August 2, 2013

The Honorable Mark Leno
Chair, Joint Legislative Budget Committee
Legislative Office Building
1020 N Street, Room 553
Sacramento, CA 95818

Re: Addenda to the Service Employees International Union (SEIU) Local 1000, and the Bargaining Unit 7, California Statewide Law Enforcement Association (CSLEA) Memoranda of Understanding - Department of Motor Vehicles, Classification and Compensation

This is to inform you of recent agreements reached between the State, CSLEA and SEIU Local 1,000 regarding a classification review that has resulted in a classification and salary restructuring of specified Department of Motor Vehicle (DMV) classifications.

In 2007, the State and SEIU Local 1,000 agreed that the State would review specific classifications within the DMV. The agreements attached are the final result of those reviews. In part the reviews found that the increasingly changing duties and responsibilities of employees in the specified classifications warranted classification and salary restructuring. This restructuring has resulted in salary increases for the employees within those classifications and the related Excluded staff. These changes will better recognize the employee’s roles and responsibilities. It is anticipated that these agreements will require the expenditure of funds.

CalHR is providing these addenda for the Committee’s information according to Government Code §3517.63. If you have any questions or concerns please contact Nancy Farias, Legislative Deputy at 916) 327-2348.

Sincerely,

Julie Chapman, Director
California Department of Human Resources

attachments

cc: Members, Joint Legislative Budget Committee

Peggy Collins, Principal Consultant
Joint Legislative Budget Committee

David Lanier, Legislative Affairs Deputy
Office of Governor Edmund G. Brown Jr.

Mac Taylor, Legislative Analyst
Office of the Legislative Analyst
Marianne O'Malley, Director Gen. Government
Office of the Legislative Analyst

Maureen Ortiz, Consultant
Senate Appropriations Committee

Nick Schroeder, Consultant
Office of the Legislative Analyst

Geoff Long, Chief Consultant
Assembly Appropriations Committee

Richard Gillihan, Program Budget Manager
Department of Finance

Roger Dunstan, Consultant
Assembly Appropriations Committee

Craig Cornett, Chief Fiscal Policy Advisor
Office of the Pro Tem

Pamela Schneider, Chief Consultant
Senate PE&R Committee

Charles Wright, Chief Consultant
Office of the Pro Tem

Karon Green, Chief Consultant
Assembly PER&SS Committee

Chris Woods, Budget Director
Office of the Speaker

Gary Link, Consultant
Senate Republican Caucus

Greg Campbell, Chief of Staff
Office of the Speaker

Terry Mast, Consultant
Assembly Republican Caucus

Nick Hardeman, Chief Consultant
Office of the Speaker

Alene Shimazu, Chief
Fiscal Analysis, CalHR

Seren Taylor, Staff Director
Senate Republican Fiscal Office

Pam Manwiller, Chief
Labor Relations, CalHR

Chantele Denny, Consultant
Senate Republican Fiscal Office

Anthony Archie, Consultant
Assembly Republican Fiscal Office

Peter Schaafsma, Staff Director
Assembly Republican Fiscal Office

Keely Bosler, Staff Director
Senate Budget Committee

Mark Ibele, Consultant
Senate Budget Committee

Christian Griffith, Chief Consultant
Assembly Budget Committee

Mark Martin, Consultant
Assembly Budget Committee

Mark McKenzie, Staff Director
Senate Appropriations Committee
UNION PROPOSAL
Bargaining Units: Unit 4
Date: ____________ 7.30.13

Article and Section No: 14.XXXX.4 Proposal No.: 4

The Union proposes the following new section:

DMV Classification and Compensation (Unit 4)

Upon ratification of this agreement, the following Unit 4 classifications shall receive seven and one-half percent (7.5%) added to their current salary rate effective July 2, 2013.

1897  Motor Vehicle Field Representative
1899  Motor Vehicle Technician
1890  Senior Motor Vehicle Technician
8736  Control Cashier I (Motor Vehicle Services)
8737  Control Cashier II (Motor Vehicle Services)
8738  Control Cashier I (Vehicle Registration)
8739  Control Cashier II (Vehicle Registration)

Upon ratification of this agreement, the following Unit 4 classification shall receive one and one-half percent (1.5%) added to their current salary rate effective July 2, 2013.

