

EMPLOYEES IN BARGAINING UNITS 1, 3, 4, 11, 14, 15, 17, 20 and 21

In accordance with the Department of Personnel Administration (DPA) Personnel Management Liaison (PML) 2010-030 SEIU Agreement, the chart below provides a short narrative of the changes in retirement formulas, contributions, holiday compensation, personal leave program etc., for employees represented in Bargaining Units (BU) 1, 3, 4, 11, 14, 15, 17, 20 and 21.

Contract Ratified		Yes	
Contract	Yes	Leave time shall not count for overtime calculation for BUs 1, 3, 4, 11, 14, 15, 17, 20, and 21. Please refer to BUs 15, 17, and 20 for additional provisions addressing overtime calculations.	
Furlough Program	The temporary furlough program that began August 2010 ended November 1, 2010 for SEIU employees. No furloughs shall be implemented during the 12 month period of the PLP.		
Employee Retirement Formulas & Contributions	<p>RETIREMENT FORMULAS - NEW EMPLOYEES</p> <p>Miscellaneous/Industrial/ARF 2% at age 60 formula based on 3-year highest compensation.</p> <p>State Safety 2% at age 55 formula based on 3-year highest compensation.</p> <p>Second Tier Miscellaneous 1.25% at age 55 formula based on 3-year highest compensation.</p> <p>RETIREMENT FORMULAS - CURRENT EMPLOYEES</p> <p>Miscellaneous/Industrial/ARF 2% at age 55 formula.</p> <p>State Safety 2.5% at age 55 formula.</p> <p>EMPLOYEE RETIREMENT CONTRIBUTIONS (new & current)</p> <p>Miscellaneous/Industrial/ARF - 8% in excess of \$513. w/SSI</p> <p>Miscellaneous/Industrial - 9% in excess of \$317. No SSI</p> <p>State Safety 9% in excess of \$317.</p> <p>Second Tier 0% Second Tier</p>	<p>Effective November 2, 2010, all SEIU represented employees will be credited with PLP 2010 credit on the first day of each pay period for 12 consecutive pay periods.</p> <p>PLP must be used before any other leave with the exception of furlough and sick leave. PLP will be requested and used in the same manner as vacation or annual leave per departmental policies. All PLP credits must be used prior to June 30, 2013. PLP credits have no cash value and cannot be cashed out.</p> <p>Full-time employees will see a reduction in pay equal to 4.62% and eight (8) hours of leave will be credited to the employees' PLP 2010 leave balance. Part-time employees will be subject to the same condition as full-time employees on a pro-rated basis (see page 3 of PML 2010-030 for additional information).</p> <p>BU3 employees at DJJ on the 220/day Academic Calendar schedule shall have a reduction in pay equal to 4.62% and will accrue 6.78 hours of PLP 2010 per month.</p>	
Personal Leave Program (PLP) 2010	Effective November 2, 2010, Lincoln's Birthday and Columbus Day are no longer paid State holidays. <p>Employees will receive premium compensation (one and one half the hourly rate) for working on the following holidays: January 1st, Memorial Day, Fourth of July, Labor Day, Thanksgiving, December 25th, etc.</p> <p>All other holidays shall be compensated pursuant to Government Code Section 19653, PML 2009 040.</p> <p>PD's are at the employee's expense and shall be requested in the same manner as employees who work an academic calendar are excluded from this provision.</p>	<p>Effective November 2, 2010, PDD will be available for the 2010/2011 fiscal year. PDDs can be used in one hour increments. The State shall provide to all employees two days per fiscal year for activities such as professional association activities, professional &/or personal development seminars etc.</p> <p>PD's are at the employee's expense and shall be requested in the same manner as employees who work an academic calendar are excluded from this provision.</p>	
Professional Development Day (PDD)	Effective July 1, 2013, all SEIU represented classifications shall be adjusted by increasing the maximum step of the pay range by 3%. Employees at the old maximum salary range for a minimum of twelve (12) qualifying pay periods shall receive a 3% increase. Employees at the old maximum salary rate for less than twelve (12) qualifying pay periods shall receive a new salary development seminars &/or personal activities, professional activities, professional development seminars etc.	<p>Effective July 1, 2013, 50 cents will be added to each salary rate of the Seasonal Clerk classification.</p> <p>CDJR BU 3 employees who work an academic calendar schedule and have been at step 6 or higher for a minimum of 12 qualifying pay periods, or have been at any step higher than 7, shall receive a 3% salary increase, which will be considered part of the employee's base pay for the purpose of retirement contributions.</p>	
Special Salary Adjustment	Effective July 1, 2013, all SEIU represented classifications shall be adjusted by increasing the maximum step of the pay range by 3%. Employees at the old maximum salary range for a minimum of twelve (12) qualifying pay periods shall receive a 3% increase. Employees at the old maximum salary rate for less than twelve (12) qualifying pay periods shall receive a new salary development seminars &/or personal activities, professional activities, professional development seminars etc.	<p>CDJR BU 3 employees who work an academic calendar schedule and have been at step 6 or higher for a minimum of 12 qualifying pay periods, or have been at any step higher than 7, shall receive a 3% salary increase, which will be considered part of the employee's base pay for the purpose of retirement contributions.</p> <p>Effective July 1, 2013, 50 cents will be added to each salary rate of the Seasonal Clerk classification.</p>	
Overtime	Leave time shall not count for overtime calculation for BUs 1, 3, 4, 11, 14, 15, 17, 20, and 21. Please refer to BUs 15, 17, and 20 for additional provisions addressing overtime calculations.		

