's equivalent rent.  
11 And those are two metrics. It's the rent that you would  
12 pay at an apartment or if you're a homeowner what you  
13 think would be the price that your home would earn on  
14 the market if you were to rent it out which is not  
15 always equal to the mortgage rate.

16 And so energy is included, food, other  
17 services, transportation, medical care and other goods.  
18 So that's generally what's in the basket.

19 The individual components might change. This  
20 is for 2023. This is what the shares were. But if it  
21 changes, it's not a significant change here or there.  
22 It be a little bit of adjustment. And so this is the  
23 contributions to CPI for 2023.

24 The California CPI is actually constructed in  
25 California. The Bureau of Labor Statistics does not

1 calculate a CPI for their state which is surprising. So  
2 we calculate it as a population-weighted average of four  
3 regional CPIs. That's the Los Angeles, Long Beach,  
4 Anaheim MSA. San Francisco, Oakland, Hayward MSA. The  
5 San Diego, Carlsbad MSA. And the Riverside, San  
6 Bernardino, Ontario MSA. And so --

7 This screenshot is actually from a couple  
8 years ago about the inflation relief grant that was  
9 provided. So I was looking for something that had a --  
10 talked about California CPI as a visual.

11 So this measure of inflation is two-thirds of  
12 all Californians are in these regional areas. This  
13 doesn't include Ventura, it doesn't include the inland  
14 parts of the state, it doesn't include the northern  
15 parts of the state. So it doesn't exclude a pretty  
16 large sizeable share of our -- of our state.

17 The -- there's several uses for the California  
18 CPI that's mandated in our legislators -- in our  
19 legislation. And that includes the personal income tax  
20 annual bracket adjustment, for county health services  
21 planning, the Office of Emergency Services planning, the  
22 statement of a wage increase calculation which comes out  
23 at the end of July.

24 And that's where the director of the  
25 Department of Finance issues a letter about having --

1 whether we're going to have a state-mandated minimum  
2 wage increase from January 1st of the following calendar  
3 year. And there's lots of other uses of the CPI that's  
4 used for planning purposes at the state level.

5           So the California Department of Finance, we  
6 look at each -- we look at the U.S. and we also look at  
7 the -- the four regional subcomponents. And then we  
8 derive eleven components from there. And then we -- a  
9 core -- we also look at core CPI.

10           Core CPI generally is a little bit more stable  
11 if you're looking at CPI because it excludes food and  
12 energy prices which tend to be pretty volatile. And  
13 that's the core CPI index.

14           So we look at the price changes for the  
15 various components in each region and then we're  
16 averaging together with the weight that represent each  
17 component's importance in the total spending of the  
18 population group. So it's basically a constructed  
19 calculation.

20           And then we also look at national deflators.  
21 And the CPI measures, again, like I said, the price  
22 change that an urban consumer spends in goods and  
23 services, a basket of goods from the previous year, so  
24 it would be year-over-year change. We do look at month  
25 to month, but generally for terms of calculations we

1 look at the year-over-year change.

2           The month to month kind of just gives us a  
3 direction of where we're going. So if we see CPI  
4 decreasing over the -- over the last few months, that  
5 gives us confidence that inflation's going to be cooling  
6 down.

7           And the -- so then the CPI obviously is the --  
8 looks at the GDP, the gross domestic product, the  
9 personal consumption expenditure, again, what people are  
10 spending, and the state and local index as well.

11           So it's basically everything that's purchased  
12 within the country by both residents as well as foreign  
13 borne, foreigners who come in to the United States and  
14 spend some on goods and services. But it doesn't  
15 include anything that was purchased -- foreign goods  
16 that were purchased by importers. So this is looking  
17 just strictly at domestic production.

18           So this is the very easy calculations for the  
19 CPI. I can walk you through it, but just -- again, it's  
20 a pop -- it's a population-weighted calculation. And  
21 then the CCPI-U is urban, and then the CCPI-W looks at  
22 urban regioners and clerical workers. So there's two  
23 calculations.

24           And the California CPI, like I said, is  
25 constructed and it doesn't come out every -- we do a

1 calculated as -- for each month. But the local regions  
2 don't come out every month.

3 So Riverside and San Diego come out on odd  
4 months. San Francisco comes out in the even months.  
5 And Los Angeles comes out every. So we kind of have to  
6 construct it every month based on what's available.

7 And then the CPI -- CCPI because it's -- okay,  
8 so it's constructed, generally comes out about six weeks  
9 after the end of the month because we have to kind of  
10 put it together.

11 And like I said the minimum wage calculation  
12 is the annual increase is based on the U.S. CPI-W. So  
13 that only includes expenditures by those in the hourly  
14 wage earnings and clerical groups at the national level,  
15 not at the state level. Even though it's used for the  
16 California minimum wage calculation.

17 And it's calculated every year as a lesser of  
18 either three point five percent or the rate of change in  
19 the most recent 12-month average of July 1 to June 30th.  
20 So this year we'll be calculating it from July 1, 2023,  
21 to June 30th, 2024. And then we'll see if that's going  
22 to be higher or lower than the three point five percent.

23 So as I mentioned, this is what looks at the  
24 contributions of two -- there's a subcomponent that  
25 contribute to the CPI. And this is the U.S. But in

1 general the share of it doesn't change too much for the  
2 California level as well.

3           You can see here shelter looks at both  
4 homeowners' equivalent rent which is, as I mentioned  
5 before, what a homeowner thinks their house would earn  
6 if they were to rent it out. Doesn't mean the mortgage.  
7 And then the residential rent.

8           And this has been particularly sticky over the  
9 last year or so. CPI reached nine point one percent in  
10 June 2022 at the -- at the national level. That was a  
11 40-year high at that time. It's gone down to a three  
12 point four percent as of March -- as of -- sorry, as of  
13 April 2024. So it's gone down significantly.

