

DEPARTMENT OF PERSONNEL ADMINISTRATION

OFFICE OF THE DIRECTOR
1515 "S" STREET, NORTH BUILDING, SUITE 400
SACRAMENTO, CA 95811-7258



June 27, 2012

The Honorable Mark Leno
Chair, Joint Legislative Budget Committee
1020 N Street, Room 553
Sacramento, California 95814

Re: *Tentative Agreements for: Bargaining Unit 7, the California Statewide Law Enforcement Association (CSLEA) and Bargaining Unit 10, the California Association of Professional Scientists (CAPS)*

Recently, the Department of Personnel Administration reached new tentative agreements with the unions representing Bargaining Unit 7, CSLEA, and Bargaining Unit 10, CAPS. These agreements will be addenda to the current memoranda of understanding. In accordance with Government Code Section 3517.63(b), these addenda are being submitted for the Committee's information.

In a common effort to assist the State in achieving 2012-2013 budget savings both bargaining units have agreed to the provision known as the Personal Leave Program of 2012 (PLP 2012). This compensation reduction program is equal to an eight hour reduction in pay in exchange for a day off each month, and shall remain in effect for 12 months. Both agreements are effective July 1, 2012, and contain salary savings. However, because each of these bargaining units has its own distinct operational provisions, an individual summary for each agreement is attached.

In total, these agreements represent a savings of approximately \$31.4 million.

The tentative agreements and their summaries can be found by going to the following link:
<http://www.dpa.ca.gov/bargaining/contracts/index.htm>.

If you have any questions, please contact Jodi LeFebre, Legislative Affairs at (916) 323-8490.

Sincerely,

A handwritten signature in black ink, appearing to read "Julie Chapman".

Julie Chapman
Acting Director

Attachments

cc: Members, Joint Legislative Budget Committee
Peggy Collins, Principal Consultant, Joint Legislative Budget Committee
David Lanier, Legislative Deputy, Office of Governor Brown
Mac Taylor, Legislative Analyst, Office of the Legislative Analyst

ecc: Marianne O' Malley, Director Gen. Government Office of the Legislative Analyst	Maureen Ortiz, Consultant Senate Appropriations Committee
Nick Schroeder, Consultant Office of the Legislative Analyst	Geoff Long, Chief Consultant Assembly Appropriations Committee
Richard Gillihan, Asst. Program Budget Manager Department of Finance	Roger Dunstan, Consultant Assembly Appropriations Committee
Craig Cornett, Chief Fiscal Policy Advisor Office of the Pro Tem	Pamela Schneider, Consultant Senate PE&R Committee
Charles Wright, Chief Consultant Office of the Pro Tem	Karon Green, Chief Consultant Assembly PER&SS Committee
Chris Woods, Budget Director Office of the Speaker	Gary Link, Consultant Senate Republican Caucus
Greg Campbell, Chief Consultant Office of the Speaker	Terry Mast, Consultant Assembly Republican Caucus
Seren Taylor, Staff Director Senate Republican Fiscal Office	Alene Shimazu, Chief Fiscal Analysis, DPA
Chantele Denny, Consultant Senate Republican Fiscal Office	Pam Manwiller, Acting Deputy Chief Labor Relations, DPA
Anthony Archie, Consultant Assembly Republican Fiscal Office	Andres Mejia, LRO Labor Relations, DPA
Peter Schaafsma, Staff Director Assembly Republican Fiscal Office	Cindie Fonseca, LRO Labor Relations, DPA
Keely Bosler, Staff Director Senate Budget Committee	
Kris Kuzmich, Consultant Senate Budget Committee	
Christian Griffith, Staff Director Assembly Budget Committee	
Mark Martin, Consultant Assembly Budget Committee	
Bob Franzoia, Staff Director Senate Appropriations Committee	

BU 7

**SIDE LETTER AGREEMENT
BETWEEN
California Statewide Law Enforcement Association
And the State of California**

This agreement is a Side Letter to the current Memorandum of Understanding, Bargaining Unit 7, entered into by the State of California, Department of Personnel Administration and the California Statewide Law Enforcement Association (CSLEA). The purpose of this Side Letter is to assist in effectuating 2012-2013 Budget Savings to State employee compensation, as mandated in the State Budget and related legislation, and to continue to promote harmonious labor relations between the State and the Union.

