

SUMMARY OF 2013-2016 CSLEA TENTATIVE AGREEMENT

Term: July 2, 2013 through July 1, 2016

General Salary Increases/Adjustments

- Effective July 2, 2013, Unit 7 Department of Motor Vehicles Licensing Registration Examiners and Inspectors will receive a seven and a half percent (7.5%) special salary adjustment.
- Effective July 1, 2015, all Unit 7 classifications will receive a three percent (3%) General Salary Increase.
- Effective July 1, 2015, Unit 7 Hospital Police Officers and Peace Officer Developmental Services will receive a 4.67% special salary adjustment.

Health Benefit Contributions

The State will contribute a fixed amount equal to 80% of the weighted average for the Basic Health Benefit Plan premiums for the employee and 80% of the weighted average of additional premiums for family coverage based on the rates then in existence for the calendar years 2014, 2015 and 2016.

Business and Travel Expense Reimbursement Increases Effective October 2013:

Meal allowances are adjusted as follows:

Breakfast:	Current \$6	New \$7
Lunch:	Current \$10	New \$11
Dinner:	Current \$18	New \$23
Incidentals:	Current \$6	New \$5

County lodging rates will be adjusted as follows:

- All counties except those listed below: \$90
- Sacramento, Napa, Riverside: \$95
- Los Angeles, Orange, Ventura, Edwards AFB, less the City of Santa Monica \$120
- San Diego, Monterey, Alameda, San Mateo, Santa Clara \$125
- San Francisco, City of Santa Monica: \$150

PENSION REFORM

- The Agreement incorporates the pension formula changes enacted by the Legislature in 2012. Unit 7 Peace Officers/Firefighters hired into State service on or after January 1, 2013, will be subject to the 2.5%@57 formula. PO/FF members hired prior to January 15, 2011 will continue to be subject to the 3%@50 formula. PO/FF members hired between January 15, 2011 and January 1, 2013 will continue to be subject to the 2.5%@55 formula.
- Unit 7 Safety Members hired into State service on or after January 15, 2011, will be subject to the 2%@57 formula. Safety members hired prior to January 15, 2011 will continue to be subject to the 2.5%@55 formula. Safety members hired between January 15, 2011 and January 1, 2013 will continue to be subject to the 2%@55 formula.
- All existing and future Unit 7 Peace Officers/Firefighters will contribute 3% more towards their retirement contribution. On July 1, 2013, the contribution increased from 10% to 11.5% of compensation over \$513/month. On July 1, 2014, the contribution will increase from 11.5% to 13% of compensation above \$513/month.
- All existing and future Unit 7 Safety Members will contribute 2% more towards their retirement contribution. On July 1, 2013, the contribution increased from 9% to 10% of compensation in excess of \$317/month. On July 1, 2014, the contribution will increase from 10% to 11% of compensation above \$317/month.

FURLOUGHS/PLP

Unit 7 employees will not be subject to furloughs or Personal Leave Programs during the term of the agreement.

ADDITIONAL CHANGES

UNIT - WIDE

- **Overtime** - Prohibits routine adjustment of shift schedule to avoid payment of overtime.
- **Leave** - Permits vacation leave to be used in quarter of an hour increments; increases flexibility in use of bereavement leave; reduces catastrophic leave donation minimum from 4 to 1 hour; provides for annual cash out of up to 20 hours vacation/ annual leave each year; adds Family School Partnership, Family Crisis and Family Activity Leave.
- **Retired Annuitants** - Requires hiring of re-tired annuitants be limited to mission critical work and prohibits displacement of CSLEA represented employees.
- **Classification review** - Creates joint labor management committee to explore creation of Fire Captain classification.
- **Safety Equipment** - Incorporates settlement language on personal purchase of soft body armor; requires State to meet with CSLEA within 90 days of ratification to review and update lists of provided safety equipment.
- **CAL FIRE** - Modifies Communications Operator seniority for shift bid from time in class at work location to departmental; requires CAL FIRE and CSLEA to meet no later than December 2013 to discuss establishment of inter-unit transfer process.
- **CHP** - Requires CHP PSD's continue to receive mandatory POST training.
- **DMV** - Requires current DL 62 for customers who do not meet visual acuity standards with limited exceptions; incorporates actual language from DMV policies on night drive tests and second drive test on same day; eliminates below knee limitation on length of DMV LRE walking shorts; requires DMV and CSLEA to meet regarding adoption of new Federal Commercial Driver's License Regulations.
- **DSH/DDS** - Creates joint labor management task forces to explore arming of DSH HPO's and DDS PO's and authorizes CLSEA to appoint 4 members to each task force to serve without loss of compensation; requires DSH and DDS to meet with CSLEA to develop vacation sign up procedures at each facility.
- **Military** - Modifies overtime and call back procedures at Camp Roberts.
- **Parks** - Requires that all vacant positions be first offered to current Department of Parks and Recreation peace officers via intra-district and Department-wide transfer prior to being offered to cadets.

EFFECTS IF CONTRACT IS NOT RATIFIED BY CSLEA MEMBERSHIP

- Employees on State travel will continue to be compensated at the lower meal and lodging reimbursement rates.
- Effective January 1, 2014, employees will be responsible for 100% of the increased premium contribution rates for health benefits.
- DMV LRE's may not receive the 7.5% salary adjustment effective July 2, 2013.
- There is no assurance the current offer will be any greater by the time the Legislature reconvenes in January 2014.