



2023-2026 CSLEA Tentative Agreement Summary

July 1, 2023 through June 30, 2026

GENERAL SALARY INCREASES

- Effective July 1, 2023 – All Unit 7 employees will receive a 3% salary increase
- Effective July 1, 2024 – All Unit 7 employees will receive a 2% salary increase
- Effective July 1, 2025 – All Unit 7 employees will receive a 2% salary increase

SPECIAL SALARY ADJUSTMENTS

- Effective July 1, 2023, all employees in the following classifications will receive the following Special Salary Adjustment:

CLASS CODE	CLASS TITLE	INCREASE AMOUNT
0303	BRAND INSPECTOR	8.44%
1670	COMMUNICATIONS OPERATOR	7%
8834	INSPECTOR I, DCA	6.32%
8829	INSPECTOR, DMV RANGE A only	3.84%
8758	LICENSING REGISTRATION EXAMINER, DMV	5%
0985	LIFEGUARD (PERMANENT INTERMITTENT)	6.5%
0993	LIFEGUARD I (SEASONAL)	6.5%
0990	LIFEGUARD II (SEASONAL)	6.5%
0823	LIVESTOCK INSPECTOR RANGE A only	8.44%
0108	MEASUREMENT STANDARDS SPECIALIST I RANGE A only	6.95%
0995	POOL LIFEGUARD	6.5%
0994	POOL LIFEGUARD -SEASONAL-	6.5%
1663	PUBLIC SAFETY DISPATCHER, CHP	7%
1664	PUBLIC SAFETY OPERATOR, CHP	7%
1960	SECURITY OFFICER I, DOJ	5%
8611	SPECIAL INVESTIGATOR ASSISTANT	4.82%

- Effective July 1, 2023, the following classifications will receive a Special Salary Adjustment at the maximum of the classification. Employees in these eligible classifications who have been at the current maximum salary rate for 12 or more qualifying pay periods will be moved to the new maximum of the specified salary range. Employees with less than 12 qualify pay periods at the maximum will retain their salary (after GSI) and their salary anniversary date and be eligible for future 5% merit salary adjustments until the maximum salary of the range is reached.

CLASS CODE	CLASS TITLE	INCREASE AMOUNT at MAX ONLY
1013	AGENT, ABC	5%
8997	ARSON AND BOMB INVESTIGATOR	6.63%
8894	ARSON AND BOMB INVESTIGATOR ASSISTANT	6.63%
8989	CAPTAIN FIREFIGHTER/SECURITY OFFICER	4%
1029	CONSERVATIONIST I	5%
8188	COORDINATOR (FIRE AND RESCUE SERVICES)	2.5%
8123	COORDINATOR (RADIOLOGICAL), OES	2.5%
8115	COORDINATOR, COMMUNICATIONS, OES	2.5%
8122	COORDINATOR, LAW ENFORCEMENT, OES	2.5%
0109	CRIME ANALYST I	6.32%
0110	CRIME ANALYST II	4%
0111	CRIME ANALYST III	4%
8466	CRIMINALIST	5%
9086	DEPUTY STATE FIRE MARSHAL	5%
9013	DEPUTY STATE FIRE MARSHAL III (SPECIALIST)	5%
2881	EMERGENCY MANAGMENT COODINATOR/INSTRUCTOR II, OES	2.5%
2880	EMERGENCY MANAGMENT COORDINATOR/INSTRUCTOR I, OES	2.5%
4926	EMERGENCY SERIVCES COORDINATOR	2.5%
1944	EXPOSITION PARK OFFICER RANGE B only	3%
8519	FIELD REPRESENTATIVE, DOJ	3%
8979	FIRE FIGHTER	4%
8990	FIREFIGHTER/SECURITY OFFICER	4%
8005	FISH AND GAME LIEUTENANT (SPECIALIST)	8%
8421	FISH AND GAME WARDEN	8%
1937	HOSPITAL POLICE OFFICER	5%
8593	INVESTIGATION SPECIALIST I, FTB	5%
8591	INVESTIGATION SPECIALIST II (TECHNICAL), FTB	5.72%
8610	INVESTIGATOR	5%
8460	LATENT PRINT ANALYST I	3%
8472	LATENT PRINT ANALYST II	3%
0823	LIVESTOCK INSPECTOR RANGE B only	3%
3930	MOTOR CARRIER SPECIALIST I, CHP	7%
1954	PEACE OFFICER I, DDS	5%
8679	SCHOOL PUPIL TRANSPORTATION SAFETY COORDINATOR	5%
4429	SENIOR BRAND INSPECTOR	3%
8478	SENIOR CRIMINALIST	5%
8085	SENIOR EMERGENCY SREVICES COORDINATOR, OES	2.5%
0825	SENIOR LIVESTOCK INSPECTOR (SPECIALIST)	3%
1946	SERGEANT, STATE FAIR POLICE	3%
8524	SPECIAL AGENT SUPERVISOR, DOJ	8%
8482	SPECIAL AGENT, DOJ	8%
8612	SPECIAL INVESTIGATOR	5%
1945	STATE FAIR POLICE OFFICER	3%
1949	STATE FAIR POLICE OFFICER (SEASONAL)	3%
0983	STATE PARK PEACE OFFICER (RANGER)	8%
0992	STATE PARK PEACE OFICER (LIFEGUARD)	8%
8410	WARDEN-PILOT, DFG	8%

