



**CALIFORNIA DEPARTMENT OF HUMAN RESOURCES**

*Office Of The Director*

1515 S Street, North Building, Suite 400

Sacramento, CA 95811

www.calhr.ca.gov

*Governor Edmund G. Brown Jr.*

*Director Julie Chapman*

*Chief Deputy Director, Howard Schwartz*

August 2, 2013

The Honorable Mark Leno  
Chair, Joint Legislative Budget Committee  
Legislative Office Building  
1020 N Street, Room 553  
Sacramento, CA 95818

**Re: Addenda to the Service Employees International Union (SEIU) Local 1000, and the Bargaining Unit 7, California Statewide Law Enforcement Association (CSLEA) Memoranda of Understanding- Department of Motor Vehicles, Classification and Compensation**

This is to inform you of recent agreements reached between the State, CSLEA and SEIU Local 1,000 regarding a classification review that has resulted in a classification and salary restructuring of specified Department of Motor Vehicle (DMV) classifications.

In 2007, the State and SEIU Local 1,000 agreed that the State would review specific classifications within the DMV. The agreements attached are the final result of those reviews. In part the reviews found that the increasingly changing duties and responsibilities of employees in the specified classifications warranted classification and salary restructuring. This restructuring has resulted in salary increases for the employees within those classifications and the related Excluded staff. These changes will better recognize the employee's roles and responsibilities. It is anticipated that these agreements will require the expenditure of funds.

CalHR is providing these addenda for the Committee's information according to Government Code §3517.63. If you have any questions or concerns please contact Nancy Farias, Legislative Deputy at (916) 327-2348.

Sincerely,

Julie Chapman, Director  
California Department of Human Resources

attachments

cc: Members, Joint Legislative Budget Committee

Peggy Collins, Principal Consultant  
Joint Legislative Budget Committee

David Lanier, Legislative Affairs Deputy  
Office of Governor Edmund G. Brown Jr.

Mac Taylor, Legislative Analyst  
Office of the Legislative Analyst

ecc:

Marianne O'Malley, Director Gen. Government  
Office of the Legislative Analyst

Nick Schroeder, Consultant  
Office of the Legislative Analyst

Richard Gillihan, Program Budget Manager  
Department of Finance

Craig Cornett, Chief Fiscal Policy Advisor  
Office of the Pro Tem

Charles Wright, Chief Consultant  
Office of the Pro Tem

Chris Woods, Budget Director  
Office of the Speaker

Greg Campbell, Chief of Staff  
Office of the Speaker

Nick Hardeman, Chief Consultant  
Office of the Speaker

Seren Taylor, Staff Director  
Senate Republican Fiscal Office

Chantele Denny, Consultant  
Senate Republican Fiscal Office

Anthony Archie, Consultant  
Assembly Republican Fiscal Office

Peter Schaafsma, Staff Director  
Assembly Republican Fiscal Office

Keely Bosler, Staff Director  
Senate Budget Committee

Mark Ibele, Consultant  
Senate Budget Committee

Christian Griffith, Chief Consultant  
Assembly Budget Committee

Mark Martin, Consultant  
Assembly Budget Committee

Mark McKenzie, Staff Director  
Senate Appropriations Committee

Maureen Ortiz, Consultant  
Senate Appropriations Committee

Geoff Long, Chief Consultant  
Assembly Appropriations Committee

Roger Dunstan, Consultant  
Assembly Appropriations Committee

Pamela Schneider, Chief Consultant  
Senate PE&R Committee

Karon Green, Chief Consultant  
Assembly PER&SS Committee

Gary Link, Consultant  
Senate Republican Caucus

Terry Mast, Consultant  
Assembly Republican Caucus

Alene Shimazu, Chief  
Fiscal Analysis, CalHR

Pam Manwiller, Chief  
Labor Relations, CalHR

**SEIU DMV**



UNION PROPOSAL  
Bargaining Units: Unit 4  
Date: \_\_\_\_\_

7-30-13

BVA / 7/30/13  
pg 197/4:57pm

Article and Section No: 14.XXXX.4

Proposal No.: 4

*The Union proposes the following new section:*

**DMV Classification and Compensation (Unit 4)**

Upon ratification of this agreement, the following Unit 4 classifications shall receive seven and one-half percent (7.5%) added to their current salary rate effective July 2, 2013.

