

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

Rank and File	MOU Section	Effective Date	FY 2019-20			FY 2020-21			FY 2021-22			FY 2022-23			FY 2023-24			Total Incremental			Total Budgetary		
			GF	OF	Total	GF	OF	Total	GF	OF	Total	GF	OF	Total	GF	OF	Total	GF	OF	Total	GF	OF	Total
Various SSAs - MOU Sections 19.1.B 1-5	19.1	7/1/19	\$10,375	\$24,799	\$35,174	\$703	\$1,084	\$1,787									\$11,078	\$25,883	\$36,961	\$54,688	\$128,329	\$183,017	
Eliminate Recruitment and Retention for Peace Officers Only	19.27	7/1/19	(\$600)	(\$1,282)	(\$1,883)												(\$600)	(\$1,282)	(\$1,883)	(\$3,002)	(\$6,411)	(\$9,413)	
Eliminate Investigator Pay Differential	SL17-018	7/1/19	(\$286)	(\$1,129)	(\$1,415)												(\$286)	(\$1,129)	(\$1,415)	(\$1,428)	(\$5,646)	(\$7,075)	
2.75% GSI	19.1	7/1/19	\$6,129	\$14,392	\$20,521												\$6,129	\$14,392	\$20,521	\$30,644	\$71,961	\$102,606	
2.5% GSI	19.1	7/1/20				\$5,742	\$13,485	\$19,227									\$5,742	\$13,485	\$19,227	\$22,970	\$53,939	\$76,908	
2.5% GSI	19.1	7/1/21							\$5,886	\$13,822	\$19,708						\$5,886	\$13,822	\$19,708	\$17,658	\$41,465	\$59,123	
3.75% or 2.25% GSI	19.1	7/1/22										\$7,704	\$14,417	\$22,120			\$7,704	\$14,417	\$22,120	\$15,407	\$28,833	\$44,240	
80/80 Coben Flat (2020, 2021, 2022 and 2023)	10.1	12/1/19	\$522	\$1,225	\$1,747	\$997	\$2,340	\$3,337	\$1,136	\$2,667	\$3,803	\$1,218	\$2,861	\$4,079	\$518	\$1,217	\$1,735	\$4,390	\$10,310	\$14,701	\$12,957	\$30,427	\$43,384
Training Officer Pay Differential - Add Criminalists, Hospital Police Officer, Peace Officer I at DDS and Investigators at DMV and DCA	19.25	7/1/19	\$277	\$196	\$473												\$277	\$196	\$473	\$1,384	\$979	\$2,363	
Training Officer Pay Differential - Motor Carrier Specialists Increase from 6.50/hour to One Step	19.25	7/1/19	\$	\$13	\$13												\$	\$13	\$13	\$	\$65	\$65	
Public Safety Dispatcher and Operator Pay Differential - Add Additional Centers	19.17	7/1/19	\$	\$409	\$409												\$	\$409	\$409	\$	\$2,045	\$2,045	
Night Shift Differential Increase - Increase from \$0.50/hour to \$1.00/hour	19.15	7/1/19	\$315	\$739	\$1,054												\$315	\$739	\$1,054	\$1,574	\$3,696	\$5,270	
Canine Care Differential - Increase from \$189 to \$357	19.13	7/1/19	\$24	\$51	\$76												\$24	\$51	\$76	\$121	\$257	\$379	
Firefighter Lead Person - Increase from \$1.00 to \$2.50/hour	19.11	7/1/19	\$54	\$12	\$66												\$54	\$12	\$66	\$268	\$60	\$329	
Public Safety Dispatcher in Charge - Increase from \$6.50/hour to One Step	19.8	7/1/19	\$	\$4	\$4												\$	\$4	\$4	\$	\$19	\$19	
Public Safety Dispatcher in Charge - Include all Locations and Communication Operators	19.8	7/1/19	\$	\$2	\$3												\$	\$2	\$3	\$2	\$11	\$14	
Seasonal Lifeguard Training - Considered Time Worked	14.XX	7/1/19	\$67	\$192	\$260												\$67	\$192	\$260	\$337	\$961	\$1,298	
Subtotal Rank and File Costs			\$16,877	\$39,624	\$56,501	\$7,442	\$16,909	\$24,351	\$7,022	\$16,489	\$23,510	\$8,922	\$17,277	\$26,199	\$518	\$1,217	\$1,735	\$40,781	\$91,515	\$132,296	\$153,581	\$350,991	\$504,572
Non-Adds																							
4 Hours Leave for Driver's License Examination and Medical Qualification Examination	18.3	7/1/19	\$5	\$6	\$11												\$5	\$6	\$11	\$25	\$29	\$54	
Release Time Bank (4000 Hours)	2.9	10/1/19	\$37	\$88	\$125												\$37	\$88	\$125	\$187	\$438	\$625	
Leave Counting as Time Worked for Involuntary OT (Excludes sick)	7.6	9/1/19	\$	\$6	\$6	\$	\$2	\$2									\$	\$8	\$8	\$	\$39	\$40	
Employee Retirement Contribution Increase (1.0% POFF)	11.4	7/1/22										(\$596)	(\$1,400)	(\$1,996)			(\$596)	(\$1,400)	(\$1,996)	(\$1,192)	(\$2,800)	(\$3,992)	
Employee Retirement Contribution Increase (0.5% Safety and 1.0% POFF)	11.4	7/1/23													(\$954)	(\$2,241)	(\$3,195)	(\$954)	(\$2,241)	(\$3,195)	(\$954)	(\$2,241)	(\$3,195)
Subtotal Non-Adds			\$42	\$100	\$142	\$	\$2	\$2	\$	\$	\$	(\$596)	(\$1,400)	(\$1,996)	(\$954)	(\$2,241)	(\$3,195)	(\$1,508)	(\$3,539)	(\$5,047)	(\$1,935)	(\$4,534)	(\$6,469)
Grand Total Rank and File Costs			\$16,919	\$39,723	\$56,643	\$7,442	\$16,911	\$24,353	\$7,022	\$16,489	\$23,510	\$8,326	\$15,877	\$24,203	(\$436)	(\$1,024)	(\$1,460)	\$39,273	\$87,976	\$127,249	\$151,646	\$346,457	\$498,102

