

**CALIFORNIA DEPARTMENT OF HUMAN RESOURCES
SUMMARY OF COLLECTIVE BARGAINING AGREEMENT
FOR BARGAINING UNIT 7**

**Exclusive Employee Representative:
California Statewide Law Enforcement Association (CSLEA)**

Number of Employees: Approximately 7,204 full-time equivalents

General Provisions:

I. Health Benefits

Employer Contribution for Active State Employees

- The state's monthly consolidated benefit contribution for each employee shall continue to be a flat dollar amount equal to 80 percent of the weighted average of the basic health benefit plan premiums of the four largest enrolled basic health plans. For each employee with enrolled family members, the employer shall continue to contribute an additional flat dollar amount equal to 80 percent of the weighted average of the additional premiums. The flat dollar amounts shall be increased as appropriate pursuant to the formulas on January 1, 2017, January 1, 2018, and January 1, 2019.

Employer Contribution for Future Retirees

- Employees first hired on or after January 1, 2017, will receive an employer contribution for retiree health benefits based on an "80/80" formula. Retirees and their dependents enrolled in a basic health benefit plan will receive an employer contribution equal to 80 percent of the weighted average premium of the four largest basic health benefit plans based on state active employee enrollment. Retirees and their dependents enrolled in a Medicare health benefit plan will receive an employer contribution equal to 80 percent of the weighted average premium of the four largest Medicare health benefit plans based on state retiree enrollment.

Prefunding of Other Post-Employment Benefits

- The state and Bargaining Unit (Unit) 7 members will prefund retiree healthcare with the goal of reaching 50 percent cost sharing of actuarially determined total normal cost for employer and employees by July 1, 2019. The state and employees will each make the following contributions:
 1. Effective July 1, 2017, 1.3 percent of pensionable compensation.
 2. Effective July 1, 2018, an additional 1.4 percent for a total of 2.7 percent of pensionable compensation.
 3. Effective July 1, 2019, an additional 1.3 percent for a total of 4.0 percent of pensionable compensation.

Post-Employment Health and Dental Vesting Schedule

- All employees first employed by the state on or after January 1, 2017, will be subject to an extended vesting schedule providing 50 percent of the employer contribution upon completion of 15 years of state service, increasing 5 percent for each additional year of service, until the employee is 100 percent vested at 25 years of state service.

Medicare Part B Supplemental Benefit

- All employees first hired on or after January 1, 2017, will no longer be eligible to use the employer contribution for a retiree health benefit plan for Medicare Part B premiums.

II. Compensation

General Salary Increase (GSI)

- Effective July 1, 2016, Unit 7 employees shall receive a 3 percent (3%) GSI.
- Effective July 1, 2017, Unit 7 employees shall receive a 3 percent (3%) GSI.
- Effective July 1, 2018, Unit 7 employees shall receive a 2 percent (2%) GSI.

Special Salary Adjustments

- Effective July 1, 2016, Unit 7 employees in the Public Safety Dispatcher, Public Safety Operator, and Communications Operator classifications shall receive a special salary adjustment of five percent (5%).
- Effective July 1, 2016, Unit 7 employees in the Motor Carrier Specialist I classification shall receive a special salary adjustment of three percent (3%).
- Effective July 1, 2016, Unit 7 employees in the State Park Peace Officer (Ranger and Lifeguard) classifications shall receive a special salary adjustment of five percent (5%).
- Effective July 1, 2016, Unit 7 employees in specified Investigator classifications shall receive a special salary adjustment of five percent (5%).
- Effective July 1, 2016, Unit 7 employees in the Agent, Alcoholic Beverage Control classification shall receive a special salary adjustment.
- Effective July 1, 2016, Unit 7 employees in the Coordinator (Fire and Rescue Services, and Law Enforcement) classifications shall receive a special salary adjustment.

Longevity Peace Officer Pay Differential

- Effective the first day of the pay period following ratification, each step of the Longevity Pay Differential for peace officers shall be increased by 1 percent (1%) (Article 19.26).

Education Incentive Pay

- Effective the first day of the pay period following ratification, the monthly education incentive pay shall increase from \$50 to \$75 for an Associate of Arts or Associate of Science Degree and from \$100 to \$125 for a Bachelor of Arts or Bachelor of Science Degree (Article 19.28).

Uniform Allowance

- Effective the first day of the pay period following ratification, the uniform replacement allowance shall be increased as follows (Article 12.2):
 - from \$640 to \$950 for full-time employees in specified classifications;
 - from \$540 to \$640 for less than full-time employees in specified classifications;
 - from \$20 to \$55 for specified Lifeguards;
 - from \$385 to \$950 for Oil Spill Prevention Specialist;
 - from \$450 to \$950 for Communications Operators employed at Department of Forestry and Fire Protection.
- Effective the first day of the pay period following ratification, specified employees shall receive a uniform maintenance and cleaning allowance of \$25 per month (Article 12.2).
- Effective the first day of the pay period following ratification, employees in the Motor Carrier Specialist I and School Pupil Transportation Safety Coordinator classifications shall receive an annual boot reimbursement of \$150 (Article 13.1).

III. Miscellaneous

- The maximum amount of leave that can be deducted from each employee for the Union Release Time Bank shall increase from 1.5 hours to 2 hours (Article 2.9).
- Effective May 1, 2017, and depending on the availability of departmental funds, the amount of leave that can be cashed out each year shall increase from 20 hours to 80 hours (Article 9.1 & 9.4).
- Incorporates the Wounded Warriors Transitional Leave Act (Chap. 794, Stat. of 2015) which provides up to 96 hours of additional sick leave for an employee hired on or after January 1, 2016, who is a military veteran with a service-connected disability rated 30 percent (Article 9.3).

- Allows an employee to transfer up to three months of leave credits to a family member under certain conditions (New Article 9.xx).
- Removes the requirement that a new employee must work two years before receiving the full employer health contribution for dependents (Article 10.1).
- Effective the first day of the pay period following ratification, the lodging reimbursement rates shall increase from \$125 to \$140 for Alameda, San Mateo, and Santa Clara Counties and from \$150 to \$250 for San Francisco (Article 12.1).
- Effective the first day of the pay period following ratification, the Overtime Meal Allowance shall increase from \$7.50 to \$8.00 (New Article 12.x).
- Requires the state to provide specified items of protective equipment based on an employee's classification and place of employment (Article 13.1).
- Effective the first day of the pay period following ratification, physical fitness pay shall be included in regular base pay (Article 13.3).
- Extends the amount of time between voluntary transfers from 12 months to 24 months for Special Agents and Special Agent Supervisors at the Department of Justice (Article 16.4).
- Requires Special Agents and Special Agent Supervisors at Department of Justice who reinstate or are hired from a reemployment list to work 24 months before requesting a voluntary transfer (Article 16.4).

IV. Duration

- July 2, 2016 through July 1, 2019

V. Fiscal

- Fiscal Year 2016-17: \$34.1 million (\$8.4 million General Fund)
- Total Incremental: \$94.5 million (\$25.7 million General Fund)
- Total Budgetary: \$278.4 million (\$74.3 million General Fund)

VI. Agreement

- The complete Tentative Agreement between the state and CSLEA is posted at: <http://www.calhr.ca.gov/labor-relations/Pages/Unit-07-Protective-Services-and-Public-Safety.aspx>