

HUMAN RESOURCES MEMORANDUM 19-008		DATE ISSUED: 7/3/2019
SUBJECT: GENERAL SALARY INCREASES AND OTHER POST-EMPLOYMENT BENEFITS FOR EXCLUDED AND EXEMPT EMPLOYEES		REFERENCE: CalHR 1422
TO: DGS Managers, Supervisors, Employee Resource Liaisons and Attendance Clerks		SUPERCEDES: HR Memo 18-010

PLEASE ENSURE THAT THIS INFORMATION IS SHARED WITH YOUR EMPLOYEES

Purpose

The purpose of this memo is to provide information on the General Salary Increase (GSI) and Other Post-Employment Benefits (OPEB) for excluded and exempt employees.

General Salary Increase

Effective July 1, 2019 excluded employees with a Collective Bargaining Identifier (CBID) of “C”, “S” or “M” will receive the same general salary increase as the bargaining unit they are tied to. For example, employees with a CBID of S12 or M12 will receive the same three and one half percent (3.5%) GSI R12 employees will receive on July 1, 2019. Please refer to chart below:

BARGAINING UNIT	GSI
1, 4, 11, 14, 15 - SEIU	3.5%
2*	0
7*	0
9	4.0%
10	5.0%
12	3.5%
13*	0
19	2.0%

Exempt and excluded employees not directly tied to a bargaining unit, such as many of the employees who have an “E” CBID will receive a GSI of 3.5 percent effective July 1, 2019.

*Bargaining Units 2, 7, and 13 are not scheduled to receive a GSI, and therefore, exempt and excluded employees tied to these bargaining units will not receive a GSI on July 1, 2019. Updates will be communicated in a future memo as the bargaining is ratified.

Other Post-Employment Benefits (OPEB)

Effective July 1, 2019, exempt and excluded employees not directly tied to a bargaining unit, such as many of the employees who have an "E" CBID, will contribute an additional 0.8 percent, for a total of 1.6 percent, of their pensionable compensation to prefund OPEB.

Exempt and excluded employees directly tied to a bargaining unit will have their OPEB contribution rate increased based on the same phase-in schedule of the bargaining unit they have been tied to. For example, R07 employees will have their OPEB contribution increased by an additional 1.3 percent of pensionable compensation; and therefore, all S07 and M07 employees will also have their OPEB contribution increased by the same 1.3 percent of pensionable compensation on July 1, 2019. Please refer to chart below:

BARGAINING UNIT	OPEB INCREASE EFF. 7/1/19	OPEB TOTAL
1, 4, 11, 14, 15 - SEIU	1.1%	2.3%
2	0.7%	2.0%
7	1.3%	4.0%
9	1.0%	2.0%
10	1.4%	2.8%
12	1.0%	3.5%
13	1.3%	3.9%
19	1.0%	3.0%

Questions

For questions related to this memorandum, please contact your assigned Personnel Specialist.

AMY APPLGATE, Personnel Officer
Office of Human Resources

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