

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

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LAO

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Office of the Legislative Analyst

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**AGREEMENT REACHED ON DECEMBER 20, 2007
BETWEEN THE DEPARTMENT OF PERSONNEL ADMINISTRATION
AND SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU)
(BARGAINING UNIT 4)
CONCERNING
SALARY INCREASES FOR DDS, DMH, & DVA
(PLATA EQUITY) MEDICAL CARE CLASSIFICATIONS**

Salary

This agreement amends the current agreement between the State and the SEIU and supersedes Article 11, Section 11.1 of the BU 4 MOU; the salary increases provided in this agreement are full compensation thru June 30, 2010. It is agreed that the State will extend the schedule of pay proposed for medical care 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 1-1-08, classifications on the attached reflect the new salary range increases bringing these classifications to 10% below the current salaries of CDCR. Effective 1-1-09, 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 on 1-1-08, will be based on:

1. start with the employee's current base monthly rate;
2. add in any monthly recruitment and retention differentials the employee currently receives;
3. if the employee is at a facility that receives the \$2400 annual R&R, add in an extra \$200/month;
4. the employee's base rate will be the above combined amount, multiplied by the salary range percentage increase for 1-1-08, listed on attachment for their classification;
5. employees will retain their current MSA date;
6. following the initial 1-1-08, placement, employees will move through the salary ranges based on current MSA rules.

No employee will be placed below the minimum rate or above the maximum rate of the new salary ranges.

Employees whose current maximum pay and pay differentials put their total salary above the new maximum salary of the new salary range will continue to receive that salary in a pay equity adjustment.

Effective 1-1-09, employees who have been at the maximum salary rate for 12 months will receive the maximum salary rate as identified on the attached.

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:

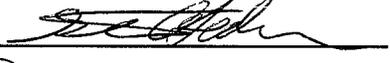
- The tentative agreement is approved by the Legislature
- The expenditure of funds is approved by the Legislature
- The agreement is ratified by SEIU represented DMH, DDS, DVA Unit 4 eligible employees.

STATE





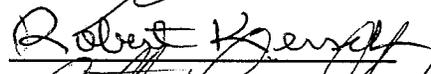






SEIU







Department of Personnel Administration
SEIU
Plata Equity 1/1/08 Max and 1/1/09 Max

passed
12/15/07
Y. B. J.

Project Number: 07-0234															
CBID	Class Code	Class Title	Agency	Facility	Est FTE	Current Max Salary	Pay diffs	Current Max + Pay Diff	Prop. 1/1/08 Min	Prop. 1/1/08 Max	Increase %	Prop. 1/1/09 Min	Prop. 1/1/09 Max	Increase %	Total Increase %
R04	1869	HEALTH REC TECH I	DDS	FAIRVIEW DC	8	3209	0	3209	3060	3345	4.24%	3207	3505	4.78%	9.22%
R04	1869	HEALTH REC TECH I	DDS	PORTERVILLE DC	9	3209	0	3209	3060	3345	4.24%	3207	3505	4.78%	9.22%
R04	1869	HEALTH REC TECH I	DDS	SONOMA DC	6	3209	0	3209	3060	3345	4.24%	3207	3505	4.78%	9.22%
R04	1869	HEALTH REC TECH I	DMH	ATASCADERO SH	7.3	3209	0	3209	3060	3345	4.24%	3207	3505	4.78%	9.22%
R04	1869	HEALTH REC TECH I	DMH	COALINGA TREATMENT FAC	6	3209	0	3209	3060	3345	4.24%	3207	3505	4.78%	9.22%
R04	1869	HEALTH REC TECH I	DMH	METROPOLITAN SH	28	3209	0	3209	3060	3345	4.24%	3207	3505	4.78%	9.22%
R04	1869	HEALTH REC TECH I	DMH	NAPA SH	15	3209	0	3209	3060	3345	4.24%	3207	3505	4.78%	9.22%
R04	1869	HEALTH REC TECH I	DMH	PATTON SH	10	3209	0	3209	3060	3345	4.24%	3207	3505	4.78%	9.22%
R04	1869	HEALTH REC TECH I	DMH	SALINAS VALLEY PSYCH PR	1	3209	0	3209	3060	3345	4.24%	3207	3505	4.78%	9.22%
R04	1869	HEALTH REC TECH I	DMH	VACAVILLE PSYCH PR	5	3209	0	3209	3060	3345	4.24%	3207	3505	4.78%	9.22%
R04	1869	HEALTH REC TECH I	DVA	VETERANS HOME	7	3209	0	3209	3060	3345	4.24%	3207	3505	4.78%	9.22%
R04	1869	HEALTH REC TECH I	DVA	BARSTOW VETERANS HOME	1	3209	0	3209	3060	3345	4.24%	3207	3505	4.78%	9.22%
R04	1869	HEALTH REC TECH I	DVA	CHULA VISTA VETERANS HOME	3	3209	0	3209	3060	3345	4.24%	3207	3505	4.78%	9.22%
R04	1872	HLTH REC T II SP	DDS	FAIRVIEW DC	4	3588	0	3588	3364	3676	2.45%	3524	3851	4.76%	7.33%
R04	1872	HLTH REC T II SP	DDS	LANTERMAN DC	4	3588	0	3588	3364	3676	2.45%	3524	3851	4.76%	7.33%
R04	1872	HLTH REC T II SP	DDS	NORTHERN CA FACILITY	2	3588	0	3588	3364	3676	2.45%	3524	3851	4.76%	7.33%
R04	1872	HLTH REC T II SP	DDS	PORTERVILLE DC	1	3588	0	3588	3364	3676	2.45%	3524	3851	4.76%	7.33%
R04	1872	HLTH REC T II SP	DDS	SONOMA DC	4	3588	0	3588	3364	3676	2.45%	3524	3851	4.76%	7.33%
R04	1872	HLTH REC T II SP	DDS	SOUTHERN CA FACILITY	2	3588	0	3588	3364	3676	2.45%	3524	3851	4.76%	7.33%
R04	1872	HLTH REC T II SP	DMH	ATASCADERO SH	3	3588	0	3588	3364	3676	2.45%	3524	3851	4.76%	7.33%
R04	1872	HLTH REC T II SP	DMH	METROPOLITAN SH	4	3588	0	3588	3364	3676	2.45%	3524	3851	4.76%	7.33%
R04	1872	HLTH REC T II SP	DMH	NAPA SH	1	3588	0	3588	3364	3676	2.45%	3524	3851	4.76%	7.33%
R04	1872	HLTH REC T II SP	DMH	PATTON SH	2	3588	0	3588	3364	3676	2.45%	3524	3851	4.76%	7.33%
R04	1872	HLTH REC T II SP	DMH	SALINAS VALLEY PSYCH PR	1	3588	0	3588	3364	3676	2.45%	3524	3851	4.76%	7.33%