TASKS FORCES AND CLASS STUDIES

- **DCA (Bureau of Automotive Repair) – Article 15.6**
 - The State will meet with CSLEA no later than November 10, 2023 to share the status of the Program Representative Deep Class review and discuss next steps.
- **DFW (Oil Spill Prevention Specialists) – NEW**
 - DFW and CSLEA will form a JLMTF to analyze and explore updating the classification.
- **State Lands (Marien Safety Series) – NEW**
 - State Lands and CSLEA will form a JLMTF to analyze and explore updating the series.
- **DCA (Field Representatives, Board of Funeral Directors and Embalmers and Structural Pest Control Board Specialists) – NEW**
 - DCA and CSLEA will form a JLMTF to analyze and explore updating the classifications.
- **Firefighting Classifications (CalVet, DSH, Parks, and Military) – NEW**
 - The State and CSLEA agree to analyze and explore the bifurcation of the FF/SO series into separate classifications and consolidate the Fire Fighter classification.
 - In addition, the State will evaluate creation of Fire Captain and Fire Engineer classifications.
 - The State will provide CSLEA a status update on this within 6 months after ratification of the MOU with a goal of completing the review and analysis no later than December 2024.

DIFFERENTIALS

TRAINING DIFFERENTIAL - ARTICLE 19.25

- **DOJ** – California Criminalistics Institute (CCI)
 - Added Latent Print Analysts and Questioned Documents Examiners
 - Change differentials to 2.5% when assigned less than 40 hours to CCI during a pay period, and 1 step when assigned to CCI for 40 hours or more during a pay period
- **DFW** – updated qualified training assignments
- **DPR SPPO Rangers/Lifeguards**– added additional qualified training assignments
- **Communications Operators** – DPR and DSH
 - POST Certified Comm Operators shall receive a 1 step differential for each hour assigned as a training officer
- **ABC Agents**- added language to include all instructors into the differential
- **DCA Investigators** - added additional qualified training assignments
- **DSH HPOs / DDS POIs** - added language to include all instructors into the differential
- **FTB Investigator Specialists** – New Differential of 1 step per hour for each hour assigned as a Rangemaster or Defensive Tactics Instructor
- **Lottery Investigators** - New Differential of 1 step per hour for each hour assigned as an instructor
- **Public Health** - New Differential of 1 step per hour for each hour assigned as an instructor
- **Cannabis Control** – New Differential of 1 step per pay period when an Investigator functions as a FTO for 11 working days or more
- **EDD** - New Differential of 1 step per hour for each hour assigned as an instructor
- **DSS** - New Differential of 1 step per hour for each hour assigned as an instructor

LONGEVITY PAY FOR SAFETY EMPLOYEES (NON-POFF) – ARTICLE 19.26

- Effective January 2024 pay period, BU7 Employees who are non-sworn shall become eligible to receive a corresponding monthly longevity pay differential based on the following schedule:
 - Effective with the first day of the January 2024 pay period:
 - 17 or more years of state service (2%)
 - Effective with the first day of the July 2024 pay period:
 - 17, 18, 19 years of state service (2%)
 - 20 or more years of state service (3%)
 - Effective with the first day of the July 2025 pay period:
 - 17, 18, 19 years of state service (2%)
 - 20, 21, 22 years of state service (3%)
 - 23 or more years of state service (4%)
 - Effective with the first day of the July 2026 pay period:
 - 17, 18, 19 years of state service (2%)
 - 20, 21, 22 years of state service (3%)
 - 23, 24 years of state service (4%)
 - 25 or more years of state service (5%)

