



General Salary Increases

- Effective July 1, 2019 – All Unit 7 employees will receive a 2.75% increase
- Effective July 1, 2020 – All Unit 7 employees will receive a 2.5% increase
- Effective July 1, 2021 – All Unit 7 employees will receive a 2.5% increase
- Effective July 1, 2022 – All Unit 7 POFF employees will receive a 3.75% increase
All Unit 7 Safety employees will receive a 2.25% increase
(Difference is to offset the future increases to retirement contributions)

Special Salary Adjustments (All SSAs are applied prior to the GSI)

- Effective July 1, 2019, employees in the following classifications will receive a Special Salary Adjustment (SSA) of 7.44%:

CODE CLASSIFICATION

- 1988 SUPERVISING MUSEUM SECURITY OFFICER
- 1992 MUSEUM SECURITY OFFICER
- 2880 EMERG MGMT COORD/INSTRUCTOR I, OES
- 2881 EMERG MGMT COORD/INSTRUCTOR II, OES
- 4926 EMERGENCY SERVICES COORDINATOR, OES
- 8085 SR EMERGENCY SERVICES COORDINATOR, OES
- 8116 EMERGENCY NOTIFICATION CONTROLLER, OES
- 8122 COORDINATOR - LAW ENFORCEMENT- O.E.S.
- 8123 COORDINATOR (RADIOLOGICAL) O.E.S
- 8188 COORDINATOR (FIRE & RESCUE SERVICES)

CODE CLASSIFICATION

- 8611 SPECIAL INVESTIGATOR ASSISTANT
- 8612 SPECIAL INVESTIGATOR
- 8894 ARSON AND BOMB INVESTIGATOR ASST.
- 8979 FIREFIGHTER
- 8980 STATE FIRE MARSHAL TRAINEE
- 8989 CAPT. FIREFIGHTER/SECURITY OFFICER
- 8990 FIREFIGHTER/SECURITY OFFICER
- 8997 ARSON AND BOMB INVESTIGATOR
- 9013 DEP. STATE FIRE MARSHAL III, SPECIALIST
- 9086 DEP. STATE FIRE MARSHAL

- Effective July 1, 2019, employees in the following classifications will receive a Special Salary Adjustment (SSA) of 5%:

CODE CLASSIFICATION

- 1663 PUBLIC SAFETY DISPATCHER, CHP
- 1664 PUBLIC SAFETY OPERATOR, CHP
- 1670 COMMUNICATIONS OPERATOR
- 8439 CRIMINAL INTELLIGENCE SPECIALIST III
- 8440 CRIMINAL INTELLIGENCE SPECIALIST II
- 8443 CRIMINAL INTELLIGENCE SPECIALIST I
- 8456 CRIMINAL IDENTIFICATION SPECIALIST II
- 8460 LATENT PRINT ANALYST I
- 8462 CRIMINAL IDENTIFICATION SPECIALIST I
- 8466 CRIMINALIST
- 8472 LATENT PRINT ANALYST II
- 8475 QUESTIONED DOCUMENT EXAMINER II
- 8478 SENIOR CRIMINALIST

CODE CLASSIFICATION

- 8519 FIELD REPRESENTATIVE, DEPT OF JUSTICE
- 8831 STRUCTURAL PEST CNTL BOARD SPECIALIST
- 8833 INSPECTOR II DEPT OF CONSUMER AFFAIRS
- 8834 INSPECTOR I DEPT OF CONSUMER AFFAIRS
- 8880 MARINE SAFETY INSPECTOR
- 8889 MARINE SAFETY SPECIALIST I
- 8893 MARINE SAFETY SPECIALIST II
- 8958 DIST REP II, DIV.OF CODES & STANDARDS
- 8959 DIST REP I, DIV. OF CODES & STANDARDS (NON-PEACE OFFICER)
- 8960 DIST REP I, DIV. OF CODES & STANDARDS
- 8961 DIST REP II, DIV. OF CODES & STANDARDS (NON-PEACE OFFICER)

- Effective July 1, 2019, the following salary ranges will be adjusted as follows and employees in these classifications shall receive the following special salary adjustments. If the special salary adjustment results in a salary rate lower than the new minimum salary rate of their current alternate range, the special salary adjustment will be increased to bring the employee up to the new minimum salary rate for that range.

