

CALIFORNIA DEPARTMENT OF HUMAN RESOURCES SUMMARY OF SIDE LETTER AGREEMENT FOR BARGAINING UNIT 7

**Exclusive Employee Representative:
California Statewide Law Enforcement Association (CSLEA)**

Number of Employees: Approximately 7,670 full-time equivalents

General Provisions

I. Compensation

Personal Leave Program (PLP 2020)

- Effective on the first day of the pay period following ratification, PLP 2020 will end. Bargaining Unit 7 employees will have their full salaries restored.
- Effective on the first day of the pay period following ratification, Bargaining Unit 7 employees will no longer receive PLP 2020 leave credits. All provisions related to the use and compensability of the PLP 2020 leave credits will remain unchanged.
- Bargaining Unit 7 employees may still use any Personal Development Days prior to using any remaining PLP 2020 leave credits.

Salary Increase

- Effective on the first day of the pay period following ratification, Bargaining Unit 7 employees will receive a 5.06 percent salary increase. This increase was originally schedule for July 1, 2020 (2.5 percent) and July 1, 2021 (2.5 percent), including compounding (0.06 percent).

Minimum Wage Equity Adjustment (Pay Differential 443)

- Effective on the first day of the pay period following ratification by both parties, Bargaining Unit 7 employees will no longer be eligible for the Minimum Wage Pay Differential 443 that was negotiated in response to the implementation of PLP 2020.

II. Post-Employment Benefits

Prefunding of Other Post-Retirement Benefits (OPEB)

- Effective on the first day of the pay period following ratification, Bargaining Unit 7 employees will resume monthly contributions of 4 percent to prefund OPEB. (Section 21.1)

III. Miscellaneous

Contract Reopener Language

- This side letter agreement may be reopened upon finalization of the federal regulations regarding essential worker premium pay.

IV. Term

- Effective the first day of the pay period following ratification. The union ratification process has been completed.

V. Fiscal

- Fiscal Year 2021-22 cost: \$36.9 million (\$10.6 million General Fund)
- Total 1-Year Incremental cost: \$36.9 million (\$10.6 million General Fund)
- Total 1-Year Budgetary cost: \$36.9 million (\$10.6 million General Fund)

VI. Agreement

- This Side Letter Agreement represents the ending of PLP 2020, the restoration of prefunding OPEB, and general salary increases.
- The Side Letter Agreement between the State and CSLEA is posted on the [CalHR Bargaining Unit 7 Contract Webpage](#).