AGREEMENT REACHED ON MAY 10, 2007 BETWEEN THE DEPARTMENT OF PERSONNEL ADMINISTRATION AND SERVICE INTERNATIONAL EMPLOYEES UNION (SEIU) (BARGAINING UNIT 20) CONCERNING SALARY INCREASES FOR CDCR DENTAL ASSISTANT, CF AND DENTAL HYGIENIST, CF CLASSIFICATIONS

It is agreed that the State will extend the schedule of pay proposed in the attached chart to CDCR Dental Assistant, CF and Dental Hygienist, CF classifications.

The increases shall be effective April 1, 2007, provided PERSability for the affected classes shall be implemented in stages not to exceed three years to reach full PERSability, as follows:

- Salary increases below 15% shall be fully PERSable.
- Salary increases between 15% - 29% shall be implemented in stages over a two-year period.
- Salary increases 30% and above shall be implemented in stages over a three-year period.

Ratification

This agreement will be effective as indicated 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 CDCR Unit 20 eligible employees.

STATE	SEIU
Jacquelyn Cerrato	Cliff Leo Tillman, Jr.
Jennifer L. Nolen	Kenna Jones
Phyllis Bonilla	Quendor Quigley
Agatha Beall	Sue O'Errico
	Kevin Hon

Dental Salary

Attach.

Revised 12-5-06

Adult

CLASS TITLE	CLASS CODE	RANGE	Positions: FY 06/07 Pos.	Positions: FY 07/08 Pos.	Positions: TOTAL Positions	Current Salary & Cost – Current Salary: Current Salary (Max of range inc 3.5%)	Current Salary: FY 06/07 Cost (6 mo for filled positions/ phase in for vacant positions)	Current Salary: FY 07/08 Cost	Proposed Salary & Cost – Proposed Salary: Prop. Base Salary Step 1 (Min)	Proposed Salary Step 2	Proposed Salary Step 3	Proposed Salary Step 4	Prop. Salary Step 5 (Max)	Proposed Salary: FY 06/07 Cost (6 mo for filled positions/ phase in for vacant positions)	Proposed Salary: FY 07/08 Cost	Additional Cost (Estimated.) – Additional Cost (Est.): FY 06/07 (6 mo.)	Additional Cost (Est.): FY 07/08
Dental Assistant, CF	9296	A	198.70	20.00	235.20	$2,831	$2,697,035	$7,767,189	$2,735	$2,872	$3,015	$3,166	$3,325	$2,873,909	$8,205,660	$175,873	$438,471
		B	184.70	80.13	422.33	$3,058	$2,784,838	$10,057,013	$3,241	$3,403	$3,573	$3,752	$3,939	$3,230,847	$11,431,963	$465,811	$1,374,950
		C	0.0	0.0	0.0	$0	$0	$0	$4,041	$4,243	$4,455	$4,678	$4,912	$0	$0	$0	$0
TOTAL			383.4	100.1	657.5		$5,482,872	$17,824,201						$6,104,756	$19,637,623	$641,684	$1,813,421
Dental Hygienist, CF	9298	-	0	0	0	$4,015	$0	$0	$5,437	$5,709	$5,994	$6,294	$6,609	$0	$0	$0	$0
TOTAL			0.0	0	0		$0	$0						$0	$0	$0	$0
Dentist, CF	0268	A	66.48	40.00	151.43	$8,244	$1,918,070	$10,862,171	$14,683	$15,417	$16,188	$16,997	$17,177	$3,708,342	$20,605,072	$1,846,273	$9,744,502
		B	147.70	6.00	103.65	$9,972	$7,972,115	$19,515,403	$16,188	$16,997	$17,847	$18,740	$19,677	$14,268,000	$34,708,174	$6,295,885	$15,252,771
		C	34.0	0.0	34.0	$10,260	$2,003,040	$4,395,384	$18,030	$18,936	$19,885	$20,879	$21,099	$4,056,477	$8,518,601	$1,983,437	$4,123,217
		D	0.0	0.0	0.0	$10,502	$0	$0	NA	NA	NA	NA	NA	$0	$0	$0	$0
TOTAL			248.1	46.0	349.1		$11,983,225	$34,772,958						$22,030,819	$63,831,848	$10,107,595	$29,120,490
Oral Surgeon, CF All PNPs calc'd at Range A, Step 1	PNP	A	0.0	0.0	0.0	$0	$0	$0	$18,141	$19,048	$20,000	$21,000	$22,050	$0	$0	$0	$0
		B	0.0	0.0	0.0	$0	$0	$0	$20,000	$21,000	$22,050	$23,153	$24,310	$0	$0	$0	$0
TOTAL			0	0	0		$0	$0						$0	$0	$0	$0
Supv Dental Assistant, CF All PNPs calc'd at Range A, Step 1	PNP	-	33.0	25.0	86.0	$0	$0	$0	$4,678	$4,912	$5,157	$5,415	$5,686	$595,691	$3,348,512	$595,691	$3,348,512
TOTAL			33.0	25	86.0		$0	$0						$595,691	$3,348,512	$595,691	$3,348,512
Supervising Dentist, CF All PNPs calc'd at Range A, Step 1	PNP	-	14.0	10.0	36.0	$0	$0	$0	$19,885	$20,879	$23,282	$24,425	$23,282	$1,139,938	$5,093,914	$1,139,938	$5,093,914
TOTAL			14.0	10	36.0		$0	$0						$1,139,938	$5,093,914	$1,139,938	$5,093,914
Chief Dentist, CF (3 Salary Steps)	9344	A	37.0	0.0	39.0	$10,613	$2,090,781	$4,047,781	$24,425	$25,646	$26,929	$28,275	$29,689	$5,304,927	$11,956,282	$3,214,166	$7,008,501
		B	0.0	0.0	0.0	$10,840	$0	$0	NA	NA	NA	NA	NA	$0	$0	$0	$0
		C	0.0	0.0	0.0	$11,108	$0	$0	NA	NA	NA	NA	NA	$0	$0	$0	$0
TOTAL			37.0	0.0	39.0		$2,090,781	$4,047,781						$5,304,927	$11,956,282	$3,214,166	$7,008,501
Regional Dental Director All PNPs calc'd at Range A, Step 1 (3 Salary Steps)	PNP	-	3.0	0.0	4.0	$0	$0	$0	$26,929	$28,309	$29,809	NA	NA	$311,735	$1,017,916	$311,735	$1,017,916
TOTAL			3.0	0.0	4.0		$0	$0						$311,735	$1,017,916	$311,735	$1,017,916
Statewide Dental Director All PNPs calc'd at Range A, Step 1 (3 Salary Steps)	PNP	-	1.0	0.0	1.0	$0	$0	$0	$29,689	$31,211	$32,732	NA	NA	$114,562	$374,081	$114,562	$374,081
TOTAL			1.0	0.0	1.0		$0	$0						$114,562	$374,081	$114,562	$374,081
SUB TOTAL			719.6	183.13	1172.6		$19,536,758	$57,644,940						$35,661,827	$106,121,777	$16,123,089	$48,576,836
Benefit Costs													20.74%			$3,344,984	$10,076,779
5% Salary Savings																-$973,503	-$2,932,681
GRAND TOTAL Adult																$18,494,570	$55,720,936