<u>1897</u>	<u>Motor Vehicle Field Representative</u>
<u>1899</u>	<u>Motor Vehicle Technician</u>
<u>1890</u>	<u>Senior Motor Vehicle Technician</u>
<u>8736</u>	<u>Control Cashier I (Motor Vehicle Services)</u>
<u>8737</u>	<u>Control Cashier II (Motor Vehicle Services)</u>
<u>8738</u>	<u>Control Cashier I (Vehicle Registration)</u>
<u>8739</u>	<u>Control Cashier II (Vehicle Registration)</u>

Upon ratification of this agreement, the following Unit 4 classification shall receive one and one-half percent (1.5%) added to their current salary rate effective July 2, 2013.

<u>1898</u>	<u>Motor Vehicle Assistant</u>
-------------	--------------------------------

A. The Motor Vehicle Technician (MVT) classification will be abolished and the positions in that classification moved into the Motor Vehicle Field Representative (MVFR) classification which shall be renamed Motor Vehicle Representative (MVR).

*Handwritten signatures and initials:*  
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B. After receiving the seven and one-half percent (7.5%) equity adjustment to his/her current salary, the Motor Vehicle Field Representative (MVFR), Motor Vehicle Technician (MVT), Senior Motor Vehicle Technician (SMVT), Control Cashier I (CCI) and Control Cashier II (CCII), shall be placed on the new salary schedule outlined below in Attachment A. It is the intent of the parties that no current Motor Vehicle Field Representative and/or Motor Vehicle Technician, Senior Motor Vehicle Representative, Control Cashier I and Control Cashier II shall have his/her salary reduced as a result of the placement into the new salary schedule.

delete  
4:57 pm  
7-30-13  
ps

C. After receiving the one and one-half percent (1.5%) equity adjustment to his/her current salary, the Motor Vehicle Assistant (MVA) shall be placed on the new salary schedule outlined below in Attachment B. It is the intent of the parties that no current Motor Vehicle Assistant shall have his/her salary reduced as a result of the placement into the new salary schedule.

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7-30-13

5:00 pm  
7-30-13

D. The State and the Union agree to submit to the State Personnel Board (SPB) no later than August 5, 2013 a proposal which combines, updates and renames the Motor Vehicle Field Representative and Motor Vehicle Technician classification specifications.

agrees to submit support the submission

5:00 pm  
7-30-13  
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ps

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ps

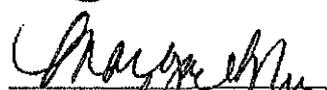
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Department of Motor Vehicles Reclassification and Compensation  
July 30, 2013