This Longevity Pay is considered compensation for purposes of retirement

EDUCATION INCENTIVE INCREASE (POFF) – ARTICLE 19.28

- Intermediate POST Certificate or AA/AS Degree increased to 2.5% salary differential of employee's base pay or no less than \$120
- Advanced POST Certificate or BA/BS Degree increased to 5.0% salary differential of employee's base pay or no less than \$240
- This Education Incentive is considered compensation for purposes of retirement

PREMIUM LIAISON PAY – HPOs AND POIS

- The \$800 Differential will be incorporated into the salary ranges for Hospital Police Officers at DSH and Peace Officers Is at DDS
- This calculation will be done prior to the July 1, 2023 GSI and SSA

ADDITIONAL DIFFERENTIALS

- **CDL Differential – Article 19.7**
 - DFW – Oil Spill Prevention Specialists who are assigned to a position that is assigned to regularly operate a commercial vehicle and who must maintain a CDL shall receive a \$85 per month differential
 - DCA – Program Representatives who are assigned to a position that is assigned to regularly operate a commercial vehicle and who must maintain a CDL shall receive a \$85 per month differential
- **Diving Pay – Article 19.9**
 - Diving Pay Differential increased from \$9 to \$25 per hour

- **Canine Care/Differential – Article 19.13**
 - Canine Care Differential extended to CalFire Arson and Bomb Investigator Canine Handlers
- **Night Shift Differential – Article 19.15**
 - Increased from \$1.00 to \$1.75 per hour
 - Added Exposition Police Officer and Marine Safety Specialist I
- **Professional Competency Pay – FTB – Article 19.16**
 - Expanded the bonus for FTB employees who achieve certification as Certified Fraud Examiner (CFE) and Certified Anti-Money Laundering Specialist (CAMS)
- **Recruitment and Retention Differential – Article 19.17**
 - Added Barstow and Fresno Communication Centers to the list receiving \$300 per month
 - Moved Border, Orange County, Los Angeles, and Golden Gate Communication Centers to a newly established tier receiving \$750 per month
- **Department of Insurance Geographic Differential**
 - Solano County added to list of eligible counties
- **CalOES Retention Differential for Emergency Notification Controllers – NEW**
 - Emergency Notification Controllers assigned to the CalOES California State Warning Center (CSWC), shall receive a monthly retention differential following the completion of 12, 24 and 48 consecutive qualifying pay periods based on the following staged implementation schedule:
 - Effective the first day of the pay period following ratification by both parties, employees with 12 or more consecutive qualifying pay periods will receive a 2% pay differential
 - Effective January 2024 pay period, employees with 24 or more consecutive qualifying pay periods will receive an additional 3% pay differential, for a total of 5%
 - Effective July 2024 pay period, employees with 48 or more consecutive qualifying pay periods will receive an additional 5%, for a total of 10%

TRANSFERS

- **CCC – Article 16.3**
 - Whenever a new special program Conservationist assignment is established, CCC must use an internal competitive process (to be established by CCC) to assign a Conservationist
- **DOJ – Article 16.4**
 - Minor changes to the DOJ transfer language
- **DCA – Article 16.12**
 - Minor changes to the DCA transfer language
- **DCC – NEW**
 - Creation of an internal transfer policy

SAFETY EQUIPMENT – ARTICLE 13.1

- Made improvements to the Safety Equipment MOU language at the following Departments: Department of Cannabis Control, DCA (Contractors State License Board), CalOES, Employment Developmental Department, Exposition Park, Office of the State Fire Marshal, and DSH (Investigators).