BARGAINING UNITS 1, 3, 4, 11, 14, 15, 17, 20 and 21

EMPLOYEES IN BARGAINING UNITS 12, 16, 18, & 19 (APPENDUM)

The chart below provides a short narrative of the changes in retirement contributions, holiday compensation, and personal leave program for employees represented in Bargaining Units (BU) 12, 16, 18, 19 as indicated on the Department of Personnel Administration Personnel Management Liaison 2010-017 Personal Leave Program 2010.

UPDATED - PROFESSIONAL DEVELOPMENT DAY - SEE BELOW.

Contract	Health Benefits	Special Salary Adjustment	Professional Development Day (PDD)	Holidays	Personal Leave Program (PLP) 2010	Employee Retirement Formulas & Contributions	NOT APPLICABLE	Furlough Program
Contract Ratified	YES	Effective January 1, 2012, all classifications shall be set at a portion will be set at a health insurance represented by the health insurance portion will be set at a dollar amount that equals the "80/80 formula", increasing the maximum step of Employer Contribution towards Health Benefits upon retirement: employees with 15 years of State service shall be eligible for 50%, 25 years of State service shall be eligible for 100%.	<p>BU 12 & 18: NOT APPLICABLE</p> <p>BU 16 & 19: Added language to contract sections pertaining to education and training that allows employees' one day per calendar year for activities such as professional association activities, and/or personal development seminars etc. These activities are at the expense, time shall be requested and approved in the same manner as vacation or annual leave, and cannot be accumulated. PDDs are to be used in 8 hour increments.</p>	<p>Lincoln's Birthday and Columbus Day are no longer paid State holidays.</p> <p>BU 16 agreement provides for 4 hours of administrative time off for working on New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving and Christmas.</p>	<p>PLP 2010 shall remain in effect for 12 months.</p> <p>PLP 2010 credits shall be requested and used by the employee in the same manner as vacation or annual leave. Employees may not use any kind of paid leave credits to avoid a reduction in pay. PLP 2010 has no cash value and cannot be cashed out. All PLP 2010 to June 30, 2014.</p> <p>BU 18 represented employees have until separation from State service to use all PLP 2010 time.</p> <p>The PLP will be treated the same as the furlough process in that employees must be given the opportunity to use PLP hours before separating. Employees should first use the furlough hours before PLP hours. After exhausting furlough or PLP hours the employee may use other leave credits. There will be rare occasions, such as death or AWOL, when employees will not be able to use the PLP time.</p>	<p>RETIREMENT FORMULAS - NEW EMPLOYEES</p> <p>Miscellaneous/Industrial/ARP 2% at age 60 formula based on 3-year highest compensation.</p> <p>State Safety 2% at age 55 formula based on 3-year highest compensation.</p> <p>Second Tier 1.25% at age 65 formula.</p> <p>RETIREMENT FORMULAS - CURRENT EMPLOYEES</p> <p>Miscellaneous/Industrial/ARP 2% at age 55 formula.</p> <p>State Safety 2.5% at age 55 formula.</p> <p>Second Tier 1.25% at age 65 formula.</p> <p>EMPLOYEE RETIREMENT CONTRIBUTIONS (new & current)</p> <p>Miscellaneous/Industrial/ARP 10% in excess of \$513.</p> <p>State Safety 11% in excess of \$317.</p>	<p>NOT APPLICABLE</p>	<p>Furlough Program</p>
		<p>Effective January 1, 2012, all classifications shall be set at a portion will be set at a health insurance represented by the health insurance portion will be set at a dollar amount that equals the "80/80 formula", increasing the maximum step of Employer Contribution towards Health Benefits upon retirement: employees with 15 years of State service shall be eligible for 50%, 25 years of State service shall be eligible for 100%.</p> <p>BU 12 & 16: Beginning July 1, 2012, employees shall contribute .5% of base salary towards the pre-funding of retiree health benefits.</p> <p>BU 12 & 18: Effective January 1, 2011, State will raise its contribution so that the dollar amount continues to equal the 80/80 formula of other employees in the 80/80 formula.</p> <p>BU 18: State will raise its contribution to the COBEN allowance will be set at a dollar amount that equals the "80/80 formula".</p>						

