

**DEPARTMENT OF PERSONNEL ADMINISTRATION**

OFFICE OF THE DIRECTOR  
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SACRAMENTO, CA 95814-7243



January 14, 2008

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

**Re: Bargaining Units 16 (Physicians and Dentists)—UAPD; and 19 (Health and Social Services Professionals)—AFSCME**

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

This is to advise you that on January 3, 2008, and January 4, 2008, two addenda to memoranda of understanding were agreed to by the Department of Personnel Administration and state Bargaining Units 16 and 19. 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 the *Plata* court decisions.

With ratification of these two addenda, the State has reached agreement with all unions representing medical classes affected by court-ordered pay raises to CDCR medical classes, bringing their salaries closer (but not equal) to medical staff at CDCR.

Both of the attached agreements share several common specifics, and are consistent with the five agreements submitted previously in 2008:

- 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.

- They cover salary increases for the affected classes through June 30, 2010. Therefore, when contract negotiations take place in 2008 for new contracts for these bargaining units, salaries for these medical classes will have been already addressed, with two exceptions for Bargaining Unit 16. Bargaining Unit 16 has reserved the option to negotiate in 2008 for a recruitment and retention salary differential and bilingual differential pay.
- 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 16 (Physicians and Dentists)*

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

*Bargaining Unit 19 (Health and Social Services Professionals)*

This agreement pertains to Clinical Dieticians and Pharmacists, which are the same as, or similar to, classes affected by the *Plata* 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

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LAO

Jason Dickerson, Consultant  
Office of the Legislative Analyst

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Joint Legislative Budget Committee

Diane Ducay, Program Budget Manager  
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Michael Pro시오, Deputy Legislative Secretary  
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DPA

Patrick Gage, LRO  
DPA

**AGREEMENT REACHED ON JANUARY 4, 2008  
 BETWEEN THE DEPARTMENT OF PERSONNEL ADMINISTRATION AND AMERICAN  
 FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES (AFSCME)  
 CONCERNING  
 RAISES FOR DDS, DMH, DVA MEDICAL CARE CLASSES**

**Salary**

This agreement amends the current agreement between the State and the AFSCME and supersedes previous salary language outlined in the BU 19 MOU. It is agreed that the State will extend the schedule of pay proposed for medical classifications (as indicated in the attached salary chart) to the Department of Mental Health, Department of Developmental Services, and Department of Veterans Affairs employees. The salary range change shall be effective January 1, 2008, and January 1, 2009 as outlined in the attached chart.

The salary increases provided in this agreement are full compensation (per Article 7, Section 7.1 of the BU 19 MOU) thru June 30, 2010.

**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 AFSCME represented DMH, DDS, DVA Unit 19 eligible employees
- Following the initial 1-1-08 placement employees shall establish a new MSA date of 1-1-09 based on current MSA rules.

1-4-08 Pm  
 Jc

STATE

AFSCME

Jacques Armit

Dam Manwiler

1-4-08

[Signature]

Nancy Swindell

1-4-08

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