The State Employer and the Union do hereby agree as follows:

Supersession: In reaching agreement on this Side Letter, the parties agree and confirm that they have, through negotiation, superseded any and all articles of the parties' contract that are in conflict with the terms and conditions of this Side Letter.

Term: The Term of this Side Letter Agreement will be effective July 1, 2012 through June 30, 2013.

PLP 2012

1. Each full-time employee's monthly pay shall be reduced by 4.62%.
 - a. This reduction shall not affect transfer determinations between state civil service classifications.
 - b. Compensation for purposes of retirement, death, and disability benefits shall not be affected by this reduction and shall be based on the unchanged salary rate.
 - c. Service calculation for purposes of retirement allowances shall be based on the amount of service that would have been credited based on the unchanged salary rate.
 - d. Part-time employees shall be subject to the pay reduction on a pro-rated basis consistent with their time base.
 - e. For employees who are on FLSA 7k work schedules, the pay reduction will be equivalent to the number of hours worked.

2. Employees will be subject to the Personal Leave Program (PLP) for twelve consecutive months. Each full time employee shall continue to work his/her assigned work schedule. Each full time employee shall be credited with eight (8) hours of PLP on the first day of each pay period commencing July 2012 for twelve (12) consecutive pay periods.

PLP 2012 must be used in the month in which it is earned; PLP 2012 shall be requested and used by the employee in the same manner as vacation or annual leave. If the employee has not submitted a PLP 2012 leave request by the 20th of the month in which PLP 2012 is accrued, such time shall be scheduled by his/her supervisor. When this is not operationally feasible, PLP 2012 shall be used before any other leave, except sick leave. The terms of this PLP will be subject to the same terms as the Article 9.13 Personal Leave Program 2011 in the Bargaining Unit 7 MOU.

Retired Annuitants

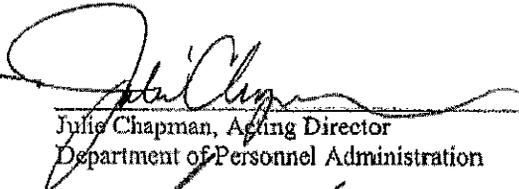
The State shall eliminate all non-mission critical Retired Annuitants, who are performing CSLEA bargaining unit work, by September 1, 2012. No retired annuitants shall be hired while PLP 2012 is in effect unless there is a mission critical need.

CALIFORNIA STATEWIDE LAW
ENFORCEMENT ASSOCIATION

STATE OF CALIFORNIA



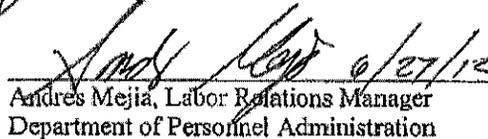
Alan Barcelona, President
California Statewide Law Enforcement Association



Julie Chapman, Acting Director
Department of Personnel Administration



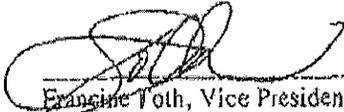
Kasey Christopher Clark, Chief Counsel
California Statewide Law Enforcement Association



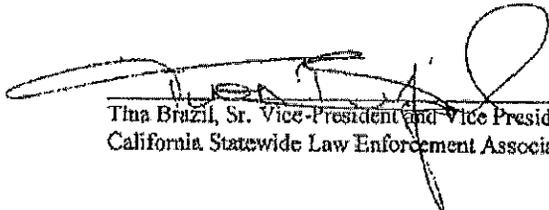
Andres Mejia, Labor Relations Manager
Department of Personnel Administration



Shelley Bishop, Vice President of Unit A
California Statewide Law Enforcement Association



Francine Toth, Vice President of Unit B
California Statewide Law Enforcement Association



Tina Brazil, Sr. Vice-President and Vice President of Unit C
California Statewide Law Enforcement Association