14           However, the -- the fed when they -- which  
15 when the interest rate cuts, they're looking at the  
16 headline inflation. And their target is two percent.  
17 So until they're seeing significant progress towards  
18 reaching the two percent inflation rate we may not see  
19 interest rate cuts.

20           And then the other components you can see  
21 here, food, transportation, and other components. And  
22 there's contribution to the U.S. CPI.

23           And like I said, the shares generally are a  
24 little bit different for California. But really the  
25 same in California, shelter has been really sticky.



1 Prices and rent are not going down.

2 Shelter has a lagged effect. Residential  
3 rents. It's not reflecting the rent you're paying right  
4 now in the market. It's looking at the rent that you've  
5 signed a lease a year or so ago. And so if you signed a  
6 lease a year ago that's higher rates of rent, you're not  
7 going to see that reflected in the current inflation.  
8 So it's a lagged effect.

9 Even so rents have been going down, shelter  
10 inflation has been going down. We're just not seeing it  
11 reflected yet in the actual calculation of the CPI. So  
12 hopefully in the next few months we'll start to see that  
13 cool down even more.

14 So this is the actual U.S. CPI. You can see  
15 here from a year ago, from April 2023, our overall CPI  
16 is three point four percent. Again, a lot lower than it  
17 was back in June 2022. Core, which is all items less  
18 food and shelter which I said tends to be a little bit  
19 more volatile is three point six percent.

20 So we're doing really well in terms of our --  
21 slowing down. However, you can see from December  
22 through April we haven't really seen a lot of progress  
23 in terms of our cooling inflation. And that's what the  
24 federal reserve is really looking at, how fast and how  
25 quickly we can slow to that two percent target rate. So

1 that's what they're going to determine to make their  
2 interest rate cuts.

3 So it's been really stubborn. You can see  
4 from December '23 to April '24 it hasn't changed. It's  
5 been a little dip in the last couple of months but  
6 really we haven't seen any significant change in the  
7 overall CPI.

8 Shelter inflation though, that's -- like I  
9 said, that has been the particular sticky part, has  
10 slowed down from six point two percent year over year to  
11 five point five percent. So making progress but it's  
12 pretty slow.

13 And this is California actuals, as I  
14 mentioned. It doesn't come out every month except  
15 for -- except for Los Angeles. And so March 2024, as I  
16 said -- it takes about six weeks. So for the April one  
17 we won't have it until the beginning of June. So this  
18 is the constructed CPI that we calculate for California,  
19 and it was at three point eight percent as of March  
20 2024.

21 Now, historically California's inflation has  
22 been about a one percent higher than the U.S. And so --  
23 just because we have some higher shelter prices and  
24 higher energy prices. And so right now we're at three  
25 point eight percent.

1           So while the federal reserve is looking for  
2 the U.S. to go down to two percent target inflation  
3 rate, California we are looking to go down probably to  
4 around three percent, history -- to meet our historical  
5 (unintelligible).

6           Oh, and as I mentioned, we -- we do tend to be  
7 above the U.S. in our inflation. But you see the  
8 trajectory generally follows the U.S. So it's right  
9 along -- so we're hoping once the U.S. also inflation  
10 cools at the U.S. level it will also cool in the states.

11           Now, this is our forecast that was in the May  
12 revision budget. And it includes the core CP -- the CPI  
13 which is in gray, the headline CPI which is in black,  
14 shelter, again, in red, and then transportation. These  
15 are the -- transportation is one of the components that  
16 has been also really kind of keeping our inflation  
17 elevated.

18           But we do project in our forecast that we're  
19 going to return to moderate to our historical levels by  
20 the end of our forecast window which is in 2027. It's  
21 just taking a little bit of time.

22           But you can see we made a lot of progress  
23 since inflation spiked a few years ago.

24           So, yeah, so inflation's projected to  
25 moderate. So with the U.S. we expect it to reach two

1 point three percent by 2027 and California to reach  
2 about two point seven percent in the end of 2027.

3 Now, the federal reserve has indicated that  
4 they're looking at two percent before they make any  
5 decisions. But it's been pretty stubborn. And we might  
6 be looking at a new normal of slightly higher inflation  
7 than you had pre pandemic. So it's up to the fed --  
8 Federal Reserve Board to decide if that's acceptable or  
9 if they're going to actually wait until it goes down to  
10 two percent.

11 Now, the problem is the longer they wait to  
12 cut interest rates people's interest-sensitive spending,  
13 where their businesses are expanding, making decision to  
14 hire people, open new locations, are consumers looking  
15 to spend on, you know, buying new homes, buying cars,  
16 buying anything that requires -- generally requires  
17 interest payments, they -- if they pull back on some of  
18 those purchase decisions, we might actually tip in to a  
19 recession.

20 So the -- it's a kind of a tight line --  
21 tightrope that we're walking right now in terms of the  
22 economy growing slow and steady with inflation cooling  
23 but maybe not as fast as the fed would like. So, you  
24 know, we're looking at this very carefully because that  
25 can determine how the economy's going to go over the

1 next couple of years if we tip in to a mild recession or  
2 not. So it is really a balancing act.

3 The key takeaways. The U.S. CPI is still at  
4 three point four percent. It's still well above the  
5 federal reserves two percent target rate. California  
6 inflation is still trending slightly above the U.S. as  
7 has been historical patterns. And that's projected to  
8 continue. And we do expect or project in our forecast  
9 that both the U.S. and California inflation will slow to  
10 two point three percent and two point seven percent by  
11 the end of our current forecast window which is 2027.

