

CALIFORNIA DEPARTMENT OF HUMAN RESOURCES SUMMARY OF SIDE LETTER AGREEMENT FOR BARGAINING UNIT 2

**Exclusive Employee Representative:
California Attorneys, Administrative Law Judges and
Hearing Officers in State Employment**

Number of Employees: Approximately 4,579 full-time equivalents

General Provisions

I. Compensation

Personal Leave Program (PLP 2020)

- Effective on the first day of the pay period following ratification by both parties, PLP 2020 will end. Bargaining Unit 2 employees will have their full salaries restored.
- Effective on the first day of the pay period following ratification by both parties, Bargaining Unit 2 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. (Section 9.19A)

Salary Increase

- Effective on the first day of the pay period following ratification by both parties, Bargaining Unit 2 employees will receive a 4.04 percent salary increase. This increase was originally schedule for July 1, 2022 (2.5 percent) and a new increase (1.5 percent), including compounding (0.04 percent). (Section 5.1)

Special Salary Adjustments

- Effective on the first day of the pay period following ratification by both parties, Bargaining Unit 2 employees will receive a 1.33 percent increase. (Section 5.1)
- Effective August 1, 2021, ranges A and B of the following classifications will have the minimum and maximum salaries increased by 15 percent and Bargaining Unit 2 employees in these ranges will receive a 15 percent special salary adjustment:

- 5539 Real Estate Counsel I Ranges A/B
- 5730 Deputy Attorney General Ranges A/B
- 5753 Deputy Legislative Counsel Ranges A/B
- 5778 Attorney Ranges A/B
- 5779 Deputy Attorney, Caltrans Ranges A/B
- 5798 Legal Counsel Ranges A/B
- 6110 Fair Employment and Housing Counsel Ranges A/B
- 6185 Fair Political Practices Commission Counsel Ranges A/B
- 6186 Fair Political Practices Commission Counsel Enforcement Ranges A/B
- 6728 Tax Counsel Ranges A/B

II. Post-Employment Benefits

Prefunding of Other Post-Retirement Benefits (OPEB)

- Effective on the first day of the pay period following ratification, Bargaining Unit 2 employees will resume monthly contributions of 2 percent to prefund OPEB. (Section 19.1)

III. Miscellaneous

- Effective the pay period following ratification by both parties, Bargaining Unit 2 employees will no longer receive the monthly payment of \$260 for Improving Affordability and Access to Healthcare. (Section 5.13)
- Effective the pay period following ratification by both parties, the Bilingual Pay Differential will be increased from \$100 per month to \$200 per month. (Section 5.5)
- Effective the pay period following ratification by both parties, the Commute Program Reimbursements will be increased by \$35 per month. (Section 12.3)
- No later than 6 months after ratification by both parties, the State will present to the State Personnel Board a proposal to consolidate a majority of the Administrative Law Judge I and II classifications into one statewide classification and to combine the two levels.
- No later than July 1, 2022, the State will present a proposal to the State Personnel Board to make the following changes to the attorney classifications:

- Ranges A and B will be eliminated for entry level attorneys, making the starting salary at the Range C level.
- Consolidate a majority of the attorney level III classifications into one statewide level III classification.
- Consolidate a majority of the attorney level IV classifications into one statewide level IV classification.

IV. Duration

- July 1, 2021, through June 30, 2022.

V. Term

- Effective the first day of the pay period following ratification by both parties. The union ratification process will be completed no later than June 30, 2021.

VI. Fiscal

- Fiscal Year 2021-22 cost: \$37.2 million (\$8.7 million General Fund)
- Total 2-Year Incremental cost: \$37.4 million (\$8.7 million General Fund)
- Total 2-Year Budgetary cost: \$85.8 million (\$20.6 million General Fund)

VII. Agreement

- This Side Letter Agreement represents the ending of PLP 2020, the restoration of prefunding OPEB, general salary increases, increases to bilingual and commute programs, and a commitment to restructure the administrative law judges and attorney classifications.
- The Side Letter Agreement between the State and CASE is posted on the [CalHR Bargaining Unit 2 Contract Webpage](#).