

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

On January 12, 2023, the State Personnel Board approved the proposed Attorney Consolidation Board Item which included the elimination of Range A & B in the entry level attorney classifications. These two Board items were included in the July 1, 2022, through June 30, 2025, MOU Section 15.5 (previously MOU Section 15.9).

With the proposed change in the effective date of the attorney consolidation from February 1, 2023, to June 1, 2023, this action delays the implementation of the movement of the incumbents in Range A and Range B into the new higher-level range (currently Range C salary structure).

In recognition of this delay and to ensure that we are addressing recruitment of attorneys at the entry level, the parties agree to the following:

- Employees in the classifications identified in the chart below will receive a pay differential equivalent to five percent (5%) of base pay from February 1, 2023, through May 31, 2023.

<b>Class Code</b>	<b>Classification Title</b>
5539	Real Estate Counsel I (Range A, B, & C)
5778	Attorney (Range A, B, & C)
5779	Deputy Attorney, Caltrans (Range A, B, & C)
5798	Legal Counsel (Range A & B)
6110	Fair Employment and Housing Counsel (Range A, B, & C)
6728	Tax Counsel Range (Range A, B, & C)
5730	Deputy Attorney General (Range A, B, & C)
6185	Fair Political Practices Commission Counsel (Range A, B, & C)
6186	Fair Political Practices Commission Counsel Enforcement (Range A, B, & C)
4051	Assistant General Counsel I, Agricultural Labor Relations Board
5816	Public Utilities Counsel I, Public Utilities Commission


This is a temporary pay differential which automatically expires as of May 31, 2023, close of business. This pay differential will not be included in the calculation for any salary movements, except for promotions.

The parties agree that any disputes arising out of the attorney consolidation, the elimination of range A & B, or the extension of the effective date of these actions, shall be resolved by the MOU Grievance Procedure with the CalHR level being the final level of review (not arbitrable).

The parties agree to meet monthly to discuss the implementation plan and address any questions.

This agreement will become immediately null and void if the State Personnel Board does not approve the attorney consolidation postponed implementation plan (item A1 on the State Personnel Board's February 14, 2023, published agenda).

FOR THE STATE:



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FOR THE UNION:



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Judges, and Hearing Officers in State  
Employment

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