1898  Motor Vehicle Assistant

A. The Motor Vehicle Technician (MVT) classification will be abolished and the positions in that classification moved into the Motor Vehicle Field Representative (MVFR) classification which shall be renamed Motor Vehicle Representative (MVR).
B. After receiving the seven and one-half percent (7.5%) equity adjustment to his/her current salary, the Motor Vehicle Field Representative (MVFR), Motor Vehicle Technician (MVT), Senior Motor Vehicle Technician (SMVT), Control Cashier I (CCI) and Control Cashier II (CCII), shall be placed on the new salary schedule outlined below in Attachment A. It is the intent of the parties that no current Motor Vehicle Field Representative and/or Motor Vehicle Technician, Senior Motor Vehicle Representative, Control Cashier I and Control Cashier II shall have his/her salary reduced as a result of the placement into the new salary schedule.

C. After receiving the one and one-half percent (1.5%) equity adjustment to his/her current salary, the Motor Vehicle Assistant (MVA) shall be placed on the new salary schedule outlined below in Attachment B. It is the intent of the parties that no current Motor Vehicle Assistant shall have his/her salary reduced as a result of the placement into the new salary schedule.

D. The State and the Union agree to submit to the State Personnel Board (SPB) no later than August 5, 2013 a proposal which combines, updates and renames the Motor Vehicle Field Representative and Motor Vehicle Technician classification specifications.
Department of Motor Vehicles Reclassification and Compensation
July 30, 2013

Signature Page
Service Employees International Union, Local 1000

Yvonne R. Walker
President SEIU Local 1000

Margarita Maldonado
Vice President for Bargaining, SEIU Local 1000

Victor Alvarez
Department of Motor Vehicles

Tonya Bealey
Department of Motor Vehicles

Alva Benavidez
Department of Motor Vehicles

Shelia Byars
Department of Motor Vehicles

Beatrice De Leon
Department of Motor Vehicles

Michael DeLuca
Department of Motor Vehicles

Terri Flores
Department of Motor Vehicles

Deanna Jones
Department of Motor Vehicles

John Krumm
Department of Motor Vehicles

Melinda “Mindi” Matsumoto
Department of Motor Vehicles

Darryl Poston
Department of Motor Vehicles

De Leon Secret
Department of Motor Vehicles

Beverly Stockdale
Department of Motor Vehicles
Griffin-Tufuga
Department of Motor Vehicles

Richard David Turner
Department of Motor Vehicles

Rhonda Wagner
Department of Motor Vehicles

Brenda Modkins
Chair Unit 1

Sophia Perkins
Chair Unit 4

Ted Burnett
Service Employees International Union Local 1000

Roland Becht
Service Employees International Union Local 1000

Wendy Parker
Service Employees International Union Local 1000
Department of Motor Vehicles Reclassification and Compensation
July 30, 2013

Signature Page
State Representatives

Pam Manwiller
California Department of Human Resources

Colores Slaton
California Department of Human Resources

Sandra Samaniego
Department of Motor Vehicles

Brian Lin Walsh
Department of Motor Vehicles

Anita Lee Lundin
Department of Motor Vehicles

Dan Tokunaga
California Department of Human Resources

Ricardo Delacruz
Department of Motor Vehicles
UNION PROPOSAL
Bargaining Units: Unit 1
Date: ________________

Article and Section No: 14.XXXX.1 Proposal No.: 84

The Union proposes the following new section:
DMV Classification and Compensation (Unit 1)

Upon ratification of this agreement, the following Unit 1 classification shall receive seven and one-half (7.5%) added to their current salary rate effective July 2, 2013.

8727 Driver Safety Hearing Officer

A. After receiving the seven and one-half percent (7.5%) equity adjustment to his/her current salary, the above listed classification shall be placed on the new salary schedule outlined below in Attachment A. It is the intent of the parties that no current Driver Safety Hearing Officer shall have his/her salary reduced as a result of placement into the new salary schedule.

