Side Letter Agreement between
California Attorney, Administrative Law Judges, and
Hearing Officers in State Employment (CASE) and
the State of California

In the July 1, 2021 through June 30, 2022, MOU between the parties, Section 5.1 B (2) provided a 15% Special Salary Adjustment (SSA) increase to Range A and B of multiple attorney classes. This created an unexpected discrepancy in salary for Attorneys in Range C of those same classes. In an effort to address the salary discrepancy, the parties have agreed to amend Section 5.1 B by adding a new paragraph #3.

Section 5.1 B (3):

After the increases in salary as identified in Section 5.1 (2) above, a review of all Range C incumbents in the same classes, on the date of August 1, 2021, shall occur to determine any impact on the Range C incumbents.

If on August 1, 2021, a Range C incumbent (in the classes identified in Section 5.1 B [2]) was at a salary rate between $7,323 (minimum of Range C) and $7,975, the incumbent will receive a one-time Salary Adjustment (SAL) to the salary of $7,976 (maximum of Range B).

This one-time adjustment will vary by eligible Range C incumbent, based on the salary rate the incumbent had as of August 1, 2021; all eligible Range C incumbents will receive a salary of at least $7,976, effective August 1, 2021, as a result of this adjustment.

This salary adjustment will not change the Merit Salary Adjustment (MSA) Date of eligible Range C incumbents.

In making this amendment to the MOU, CASE is aware or may become aware of additional salary discrepancies for Range C incumbents due to the previously bargained Range A/B increase as identified in Section 5.1 B (2), and agrees that this side letter is the only remedy contemplated for resolving the Range C salary discrepancies. This side letter is grievable through Step 3 of the grievance procedure.

Kristine Rodrigues 11/12/2021

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