

**CALIFORNIA DEPARTMENT OF HUMAN RESOURCES  
SUMMARY OF COLLECTIVE BARGAINING AGREEMENT  
FOR BARGAINING UNIT 7**

**Exclusive Employee Representative  
California Statewide Law Enforcement Association (CSLEA)**

**Number of Employees:** Approximately 6,780 full-time equivalents

**I. Retirement**

***Employee Pension Contribution, Benefit Formula Calculation***

- Bargaining Unit 7 employees who become CalPERS members on or after January 1, 2013, who are subject to the PO/FF retirement category, under the Public Employees' Pension Reform Act (PEPRA), shall be subject to the 2.5% at age 57 formula.
- Bargaining Unit 7 employees who become CalPERS members on or after January 1, 2013, who are subject to the State Safety retirement category, under the Public Employees' Pension Reform Act (PEPRA), shall be subject to the 2% at age 57 formula.
- Bargaining Unit 7 employees, who become CalPERS members on or after January 1, 2013, who are subject to the Miscellaneous/Industrial (First Tier) retirement category under PEPRA, shall be subject to the 2% at age 62 formula.
- Bargaining Unit 7 employees who become CalPERS members on or after January 1, 2013, who are subject to the Second Tier retirement category, under PEPRA shall be subject to the 1.25% at age 67 formula.
- Pensionable compensation caps will apply to new CalPERS members subject to PEPRA as defined under PEPRA.

***Peace Officer/Firefighter***

- Effective July 1, 2013, Unit 7 PO/FF members shall contribute an additional 1.5% towards retirement. Unit 7 PO/FF members shall contribute 11.5% effective July 1, 2013.
- Effective July 1, 2014, Unit 7 PO/FF members shall contribute an additional 1.5% towards retirement. Unit 7 PO/FF members shall contribute 13% effective July 1, 2014.

***State Safety***

- Effective July 1, 2013, Unit 7 State Safety members shall contribute an additional 1% towards retirement. Unit 7 State Safety members shall contribute 10% effective July 1, 2013.

- Effective July 1, 2014, Unit 7 State Safety members shall contribute an additional 1% towards retirement. Unit 7 State Safety members shall contribute 11% effective July 1, 2014.

***Miscellaneous/Industrial***

- Unit 7 First Tier members under Miscellaneous/Industrial shall continue to pay 8% towards retirement.

***Second Tier***

- Effective July 1, 2013, all employees subject to the Second Tier retirement plan shall contribute 1.5% of monthly pensionable compensation for retirement, and shall increase by 1.5% points annually. The final annual increase in the contribution rate shall be adjusted as appropriate to reach 50% of the normal cost.

**II. Compensation**

***Salary***

- All Unit 7 represented classifications shall receive a 3% General Salary Increase (GSI) effective July 1, 2015.
- Hospital Police Officers and Peace Officers working in the following classifications will receive a 4.67% Special Salary Adjustment effective July 1, 2015.

1937	Hospital Police Officer
1954	Peace Officer I, Developmental Center

**III. Health Benefits**

***Employer Contribution***

- The pay period following ratification, the State's monthly contribution to the health insurance portion of the BU 7 employee allowance will be set at a dollar amount that equals the 80/80 formula. The amounts shall be increased on January 1, 2014, January 1, 2015, and January 1, 2016.

**IV. Miscellaneous**

- The State will not implement a furlough program or a Personal Leave Program during the term of this agreement.
- Personal Leave Program 2010 and 2012 must be used before any other leave, excluding Sick Leave.

- The State and CSLEA agree to present to the Legislature, as part of the legislation implementing this Memorandum of Understanding (MOU), a provision to appropriate funds to cover the economic terms of this agreement through July 1, 2016.
- Business and Travel Reimbursements, the State increased the breakfast rate to \$7.00, lunch to \$11.00, dinner to \$23 and incidentals to \$5.00. The State increased lodging rates as follows:

County	Lodging Rate
All counties except those listed below.	\$90
Los Angeles, Orange, Ventura, Edwards AFB, less the city of Santa Monica	\$120
Sacramento, Napa, Riverside	\$95
San Diego, Monterey County, Alameda, San Mateo, Santa Clara	\$125
San Francisco, City of Santa Monica	\$150

#### V. Duration

- July 2, 2013 through July 1, 2016

#### VI. Fiscal

- FY 13/14 Cost: \$1.1 million (GF = \$0.3 million and OF = \$0.8 million)
- Total Incremental Cost: \$26.4 million (GF = \$9.1 million and OF = \$17.3 million)
- Total Budgetary Cost: \$32.1 million (GF = \$10.8 million and OF \$21.3 million)

#### VII. Agreement

- The complete Tentative Agreement between the State and CSLEA BU 7 is posted at: <http://www.calhr.ca.gov/state-hr-professionals/Pages/bargaining-contracts.aspx>