Class Code	Classification	Range	SSA	New Minimum Salary	New Maximum Salary
1915	SPPO Cadet (Ranger)	N/A	2.16%	\$3,641 (+1.76%)	\$4,910 (+2.16%)
1916	SPPO Cadet (Lifeguard)	N/A	2.16%	\$3,641 (+1.76%)	\$4,910 (+2.16%)
0983	SPPO (Ranger)	A	7.31%	\$4,635 (+16.43%)	\$5,683 (+7.31%)
0983	SPPO (Ranger)	B	6.88%	\$5,282 (+11.74%)	\$6,790 (+6.88%)
0992	SPPO (Lifeguard)	A	7.31%	\$4,635 (+16.43%)	\$5,683 (+7.31%)
0992	SPPO (Lifeguard)	B	6.88%	\$5,282 (+11.74%)	\$6,790 (+6.88%)
1012	Agent Trainee, ABC	N/A	6.83%	\$3,641 (+5.08%)	\$4,910 (+6.83%)
1013	Agent, ABC	A	4.93%	\$4,635 (+4.91%)	\$5,683 (+4.93%)
1013	Agent, ABC	B	1.98%	\$5,282 (+4.93%)	\$6,790 (+1.98%)
1013	Agent, ABC	C	5.00%	\$6,088 (+5.00%)	\$8,418 (+5.00%)
1937	Hospital Police Officer	N/A	2.95%	\$4,414 (+7.71%)	\$5,412 (+2.95%)
1954	Peace Officer I, DDS	N/A	2.95%	\$4,414 (+7.71%)	\$5,412 (+2.95%)
8421	Fish & Game Warden	A	6.38%	\$4,635 (+16.14%)	\$5,683 (+6.38%)
8421	Fish & Game Warden	B	5.85%	\$5,282 (+10.97%)	\$6,790 (+5.85%)
8410	Warden-Pilot, F&G	N/A	17.64%	\$6,971 (+14.58%)	\$9,217 (+17.64%)
8005	Fish & Game Lt. (Specialist)	N/A	17.64%	\$6,088 (+14.59%)	\$8,418 (+17.64%)
8514	Special Agent Trainee, DOJ	N/A	6.90%	\$3,823 (+5.17%)	\$5,156 (+6.90%)
8482	Special Agent, DOJ	A	7.11%	\$4,867 (+14.87%)	\$5,967 (+7.11%)
8482	Special Agent, DOJ	B	2.05%	\$5,546 (+9.73%)	\$7,130 (+2.05%)
8482	Special Agent, DOJ	C	5.05%	\$6,392 (+5.06%)	\$8,839 (+5.05%)
8524	Special Agent Supervisor, DOJ	N/A	5.05%	\$7,010 (+5.05%)	\$9,708 (+5.05%)
8610	Investigator (Only Range C)	C	12.81%	\$6,088 (+5.16%)	\$8,414 (+12.81%)
8778	Deputy Commissioner, DRE	A	21.25%	\$4,011 (+21.18%)	\$4,701 (+21.25%)
8778	Deputy Commissioner, DRE	B	21.26%	\$4,673 (+21.19%)	\$5,526 (+21.26%)
8778	Deputy Commissioner, DRE	C	23.78%	\$5,334 (+23.93%)	\$6,616 (+23.78%)
8778	Deputy Commissioner, DRE	D	24.08%	\$5,854 (+23.79%)	\$7,276 (+24.08%)
8774	Sr. Deputy Commissioner, DRE	N/A	24.08%	\$6,423 (+23.78%)	\$8,003 (+24.08%)

- Effective July 1, 2019, employees in the following classifications will receive a Special Salary Adjustment (SSA) of 1.45%:

8758 LICENSING-REGISTRATION EXAMINER, DMV

In acknowledgment of the salary issues impacting LREs and other DMV Field Office Employees (MVR and SMVT Classifications), CSLEA negotiated language that states, "During the term of this agreement, this article may be reopened upon-mutual agreement to address the salary of the LRE Classification." The intent is to evaluate the DMV salaries after SEIU successor contract and to address any ongoing disparities.

