

**State's Conceptual Proposal**

**Bargaining Unit 10**

**May 10, 2010**

**Compensation**

**Personal Leave Program 2010** – Eight (8) hours per month for 1 year

**Salary** – Effective July 1, 2012, increase of 5% to maximum all classes

**Retirement**

**Employee Pension Contribution** – increase employee retirement contributions by 5%

**Formula Changes** – for employees first hired to State service on or after July 1, 2010

Miscellaneous/Industrial/ARP – 2% at 60

State Safety – 2% at 55

Continue 3 highest years

**Holidays**

Delete February 12 and Second Monday in October

Employees paid time and one half for working on –

January 1

Last Monday in May

July 4

First Monday in September

Thanksgiving Day

Christmas

**Overtime**

Consistent with Gov. Code 19844 leave time shall no longer count as hours worked for the

Purpose of calculating premium (1 ½ time) overtime compensation

**Health Benefits**

Deletion of Rural Health Care Equity Program consistent with Gov. Code 22877

**Appropriation for Budget Year 2010/2011**

Submit legislation to appropriate funds to pay salaries and benefits for the 2010/2011 fiscal year

**Contract Term**

Propose the term of the agreement be from July 1, 2010 through July 1, 2012