12 Thank you so much.

13 Chairman Thompson, I think you can stop  
14 sharing now.

15 COMMISSIONER THOMPSON: Sure.

16 MS. MITRA: Thank you. I appreciate it.

17 CHAIR SWEET: Thank you, Ms. Mitra.

18 Are there commissioner comments or questions  
19 for the Department of Finance?

20 COMMISSIONER WONG: Ms. -- I'm sorry, Laura,  
21 your hand's up.

22 Ms. Mitra, I -- I want to ask you your  
23 projections. Two point three point seven, is this based  
24 on interest rate not -- not increasing or decreasing?  
25 Is there any -- any assumption that based on your

1 projection the interest rate is going to be the key?

2 MS. MITRA: That's actually a great question,  
3 Commissioner Wong. So when we were projecting this back  
4 in April when we were working on our economic forecast,  
5 we thought there was going to be three rate cuts this  
6 year by the feds. You know, first one starting in June  
7 and then throughout the end of the year.

8 However, that was based on the trajectory of  
9 the inflation at that time. It had been slowing  
10 relatively on a straight trajectory. However, since  
11 then because of the stubbornness of inflation and how  
12 sticky it's been we think it's going to be probably --  
13 so this was built in to our forecast, the three percent  
14 that we locked down -- said that they were going to cut  
15 rates three times.

16 Since then -- it's locked down, so we can't  
17 change it. But we do think it's probably going to be  
18 either rate cuts later this year -- but we hope what  
19 won't happen is inflation stays so high or so stubborn  
20 that the fed actually reverses course and increases  
21 rates.

22 The fed at every meeting that they have, their  
23 open market committee meetings that they have every  
24 month, they've indicated that they won't rate -- raise  
25 rates if they think that's going to be what's needed to

1 cool inflation. They haven't done it since last June.  
2 They've kept interest rates steady at I believe five  
3 point two five to five point five percent.

4 And the hope is that they don't raise it  
5 because, like I said, we're working, like, a really  
6 tightrope right now. And if they raise it, people might  
7 pull back, businesses might pull back on hiring,  
8 expanding, purchasing. That could tip us in to a  
9 recession.

10 So our -- our projections were based on the --  
11 what the direct trajectory of inflation had been until  
12 then.

13 COMMISSIONER WONG: Thank you.

14 CHAIR SWEET: Commissioner Horrocks.

15 COMMISSIONER HORROCKS: Thank you. I just  
16 wanted to say thank you to both Ms. Brandon and  
17 Ms. Mitra because these were really well put together  
18 presentations, not only on what is included in the  
19 budget but also how you put together your projections.  
20 And they were well articulated, and I appreciate that.  
21 And I know I have a bunch of questions, so thank you for  
22 answering all of them.

23 MS. MITRA: Thank you. I really appreciate  
24 that.

25 CHAIR SWEET: Any other commissioner

1 questions?

2 MS. MITRA: I should also mention, Chairman  
3 Sweet, that Manpreet has my contact information so -- I  
4 know this was a lot of information. So if there's  
5 questions that come up after you've thought about it a  
6 little bit, please let her know and she'll -- she will  
7 contact me and I'll be happy to answer questions later.  
8 Because I know sometimes after the presentation it's,  
9 oh, I should have asked that. So . . . I'm available.

10 CHAIR SWEET: Thank you. Thank you very much.

11 And -- and I will echo Commissioner Horrocks  
12 and the other commissioners in thanking you for -- both  
13 for thorough presentations and for all your work.

14 And I will still ask you to stick around.  
15 I -- I suspect we won't need to call on you but it would  
16 be a shame if -- you're here now and then something  
17 comes up and someone says, gee, I wish we still had you  
18 here to answer a question.

19 So is that okay?

20 MS. MITRA: Yes.

21 CHAIR SWEET: Good. Okay.

22 Any other commissioner comments or questions  
23 before we move off of this item?

24 Very well. I'll ask the Commission secretary  
25 to please call the next item.



1 MS. SNARR: The last item on the agenda is the  
2 discussion of proposed resolution setting compensation.

3 CHAIR SWEET: So the way I've proposed we --  
4 the way I've structured this in setting it this way on  
5 the agenda is to allow now for a discussion of what will  
6 ultimately be our proposal and that I think we'll vote  
7 on or that I expect you would vote on --  
8 constitutionally we have to vote on it the next meeting,  
9 in -- instead of waiting until we get to that meeting  
10 and -- and then asking people to put something forward.

11 I wanted to open the floor now based on the  
12 presentations we've had and -- and the fact that, you  
13 know, we're -- we're together and start the discussion.  
14 This is not an action item. This will be acted on next  
15 month. But I want to begin the process now.

16 So at this point what I'd do is I would invite  
17 the commissioners to share their thoughts, make a  
18 proposal, and we can -- we can just confer on these  
19 matters so that we'll have a more -- I think a more  
20 focused discussion and -- and maybe we'll have a -- a  
21 target to be working towards when we get together in  
22 June.

23 Does any commissioner want to jump in at this  
24 point?

25 COMMISSIONER WONG: I can start. I -- first

1 of all, thank you --

2 CHAIR SWEET: Commissioner Wong, thank you.

3 COMMISSIONER WONG: Yeah. Thank you.

4 First of all, thank you for all the reports  
5 and the update and they are tremendously helpful.

6 I -- you know, I think we -- I have some kind  
7 of a guideline at what we should be targeting, you know,  
8 in looking at the fed, looking at, you know, the state,  
9 and looking at our deficit budget and all of that.

10 It's just that I felt that a lot of these  
11 projection or future is very much depending on the  
12 overall -- the situation of the interest rate, the  
13 situation of the global affairs, and the situation of  
14 the election, and all of that.