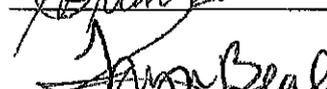
Signature Page

Service Employees International Union, Local 1000

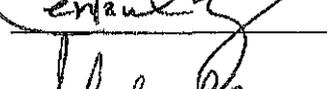
  
Yvonne R. Walker  
President SEIU Local 1000

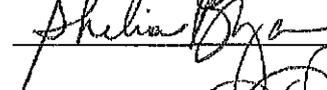
  
Margarita Maldonado  
Vice President for Bargaining, SEIU Local 1000

  
Victor Alvarez  
Department of Motor Vehicles

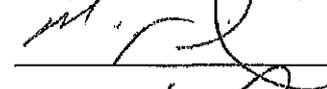
  
Tonya Bealey  
Department of Motor Vehicles

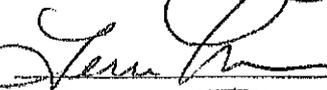
  
Alva Benavidez  
Department of Motor Vehicles

  
Shelia Byars  
Department of Motor Vehicles

  
Beatrice De Leon  
Department of Motor Vehicles

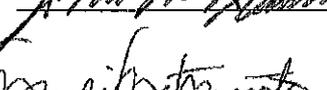
  
Michael DeLuca  
Department of Motor Vehicles

  
Terri Flores  
Department of Motor Vehicles

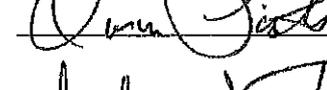
  
Deanna Jones  
Department of Motor Vehicles

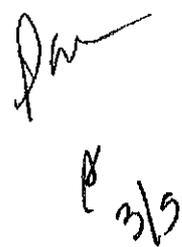
  
John Krumm  
Department of Motor Vehicles

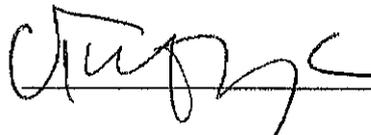
  
Melinda "Mindi" Matsumoto  
Department of Motor Vehicles

  
Darryl Poston  
Department of Motor Vehicles

  
De Leon Secret  
Department of Motor Vehicles

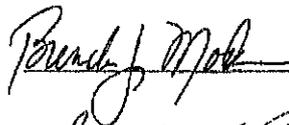
  
Beverly Stockdale  
Department of Motor Vehicles

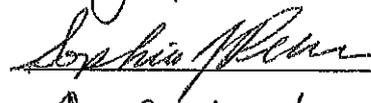


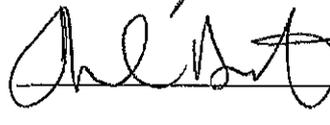
  
Griffin-Fufuga  
Department of Motor Vehicles

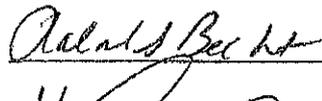
  
Richard David Turner  
Department of Motor Vehicles

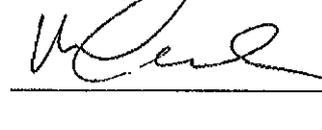
  
Rhonda Wagner  
Department of Motor Vehicles

  
Brenda Modkins  
Chair Unit 1

  
Sophia Perkins  
Chair Unit 4

  
Ted Burnett  
Service Employees International Union Local 1000

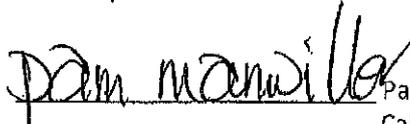
  
Roland Becht  
Service Employees International Union Local 1000

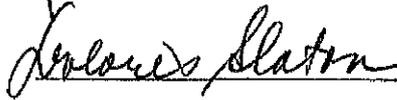
  
Wendy Parker  
Service Employees International Union Local 1000

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Department of Motor Vehicles Reclassification and Compensation  
July 30, 2013

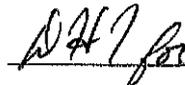
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State Representatives

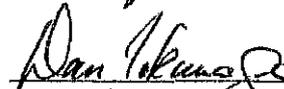
  
Pam Manwiller  
California Department of Human Resources

  
Dolores Slaton  
California Department of Human Resources

  
Sandra Samaniego  
Department of Motor Vehicles

  
Brian Lin Walsh  
Department of Motor Vehicles

  
Anita Lee Lundin  
Department of Motor Vehicles

  
Dan Tokunaga  
California Department of Human Resources

  
Ricardo Delacruz  
Department of Motor Vehicles

5/5  




**UNION PROPOSAL**  
Bargaining Units: Unit 1  
Date: \_\_\_\_\_

7-30-13

BU 1 / 7/30/13  
pg 199 / 5:13 pm

Article and Section No: 14.XXXX.1

Proposal No.: 84

*The Union proposes the following new section:*

**DMV Classification and Compensation (Unit 1)**

Upon ratification of this agreement, the following Unit 1 classification shall receive seven and one-half (7.5%) added to their current salary rate effective July 2, 2013.

