



CALIFORNIA DEPARTMENT OF HUMAN RESOURCES

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Governor Edmund G. Brown Jr.  
Secretary, Government Operations Agency Marybel Batjer  
Director Julie Chapman  
Chief Deputy Director Howard Schwartz

December 13, 2013

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

**Re: Addendum to Bargaining Unit 1, State Employees International Union (SEIU) Local 1000  
Memorandum of Understanding (MOU) – Aviation Consultants/Safety Officers**

This is to inform you a recent agreement reached between the State and SEIU Local 1000. Pursuant to Section 14.14 of the SEIU MOU the State agreed to review and address classification changes related to the Aviation Consultant series. Aviation Consultants, now Aviation Safety Officers are employed in the Division of Aeronautics within the Department of Transportation and perform work related to aviation safety. As a result of the review, the classification has been revised and duties updated. There are 6.44 full time employees impacted by these revisions and each will receive a 7.5% salary increase retroactive to July 2, 2013. The revised classification package will be submitted to the State Personnel Board (SPB) January 2014, for their approval. The funds for this increase are already part of the Departmental budget and it is expected that no additional appropriation will be required.

CalHR is providing this addendum for the Committee's information according to Government Code §3517.63, costing calculations are attached as well.

If you have any questions or concerns please contact Jodi LeFebre, Legislative Coordinator 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

Camille Wagner, Legislative Affairs Deputy  
Office of Governor Edmund G. Brown Jr.

Mac Taylor, Legislative Analyst  
Office of the Legislative Analyst

Nancy Farias, Deputy Secretary for Legislation  
Government Operations Agency

ecc:

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

Mark Ibele, Consultant  
Senate Budget Committee

Nick Schroeder, Consultant  
Office of the Legislative Analyst

Christian Griffith, Chief Consultant  
Assembly Budget Committee

Richard Gillihan, Program Budget Manager  
Department of Finance

Mark Martin, Consultant  
Assembly Budget Committee

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

Mark McKenzie, Staff Director  
Senate Appropriations Committee

Charles Wright, Chief Consultant  
Office of the Pro Tem

Maureen Ortiz, Consultant  
Senate Appropriations Committee

Chris Woods, Budget Director  
Office of the Speaker

Geoff Long, Chief Consultant  
Assembly Appropriations Committee

Greg Campbell, Chief of Staff  
Office of the Speaker

Roger Dunstan, Consultant  
Assembly Appropriations Committee

Nick Hardeman, Chief Consultant  
Office of the Speaker

Pamela Schneider, Chief Consultant  
Senate PE&R Committee

Seren Taylor, Staff Director  
Senate Republican Fiscal Office

Karon Green, Chief Consultant  
Assembly PER&SS Committee

Chantele Denny, Consultant  
Senate Republican Fiscal Office

Gary Link, Consultant  
Senate Republican Caucus

Anthony Archie, Consultant  
Assembly Republican Fiscal Office

Terry Mast, Consultant  
Assembly Republican Caucus

Peter Schaafsma, Staff Director  
Assembly Republican Fiscal Office

Pam Manwiller, Chief  
Labor Relations, CalHR

Keely Bosler, Staff Director  
Senate Budget Committee

Alene Shimazu, Chief  
Fiscal Analysis, CalHR

11-22-13  
1:40 PM

LETTER OF AGREEMENT  
SEIU Local 1000 and the State of California  
Aviation Consultant  
Classification and Compensation

11-22-13  
1:40 PM  
pm

This letter of agreement addresses the classification specification and pay equity issues for the Associate Aviation Consultant.

1. Revised Classification Specification

The State agrees to submit to the State Personnel Board (SPB) the attached revised classification Specification Series for the Aviation Consultant. This series shall be renamed "Aviation Safety Officer." The revised classification specification shall be submitted to the SPB no later than January 31, 2014. The State shall send the Union the "SPB Board Item Package" at the time it is submitted to the SPB.

Upon adoption by the SPB, the classification study issue, described in Article 14.14.1 of the current Memorandum of Understanding between the parties, is resolved.

2. Compensation

Retroactive to July 2, 2013, all employees in the Associate Aviation Consultant classification shall receive a 7.5% increase to their current salary. This increase shall be calculated by multiplying the base salary by 1.075.

In addition, each step in the classification series shall be increased by 7.5%.

3. Addendum

This agreement is an addendum to the current Memorandum of Understanding between the parties.

Date: November 22, 2013 @ 1:42 pm

SEIU LOCAL 1000

STATE OF CALIFORNIA

Mike Boyce  
Robert Mikes  
Marie Madra  
Janet Sans Medemere  
Brendy M...  
Michelle...  
Philip...

Tom Manwiller  
[Signature]  
Dale...  
Raquel B

California Department of Human Resources  
 Aviation Proposal of a 7.5% Increase Effective July 2, 2013

80%  
3%

7.5%

CBID	Class Code	Class Title	FTEs	Adjusted 1% for FY13-14 Due to:					FY13-14		
				1% GF	1% OF	1% Total	SSA @ Max	GF %	GF	OF	TOTAL
R01	5672	AS AVIATION CON	5.41	\$0	\$4,795	\$4,795	\$4,910	0%	\$0	\$36,826	\$36,826
S01	5598	SR AVIATION CON	1.03	\$0	\$1,062	\$1,062	\$1,087	0%	\$0	\$8,156	\$8,156
<b>Rank and File Total</b>			<b>6.44</b>	<b>\$0</b>	<b>\$5,857</b>	<b>\$5,857</b>	<b>\$5,998</b>		<b>\$0</b>	<b>\$44,982</b>	<b>\$44,982</b>

Data Source: SCO Table 183 (April 2013)

The costing above includes the 3% SSA @ Max effective July 1, 2013.

Class code 5673 was not found in the SCO Table 183 (April 2013).

Per department, additional funding is not needed. Existing funds will be redirected.