15 But if we want to look at today and project, I  
16 think that there -- to me there's a clear picture of  
17 what we need to do.

18 Another comment I have that -- you know, I was  
19 a little bit surprised to see that, you know, projecting  
20 two point seven and three point eight percent in the  
21 State of California's CPI inflation and all that, but it  
22 seems that -- that we pay more today in all aspect than  
23 is actually being said or being, you know, surveyed on.

24 I -- I just feel that -- you know, from food  
25 to -- to a lot of things that it seems like to be more

1 than what the number's three point eight. I mean,  
2 that's my general comment.

3 But I think that what is being provided is  
4 extremely helpful. And I think I -- I would definitely  
5 have a direction of what we -- what I wanted to propose.

6 CHAIR SWEET: Would you like to share that  
7 number with the group yet?

8 COMMISSIONER WONG: I think it's going to  
9 be -- in my mind it's going to be between three point  
10 five to four.

11 CHAIR SWEET: Okay.

12 COMMISSIONER HORROCKS: I'll (unintelligible)  
13 some commentary.

14 CHAIR SWEET: Commissioner Horrocks.

15 COMMISSIONER HORROCKS: I don't necessarily  
16 have a targeted number in mind. But I did want to  
17 comment on the payroll deferral in order to meet our  
18 budget requirement for this fiscal year.

19 While it is unusual that works if you have the  
20 ability to make up for those deferrals in the next  
21 fiscal year. And it makes sense if you are trying to  
22 consolidate your losses in to a single fiscal year  
23 instead of spread it across multiple fiscal years so  
24 that you do have the ability to make some decisions  
25 today with the hope that you can impact some benefits

1 later in the next couple of years.

2 That said I don't think it should impact our  
3 decision today as far as not providing an increase by  
4 any means. But it may impact a decision for next year  
5 as we're having this discussion for 2026. And that's --  
6 we'll get there when we get there. So that's fine.

7 CHAIR SWEET: Thank you.

8 Other commissioner comments?

9 COMMISSIONER THOMPSON: Given the state of the  
10 budget -- this is Commissioner Thompson. Given the  
11 state of the budget I'm inclined to entertain not  
12 providing an increase or at least looking position by  
13 position in determining who -- to maybe not have an  
14 increase.

15 In the event that we do I saw that sixty six  
16 percent, two-thirds, of those are getting three percent.  
17 I want to align there probably.

18 COMMISSIONER ROBERTS: And I'll -- I'll  
19 piggyback on Commissioner Thompson's comments.

20 If we looked at the remainder of the workforce  
21 through the state, I believe there's three groups, CHP,  
22 firefighters, and scientists. I believe they're, you  
23 know, currently still at the bargaining table. And  
24 it -- it puts us in a unique situation where there's  
25 still -- a large part of the workforce is still at the

1 bargaining table, they're still negotiating. And, you  
2 know, a -- a number between zero/three seems appropriate  
3 even though it seems like inflation is much higher than  
4 what is anticipated. It's -- it's tough out there.

5 So I just think it's -- you know, I'm not sure  
6 when those other groups will be wrapping up bargaining  
7 sessions. And, again, that's between the bargaining  
8 table. But I -- I would be supportive just as long as  
9 it -- the rest of the workforce is -- is -- is moving in  
10 the right direction. Thank you.

11 CHAIR SWEET: Other commissioner comments?

12 COMMISSIONER THOMPSON: Commissioner Wong, are  
13 you speaking?

14 COMMISSIONER WONG: Oh, I'm sorry.

15 Can I make one more comment?

16 CHAIR SWEET: Of course.

17 COMMISSIONER WONG: We see the budget or the  
18 revenue, State of California revenue, is dramatically  
19 down.

20 Is -- the personal income has been reduced.  
21 The revenue side has been reduced. So, you know,  
22 looking at why it's being reduced is because business is  
23 slower, and so the income or overall is reduced.

24 So with that said I just want to be able to  
25 study more and understand more about is that really is

1 inflation or is that because of -- because of the COVID,  
2 you know, the after period that we have this down time  
3 or what.

4           You know, so the market is soft and overall so  
5 in a way, so . . . And -- but, again, I'm surprised  
6 inflation is not as high. So I'm -- I'm just saying  
7 that I'm -- I have to look in to the numbers again and  
8 study more on that.

9           CHAIR SWEET: Commissioner Horrocks.

10           COMMISSIONER HORROCKS: Commissioner Wong, I'm  
11 in agreement that it's interesting that the income  
12 revenues are declining. And I wonder if that is a  
13 function of people moving out of state as much as it is  
14 that the income per person is going down. And I wonder  
15 if we have that rate volume breakdown. Because that  
16 might also explain some of the corporate revenues  
17 declining every year as well.

18           CHAIR SWEET: Ms. Brandon.

19           MS. BRANDON: Thank you for the question,  
20 Commissioner.

21           I don't know that we have the breakdown of  
22 where these individual amounts are coming from. I can  
23 definitely check with our revenues -- revenue unit who  
24 handles that. I don't know that we make those  
25 assumptions.

1           If I understand what you're asking, I'm going  
2 to ask -- Somjita came on, so I'm going to ask if she  
3 knows if we keep that specific information of why  
4 revenues for specific areas like personal income tax  
5 have gone down. And if not, I can follow up.

6           MS. MITRA: Yeah. I would -- I mean, I'm  
7 definitely -- like what Danielle said I think we need to  
8 check with our revenue team for the exact specifics.

9           But in terms of these people leaving, in  
10 terms -- our latest estimates from our demographic unit  
11 have said that our population actually in 2023 increased  
12 by about 67,000 people -- 66,000 people. So we kind of  
13 reversed that outward trend.

