

Service Employees International Union (SEIU), Local 1000
and
California Department of Human Resources (CalHR)
Section 5.17.1 Recruitment and Retention Committee (Unit 1)
Mutual Report March 25, 2016

Beginning in 2015 and concluding in 2016 Service Employee International Union (SEIU) Local 1000 and the California Department of Human Resources (CalHR) formed a committee to discuss the recruitment and retention issues of certain Bargaining Unit 1 classifications under Section 5.17.1 Recruitment and Retention Committee (Unit 1) of the current Memorandum of Understanding (MOU). These discussions covered the entire series of the classifications so as not to create unintended compaction complications.

The committee reviewed a comparison of compensation (e.g. salary, other pay items, compensated leave, health benefits, pension benefits, and retiree health benefits) as well as vacancy rates (both historical and current) for the following classification series: (1) Personnel Specialist; (2) Workers' Compensation Claims Adjuster; (3) Environmental Planners; (4) Tax Auditors; (5) Energy Siting Facility Planners; (6) District Sales Representatives; (7) Transportation Planners; (8) Financial Institutions Examiner; (9) Right of Way Agents; and (10) Correctional Case Records Analysts.

The committee reviewed testimony from members of the Unit 1 Bargaining Unit Negotiating Committee (BUNC), subject matter experts from both the impacted classification series and management from the impacted departments and reviewed survey and study results created by both SEIU Local 1000 and the impacted departments.

In light of the testimony and reports comparing compensation (e.g. salary, other pay items, compensated leave, health benefits, pension benefits, and retiree health benefits), the historical vacancy rates and the current vacancy rates (provided below), the acknowledgement that the lack of retention and constant turnover leaves departments with inadequate resources to provide quality public services, and the state resources wasted when trained quality staff are lost, this committee has agreed that a pay equity increase of fifteen (15%) to the base pay is recommended for the effective recruitment and retention of the classification in the Personnel Specialist Series.

Personnel Specialist Series			
Classification	FTE Established	FTE Vacant	% Vacant
Personnel Specialist	1011.79	135.02	13.34
Sr. Personnel Specialist	247.55	27.04	10.92
Series	1259.34	162.06	12.87

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Workers' Compensation Claims Adjuster Series			
Classification	FTE Established	FTE Vacant	% Vacant
Workers' Comp. Claims Adjuster	753.6	20.7	2.75
Senior Workers' Comp. Claims Adjuster	338.75	24.75	7.31
Series	1092.35	45.45	4.16

In light of the testimony and reports comparing compensation (e.g. salary, other pay items, compensated leave, health benefits, pension benefits, and retiree health benefits), the historical vacancy rates and the current vacancy rates (provided below), the acknowledgement that the lack of retention and constant turnover leaves departments with inadequate resources to provide quality public services, and the state resources wasted when trained quality staff are lost, this committee has agreed that a pay equity increase of twenty-eight percent (28%) to the base pay is recommended for the effective recruitment and retention of the classifications in the Environmental Planner Series.

Environmental Planner Series			
Classification	FTE Established	FTE Vacant	% Vacant
Environmental Planner	39	10	25.64
Associate Environmental Planner	199.5	35.02	17.55
Environmental Planner Archeology	10	1	10
Associate Environmental Planner Archeology	52	4.7	9.03
Environmental Planner Natural Science	23	3	13.04
Associate Environmental Planner Natural Science	118	18.45	15.63
Environmental Planner Architectural History	1	1	50
Associate Environmental Planner Architectural History	16.05	0.68	4.23
Series	458.55	73.85	16.1

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Tax Auditor Series			
Classification	FTE Established	FTE Vacant	% Vacant
Tax Auditor (BOE)	311.3	53	17.03
Associate Tax Auditor (BOE)	505.15	55.03	10.89
Tax Auditor (FTB)	85	7	8.24
Associate Tax Auditor (FTB)	233	35.05	15.04
Series	1134.45	150.08	13.22

In light of the testimony and reports comparing compensation (e.g. salary, other pay items, compensated leave, health benefits, pension benefits, and retiree health benefits), the historical vacancy rates and the current vacancy rates (provided below), the acknowledgement that the lack of retention and constant turnover leaves departments with inadequate resources to provide quality public services, and the state resources wasted when trained quality staff are lost, this committee has agreed that a pay equity increase of ten percent (10%) to the base pay is recommended for the effective recruitment and retention of the classifications in the Energy Siting Facility Planner Series.

Energy Siting Facility Planner Series			
Classification	FTE Established	FTE Vacant	% Vacant
Energy Siting Facility Planner I	1	0	0
Energy Siting Facility Planner II	21	6.2	29.52
Energy Siting Facility Planner III	16	4	25
Series	38	10.2	26.84

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District Sales Representative Lottery Series			
Classification	FTE Established	FTE Vacant	% Vacant
District Sales Representative Lottery	180	5.94	3.3
Series	180	5.94	3.3

In light of the testimony and reports comparing compensation (e.g. salary, other pay items, compensated leave, health benefits, pension benefits, and retiree health benefits), the historical vacancy rates and the current vacancy rates (provided below), the acknowledgement that the lack of retention and constant turnover leaves departments with inadequate resources to provide quality public services, and the state resources wasted when trained quality staff are lost, this committee has agreed that a pay equity increase of twenty-eight percent (28%) to the base pay is recommended for the effective recruitment and retention of the classifications in the Transportation Planner Series.

