

California Department of Human Resources
 Bargaining Unit 07 (CSLEA) - Budgetary Summary
 3-Year Bargaining Agreement
 (Dollars in Thousands)

Rank and File	Effective Date	FY 2023-24			FY 2024-25			FY 2025-26			FY 2026-27			Total Budgetary		
		GF	OF	Total	GF	OF	Total	GF	OF	Total	GF	OF	Total	GF	OF	Total
3% GSI	7/1/23	\$10,444	\$16,485	\$26,929	\$10,444	\$16,485	\$26,929	\$10,444	\$16,485	\$26,929	\$10,444	\$16,485	\$26,929	\$41,777	\$65,940	\$107,716
2% GSI	7/1/24				\$7,409	\$11,715	\$19,124	\$7,409	\$11,715	\$19,124	\$7,409	\$11,715	\$19,124	\$22,227	\$35,144	\$57,371
2% GSI	7/1/25							\$7,557	\$11,949	\$19,506	\$7,557	\$11,949	\$19,506	\$15,114	\$23,898	\$39,012
Various SSAs at Max	7/1/23	\$9,642	\$10,962	\$20,605	\$9,642	\$10,962	\$20,605	\$9,642	\$10,962	\$20,605	\$9,642	\$10,962	\$20,605	\$38,569	\$43,849	\$82,419
Various SSAs	7/1/23	\$2,054	\$8,962	\$11,016	\$2,054	\$8,962	\$11,016	\$2,054	\$8,962	\$11,016	\$2,054	\$8,962	\$11,016	\$8,215	\$35,848	\$44,063
Health Rates 80/80 Flat (2024, 2025, 2026)	12/1/23 12/1/24 12/1/25	\$1,499	\$2,367	\$3,866	\$4,036	\$6,370	\$10,405	\$6,661	\$10,514	\$17,175	\$7,789	\$12,294	\$20,083	\$19,985	\$31,544	\$51,529
Staged Retention Differential for Emergency Notification Controllers	10/1/23	\$42	\$32	\$74	\$56	\$43	\$99	\$56	\$43	\$99	\$56	\$43	\$99	\$209	\$162	\$371
PD 244 - Increase Educational Incentive from Flat-Dollar to Percentage-Based Differential	10/1/23	\$2,862	\$4,517	\$7,379	\$3,816	\$6,022	\$9,838	\$3,816	\$6,022	\$9,838	\$3,816	\$6,022	\$9,838	\$14,309	\$22,584	\$36,893
Expand Longevity (2%-5%) to Non-POFF Classifications	1/1/24 7/1/24 7/1/25 7/1/26	\$546	\$862	\$1,408	\$1,468	\$2,317	\$3,784	\$1,817	\$2,869	\$4,686	\$2,059	\$3,250	\$5,309	\$5,890	\$9,297	\$15,187
PD 205 - Expand Public Safety Dispatchers Location Differential and Modify Rates	10/1/23	\$	\$1,360	\$1,360	\$	\$1,813	\$1,813	\$	\$1,813	\$1,813	\$	\$1,813	\$1,813	\$	\$6,800	\$6,800
PD 85 - Add Marine Safety Specialist and Expo Police Officer to Night/Evening Shift Differential	10/1/23	\$11	\$16	\$27	\$14	\$22	\$36	\$14	\$22	\$36	\$14	\$22	\$36	\$54	\$81	\$136
PD 85 - Increase Night/Evening Rate from \$1.00/hr. to \$1.75/hr.	10/1/23	\$298	\$470	\$768	\$397	\$627	\$1,024	\$397	\$627	\$1,024	\$397	\$627	\$1,024	\$1,489	\$2,350	\$3,839
Expand and Increase Professional Dues from \$300/year to \$500/year	7/1/23	\$22	\$30	\$52	\$22	\$30	\$52	\$22	\$30	\$52	\$22	\$30	\$52	\$88	\$121	\$209
PD 30 - Expand CDL Differential to Oil Spill Prevention Spec and DCA	10/1/23	\$1	\$52	\$53	\$2	\$69	\$70	\$2	\$69	\$70	\$2	\$69	\$70	\$6	\$258	\$264
PD 187 - Expand Training Officer Differential to Additional Classes	10/1/23	\$108	\$146	\$254	\$144	\$195	\$339	\$144	\$195	\$339	\$144	\$195	\$339	\$539	\$732	\$1,271
PD 173 - Extend \$200/mo. Location Pay to Solano County for CDI Investigators	10/1/23	\$9	\$28	\$37	\$11	\$37	\$49	\$11	\$37	\$49	\$11	\$37	\$49	\$43	\$140	\$183