14           And at the same time with people, like, you  
15 know, the churn of people leaving the state or coming in  
16 to the state, we've also internally seen wages go up,  
17 some of the highest earners, at the same time. So we  
18 have generally a lot of people earning a lot of money.  
19 So if they do leave the state as a share of people  
20 leaving the state, that's just happened as a -- as a --  
21 because we have higher earners.

22           But our personal income projections -- so we  
23 have two more -- when we did our May revision forecast  
24 in terms of personal income, we had two more quarters of  
25 data than we did during the governor's budget. And it's

1 a lot of -- it's a -- it had gone down because of the  
2 decrease in transfers. So a lot of the personal income  
3 was based on -- the decrease was based on the transfers  
4 going down. And the transfers go down, conversely when  
5 the economy is doing well because you don't need as much  
6 government support. So it's a kind of contrary  
7 indication.

8           So our personal income, if you take that out,  
9 the downgrade in transfers actually offset the  
10 revision -- the upward revision in wages and salaries.  
11 So that's probably a little bit where the personal  
12 income went down. It has less to do with lower  
13 earnings, probably a little bit more to do with the  
14 decline in (unintelligible).

15           CHAIR SWEET: Commissioner Thompson --

16           MS. BRANDON: And I just --

17           CHAIR SWEET: Oh, sorry, go ahead,  
18 Ms. Brandon.

19           MS. BRANDON: I wanted to make sure that that  
20 answered the commissioner's questions. So it -- or if  
21 follow-up is still needed.

22           COMMISSIONER HORROCKS: That was sufficient.  
23 Thank you very much.

24           MS. BRANDON: Thank you.

25           Thank you, Chair.



1 COMMISSIONER THOMPSON: Chairman Sweet, I put  
2 my hand down. I was going to mirror Commissioner  
3 Horrocks' comments and suggest that -- that folks  
4 leaving the state might have an impact on personal  
5 income.

6 CHAIR SWEET: Got it. Thank you.

7 Any other commissioner thoughts at this point  
8 on where we might go with a resolution?

9 I'll share my inclination at this point.  
10 First of all, I think we should consider a different  
11 adjustment for BOE, should look at those differently  
12 than the rest based on the presentation we got at the  
13 last meeting. We -- I don't -- we're waiting to hear if  
14 we can reduce them, but we do know that we could, for  
15 example, decide to give them less reduction or no  
16 reduction while we give an increase to others. So I  
17 would consider that.

18 And I -- I think I'm in between -- and  
19 Commissioner Thompson, I -- I -- I hear you. It's --  
20 it's a tough balance, right? It's -- times are tough.  
21 But at the same time these are people who, just like the  
22 rest of us, have to live here in the State of California  
23 when inflation has been tough. So I would not -- I -- I  
24 do wonder if people like -- people who know that I'm on  
25 this commission talk about how, you know, we need to

1 make an example and, you know, make -- make them --  
2 make -- make the elected officials perform for us in  
3 order to get, you know, their -- their increases and --  
4 and whatever else. And there may have been some of that  
5 in the legislation -- the -- the initiative that created  
6 this Commission back in 1990.

7           At the same time, you know, these -- these are  
8 people who are living here in the State of California  
9 just like the rest of us, and they haven't used expenses  
10 and I don't think we should be punitive to force them  
11 and their families to, you know, go -- go more -- do  
12 more with less which is effectively what's happening  
13 with inflation going up even though it -- it seems to be  
14 coming under control.

15           So I -- I would still give an increase. And I  
16 think the -- my -- my thought is it should be in pace  
17 with what the other sector -- where the other sectors  
18 are. And I would be inclined to split the difference,  
19 Commissioner Thompson, where you were at three and  
20 Commissioner Wong where you were at four and -- and  
21 suggest a three point five percent increase which while  
22 a bit more than the -- the -- kind of the median that we  
23 saw at three percent, that's where the bulge is in  
24 the -- if we had a graph.

25           I do think that it -- that it's consistent

1 with what's happening with, you know, some units getting  
2 four or five percent. And -- and to -- I think it was  
3 Commissioner Horrocks who was talking about -- was --  
4 maybe it was -- was it you, Ms. -- Commissioner  
5 Horrocks, talking about the effect of the increase on  
6 the budget generally?

7 I mean, I think we're talking about 120 or 130  
8 individuals are -- are the total that are impacted.  
9 It's the -- you know, it's the 120 in the legislature.  
10 Is it 80 plus 40, right? And then --

11 COMMISSIONER HORROCKS: That's about right.

12 CHAIR SWEET: And then 10-ish more, I guess  
13 fewer if you don't count the BOE.

14 So, you know, in the scheme of things given  
15 the -- the size of the -- of the budget I -- you know,  
16 saying it's not a drop in the bucket would be an  
17 understatement. So I -- I don't think we move the  
18 needle by -- by making a three -- three or  
19 three-and-a-half percent adjustment on, you know, a  
20 hundred and -- 130 people. Although it -- it is -- it  
21 is -- it does move up but I don't think it -- it would  
22 be measurable under the circumstances.

23 COMMISSIONER HORROCKS: Overall it's just shy  
24 of half a million dollars for context.

25 COMMISSIONER THOMPSON: Thank you,

1 Commissioner.

2 CHAIR SWEET: Yeah, thank you.

3 COMMISSIONER THOMPSON: Given that --

4 CHAIR SWEET: Commissioner Thompson.

5 COMMISSIONER THOMPSON: Sure. Given that  
6 we've got attorneys who have given -- just received --  
7 or will receive, rather, four point five percent I'd  
8 like to look at it position by position and see if  
9 there's -- for example, the attorney general, for  
10 example, who might have a more appropriate increase in  
11 line with people who do similar work to them. But  
12 generally I -- I'm in agreement with the other comments.