8727

Driver Safety Hearing Officer

A. After receiving the seven and one-half percent (7.5%) equity adjustment to his/her current salary, the above listed classification shall be placed on the new salary schedule outlined below in Attachment A. It is the intent of the parties that no current Driver Safety Hearing Officer shall have his/her salary reduced as a result of placement into the new salary schedule.

SLB pr  
7-30-13  
pm  
W

SLB pr  
pm  
W 7-30-13

SLB pr  
7-30-13 pm

AND the union agrees to support the submission

B. The State and the Union agree to submit to the State Personnel Board (SPB) no later than August 5, 2013 a proposal which updates the Driver Safety Hearing Officer specifications.

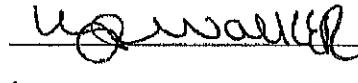
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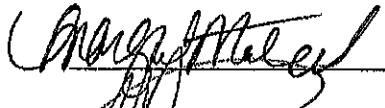
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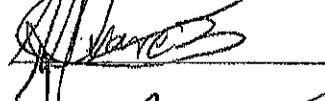
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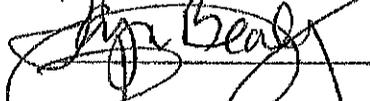
Department of Motor Vehicles Reclassification and Compensation  
July 30, 2013

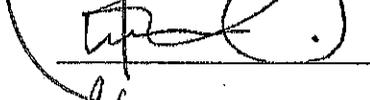
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Service Employees International Union, Local 1000

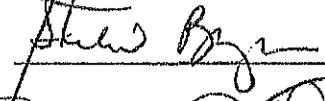
  
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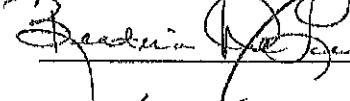
  
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Department of Motor Vehicles

  
Tonya Bealey  
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Alva Benavidez  
Department of Motor Vehicles

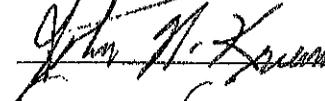
  
Shelia Byars  
Department of Motor Vehicles

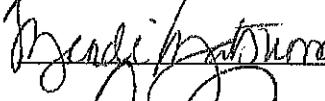
  
Beatrice De Leon  
Department of Motor Vehicles

  
Michael DeLuca  
Department of Motor Vehicles

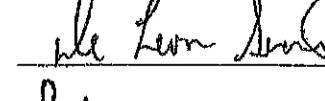
  
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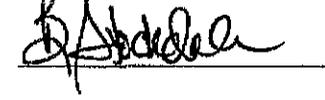
  
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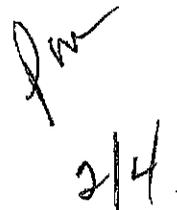
  
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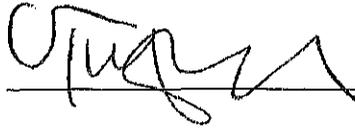
  
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Department of Motor Vehicles

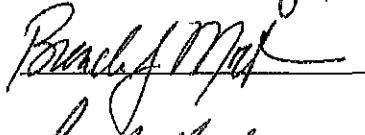
  
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Department of Motor Vehicles

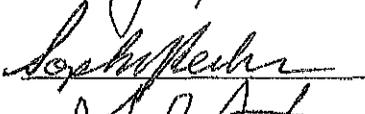


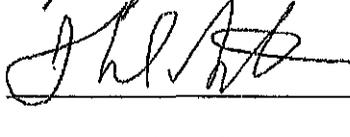
  
Griffin Tufuga  
Department of Motor Vehicles

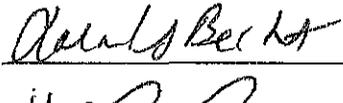
  
Richard David Turner  
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Rhonda Wagner  
Department of Motor Vehicles

