

DEPARTMENT OF PERSONNEL ADMINISTRATION

OFFICE OF THE DIRECTOR

1515 "S" STREET, NORTH BUILDING, SUITE 400
SACRAMENTO, CA 95814-7243

January 3, 2008

The Honorable Denise Ducheny
Chair, Joint Legislative Budget Committee
State Capitol, Room 5035
Sacramento, California 95814

Re: Bargaining Units 4 (Office and Allied), 17 (Registered Nurses), 20 (Medical and Social Services)—SEIU; and 16 (Physicians and Dentists)—UAPD

Addenda to Memoranda of Understanding—Fiscal over \$250,000

This is to advise you that on December 20, 2007, and December 21, 2007, five addenda to memoranda of understanding were agreed to by the Department of Personnel Administration and state Bargaining Units 4, 16, 17, and 20. These addenda will be incorporated into subsequent memoranda of understanding. The provisions of the addenda will be effective January 1, 2008, upon approval by the Legislature and upon ratification by the union membership.

These addenda pertain to medical professionals working in the Departments of Mental Health (DMH), Developmental Services (DDS), and Veterans' Affairs (DVA), and are intended to provide a degree of salary equity with salaries paid to medical professionals working in the Department of Corrections and Rehabilitation (CDCR) as a result of *Perez, Plata, and Coleman* court decisions.

All of the attached agreements share several common specifics:

- They are applicable to medical professionals at DMH, DDS, and DVA.
- As of January 1, 2008, the employees covered by the agreements will achieve increases to salary ranges to within 10 percent of salaries paid, as of the beginning of FY 2007/2008, to the same or similar employee classes at CDCR.
- As of January 1, 2009, the employees covered by the agreements will achieve increases to salary ranges to within 5 percent of salaries paid, as of the beginning of FY 2007/2008, to the same or similar employee classes at CDCR.
- These increases shall provide full compensation through June 30, 2010. Therefore, when contract negotiations take place in 2008 for new contracts for these bargaining units, the employee groups covered by these agreements will not be included in those negotiations.
- The increases shall be subject to prorated PERS-ability. Specifically, increases below 15 percent will be fully PERS-able; increases between 15-30 percent shall be PERS-able over two years; and increases above 30 percent shall be PERS-able over 3 years.

Bargaining Unit 4 (Office and Allied)

This agreement pertains to Health Records Technologists, which are the same as, or similar to, classes affected by the *Plata* court decisions.

Bargaining Unit 16 (Physicians and Dentists)

This agreement pertains to Dentists, which are the same as classes affected by the *Perez* court decisions. These employees received increases in 2007 to within 18 percent of the CDCR dentists; however, a subsequent agreement was necessary to provide parity with the increased salaries being provided to the other affected bargaining units.

Bargaining Unit 17 (Registered Nurses)

This agreement pertains to Registered Nurses, Surgical Nurses, Nurse Instructors, Health Services Specialists, Nurse Consultants, Public Health Nurses, and Nurse Practitioners, which are the same as, or similar to, classes affected by the *Plata* court decisions.

Bargaining Unit 20 (Medical and Social Services)

There are 2 agreements for this bargaining unit.

One agreement pertains to Pharmacy Technologists, Radiological Technicians, and Licensed Vocational Nurses, which are the same as, or similar to, classes affected by the *Plata* court decisions.

The second agreement pertains to Dental Assistants and Hygienists, which are the same as, or similar to, classes affected by the *Perez* court decisions.

If you have any questions regarding this addendum, please contact Pamela Schneider, Legislative Coordinator, at 327-2348.

Sincerely,



David A. Gilb
Director

Attachments

cc: Members
Joint Legislative Budget Committee

Elizabeth Hill, Legislative Analyst
LAO

Jason Dickerson, Consultant
Office of the Legislative Analyst

Jody Martin, Principal Consultant
Joint Legislative Budget Committee

Diane Ducay, Program Budget Manager
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Michael Pro시오, Deputy Legislative Secretary
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Dianne Cummins, Chief Fiscal Policy Advisor
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Charles Wright, Chief Consultant
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**AGREEMENT REACHED ON DECEMBER 20, 2007
BETWEEN THE DEPARTMENT OF PERSONNEL ADMINISTRATION
AND SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU)
(BARGAINING UNIT 20)
CONCERNING
SALARY INCREASES FOR DDS, DMH, & DVA (PEREZ EQUITY)
DENTAL ASSISTANT AND
DENTAL HYGIENIST CLASSIFICATIONS**

Salary

This agreement amends the current agreement between the State and the SEIU. The salary increases provided in this agreement are full compensation (per Article 11, Section 11.1 of the BU 20 MOU) thru June 30, 2010.