BARGAINING UNITS 12, 16, 18, & 19

EMPLOYEES IN BARGAINING UNITS 2, 6, 7, 9, 10 & 13 (APPENDUM)

The chart below provides a short narrative of the changes in retirement contributions and formulas, holiday compensation, and Furlough Program for employees represented in Bargaining Units (BU) 2, 6, 7, 9, 10 & 13 as indicated on the Department of Personnel Administration Personnel Management Liaison 2010-027 Retirement Contribution and Formulas, Holiday Compensation, and the Furlough Program.

UPDATED INFORMATION - SEE BELOW.

BARGAINING UNITS 2, 6, 7, 9, 10 & 13	
Furlough Program	<p>The current Furlough Program applies to employees in BUS 2, 6, 7, 9, 10 & 13, & will remain in effect until there is legislative approval of a new Memorandum of Understanding, or certification from the Director of the Department of Finance that there is sufficient cash to allow the State to meet its obligations to pay for critical & essential services.</p> <p>Effective November 2, 2010, furloughs will be self-directed. CDCR must make every effort to comply with the PMLs to ensure employees take their three furlough days off within the pay period their compensation is adjusted as operational needs allow and within budgeted leave allotments for posted positions.</p>
Employee Retirement Formulas & Contributions	<p>RETIREMENT FORMULAS - NEW EMPLOYEES AFTER JANUARY 15, 2011</p> <p>Miscellaneous/Industrial /ARP 2% at age 60 formula based on 3-year highest compensation.</p> <p>State Safety 2% at age 55 formula based on 3-year highest compensation.</p> <p>Peace Officer/Firefighter 2.5% at age 55 formula based on 3-year highest compensation.</p> <p>Second Tier 1.25% at age 65 formula based on 3-year highest compensation.</p> <p>RETIREMENT FORMULAS - CURRENT EMPLOYEES</p> <p>Miscellaneous/Industrial /ARP 2% at age 55 formula.</p> <p>State Safety 2.5% at age 55 formula.</p> <p>Peace Officer/Firefighter 3% at age 50 formula.</p> <p>Second Tier 1.25% at age 65 formula.</p> <p>EMPLOYEE RETIREMENT CONTRIBUTIONS (new & current)</p> <p>Miscellaneous/Industrial/ARP - w/SSI 6% in excess of \$513.</p> <p>Miscellaneous/Industrial/ARP - No SSI 7% in excess of \$317.</p> <p>State Safety 7% in excess of \$317.</p> <p>Bargaining Unit 2</p> <p>Miscellaneous/Industrial/ARP - w/SSI 5% in excess of \$513/mo.</p> <p>Miscellaneous/Industrial/ARP - No SSI 6% in excess of \$317/mo.</p> <p>State Safety 6% in excess of \$317/mo.</p> <p>Peace Officer/Firefighter (Unit 6) 8% in excess of \$63 (BU6).</p> <p>Peace Officer/Firefighter (Unit 7) 8% in excess of \$513 (BU7).</p> <p>Second Tier 0% for Second Tier Members</p>
Personal Leave Program (LP) 2010	<p>NOT APPLICABLE</p>
Holidays	<p>Pursuant to Government Code 19853 & DPA PML 2009-040, Lincoln's Birthday & Columbus Day are no longer paid State holidays, & an employee who works on a holiday is entitled to receive straight-time pay & eight hours of holiday credit.</p>
Professional Development Day (PDD)	<p>NOT APPLICABLE</p>
Special Salary Adjustment	<p>NOT APPLICABLE</p>
Contract Ratified	<p>NOT APPLICABLE</p>