  
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Chair Unit 1

  
Sophia Perkins  
Chair Unit 4

  
Ted Burnett  
Service Employees International Union Local 1000

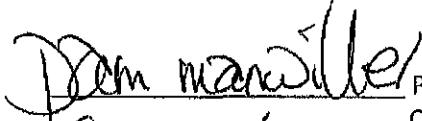
  
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Service Employees International Union Local 1000

  
Wendy Parker  
Service Employees International Union Local 1000



Department of Motor Vehicles Reclassification and Compensation  
July 30, 2013

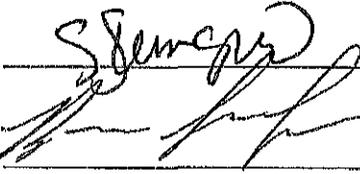
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State Representatives



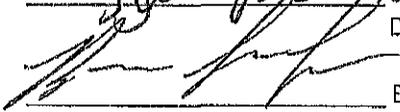
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California Department of Human Resources



Dolores Slaton  
California Department of Human Resources



Sandra Samaniego  
Department of Motor Vehicles



Brian Lin Walsh  
Department of Motor Vehicles



Anita Lee Lundin  
Department of Motor Vehicles



Dan Tokunaga  
California Department of Human Resources



Ricardo Delacruz  
Department of Motor Vehicles



**CSLEA DMV**

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

This agreement is entered into by the State of California, Department of Human Resources (CalHR), the Department of Motor Vehicles (DMV), and California Statewide Law Enforcement Association (CSLEA) to promote harmonious labor relations between the State and the Union.

The State and the Union do hereby agree as follows:

The following Bargaining Unit (BU) 7 classifications shall receive a seven and one half (7.5%) salary adjustment added to their current salary effective July 2, 2013:

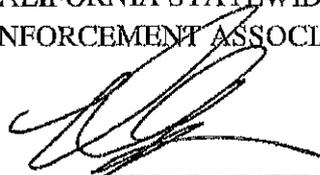
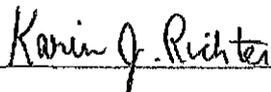
<b>Class Code</b>	<b>Classification</b>
8758	Licensing-Registration Examiner, Department of Motor Vehicles
8829	Inspector (Range A and B)

The salary schedule for the Licensing-Registration Examiner, Department of Motor Vehicles and Inspector (Range A and B), shall be updated to reflect a salary adjustment of 7.5%.

DATED: July 31, 2013

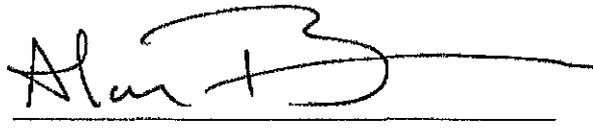
STATE OF CALIFORNIA

CALIFORNIA STATEWIDE LAW  
ENFORCEMENT ASSOCIATION



Karin J. Richter  
Principal Labor Relations Officer  
California Department of Human Resources

Kasey Christopher Clark  
Chief Counsel/General Manager  
California Statewide Law Enforcement



David J. Keenan  
Chief of Human Resources  
Department of Motor Vehicles

Alan Barcelona  
President  
California Statewide Law Enforcement

California Department of Human Resources  
 Department of Motor Vehicles Proposal  
 Increase Effective July 2, 2013, for Specified Classifications