13 CHAIR SWEET: Commissioner Thompson, beyond --  
14 beyond pulling out the Attorney General is there  
15 anything else that you'd want staff to do to help us  
16 think about -- think about issues if we do break them  
17 out -- break individuals out?

18 COMMISSIONER THOMPSON: No, not that I can  
19 think of.

20 CHAIR SWEET: Okay.

21 COMMISSIONER THOMPSON: I would like to  
22 review -- and I'll do this between this meeting and the  
23 next -- our prior decisions. Because I think  
24 historically we've matched SEIU given that they're the  
25 biggest bargaining unit. An example what we might be

1 entertaining now is inconsistent with that. So I just  
2 want to revisit so that we're fully informed when we  
3 make our decision.

4 CHAIR SWEET: Sure.

5 And it's my understanding that the reason we  
6 think about SEIU or the reason that we, the Commission,  
7 which -- you know, historically, not us, but others on  
8 this Commission have thought about SEIU is because as we  
9 saw they are -- they are the largest number. And one  
10 would expect that they would look back at what we do the  
11 next time they come to the table.

12 And I guess based on what we've seen and  
13 what -- where they've been I -- I think I'd be  
14 comfortable with being a size three-and-a-half percent  
15 because, you know, they -- they're a little more, a  
16 little less, but it's -- it's -- A, they're not on the  
17 table now, and, B, I -- I don't think that that breaks  
18 the trend of where -- you know, where things have --  
19 have gone. So I'm -- I -- I don't think we would be an  
20 outlier -- or we would create a situation where there is  
21 an outlier that would -- would cause consternation the  
22 next time that they're in -- in bargaining.

23 COMMISSIONER THOMPSON: Sure. Yeah, half  
24 percent is not giving me heartburn.

25 COMMISSIONER ROBERTS: And -- and, Chairman

1 Sweet, just for context that is more a bit of a past  
2 practice than policy, per say, on following SEIU and  
3 they're -- and the trend of when they're finishing their  
4 bargaining, where they end up.

5 CHAIR SWEET: I think that's right.

6 COMMISSIONER ROBERTS: Okay.

7 CHAIR SWEET: Any other commissioner comments  
8 or thoughts on this topic?

9 Does anyone want to put forward an actual  
10 resolution to be considered?

11 I know, Commissioner Thompson, you want to --  
12 you want to have a closer look at the AG position. I  
13 proposed taking out the BOE. Sounds like maybe we'd  
14 want a baseline proposal for, you know, others and then  
15 take -- take some out.

16 Commissioner Thompson, were you thinking of  
17 going -- going one by one or do you just want to pull  
18 out the AG?

19 COMMISSIONER THOMPSON: I think just the AG.  
20 I don't know -- I don't know that anyone else has  
21 something similar to a different bargaining unit.

22 CHAIR SWEET: Can -- is there someone who can  
23 put that slide back up that shows --

24 COMMISSIONER THOMPSON: I can.

25 CHAIR SWEET: -- this would be -- this --

1 right. This -- this is in -- that's the one. There we  
2 go.

3 COMMISSIONER THOMPSON: Actually, I think  
4 it's . . . Yeah, this is fine.

5 CHAIR SWEET: Yeah, so they're -- they're at  
6 four point -- the top line, attorneys and ALJs at four  
7 point five.

8 COMMISSIONER THOMPSON: Mm-hmm.

9 CHAIR SWEET: Can we see where they've been  
10 historically? Do we have that information?

11 Yeah, there it is.

12 And is there someone from DHR who can talk  
13 about who make up the attorneys and ALJ on that line?  
14 I -- I suspect it's not just people in the Attorney  
15 General's office.

16 MR. CRAWFORD: Yeah, so that -- there are  
17 attorneys throughout the entire State of California. So  
18 it's more than just the Department of Justice. So the  
19 Department of Justice has their own specific what's  
20 called Deputy Attorney General attorney series, and then  
21 statewide we have our Attorney General series, if you  
22 will.

23 But if there's additional information you want  
24 specific to that bargaining unit, we'd be happy to  
25 provide it. We can provide classifications, exact

1 amounts, counts by department. We have all of that data  
2 available if it's helpful.

3 CHAIR SWEET: So, for example, it -- to the  
4 extent there are attorneys that sit in DHR, they're --  
5 they -- they would also belong to that unit and they  
6 would also get the four point five percent; is that  
7 correct?

8 MR. CRAWFORD: Small exception to that. Here  
9 at CalHR all of our employees because we contribute to  
10 the collective bargaining process were excluded from  
11 being represented. So our attorneys specifically are  
12 not represented by a union.

13 CHAIR SWEET: But in -- in other departments  
14 attorneys would -- would also belong to that unit even  
15 if they aren't Department of Justice?

16 MR. CRAWFORD: Correct. The rank and file or  
17 represented employees would belong to Bargaining Unit 2,  
18 correct.

19 CHAIR SWEET: Okay.

20 COMMISSIONER THOMPSON: And, Mr. Crawford, are  
21 there any other covered positions that this Commission  
22 oversees that perform or work similar to people at  
23 different bargaining unit compared to SEIU?

24 MR. CRAWFORD: I don't know the answer to  
25 that. I would have to look at that list. I don't



1 know --

2 COMMISSIONER THOMPSON: Maybe I've got the  
3 list somewhere.

4 MR. CRAWFORD: Yeah, maybe -- I don't know if  
5 that's a Manpreet -- I think what I heard earlier in the  
6 materials that were provided there was something around  
7 the duties of some of these employees. Not something  
8 I've looked at, but I don't know the alignment of the  
9 duties and -- and what they might be similar to.