PD21 - Extend \$357/mo. Canine Differential to Arson and Bomb Investigators	10/1/23	\$13	\$7	\$19	\$17	\$9	\$26	\$17	\$9	\$26	\$17	\$9	\$26	\$63	\$34	\$97
PD 42 - Increase Diving Pay from \$9/hr. to \$25/hr. and Remove PERSability	10/1/23	\$4	\$4	\$8	\$6	\$5	\$11	\$6	\$5	\$11	\$6	\$5	\$11	\$22	\$20	\$42
\$3,600 One-Time CFE and CAMS Certification Bonus Pay Diff for FTB	10/1/23	\$41	\$1	\$42	\$41	\$1	\$42	\$41	\$1	\$42	\$41	\$1	\$42	\$163	\$4	\$167
Remove PERSability from Out-of-Class Differential	10/1/23	(\$8)	(\$13)	(\$22)	(\$11)	(\$18)	(\$29)	(\$11)	(\$18)	(\$29)	(\$11)	(\$18)	(\$29)	(\$42)	(\$66)	(\$108)
Subtotal Rank and File Costs		\$27,587	\$46,289	\$73,875	\$39,566	\$65,667	\$105,234	\$50,099	\$82,312	\$132,411	\$51,468	\$84,473	\$135,942	\$168,721	\$278,741	\$447,462
Non-Adds																
100% Transit Subsidy and Vanpool Reimbursement	10/1/23	\$9	\$15	\$24	\$13	\$20	\$32	\$13	\$20	\$32	\$13	\$20	\$32	\$47	\$74	\$121
Increase MI&E and Lodging to Federal Rates	2/1/24	\$121	\$191	\$313	\$291	\$459	\$750	\$291	\$459	\$750	\$291	\$459	\$750	\$994	\$1,569	\$2,563
Extend NDI Family Care Leave to BU7	1/1/24	\$36	\$58	\$94	\$73	\$115	\$188	\$73	\$115	\$188	\$73	\$115	\$188	\$255	\$403	\$658
Subtotal Non-Adds		\$167	\$264	\$431	\$376	\$594	\$970	\$376	\$594	\$970	\$376	\$594	\$970	\$1,296	\$2,045	\$3,341
Grand Total Rank and File Costs		\$27,754	\$46,552	\$74,306	\$39,943	\$66,261	\$106,204	\$50,475	\$82,906	\$133,381	\$51,845	\$85,067	\$136,912	\$170,016	\$280,787	\$450,803

California Department of Human Resources
 Bargaining Unit 07 (CSLEA) - Incremental Summary
 3-Year Bargaining Agreement
 (Dollars in Thousands)

Rank and File	Effective Date	FY 2023-24			FY 2024-25			FY 2025-26			FY 2026-27			Total Incremental			Total Budgetary				
		GF	OF	Total	GF	OF	Total	GF	OF	Total	GF	OF	Total	GF	OF	Total	GF	OF	Total		
3% GSI	7/1/23	\$10,444	\$16,485	\$26,929												\$10,444	\$16,485	\$26,929	\$41,777	\$65,940	\$107,716
2% GSI	7/1/24				\$7,409	\$11,715	\$19,124									\$7,409	\$11,715	\$19,124	\$22,227	\$35,144	\$57,371
2% GSI	7/1/25															\$7,557	\$11,949	\$19,506	\$15,114	\$23,898	\$39,012
Various SSAs at Max	7/1/23	\$9,642	\$10,962	\$20,605				\$7,557	\$11,949	\$19,506						\$9,642	\$10,962	\$20,605	\$38,569	\$43,849	\$82,419
Various SSAs	7/1/23	\$2,054	\$8,962	\$11,016												\$2,054	\$8,962	\$11,016	\$8,215	\$35,848	\$44,063
Health Rates 80/80 Flat (2024, 2025, 2026)	12/1/23																				
	12/1/24	\$1,499	\$2,367	\$3,866	\$2,536	\$4,003	\$6,539	\$2,625	\$4,144	\$6,769	\$1,128	\$1,780	\$2,908	\$7,789	\$12,294	\$20,083	\$19,985	\$31,544	\$51,529		
	12/1/25																				
Staged Retention Differential for Emergency Notification Controllers	10/1/23	\$42	\$32	\$74	\$14	\$11	\$25									\$56	\$43	\$99	\$209	\$162	\$371
PD 244 - Increase Educational Incentive from Flat-Dollar to Percentage-Based Differential	10/1/23	\$2,862	\$4,517	\$7,379	\$954	\$1,506	\$2,460									\$3,816	\$6,022	\$9,838	\$14,309	\$22,584	\$36,893