1.5%  
7.5%

CBID	Class Code	Class Title	FTEs	1% GF	1% OF	1% Total	Adjusted 1% Total After SSA @ Max	FY13-14		
								GF	OF	Total
R01	8727	DRV SFTY OF	158.86	\$0	\$118,618	\$118,618	\$121,465	\$0	\$910,986	\$910,986
R04	1890	SR MTR VEHICL TECH	452.42	\$0	\$254,783	\$254,783	\$260,898	\$0	\$1,956,733	\$1,956,733
R04	1897	MOT VEH FLD REP	3112.38	\$0	\$1,483,665	\$1,483,665	\$1,519,273	\$0	\$11,394,547	\$11,394,547
R04	1898*	MOT VEH A	169.83	\$0	\$79,612	\$79,612	\$81,523	\$0	\$122,284	\$122,284
R04	1899	MOT VEH TECH	683.88	\$0	\$330,810	\$330,810	\$338,749	\$0	\$2,540,621	\$2,540,621
R04	8736	CNTRL C I/MVS/DMV	82.09	\$0	\$45,464	\$45,464	\$46,555	\$0	\$349,164	\$349,164
R04	8737	CNTRL C II/MVS/DMV	64.56	\$0	\$38,339	\$38,339	\$39,259	\$0	\$294,444	\$294,444
R04	8738	CNTRL C I/VR/DMV	14.60	\$0	\$7,805	\$7,805	\$7,992	\$0	\$59,942	\$59,942
R04	8739	CNTRL C II/VR/DMV	13.58	\$0	\$7,992	\$7,992	\$8,184	\$0	\$61,379	\$61,379
<b>SEIU Rank and File Total</b>			<b>4752.20</b>					<b>\$0</b>	<b>\$17,690,100</b>	<b>\$17,690,100</b>
M01	4621	AST DV CH/P MG DMV	22.49	\$0	\$26,561	\$26,561	\$27,198	\$0	\$203,988	\$203,988
M01	8722	DRV SFTY MGR III	3.43	\$0	\$3,403	\$3,403	\$3,485	\$0	\$26,135	\$26,135
M01	8730	MANAGER V DMV	53.47	\$0	\$55,022	\$55,022	\$56,343	\$0	\$422,569	\$422,569
S01	8723	DRV SFTY MGR II	12.31	\$0	\$11,511	\$11,511	\$11,787	\$0	\$88,404	\$88,404
S01	8728	DRV SFTY MGR I	40.26	\$0	\$34,333	\$34,333	\$35,157	\$0	\$263,677	\$263,677
S01	8731	MANAGER IV DMV	70.93	\$0	\$64,789	\$64,789	\$66,344	\$0	\$497,580	\$497,580
S01	8734	MANAGER III DMV	235.98	\$0	\$192,063	\$192,063	\$196,673	\$0	\$1,475,044	\$1,475,044
S01	8740	MANAGER II DMV	128.92	\$0	\$90,622	\$90,622	\$92,797	\$0	\$695,977	\$695,977
S01	8746	MANAGER I DMV	594.64	\$0	\$378,106	\$378,106	\$387,181	\$0	\$2,903,854	\$2,903,854
<b>SEIU Related Excluded Total</b>			<b>1162.43</b>					<b>\$0</b>	<b>\$6,577,229</b>	<b>\$6,577,229</b>
R07	8758	LIC-REG EX/DMV	577.37	\$0	\$304,233	\$304,233	\$311,535	\$0	\$2,336,509	\$2,336,509
R07	8829	INSPECTOR/DMV	45.27	\$0	\$26,409	\$26,409	\$27,043	\$0	\$202,821	\$202,821
<b>CSLEA Rank and File Total</b>			<b>622.64</b>					<b>\$0</b>	<b>\$2,539,331</b>	<b>\$2,539,331</b>
S07	8811	SUPVNG INSP	4.44	\$0	\$3,065	\$3,065	\$3,139	\$0	\$23,539	\$23,539
<b>CSLEA Related Excluded Total</b>			<b>4.44</b>					<b>\$0</b>	<b>\$23,539</b>	<b>\$23,539</b>
<b>Grand Total</b>			<b>6,541.71</b>					<b>\$0</b>	<b>\$26,830,198</b>	<b>\$26,830,198</b>

Data Source: 1% Table (April 2013)

The costing above also displays the 3% SSA @ Max effective July 1, 2013, applied to 80% of employees.

DMV is 100% Special Fund.

\*All classes will receive a 7.5% increase with the exception of Motor Vehicle Assistant (1898) at 1.5%.

Class code 8747 (Manager Trainee, DMV) has no incumbents according to the 1% Table and therefore is not reflected in this costing.