- Effective July 1, 2020, CSLEA represented employees within the following classifications shall receive a special salary adjustment of five percent (5%).

8466 CRIMINALIST

8478 SENIOR CRIMINALIST

DCA Pay Task Forces

- **Contractors State License Board (CSLB) Task Force**
 - Within 90 days after ratification, DCA and CSLEA will form a Joint Labor Management Task Force to explore the reclassification of the CSLB Enforcement Representative I and II Non Peace Officer (8791, 8800) to Special Investigator (8612) and CSLB Enforcement Representative I and II Peace Officer (8793, 8795) to Investigator (8610).
- **Bureau of Automotive Repair (BAR) Task Force**
 - Within 90 days after ratification, DCA and CSLEA will form a Joint Labor Management Task Force to explore the creation of a Bureau of Automotive Repair Program Representative Deep Class (titled Program Representative, Department of Consumer Affairs), consisting of Ranges A and B.

Differentials

- **Public Safety Dispatcher In-Charge Differential**
 - Expanded to include all Dispatchers and Communication Operators (except CalFire)
 - Differential increased from \$6.50 per shift to one (1) step differential per hour.
- **Fire Fighter and FF/SO Lead Pay Differential** increased from \$1.00 to \$2.50 per hour.
- **Canine Care/Differential**
 - Parks and DFW K9 differential increased from \$189 per month to \$357 per month.
 - Creation of a Department of Developmental Services K9 differential of 5% salary per month.
- **Training Officer Differential Expansion**
 - **DOJ Criminalist/Senior Criminalist**
 - 1 step salary differential for each pay period when assigned to the California Criminalistics Institute on a daily basis (8 hrs per day for 5 full work days).
 - 2.5% salary differential for each pay period when assigned to the California Criminalistics Institute on a daily basis (8 hrs per day for 1-4 full work days).
 - **DMV Investigators** - 1 step salary differential for each hour when designated and utilized in an instructor capacity as Field Training Officer, Rangemaster, or Defensive Tactics Instructor.
 - **CHP - Motor Carrier Specialist I** - Training differential increased from \$6.50 per shift to 1 step differential for each hour.
 - **DCA Investigators** - 1 step salary differential for each pay period (must work 11 days or equivalent during pay period) if Investigator is designated and utilized as a Field Training Officer.
 - **DSH HPOs/DDS POs** - 1 step salary differential for each hour when designated and utilized as a Field Training Officer.
- **Night Shift Differential**
 - Increased from \$.50 to \$1.00 per hour
 - Removed eligibility requirement that “regularly scheduled shift” be assigned for at least one month
- **CHP Recruitment and Retention Differential**
 - \$300 monthly differential (currently provided to dispatchers and operators at Golden Gate, Sacramento, Capitol, Monterey, Border, and Los Angeles Communication Centers)
 - Expanded to include Orange County, Ukiah, Humboldt, Chico, Ventura, San Luis Obispo, and Indio Communications Centers.

Certification Pay

- **DOJ – Criminalists, Senior Criminalists, and Latent Print Analysts**
 - DOJ may continue to reimburse Criminalists, Senior Criminalists, and Latent Print Analysts up to \$300 per fiscal year for fees, dues, certifications, and/or renewal costs associated with membership(s) in the following professional organizations; ABC, ABFT, IAI, ad/or AFTE.

Overtime

- **Expanded Mandatory Overtime Provision to LREs:** Allowing leave (except leave used for sick leave purposes) to be considered hours worked for purposes of calculating overtime when LREs are mandated to work Overtime.

Health Benefits

- 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 & their dependents effective January 1, 2020, January 1, 2021, January 1, 2022 and January 1, 2023
- There are no future scheduled increases to the OPEB/CERBT deductions to prefund retiree healthcare

Transfers

- **DOJ** – A transfer list will be accessible in a DOJ pre-identified manner/location to all Special Agents and Special Agent Supervisors.
- **DCA** – Division of Investigations – creation of an intra-unit transfer policy
- **ABC** -Minor change to transfer language.

