

## Side Letter

Date: 6/30/21

### Side Letter – Regarding Parties' Intended Effective Date

With respect to Side Letter Number 13 of the current Memorandum of Understanding (MOU) (effective July 3, 2020 through July 2, 2022), which was agreed to between the California Correctional Peace Officers Association (CCPOA) Bargaining Unit 6 (BU 6) and the State of California (State) on June 6, 2021, it was and remains the intent of the parties that each of the following items occur effective July 1, 2021:

- **Personal Leave Program 2020 (PLP 2020)** – PLP 2020, including associated leave credit accruals, ends and the associated pay withholdings be restored as follows:
  - 4.62% generally for BU6 employees' pay
  - 4.5% for 7k Ranges
  - 3.85% for Fire Captain (9001), Range L and M (192 Hour Schedule); and
  - 3.42% for Fire Captain (9001), Range N and P (216 Hour Schedule).
- **Restoration of Deferred Salary Increase and 2021 GSI** – The payment of the July 1, 2020 deferred 3% general salary increase (GSI) and the 2021 2.5% GSI **Note:** The combination of the two GSI equates to a one-time 5.58% GSI, which includes 0.08 percent to account for the compounding.
- **Restoration of Benefit Decreases** – The benefits are restored as follows:
  - The suspended holiday pay and credits identified in Article 10.10 Holidays; and
  - The suspended night and weekend shift differentials identified in Article 15.08 Night Shift Differential/Weekend Differential.
- **Restoration of Employee Other Post-Employment Benefits (OPEB) Contributions** - BU 6 employees' restored monthly contribution for prefunding other post-employment benefits and corresponding withholding from employees' salaries.

- Restoration of Training and COVID-19 Fatigue Leave Time Off - The restored relief positions related to section 8.05 Training.

*Laura Izon*      6-30-21  
 STATE                      Date

*Glen Stailey*      6-30-2021  
 CCPOA                      Date

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