Assumptions:
#1. Vacant positions are distributed between ranges A & B based on input from Dr. Kuykendall
#2 Existing positions calculated at mid-step
#3. DA 10% proposed new and vacant calculated at bottom step A; 90% at bottom step B.
#4: DDS 15% proposed new and vacant calculated at bottom step A; 85% at bottom step B.

Juvenile Justice

CLASS TITLE	CLASS CODE	RANGE	FY 06/07 Pos.	FY 07/08 Pos.	TOTAL Positions	Current Salary: Current Salary (Max of range inc 3.5%)	Current Salary: FY 06/07 Cost (6 mo for filled positions/ phase in for vacant positions)	Current Salary: FY 07/08 Cost	Prop. Base Salary Step 1 (Min)	Proposed Salary Step 2	Proposed Salary Step 3	Proposed Salary Step 4	Prop. Salary Step 5 (Max)	Proposed Salary: FY 06/07 Cost (6 mo for filled positions/ phase in for vacant positions)	Proposed Salary: FY 07/08 Cost	Additional Cost (Est.): FY 06/07 (6 mo.)	Additional Cost (Est.): FY 07/08
Dental Assistant, CF	9296	A	0.0	0.0	0.0	$2,831	$0	$0	$2,735	$2,872	$3,015	$3,166	$3,325	$0	$0	$0	$0
		B	15.0	1.0	16.0	$3,058	$412,830	$614,858	$3,241	$3,403	$3,573	$3,752	$3,939	$321,588	$714,227	-$91,242	$99,569
		C	0.0	0.0	0.0	$0	$0	$0	$4,041	$4,243	$4,455	$4,678	$4,912	$0	$0	$0	$0
TOTAL			15.0	1.0	16.0		$412,830	$614,858						$321,588	$714,227	-$91,242	$99,569
Dentist, CF	9268	A	0.00	0.00	0.0	$8,244	$0	$0	$14,683	$15,417	$16,188	$16,997	$17,177	$0	$0	$0	$0
		B	10.50	1.00	11.5	$9,972	$942,354	$1,438,960	$16,188	$16,997	$17,847	$18,740	$19,677	$1,124,378	$2,555,450	$182,024	$1,116,490
		C	0.00	0.00	0.0	$10,260	$0	$0	$18,030	$18,936	$19,885	$20,879	$21,099	$0	$0	$0	$0
		D	0.0	0.0	0.0	$10,502	$0	$0	NA	NA	NA	NA	NA	$0	$0	$0	$0
TOTAL			10.5	1.0	11.5		$942,354	$1,438,960						$1,124,378	$2,555,450	$182,024	$1,116,490
Chief Dentist, CF (3 Salary Steps)	9344	A	3.0	0.0	3.0	$10,613	$286,551	$401,171	$24,425	$25,677	$26,929	NA	NA	$484,722	$970,591	$198,171	$569,419
		B	0.0	0.0	0.0	$10,840	$0	$0	NA	NA	NA	NA	NA	$0	$0	$0	$0
		C	0.0	0.0	0.0	$11,108	$0	$0	NA	NA	NA	NA	NA	$0	$0	$0	$0
TOTAL			3.0	0.0	3.0		$286,551	$401,171						$484,722	$970,591	$198,171	$569,419
SUB TOTAL			28.5	1.00	52.5		$1,641,735	$2,454,789						$1,930,628	$4,240,268	$288,953	$1,785,479
Benefit Costs													20.74%			$59,940	$370,360
5% Salary Savings																-$17,445	-$107,793
GRAND TOTAL Juvenile																$331,448	$2,048,046
GRAND TOTAL Adult & JJ																$18,826,000	$57,768,000

Updated: 12/29/2006

PNPs Proposed New Positions
1 Yr Steps