Training

- **CCC – Training Improvements**
 - Onboarding training shall be completed within first 6 months (with a maximum extension of 4 months)
 - Conservationists who have been out of position for 10 years or more eligible to attend Conservationist Leadership Academy
 - All Conservationists who haven't received Mental Health First Aid shall receive it within 18 months of ratification
 - Conservationist required to renew a Class C Commercial License shall be provided up to four hours of paid time off in order to renew license and/or attend a medial qualification examination
- **DMV Special Investigators** – to receive legal techniques training within 1 year of hire
- **Seasonal Lifeguard Training** – new employees to receive at least 96 hours of paid orientation and Initial Entry Training, including, but not limited to: (1) Mandatory pre-training seminar, (2) Pre-training conditioning and skills, and (3) Mandatory Lifeguard/in-service training
 - All Seasonal Lifeguard employees shall receive their hourly wage and service credit while participating in such training.

Miscellaneous

- **DSH** – Removed 30-minute unpaid lunch for HPOs at Metropolitan State
- **CCC** – Change to Overtime on Spikes and Emergency Assignments for Conservationists
 - Paid for actual time worked if required to return to regular duty during the 8 hours of uninterrupted sleep

- **California Science Center** - The State of California and the California Science Center agree to support legislation/SPB Board Item(s) to reclassify and/or reassign the Museum Security Officers and Supervising Museum Security Officers at the California Science Center to Law Enforcement classifications
- **DSH** – HPO Annual Shift Bid - seniority changed from seniority within classification at work location to department seniority within classification
- **DMV** and CSLEA Joint Labor Management Work Group – focus will be developing recommendation to update conditions for prohibiting or postponing drive tests
- **Cell Phones for Peace Officers** – within first year of MOU, State agrees to survey and explore providing State-issued cell phones (either pool or individual) to peace officers who are (1) required to use personal phone to communicate on transportation or patrol (due to unavailable or inoperable radio communication); or (2) required to utilize personally owned cellular phones as part of normal job duties
- Added **Uniformed Services** (USERRA) Leave

Release Time Bank

- State to annually credit CSLEA's Union Release Time Bank with 4,000 hours (to be credited annually each October)
 - Will be sufficient to pay for CSLEA President and Chief Financial Officer's release time
 - Remaining funding of bank to be allocated from CSLEA members to cover additional CSLEA and Affiliate representation activities
 - CSLEA will reduce the annual vacation/annual leave reallocation from 1.5 hours to 1 hour
 - Due to the delay this year (in 2019), the reduction for CSLEA Members will occur in September 2019.
 - All future reductions (in 2020 and beyond) will occur in the July pay period.

Concessions

- Retirement Contributions Increased
 - Peace Officer/Fire Fighter (POFF)
 - Effective July 1, 2022, employee contribution rate for PO/FF will be increase by 1% (total of 14% of pensionable compensation in excess of \$513)
 - Effective July 1, 2023, employee contribution rate for PO/FF Retirement will increase by 1% (total of 15% of pensionable compensation in excess of \$513) - *This increase is to be effective on the last day of the proposed contract. CSLEA expects to be bargaining for offsetting salary increases for July 2023*
 - Safety and Miscellaneous
 - Effective July 1, 2023, employee contribution rate for Safety and Miscellaneous will increase by 0.5% (total of 11.5% of pensionable compensation in excess of \$317) – *This increase is to be effective on the last day of the proposed contract. CSLEA expects to be bargaining for offsetting salary increases for July 2023*

Alternative to Ratification

- The CSLEA Negotiations Team is convinced based on both on and off-table discussions that this is the best offer the State is willing to make at this time
- State can either agree to abide by terms of expired MOU or proceed to impasse and tender its last, best and final offer
- For classifications that the State believes there is an immediate need to address vacancy problems, the State could tender specific side letters or look to proceeding to impasse and impose a contract
- If no agreement is ratified, Unit 7 employees will be responsible for full premium increases in health benefits effective January 1, 2020