It is agreed that the State will extend the schedule of pay proposed for dental classes (as indicated in the attached salary chart) to the Department of Mental Health, Department of Developmental Services and Department of Veteran's Affairs employees. The salary range changes shall be effective January 1, 2008, and January 1, 2009, as outlined in the attached chart.

Effective January 1, 2008, classifications on the attached reflect the new salary range increases bringing these classifications to 10% below the current salaries of CDCR. Effective January 1, 2009, classifications on the attached reflect the new salary range increases bringing these classifications to 5% below the current salaries of CDCR.

Movement to new salary will be minimum salary range plus 5% (based on alternate range criteria) not to exceed the maximum salary.

Following the initial January 1, 2008, placement, the anniversary dates for the attached classes shall be established at January 1, 2009, and all employees will move through the salary ranges based on current MSA rules.

Retirement Contributions

These salary increases will be subject to retirement contributions for both the State and the affected employees, as follows:

- Salary increases below 15% shall be fully PERSable.
- Salary increases between 15% - 30% shall be implemented in stages over a two-year period.
- Salary increases above 30% shall be implemented in stages over a three-year period.

Ratification

This agreement will be effective when all of the following are met:

- The tentative agreement is approved by the Legislature
- The expenditure of funds is approved by the Legislature
- The agreement is ratified by SEIU represented DMH, DDS, DVA Unit 20 eligible employees.

STATE

Judie Cervoni
Paul D. Hays
Diane O'Neil
[Signature]
Danette Baker

SEIU

[Signature]
Ronald [Signature]
Christina Freeman
Patti Steiner
Reyna Bardoza
[Signature]
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Department of Personnel Administration
Unit 20 SEIU
Perez Equity max salary on 1-1-08 and max salary on 1-1-09