10 COMMISSIONER THOMPSON: These are the  
11 positions.

12 MS. SINGH: So just -- just to quickly add a  
13 note to those positions -- Manpreet Singh -- is that the  
14 departments that these positions may oversee for, like,  
15 the -- the treasurer, controller, AG, secretary of  
16 state, that they do employ attorneys.

17 COMMISSIONER THOMPSON: Thank you for that.

18 My question was more in line with will any of  
19 these positions -- were they not under the purview of  
20 our the Commission would they fall in to one of the  
21 other bargaining units outside of SEIU? We'd have to  
22 speculate a little bit. I don't know if we can.

23 MR. CRAWFORD: Not -- not something I can --

24 COMMISSIONER THOMPSON: No worries.

25 MR. CRAWFORD: Yeah.

1 CHAIR SWEET: Any other commissioner comments,  
2 or questions, or requests for staff going in to the next  
3 meeting?

4 COMMISSIONER THOMPSON: So Chairman --

5 CHAIR SWEET: Yes.

6 COMMISSIONER THOMPSON: -- if we put together  
7 a resolution today and vote, would we still meet in  
8 June?

9 CHAIR SWEET: We can't vote today because we  
10 haven't agendized this for a vote. But I would like to  
11 put together a resolution today and ask staff to  
12 actually put -- you know, put one in the package.

13 And I -- I'm going to propose -- and this is  
14 just for discussion purposes. But I'm going to propose  
15 a -- a -- a resolution that increases all of the  
16 positions under our purview at two three point five --  
17 or by three point five percent with the exception of the  
18 Board of Equalization which I would like to leave as it  
19 is. And there -- there -- this -- we're just now  
20 putting together -- there will be numbers on a page and  
21 we can discuss it.

22 But unless someone feels strongly about  
23 putting that together I'm going to ask staff to actually  
24 create that resolution now and put it in the package as  
25 the proposal for our next meeting.

1           Manpreet, is that something you could -- you  
2 could work with Sarah to do?

3           Okay. I got a nod.

4           Are there any commissioners that think that --  
5 are uncomfortable starting at that point in our  
6 discussion next month?

7           COMMISSIONER WONG: No, I'm comfortable with  
8 what you proposed, Chairman.

9           CHAIR SWEET: Okay. So we'll have -- at the  
10 next meeting -- there have been a few questions to DHR  
11 and the Department of Finance, so I think we'll get a  
12 little more data trickling in.

13           And hopefully you all -- this -- that -- this  
14 was very productive. It was nice to see you in person  
15 last time, and -- and hopefully we'll see you in person  
16 next month. But if -- if you can -- you can be there to  
17 both answer the questions that came up today and then to  
18 field questions from the Commission in our next meeting  
19 in case we have them, I'd appreciate it. Certainly I  
20 expect the other commissioners will as well.

21           And the -- the main action item next meeting  
22 will be to vote on the resolution that I've outlined in  
23 which will -- we will see on a page and include it in  
24 the agenda package in advance of that meeting.

25           Ms. Cohen, is there anything we need to do

1 further before we adjourn this meeting?

2 MS. COHEN: No, I don't believe so. You've  
3 gone through all the agenda items and now just I think  
4 you need to adjourn if there's no further business.

5 CHAIR SWEET: Okay.

6 MS. COHEN: Thank you.

7 CHAIR SWEET: Is there anyone else that wants  
8 to speak on -- on this last item before we wrap up?

9 And, Ms. Singh, is there anything -- okay,  
10 Ms. Cohen, go ahead.

11 MS. COHEN: Oh, I'm so sorry. I'm just  
12 wondering do we want to just (unintelligible) people  
13 when the date of the next meeting is just to make sure  
14 everyone has it in their calendars?

15 CHAIR SWEET: I -- I was about to ask  
16 Ms. Singh to run us through the logistics of what's  
17 going to happen next time and anything else that we need  
18 to know before we wrap up.

19 And she's on mute. It wouldn't be a Zoom  
20 meeting without someone on mute.

21 There we go.

22 MS. SINGH: Sorry. I'm in the same conference  
23 room as my staff so we're echoing a little bit.

24 So the next meeting will be in person at the  
25 same in-person meeting we had in March. So it will be

1 at the CalEPA building on I Street. And the time I  
2 believe is set for the same, so in the afternoon to  
3 allow for commute and travel. We will be following up  
4 with information, TEC, all of the -- the logistical  
5 stuff via email along with the materials that are going  
6 to be necessary.

7 And, of course, if you have any questions  
8 between the time of this meeting and the next meeting,  
9 please reach out to myself or the staff.

10 COMMISSIONER WONG: Which day are we talking  
11 about?

12 MS. SINGH: June 12th is what we have on  
13 calendar, I believe.

14 COMMISSIONER THOMPSON: Yes.

15 CHAIR SWEET: It looks right.

16 MS. COHEN: Chair, may I ask one question.  
17 Is -- is everyone going to be appearing in  
18 person at this meeting?

19 COMMISSIONER ROBERTS: Chair --

20 MS. COHEN: It -- it matters for --  
21 (Speaking over each other)

22 COMMISSIONER ROBERTS: Yeah, if I -- if I may,  
23 Sarah and Manpreet, I will be out of country in those  
24 first two weeks of June so I will not be able to attend.

25 CHAIR SWEET: Commissioner, would you be able

1 to participate via Zoom if that were an option, or would  
2 that not work for you?

3 COMMISSIONER ROBERTS: Yes, Mr. Chair, I -- I  
4 should be able to participate via Zoom.

5 CHAIR SWEET: Ms. Cohen, is there -- there is  
6 a mechanism for allowing most of us to be in person but  
7 Commissioner Roberts to be on Zoom, correct?

