



### Duration/Protections

- Duration – July 2, 2016 through July 1, 2019
- Furlough protection – restricts the State from furloughing Unit 7 employees during first year of agreement and only with act of Legislature in years 2 and 3

### General Salary Increases

- Effective July 1, 2016 all Unit 7 employees will receive a 3% increase
  - Effective July 1, 2017 all Unit 7 employees will receive a 3% increase
  - Effective July 1, 2018 all Unit 7 employees will receive a 2% increase
- Note: As a result of compounding, the value of the increase over the course of the agreement is 8.2%*

### Special Salary Adjustments/Range Changes :

**Effective July 1, 2016 employees in the following classifications will receive a Special Salary Adjustment (SSA):**

- CHP Public Safety Dispatchers – 5%
- Cal Fire/Parks and Rec/DSH Communications Operators – 5%
- CHP Motor Carrier Specialists – 3%
- Investigator (sworn) – 5%
- Food and Drug Program Specialist – 5%
- DCA Sr. Investigator – 5%
- DBO Associate Corporations Investigator – 5%
- California State Park Peace Officer (Rangers and Lifeguards) – 5%

*NOTE: the above SSA will be applied prior to the GSI*

**Effective July 1, 2016 the following classifications will have adjustments to their pay ranges:**

- **ABC Agents** - the new max salary will be \$7346 (12.88% higher than current max)
- **ABC Agent Trainees** – the new max salary will be \$4158 (11.72% higher than current max)
- **OES Coordinator (Fire and Rescue)** – the new max salary will be \$8286 (13.9% higher than current max)
- **OES Coordinator (Law Enforcement)** – the new max salary will be \$8286 (22% higher than current max)

*NOTE: the above range changes will be applied prior to the GSI*

### Longevity Pay

Upon ratification, eligible Unit 7 Peace Officer/Firefighter Retirement members will receive a 1% increase in longevity pay

- 17 & 18 years – 2%
- 19 years – 3%
- 20 years – 4%
- 21 years – 5%
- 22, 23 & 24 years – 6%
- 25 years – 8%

### Education pay for PO/FF

Education incentive for college degrees will be increased by \$25/month. POST pay will remain unchanged

- Intermediate POST or equivalent - \$50/month
- AA/AS Degree - \$75/month
- Advanced POST or equivalent - \$100
- BA/BS Degree - \$125

## Uniform/Boot Allowance & Maintenance

- General uniform allowance, now including boots, increased from \$640 to \$950 annually for full-time employees (including limited term) and from \$540 to \$640 annually for less than full-time employees
- Cal Fire Communications Operators and Oil Spill Prevention Specialists have been added to the general uniform allowance
- Maintenance and Cleaning Allowance – employees will receive a \$25 per month maintenance and cleaning allowance (payable in December of each year for costs incurred 11/1 – 10/31)
- Lifeguard I (Seasonal), Lifeguard II (Seasonal) and Lifeguard (Permanent Intermittent) employees' uniform allowance increased to \$55 for each 160 hours of employment
- Motor Carrier Specialists and School Transportation Safety Coordinators are eligible for \$150 annual boot reimbursement

### Physical Fitness Incentive Program

- All Unit 7 Peace Officers/Firefighters shall receive \$65 per month which will be rolled in to base pay. This change will now make the incentive PERSable for purposes of retirement compensation.
- The physical testing requirement is eliminated

### Vacation/Annual Leave Cash Out

- Effective 2017, increases the amount of vacation or annual leave an employee may cash out from up to 20 hours to up to 80 hours annually
- Participation and amount of cash out offered is still at the discretion of each department

### Business and Travel Expense

- Removes detailed language on business and travel expense from MOU to Cal HR policy memos. The policy memos will be hyperlinked for digital access to online version of MOU
- Increases lodging reimbursement to highest rates received by any State employee
  - Alameda, San Mateo and Santa Clara counties are increased from \$125 to \$140
  - San Francisco County is increased from \$150 to \$250
- Prohibits reduction of per diem and lodging reimbursement rates during the term of the agreement
- Overtime meal allowance increased from \$7.50 to \$8.00

## Health and Welfare

- Extends existing language which requires State to pay a contribution equal to 80% of the total premium cost of the weighted average of 4 Basic health plans with highest participation for employees and their dependents effective January 1, 2017, January 1, 2018 and January 1, 2019
- Eliminates dependent vesting for new hires which phased in State contribution from 50% upon hire, 75% after 12 months and 100% after 24 months of service

## Retiree Health & Dental Benefits

### All Unit 7 Employees

- Beginning July 1, 2017 requires Unit 7 employees to prefund retiree healthcare with goal of reaching 50% of normal cost
  - July 1, 2017 – 1.3%
  - July 1, 2018 – additional 1.4% for total of 2.7%
  - July 1, 2019 – additional 1.3% for total of 4.0%

*Note: Offset for retiree health against the new agreement is 2.7% (based on years one and two of phase in).*

*Next MOU may include additional pay increase to offset year 3 of phase in.*

- Contributions shall be made on a pre-tax basis
- Contributions are mandatory and not subject to refund and must be made regardless of the employee's vesting eligibility

### New Hires

- New hires must have a minimum of 15 years of service in order to receive 50% of the employer's contribution towards retiree health and new hires must have a minimum of 25 years of service to receive 100% of the employer's contribution
- New hires who retire will no longer be able to receive 100% of the weighted average of the Basic health plan premiums. They will have the same 80% benefit as active employees.

## Consequences if contract is not ratified by CSLEA Membership

- July 1, 2016 GSI, SSA and Range Changes will not take effect
- The State will legislate the retiree health care changes and Unit 7 employees will begin pre-funding the benefit effective July 1, 2017
- Unit 7 members will be obligated to pay the full cost of any health care premium increases effective January 1, 2017
- Employees will not be eligible for the lodging reimbursement increases

## Ratification Process

The contract ratification vote will be conducted electronically. Beginning at 8 a.m. on Monday, June 20, 2016 and until 5 p.m. on June 24, 2016, all full CSLEA members will have the opportunity to cast their ballot. A link to the ballot will be emailed to members Monday morning prior to the voting period. A link to the ballot will also be placed on CSLEA.com. CSLEA will announce the result of the ratification ballot as soon as it is tabulated.