| Project #: 07-0232 | | | | | | | | | | | | | | | | | | |
|---|-------------------|------|------------------------|-----------------------------|-----------|----------------|------------------------|------|---------------------------|------------------|------------|------------|------------|------------|------------|------------|---------------------------------------|------------|
| Class Code | Class Title | CBID | Agency | Facility | Estab FTE | Current Salary | Current salary plus 5% | Diff | Current Salary Max + Diff | Perez Max Salary | 1/1/08 Max | Adj Amount | % Increase | 1/1/09 Max | Adj Amount | % Increase | Increase from current salary max Diff | % Increase |
| 7656 | DENTAL ASSISTANT | R20 | DEVELOPMENTAL SERVICES | AGNEWS STATE HOSPITAL | 2 | 2927 | 3073 | 500 | 3573 | 5333 | 4,848 | \$1,275 | 35.68% | 5,079 | \$231 | 4.76% | 1,506 | 42.15% |
| 7656 | DENTAL ASSISTANT | R20 | DEVELOPMENTAL SERVICES | FAIRVIEW STATE HOSPITAL | 3 | 2927 | 3073 | 0 | 3073 | 5333 | 4,848 | \$1,775 | 57.76% | 5,079 | \$231 | 4.76% | 2,006 | 65.28% |
| 7656 | DENTAL ASSISTANT | R20 | DEVELOPMENTAL SERVICES | FRANK D LANTERMAN HOSPITAL | 3 | 2927 | 3073 | 0 | 3073 | 5333 | 4,848 | \$1,775 | 57.76% | 5,079 | \$231 | 4.76% | 2,006 | 65.28% |
| 7656 | DENTAL ASSISTANT | R20 | DEVELOPMENTAL SERVICES | PORTERVILLE STATE HOSPITAL | 2 | 2927 | 3073 | 0 | 3073 | 5333 | 4,848 | \$1,775 | 57.76% | 5,079 | \$231 | 4.76% | 2,006 | 65.28% |
| 7656 | DENTAL ASSISTANT | R20 | DEVELOPMENTAL SERVICES | SONOMA STATE HOSPITAL | 3 | 2927 | 3073 | 0 | 3073 | 5333 | 4,848 | \$1,775 | 57.76% | 5,079 | \$231 | 4.76% | 2,006 | 65.28% |
| 7656 Total | | | | | | | | | | | | | | | | | | |
| 7911 | DENTAL ASSISTANT | R20 | VETERANS AFFAIRS | VETERANS HOME | 2 | 2927 | 3073 | 0 | 3073 | 5333 | 4,848 | \$1,775 | 57.76% | 5,079 | \$231 | 4.76% | 2,006 | 65.28% |
| 7911 | DENTAL ASSISTANT | R20 | VETERANS AFFAIRS | BARSTOW VETERANS HOME | 0.5 | 2927 | 3073 | 0 | 3073 | 5333 | 4,848 | \$1,775 | 57.76% | 5,079 | \$231 | 4.76% | 2,006 | 65.28% |
| 7911 Total | | | | | | | | | | | | | | | | | | |
| 7914 | DENTAL A/SF | R20 | MENTAL HEALTH | PATTON STATE HOSPITAL | 4 | 2927 | 3073 | 0 | 3073 | 5333 | 4,848 | \$1,775 | 57.76% | 5,079 | \$231 | 4.76% | 2,006 | 65.28% |
| 7914 | DENTAL A/SF | R20 | MENTAL HEALTH | METROPOLITAN STATE HOSPITAL | 2 | 2927 | 3073 | 0 | 3073 | 5333 | 4,848 | \$1,775 | 57.76% | 5,079 | \$231 | 4.76% | 2,006 | 65.28% |
| 7914 | DENTAL A/SF | R20 | MENTAL HEALTH | NAPA STATE HOSPITAL | 3 | 2927 | 3073 | 0 | 3073 | 5333 | 4,848 | \$1,775 | 57.76% | 5,079 | \$231 | 4.76% | 2,006 | 65.28% |
| 7914 | DENTAL A/SF | R20 | MENTAL HEALTH | ATASCADERO STATE HOSPITAL | 3 | 2927 | 3073 | 0 | 3073 | 5333 | 4,848 | \$1,775 | 57.76% | 5,079 | \$231 | 4.76% | 2,006 | 65.28% |
| 7914 | DENTAL A/SF | R20 | MENTAL HEALTH | COALINGA SECURE TREAT FAC | 2 | 2927 | 3073 | 0 | 3073 | 5333 | 4,848 | \$1,775 | 57.76% | 5,079 | \$231 | 4.76% | 2,006 | 65.28% |
| 7914 Total | | | | | | | | | | | | | | | | | | |
| 8128 | DENTAL HYGIENIST | R20 | VETERANS AFFAIRS | VETERANS HOME | 1 | 4152 | 4360 | 0 | 4360 | 7176 | 6,524 | \$2,164 | 49.63% | 6,834 | \$310 | 4.75% | 2,474 | 56.74% |
| 8128 Total | | | | | | | | | | | | | | | | | | |
| 8131 | DENTAL HYGINST/SF | R20 | MENTAL HEALTH | NAPA STATE HOSPITAL | 1 | 4152 | 4360 | 0 | 4360 | 7176 | 6,524 | \$2,164 | 49.63% | 6,834 | \$310 | 4.75% | 2,474 | 56.74% |
| 8131 | DENTAL HYGINST/SF | R20 | MENTAL HEALTH | COALINGA SECURE TREAT FAC | 1 | 4152 | 4360 | 0 | 4360 | 7176 | 6,524 | \$2,164 | 49.63% | 6,834 | \$310 | 4.75% | 2,474 | 56.74% |
| 8131 Total | | | | | | | | | | | | | | | | | | |
| Grand Total | | | | | | | | | | | | | | | | | | |
| FTEs per September 2007 SCO established positions database. | | | | | | | | | | | | | | | | | | |