Expand Longevity (2%-5%) to Non-POFF Classifications	1/1/24																				
	7/1/24	\$546	\$862	\$1,408	\$922	\$1,455	\$2,376	\$350	\$552	\$902	\$241	\$381	\$623	\$2,059	\$3,250	\$5,309	\$5,890	\$9,297	\$15,187		
	7/1/25																				
	7/1/26																				
PD 205 - Expand Public Safety Dispatchers Location Differential and Modify Rates	10/1/23	\$	\$1,360	\$1,360	\$	\$453	\$453									\$	\$1,813	\$1,813	\$	\$6,800	\$6,800
PD 85 - Add Marine Safety Specialist and Expo Police Officer to Night/Evening Shift Differential	10/1/23	\$11	\$16	\$27	\$4	\$5	\$9									\$14	\$22	\$36	\$54	\$81	\$136
PD 85 - Increase Night/Evening Rate from \$1.00/hr. to \$1.75/hr.	10/1/23	\$298	\$470	\$768	\$99	\$157	\$256									\$397	\$627	\$1,024	\$1,489	\$2,350	\$3,839
Expand and Increase Professional Dues from \$300/year to \$500/year	7/1/23	\$22	\$30	\$52												\$22	\$30	\$52	\$88	\$121	\$209
PD 30 - Expand CDL Differential to Oil Spill Prevention Spec and DCA	10/1/23	\$1	\$52	\$53	\$	\$17	\$18									\$2	\$69	\$70	\$6	\$258	\$264
PD 187 - Expand Training Officer Differential to Additional Classes	10/1/23	\$108	\$146	\$254	\$36	\$49	\$85									\$144	\$195	\$339	\$539	\$732	\$1,271
PD 173 - Extend \$200/mo. Location Pay to Solano County for CDI Investigators	10/1/23	\$9	\$28	\$37	\$3	\$9	\$12									\$11	\$37	\$49	\$43	\$140	\$183
PD21 - Extend \$357/mo. Canine Differential to Arson and Bomb Investigators	10/1/23	\$13	\$7	\$19	\$4	\$2	\$6									\$17	\$9	\$26	\$63	\$34	\$97
PD 42 - Increase Diving Pay from \$9/hr. to \$25/hr. and Remove PERSability	10/1/23	\$4	\$4	\$8	\$1	\$1	\$3									\$6	\$5	\$11	\$22	\$20	\$42
\$3,600 One-Time CFE and CAMS Certification Bonus Pay Diff for FTB	10/1/23	\$41	\$1	\$42												\$41	\$1	\$42	\$163	\$4	\$167
Remove PERSability from Out-of-Class Differential	10/1/23	(\$8)	(\$13)	(\$22)	(\$3)	(\$4)	(\$7)									(\$11)	(\$18)	(\$29)	(\$42)	(\$66)	(\$108)
Subtotal Rank and File Costs		\$27,587	\$46,289	\$73,875	\$11,980	\$19,379	\$31,358	\$10,532	\$16,645	\$27,177	\$1,369	\$2,161	\$3,531	\$51,468	\$84,473	\$135,942	\$168,721	\$278,741	\$447,462		
Non-Adds																					
100% Transit Subsidy and Vanpool Reimbursement	10/1/23	\$9	\$15	\$24	\$3	\$5	\$8									\$13	\$20	\$32	\$47	\$74	\$121
Increase MI&E and Lodging to Federal Rates	2/1/24	\$121	\$191	\$313	\$170	\$268	\$438									\$291	\$459	\$750	\$994	\$1,569	\$2,563
Extend NDI Family Care Leave to BU7	1/1/24	\$36	\$58	\$94	\$36	\$58	\$94									\$73	\$115	\$188	\$255	\$403	\$658
Subtotal Non-Adds		\$167	\$264	\$431	\$209	\$330	\$540	\$	\$	\$	\$	\$	\$	\$376	\$594	\$970	\$1,296	\$2,045	\$3,341		
Grand Total Rank and File Costs		\$27,754	\$46,552	\$74,306	\$12,189	\$19,709	\$31,898	\$10,532	\$16,645	\$27,177	\$1,369	\$2,161	\$3,531	\$51,845	\$85,067	\$136,912	\$170,016	\$280,787	\$450,803		