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 and their dependents effective January 1, 2024, January 1, 2021, January 1, 2025 and January 1, 2026
- There are no future scheduled increases to the OPEB/CERBT deductions to prefund retiree healthcare
- **Family Care Leave – NEW**
 - Effective January 1, 2024, BU7 employees who are enrolled in the Annual Leave Program will be eligible for NDI-Family Care Leave. This program provides partial wage replacement (50% of gross salary) for up to 6 weeks within a 12-month period when an employee needs to care for a seriously ill family member or to bond with a new child

BUSINESS AND TRAVEL EXPENSES

- The parties agreed that during the term of this MOU the state will convert the Business and Travel Expense Reimbursement Program to one that includes adopting the federal standard meal and incidental expense rate and lodging rates established by the General Services Administration (GSA).
 - This will increase the reimbursable meals and lodging rates to the federal GSA standard and future GSA changes will automatically impact BU7
 - Currently, the GSA meals rates are: Breakfast (\$13), Lunch (\$15), Dinner (\$26), and Incidentals (\$5) – total daily increase of \$13 from current state reimbursement rates. Meals will be calculated on a daily basis (\$59/day) - with fractional days receiving 75% of the daily rate.
 - Lodging rates are expected to increase significantly with the GSA standard, for example; Sacramento (increase from \$95 to \$145) , Los Angeles (increase from \$120 to \$182), and San Diego (increase from \$125 to \$161)

TRAINING

- **CCC – Article 14.4** – Improvements to Conservationist Onboarding and Initial Entry Training, including increasing hours to a minimum of 120 hours
- **CalVet – Article 14.5** – Added Crisis Intervention/Behavioral Health Training, Fire Prevention Training – Inspector 1A and 1B, Annual Active Shooter Response Training, and EMS Training
- **DCA – Article 14.6** – Improvements to DCA Onboarding training (minimum of 80 hours)

MISCELLANEOUS

- **Shift Bid – Article 7.1**
 - Clarification – “During a shift bid, if an employee misses their time/slot to bid for shifts and days off, they shall forfeit their place in seniority. However, an employee who misses their time/slot shall be inserted into the shift bid process at the point in time they contact the designee to make their bid.”
 - DSH – Ties in Shift Bid Seniority changed to: (1) date of hire, (2) state service seniority; and (3) Highest Social Security Number (last 4 digits)
 - Shift Changes – Advanced notice of a shift change shall be direct written communication to the impacted employee(s)
- **Telework – Article 7.12**
 - Telework Stipends are incorporated into the MOU

- **Exchanging Days Off (Swaps) – Article 7.3**
 - Employees may now be able to swap more than 2 days/shifts in a week – as long as they receive supervisory approval for those over 2 per week
- **Call Back – Article 7.17**
 - “Ordered back to work” for call back now specifically includes work performed at an employee’s home that has been approved by the department head or designee
- **DPR 7(k) Schedule at Hearst Castle – Article 7.21**
 - Parties agreed to incorporate language similar to other BU7 7(k) employees into the MOU for DPR employees that work 7(k) schedules (such as enhanced leave accruals)
- **Bereavement Leave – Article 9.5**
 - Moved the following relationships from 3 paid days (24 hours) per fiscal year into 3 paid days (24 hours) per occurrence: grandchild, grandparent, parent-in-law, child-in-law, and sibling-in-law
 - Incorporated enhanced Bereavement Leave (2 additional unpaid days) from Government Code Section 12945.7 into MOU
- **Financial Assistance for Active BU7 Employee Death – NEW**
 - When an active BU7 employee suffers a death which does not occur in the line of duty, employees may be able to donate leave credits (excluding sick leave) to the leave bank of the deceased employee. This is a way for BU7 employees to contribute to the family of a deceased coworker.
- **Transportation Incentives and Parking Rates – Article 12.3**
 - Mass transit and Vanpool incentive increased to 100% discount/reimbursement up to the current IRS monthly exclusion amount
- **LRE Workspace – Article 18.13**
 - Whenever operationally feasible, a LRE’s workspace to complete SDPEs shall be away from customers and other distractions
- **Professional Organization Dues Reimbursement (DOJ) – Article 19.30**
 - Added Questioned Document Examiners
 - Increased reimbursable amount from \$300 to \$500 per fiscal year
 - Expanded eligible organizations to any organization the Department deems appropriate
- **Late Dock Provision – NEW**
 - Under certain circumstances, departments may elect to use a new procedure when dealing with “late docks” by allowing the employee who suffers a “late dock” to receive their regular pay warrant on their regular pay day, and adjusting the employee’s pay warrant the following month

PROTECTIONS

- No future scheduled increase to Retirement Contributions
- No future scheduled increase to OPEB/CERBT deductions to prefund retiree healthcare

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, 2024.