California Department of Human Resources  
 Bargaining Unit 7  
 CSLEA INCREMENTAL MOU Summary  
 3 Year Agreement  
 (Dollars in Thousands)

**3 YEAR AGREEMENT**

Rank and File Proposals	Effective Date	2013-14		2014-15		2015-16		Total Incremental		Total Budgetary	
		GF	OF	GF	OF	GF	OF	GF	OF	GF	OF
<b>Costs</b>											
Health Flat Rate 80/80	1/1/2014	\$320	\$765	\$1,055	\$2,524	\$1,432	\$3,426	\$2,807	\$6,715	\$4,502	\$10,768
3% GSI	1/1/2015					\$4,382	\$10,481	\$4,382	\$10,481	\$4,382	\$10,481
Police Officer 4.67% SSA	1/1/2016					\$1,932	\$50	\$1,932	\$50	\$1,932	\$50
<b>Total Costs</b>		<b>\$320</b>	<b>\$765</b>	<b>\$1,055</b>	<b>\$2,524</b>	<b>\$7,746</b>	<b>\$13,957</b>	<b>\$9,120</b>	<b>\$17,246</b>	<b>\$10,815</b>	<b>\$21,299</b>
<b>Non-adds</b>											
PEPRA - New Employees Future Savings	1/1/15			(\$16)	(\$37)	(\$16)	(\$37)	(\$31)	(\$74)	(\$47)	(\$112)
Travel reimbursement increases	9/1/13	\$26	\$63	\$5	\$13			\$32	\$76	\$90	\$215
Fire Fighter Work Schedule MOU Sec 7.8	7/1/13	(\$11)	(\$)					(\$11)	(\$)	(\$33)	(\$1)
	1/1/2014										
	1/1/2015										
	1/1/2016	(\$104)	(\$249)	(\$34)	\$170	\$69	\$166	(\$69)	\$87	(\$311)	(\$240)
<b>Total Non-adds</b>		<b>(\$88)</b>	<b>(\$186)</b>	<b>(\$44)</b>	<b>\$146</b>	<b>\$54</b>	<b>\$129</b>	<b>(\$79)</b>	<b>\$88</b>	<b>(\$300)</b>	<b>(\$138)</b>

Data Source: Position Benefits file March 2013; SCO Table 183 April 2013  
 FY2015-16 - 5 months of 2016 health and dental costs are not shown  
 General Salary increase - 3% GSI effective 7/1/15  
 Per DOF, while PEPRA is in effect January 1, 2013, savings are not realized until January 1, 2015.  
 Travel dollars provided by DOF

California Department of Human Resources  
Bargaining Unit 7  
CSLEA BUDGETARY MOU Summary  
3 Year Agreement  
(Dollars in Thousands)

**3 YEAR AGREEMENT**

Proposals	Effective Date	FY2013-14			FY2014-15			FY2015-16			Total Budgetary		
		GF	OF	Total	GF	OF	Total	GF	OF	Total	GF	OF	Total
<b>Costs</b>													
Health Flat Rate 80/80	1/1/2014												
3% GSI	1/1/2015												
Police Officer 4.67% SSA	1/1/2016	\$320	\$765	\$1,084	\$1,375	\$3,288	\$4,663	\$2,807	\$6,715	\$9,522	\$4,502	\$10,768	\$15,269
<b>Total Costs</b>		\$320	\$765	\$1,084	\$1,375	\$3,288	\$4,663	\$9,120	\$17,246	\$26,366	\$10,815	\$21,299	\$32,114
<b>Non-adds</b>													
PEPRA - New Employees Future Savings	1/1/15				(\$16)	(\$37)	(\$53)	(\$31)	(\$74)	(\$106)	(\$47)	(\$112)	(\$158)
Travel reimbursement increases	9/1/13	\$26	\$63	\$90	\$32	\$76	\$108	\$32	\$76	\$108	\$90	\$215	\$305
Fire Fighter Work Schedule MOU Sec 7.8	7/1/13	(\$11)	(\$)	(\$11)	(\$11)	(\$)	(\$11)	(\$11)	(\$)	(\$11)	(\$33)	(\$1)	(\$34)
	1/1/2014												
Dental	1/1/2015	(\$104)	(\$249)	(\$353)	(\$138)	(\$79)	(\$468)	(\$69)	\$87	(\$233)	(\$311)	(\$240)	(\$1,053)
<b>Total Non-adds</b>		(\$88)	(\$186)	(\$275)	(\$133)	(\$40)	(\$424)	(\$79)	\$88	(\$242)	(\$300)	(\$138)	(\$941)

Data Source: Position Benefits file March 2013; SCO Table 183 April 2013  
 FY2015-16 - 5 months of 2016 health and dental costs are not shown  
 General Salary Increase - 3% GSI effective 7/1/15  
 Per DOF, while PEPRA is in effect January 1, 2013, savings are not realized until January 1, 2015.  
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