

<b>HUMAN RESOURCES MEMORANDUM 21-014</b>		DATE ISSUED: 07/01/2021
SUBJECT: <b>COMPENSATION ADJUSTMENTS FOR EMPLOYEES – FISCAL YEAR 2021-22</b>		REFERENCE: CalHR Memo
TO: All DGS Employees		SUPERCEDES: None

**PLEASE ENSURE THAT THIS INFORMATION IS SHARED WITH YOUR EMPLOYEES**

**Purpose**

This memorandum notifies employees of compensation adjustments approved for the 2021-22 Fiscal Year (FY), effective July 1, 2021.

**Background**

As a result of the State’s improved fiscal condition, the California Department of Human Resources (CalHR) and represented employee organizations have negotiated to end the Personal Leave Program (PLP) 2020 and resume contributions to prefund future health benefits for retired members and restore or provide deferred pay increases.

Additional information regarding compensation adjustments may be provided at a later time for ongoing negotiations.

**PLP 2020**

PLP 2020 will end at the close of business on June 30, 2021. PLP 2020 hours are still available for employees to use. Employees are to use accumulated PLP 2020 prior to using accumulated Vacation or Annual Leave.

**General Salary Increases**

There will also be salary increases which vary depending on bargaining unit or excluded alignment. We do not have actual salary figures at this time but following is a list of percentage increases by bargaining unit effective July 1, 2021. In general, aligned excluded classifications will receive the same percentage increase as represented employees.

- SEIU - 4.55%
- CASE – 4.04%
- CSLEA – 5.06%
- PECG – 5.58%
- CAPS – 7.63%
- IUOE Unit 12 – 5.06%
- IUOE Unit 13 – 5.83% (Only for those at the maximum of the salary range)
- AFSCME 5.06%

## **Other Post-Employment Benefits**

Effective July 1, 2021, Other Post-Employment Benefits (OPEB) contributions to prefund retiree health care will resume. OPEB contributions are as follows:

SEIU – 3.5%  
CASE – 2.0%  
CSLEA – 4.0%  
PECG – 2.0%  
CAPS – 2.8%  
IUOE Unit 12 – 4.6%  
IUOE Unit 13 – 3.9%  
AFSCME – 3.0%

These OPEB contributions address unfunded retirement health care by prefunding future health benefits for retired members. Prefunding OPEB is negotiated through the State collective bargaining process.

## **Summary of Anticipated Changes**

### **All Excluded and Represented Employees**

Following is a list of anticipated changes effective July 1, for excluded and represented employees regardless of bargaining unit (except Seasonal and temporary employees who were not subject to PLP 2020):

- Two (2) days of PLP accrual will end.
- 9.23% salary reduction will end.
- Other Post-Employment Benefits (OPEB) deductions will resume.

### **SEIU Represented and Aligned Excluded Employees**

Following is a list of anticipated changes exclusive to SEIU represented and aligned excluded employees:

- The \$260 Improving Affordability and Access to Healthcare payment for all health-benefit eligible employees will continue through June 30, 2022. Effective July 1, 2022 the Flex-Elect Benefit Plan cash option will be reinstated.
- The pay differential that was implemented to ensure every classification had a minimum salary rate of at least \$15 per hour due to the PLP 2020 reduction will no longer be in effect.

### **CASE Represented and Aligned Excluded Employees**

Following is a list of anticipated changes exclusive to CASE represented and aligned excluded employees:

- The \$260 Improving Affordability and Access to Healthcare payment for all health-benefit eligible employees will end.
- The 640 cap shall be increased by 192 hours which is the equivalent number of Personal Leave Program (PLP) 2020 hours employees received until June 30, 2024.

### **CSLEA Represented and Aligned Excluded Employees**

Following is a list of anticipated changes exclusive to CSLEA represented and aligned excluded employees:

- The pay differential that was implemented to ensure every classification had a minimum salary rate of at least \$15 per hour due to the PLP 2020 reduction will no longer be in effect.

### **CAPS Represented and Aligned Excluded Employees**

Following is a list of anticipated changes exclusive to CAPS represented and aligned excluded employees:

- The 640 cap shall be increased by 192 hours which is the equivalent number of Personal Leave Program (PLP) 2020 hours employees received until June 30, 2025.

### **IUOE Unit 12 Represented and Aligned Excluded Employees**

Following is a list of anticipated changes exclusive to IUOE Unit 12 represented employees:

- The 640 accrued leave cap shall be increased by 192 hours which is the equivalent number of Personal Leave Program (PLP) 2020 hours employees received until June 30, 2023.

### **Questions**

If employees have questions not addressed in this memorandum, they are encouraged to contact Amy Applegate, Personnel Officer via e-mail at [Amy.Applegate@dgs.ca.gov](mailto:Amy.Applegate@dgs.ca.gov) or via telephone at (916) 376-5428, or Leslie Overton, Labor Relations Manager via e-mail at [Leslie.Overton@dgs.ca.gov](mailto:Leslie.Overton@dgs.ca.gov) or via telephone at (916) 376-5386.

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