B. The State and the Union agree to submit to the State Personnel Board (SPB) no later than August 5, 2013 a proposal which updates the Driver Safety Hearing Officer specifications.
Department of Motor Vehicles Reclassification and Compensation
July 30, 2013

Signature Page
Service Employees International Union, Local 1000

Yvonne R. Walker
President SEIU Local 1000

Margarita Maldonado
Vice President for Bargaining, SEIU Local 1000

Victor Alvarez
Department of Motor Vehicles

Tonya Bealey
Department of Motor Vehicles

Alva Benavidez
Department of Motor Vehicles

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Department of Motor Vehicles

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Department of Motor Vehicles

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Terri Flores
Department of Motor Vehicles

Deanna Jones
Department of Motor Vehicles

John Krumm
Department of Motor Vehicles

Melinda "Mindi" Matsumoto
Department of Motor Vehicles

Darryl Poston
Department of Motor Vehicles

De Leon Secrest
Department of Motor Vehicles

Beverly Stockdale
Department of Motor Vehicles
Griffin Tufuga
Department of Motor Vehicles

Richard David Turner
Department of Motor Vehicles

Rhonda Wagner
Department of Motor Vehicles

Brenda Modkins
Chair Unit 1

Sophia Perkins
Chair Unit 4

Ted Burnett
Service Employees International Union Local 1000

Roland Becht
Service Employees International Union Local 1000

Wendy Parker
Service Employees International Union Local 1000
Department of Motor Vehicles Reclassification and Compensation  
July 30, 2013

Signature Page  
State Representatives

Pam Manwiler  
California Department of Human Resources

Dolores Slaton  
California Department of Human Resources

Sandra Samaniego  
Department of Motor Vehicles

Brian Lin Walsh  
Department of Motor Vehicles

Anita Lee Lundin  
Department of Motor Vehicles

Dan Tokunaga  
California Department of Human Resources

Ricardo Delacruz  
Department of Motor Vehicles
AGREEMENT BETWEEN
California Statewide Law Enforcement Association
And the State of California

This agreement is entered into by the State of California, Department of Human Resources (CalHR), the Department of Motor Vehicles (DMV), and California Statewide Law Enforcement Association (CSLEA) to promote harmonious labor relations between the State and the Union.

The State and the Union do hereby agree as follows:

The following Bargaining Unit (BU) 7 classifications shall receive a seven and one half (7.5%) salary adjustment added to their current salary effective July 2, 2013:

<table>
<thead>
<tr>
<th>Class Code</th>
<th>Classification</th>
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<tbody>
<tr>
<td>8758</td>
<td>Licensing-Registration Examiner, Department of Motor Vehicles</td>
</tr>
<tr>
<td>8829</td>
<td>Inspector (Range A and B)</td>
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</tbody>
</table>

The salary schedule for the Licensing-Registration Examiner, Department of Motor Vehicles and Inspector (Range A and B), shall be updated to reflect a salary adjustment of 7.5%.

DATED: July 31, 2013

STATE OF CALIFORNIA

Karin J. Richter
Principal Labor Relations Officer
California Department of Human Resources

Kasey Christopher Clark
Chief Counsel/General Manager
California Statewide Law Enforcement Association

CALIFORNIA STATEWIDE LAW ENFORCEMENT ASSOCIATION

David J. Keenan
Chief of Human Resources
Department of Motor Vehicles

Alan Barcelona
President
California Statewide Law Enforcement
<table>
<thead>
<tr>
<th>CBID</th>
<th>Class Code</th>
<th>Class Title</th>
<th>FTEs</th>
<th>1% GF</th>
<th>1% OF</th>
<th>1% Total After SSA @ Max</th>
<th>Adjusted 1% Total</th>
<th>FY13-14</th>
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<tr>
<td>R01</td>
<td>8727</td>
<td>DRV SYFTY OF</td>
<td>158.86</td>
<td>$118,618</td>
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<td>SR MTR VEHICL TECH</td>
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<td>MOT VEH FLD REP</td>
<td>3112.38</td>
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<td>MOT VEH A</td>
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<td>1899</td>
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Data Source: 1% Table (April 2013)

The costing above also displays the 3% SSA @ Max effective July 1, 2013, applied to 80% of employees.

DMV is 100% Special Fund.

*All classes will receive a 7.5% increase with the exception of Motor Vehicle Assistant (1898) at 1.5%

Class code 8747 (Manager Trainee, DMV) has no incumbents according to the 1% Table and therefore is not reflected in this costing.