

Human Resources Branch Memorandum

SUBJECT: Compensation Adjustments – PLP, GSI, OPEB	NUMBER: HRB 21-014
	DATE ISSUED: July 29, 2021
DISTRIBUTION: CDFW All	EXPIRES: Until Superseded

Action Required

Informational Only

Control Agency Directive

Purpose

The purpose of this memorandum is to update California Department of Fish and Wildlife (CDFW) employees of compensation adjustments effective July 1, 2021, including the end of the Personal Leave Program (PLP) 2020 and the resumed contributions to prefund future health benefits for retired member and restore or provide deferred pay increase. If any provision of this memorandum conflicts with a provision of agreed to Side Letter agreements, the agreed to Side Letter agreements shall control.

Authority

[California Department of Human Resources
Bargaining Unit Memorandum of Understanding \(MOU\)](#)

PLP 2020

PLP 2020 ended at the close of business on June 30, 2021. PLP 2020 hours are still available for employees to use. PLP 2020 hours do not expire and shall be permitted to be used in the same manner as Vacation/Annual Leave.

General Salary Increases

CDFW employees will also receive salary increases depending on bargaining unit or excluded alignment. Please see below listing of percentage increases by bargaining unit effective July 1, 2021. In general, aligned excluded classifications will receive the same percentage increases as represented employees.

Other Post-Employment Benefits

Effective July 1, 2021, Other Post-Employment Benefits (OPEB) contributions to prefund retiree health care will resume. OPEB contributions can be found in the chart below.

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.

Overview of Changes by Bargaining Unit

All Excluded and Represented Employees

Effective July 1, 2021:

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

SEIU (BU 01, 04, 11, 14) Represented and Aligned Excluded Employees

Effective July 1, 2021:

- 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 20202 reduction will no longer be in effect.

CASE (BU02) Represented and Aligned Excluded Employees

Effective July 1, 2021:

- 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 (BU07) Represented and Aligned Excluded Employees

Effective July 1, 2021:

- 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 (BU10) Represented and Aligned Excluded Employees

Effective July 1, 2021:

- 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 and UNIT 13) Represented and Aligned Excluded Employees

Effective July 1, 2021:

- 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 June30, 2023.

GSI and OPEB Contribution Chart

Bargaining Unit (including Excluded)	GSI	OPEB Contribution
SEIU (BU 01, 04, 11, 14)	4.55%	3.5%
CASE (BU02)	4.04%	2.0%
CSLEA (BU07)	5.06%	4.0%
PECG (BU09)	5.58%	2.0%
CAPS (BU10)	7.63%	2.8%
IUOE Unit 12	5.06%	4.6%
IUOE Unit 13	5.83% (Only for those at the maximum of the salary range)	3.96%

Contact

If you have any questions about this process, please contact your [Personnel Specialist](#) (PS).

To view your direct deposit warrants, please sign up with Cal Connect. For instructions, please follow link to [HRB Memo 20-017](#).

If you find any discrepancies or have questions regarding your upcoming July paystub, please contact your [PS](#).