8 MS. COHEN: That's correct. It's -- it's not  
9 really considered an in-person meeting, it's also  
10 considered a teleconference meeting. But you've got a  
11 majority of the people in one physical location. As  
12 long as you've got a majority in one physical location  
13 you're okay.

14 CHAIR SWEET: Okay.

15 COMMISSIONER ROBERTS: Thank you.

16 CHAIR SWEET: And so, Commissioner Roberts, I  
17 appreciate -- I know it's your -- I think it's your big  
18 anniversary trip and I appreciate --

19 COMMISSIONER ROBERTS: It is.

20 CHAIR SWEET: -- your flexibility. So I think  
21 you'll be in Europe so it will be a little late in the  
22 evening. But thank you for doing that.

23 And I -- I think everyone else will -- we'll  
24 look forward to seeing you -- counsel, one more.

25 MS. COHEN: Sorry. No, but just on that point

1 you still need a quorum to take action. So -- so  
2 Commissioner Roberts' participation by Zoom is critical.  
3 And I would just make sure we have all of that set up in  
4 advance to make sure he can (unintelligible) --

5 (Speaking over each other)

6 COMMISSIONER ROBERTS: No pressure, Ms. Cohen,  
7 and understood.

8 MS. COHEN: Okay, thank you.

9 MR. ROBERTS: Yes, ma'am.

10 CHAIR SWEET: Great. We have a hand raised.

11 MS. STOWERS: Good morning -- I'm sorry, good  
12 afternoon. Yvette Stowers here, a member of the public,  
13 Executive Director for the State Board of Equalization.

14 And I've been listening to your meeting  
15 because I was contacted by the AG's office regarding the  
16 possible adjustments to the -- my members' salary. And  
17 I don't know what's the appropriate time in your  
18 procedures, but I would like to -- well, my members  
19 would like to submit data on what their duties are.

20 Is that possible?

21 CHAIR SWEET: Okay. So thank you. I'm glad  
22 you're there. I'm sorry you weren't here when we opened  
23 public comment.

24 I think, Ms. Cohen, I'm allowed to reopen  
25 public comment later in the meeting. Correct?

1 MS. COHEN: Yeah. At your discretion.

2 CHAIR SWEET: Okay. So I -- I appreciate  
3 that -- that comment, Ms. Stowers. And I -- I do think  
4 it would be great to have you provide information. And  
5 I'd ask you to work with staff. Manpreet Singh is -- is  
6 our lead contact at DHR.

7 MS. STOWERS: Okay.

8 CHAIR SWEET: And you could contact her and  
9 provide her whatever you thought might be instructive  
10 and -- and we can get it -- in time to get it in to the  
11 package so that we can review it.

12 And we'll -- we could talk about whether we  
13 can add that to the agenda for someone from the BOE to  
14 make a presentation to us during that meeting as well if  
15 you or someone else wanted to present in person. That  
16 should be okay. That's something we can work with.

17 MS. STOWERS: Okay, thank you.

18 Sorry for the confusion. I didn't know how  
19 you guys were doing your agenda.

20 CHAIR SWEET: No -- it's no problem. I'm glad  
21 you're here. I -- it -- it's good to know that  
22 you're -- that someone there is -- is paying attention  
23 and --

24 MS. STOWERS: Absolutely.

25 CHAIR SWEET: -- and present. So thank you.



1 Okay.

2 I don't have anything else.

3 Manpreet and Sarah, we've -- we've covered the  
4 legal issues, we've covered logistics for the next  
5 meeting.

6 Commissioners, any other -- any other comments  
7 or concerns before we wrap up?

8 Okay, could I have a motion to adjourn,  
9 please.

10 COMMISSIONER ROBERTS: So moved.

11 CHAIR SWEET: Commissioner Roberts.

12 Is there a second?

13 COMMISSIONER THOMPSON: Second.

14 COMMISSIONER HORROCKS: Second.

15 CHAIR SWEET: Okay, Commissioner Thompson.

16 Is there any objection?

17 Without objection the motion is unanimous.

18 The meeting is adjourned. I look forward to seeing --  
19 Sarah, go ahead.

20 MS. COHEN: So sorry but because we're in a  
21 teleconference setting --

22 CHAIR SWEET: We have to -- yes.

23 MS. COHEN: Okay.

24 CHAIR SWEET: Call the roll.

25 Can the Commission secretary please call roll

1 on the motion to adjourn.

2 MS. SNARR: Laura Horrocks.

3 COMMISSIONER HORROCKS: Aye.

4 MS. SNARR: Darrell Roberts.

5 COMMISSIONER ROBERTS: Aye.

6 MS. SNARR: Tyren Thompson.

7 COMMISSIONER THOMPSON: Aye.

8 MS. SNARR: Margaret Wong.

9 COMMISSIONER WONG: Aye.

10 MS. SNARR: And Michael Sweet.

11 CHAIR SWEET: Aye.

12 The motion passes. The meeting is adjourned.

13 I look forward to seeing all of you -- well,  
14 all but one of you in person. And, Commissioner  
15 Roberts, happy anniversary in advance, and enjoy your  
16 trip, and we look forward to seeing you on -- on the  
17 Zoom.

18 COMMISSIONER ROBERTS: Thank you, Chair.

19 COMMISSIONER THOMPSON: Bye everyone.

20 CHAIR SWEET: Bye.

21

22 ---o0o---

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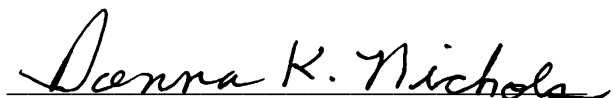
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