

**CALIFORNIA DEPARTMENT OF HUMAN RESOURCES
SUMMARY OF COLLECTIVE BARGAINING AGREEMENT
FOR BARGAINING UNIT 10**

**Exclusive Employee Representative:
California Association of Professional Scientists (CAPS)**

Number of Employees: Approximately 2,861 full-time equivalents

General Provisions

I. Retiree Health Benefit Reforms

Prefunding of Other Post-Employment Benefits

- The state and Unit 10 members will prefund retiree healthcare with the goal of each reaching 50 percent cost sharing of actuarially determined total normal cost for employer and employees by July 1, 2019. The state and employees will each make the following contributions:
 1. Effective July 1, 2017, 0.7 percent of pensionable compensation.
 2. Effective July 1, 2018, an additional 0.7 percent for a total of 1.4 percent of pensionable compensation.
 3. Effective July 1, 2019, an additional 1.4 percent for a total of 2.8 percent of pensionable compensation.

Employer Contribution for Future Retirees

- For all employees first hired on or after January 1, 2016 the employer contribution for retiree health benefits shall not exceed 80 percent of the weighted average of the health benefit plan premiums for the employee or their eligible family members.

Medicare Part B Supplemental Benefit

- All employees first hired on or after January 1, 2016 will no longer be eligible to use the employer contribution for a retiree health benefit plan for Medicare Part B premiums.

Post-Employment Health Benefit Vesting Schedule for Future Retirees

- All employees first hired on or after January 1, 2016 will be subject to an extended vesting schedule providing 50 percent of the employer contribution upon completion of 15 years of state service, increasing 5 percent for each additional year of service, until the employee is 100 percent vested at 25 years of state service.

II. Compensation

General Salary Increase (GSI)

- Effective July 1, 2016 all Unit 10 represented classifications shall receive a five percent (5%) GSI.
- Effective July 1, 2017 all Unit 10 represented classifications shall receive a five percent (5%) GSI.
- Effective July 1, 2018 all Unit 10 represented classifications shall receive a five percent (5%) GSI.

Pay Differentials

- Effective July 1, 2016 Pay Differential 181 (Staff Specialist Compensation Differential Pay) is extended for up to nine additional employees. Employees who are designated as a primary state titled scientist receive a one-step salary increase.

III. Miscellaneous

- Business and Travel: Effective July 1, 2016, the state agrees to increase the lodging rate for Alameda, San Mateo, and Santa Clara Counties from \$125 to \$140.
- Private Aircraft Mileage Reimbursement Rate: Effective July 1, 2016 the state agrees to increase the reimbursement rate from \$0.50 to \$1.29.
- Time off for Organ and Bone Marrow Donation.
- Furlough Protection: The state agrees to not implement a furlough program or a mandatory Personal Leave Program during the first two years of the agreement. Any furlough during the third year must be authorized pursuant to an act of the Legislature.
- 80-Hour Vacation/Annual Leave Cash Out: Effective June 1, 2016, and depending on available departmental funds, the state agrees to permit cash out of leave up to 80 hours per year.

IV. Duration

- July 2, 2015 through July 1, 2018

V. Fiscal

- Fiscal Year 2015-16: \$0
- Total Incremental Cost: \$53.0 million (\$9.4 million General Fund)
- Total Budgetary Cost: \$150.0 million (\$26.6 million General Fund)

VI. Agreement

- The complete Tentative Agreement between the state and CAPS is posted at: <http://calhr.ca.gov/state-hr-professionals/Pages/bargaining-contracts.aspx>