Transportation Planner Series			
Classification	FTE Established	FTE Vacant	% Vacant
Transportation Planner	66	4	6.06
Associate Transportation Planner	223	24.42	10.95
Series	289	28.42	9.83

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Financial Institutions Examiner Series			
Classification	FTE Established	FTE Vacant	% Vacant
Financial Institutions Examiner	91	12.13	13.32
Senior Financial Institutions Examiner	68	11.2	16.47
Series	159	23.33	14.67

In light of the testimony and reports comparing compensation (e.g. salary, other pay items, compensated leave, health benefits, pension benefits, and retiree health benefits), the historical vacancy rates and the current vacancy rates (provided below), the acknowledgement that the lack of retention and constant turnover leaves departments with inadequate resources to provide quality public services, and the state resources wasted when trained quality staff are lost, this committee has agreed that a pay equity increase of twenty-eight percent (28%) to the base pay is recommended for the effective recruitment and retention of the classification in the Right of Way Agent Series.

Right of Way Agent Series			
Classification	FTE Established	FTE Vacant	% Vacant
Right of Way Agent	49	11	22.44
Associate Right of Way Agent	298.81	26.41	8.83
Series	347.81	37.41	10.75

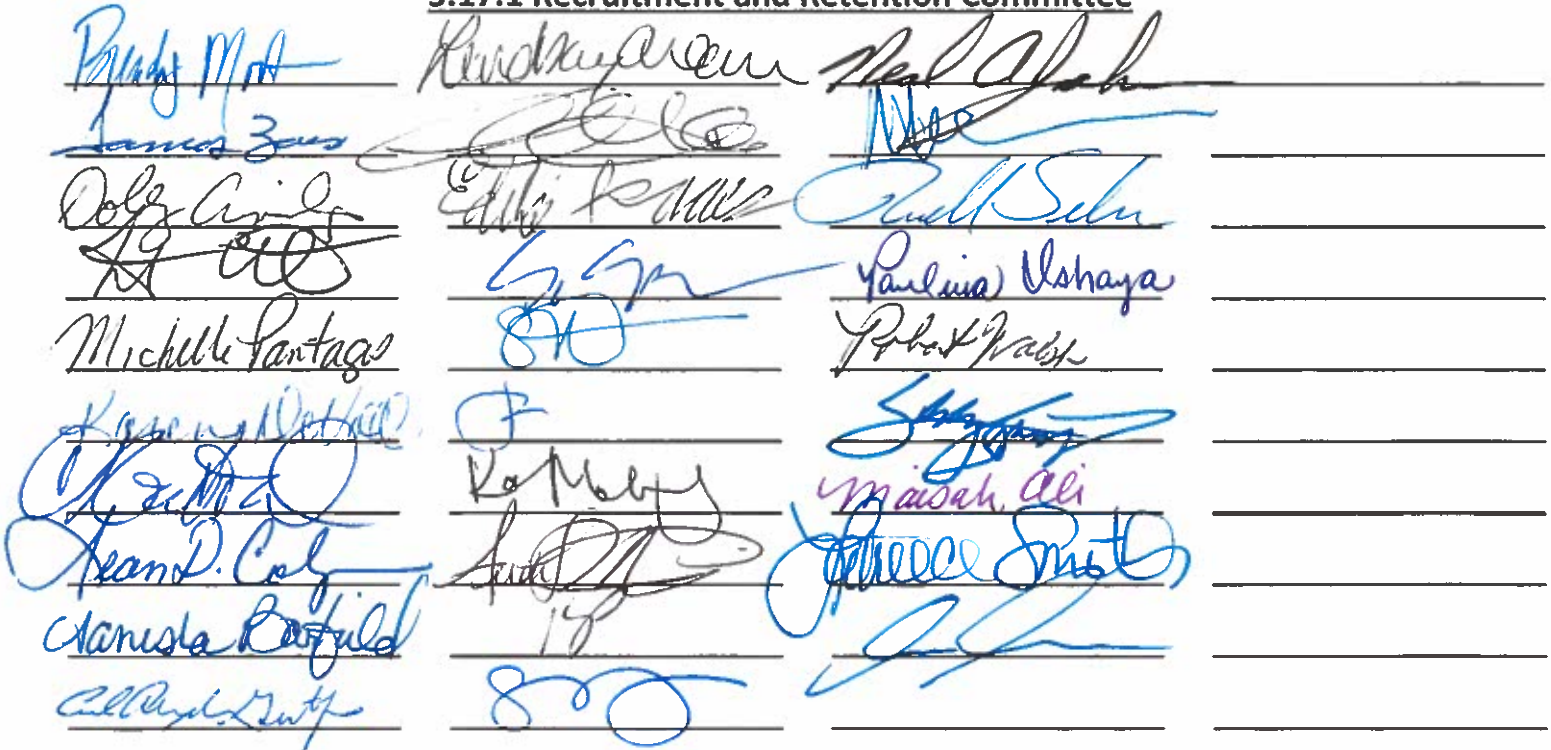
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In light of the testimony and reports comparing compensation (e.g. salary, other pay items, compensated leave, health benefits, pension benefits, and retiree health benefits), the historical vacancy rates and the current vacancy rates (provided below), the acknowledgement that the lack of retention and constant turnover leaves departments with inadequate resources to provide quality public services, and the state resources wasted when trained quality staff are lost, this committee has agreed that a pay equity increase of fifteen percent (15%) to the base pay is recommended for the effective recruitment and retention of the classification in the Correctional Case Records Analyst Series.

Correctional Case Records Analyst Series			
Classification	FTE Established	FTE Vacant	% Vacant
Correctional Case Records Analyst	711.11	120.6	16.95
Series	711.11	120.6	16.95

As provided for by Section 5.17.1 of the current MOU between SEIU Local 1000 and the State, the findings of this committee and the recommendations for these pay equity adjustments shall be submitted to Richard Gillihan the Director of CalHR and subsequently reported to the Administration.

5.17.1 Recruitment and Retention Committee



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