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

Rank and File	MOU Section	Effective Date	FY 2019-20			FY 2020-21			FY 2021-22			FY 2022-23			FY 2023-24			Total Budgetary		
			GF	OF	Total	GF	OF	Total	GF	OF	Total	GF	OF	Total	GF	OF	Total	GF	OF	Total
Various SSAs - MOU Sections 19.1.B 1-5	19.1	7/1/19	\$10,375	\$24,799	\$35,174	\$11,078	\$25,883	\$36,961	\$11,078	\$25,883	\$36,961	\$11,078	\$25,883	\$36,961	\$11,078	\$25,883	\$36,961	\$54,688	\$128,329	\$183,017
Eliminate Recruitment and Retention for Peace Officers Only	19.27	7/1/19	(\$600)	(\$1,282)	(\$1,883)	(\$600)	(\$1,282)	(\$1,883)	(\$600)	(\$1,282)	(\$1,883)	(\$600)	(\$1,282)	(\$1,883)	(\$600)	(\$1,282)	(\$1,883)	(\$3,002)	(\$6,411)	(\$9,413)
Eliminate Investigator Pay Differential	SL17-018	7/1/19	(\$286)	(\$1,129)	(\$1,415)	(\$286)	(\$1,129)	(\$1,415)	(\$286)	(\$1,129)	(\$1,415)	(\$286)	(\$1,129)	(\$1,415)	(\$286)	(\$1,129)	(\$1,415)	(\$1,428)	(\$5,646)	(\$7,075)
2.75% GSI	19.1	7/1/19	\$6,129	\$14,392	\$20,521	\$6,129	\$14,392	\$20,521	\$6,129	\$14,392	\$20,521	\$6,129	\$14,392	\$20,521	\$6,129	\$14,392	\$20,521	\$30,644	\$71,961	\$102,606
2.5% GSI	19.1	7/1/20				\$5,742	\$13,485	\$19,227	\$5,742	\$13,485	\$19,227	\$5,742	\$13,485	\$19,227	\$5,742	\$13,485	\$19,227	\$22,970	\$53,939	\$76,908
2.5% GSI	19.1	7/1/21							\$5,886	\$13,822	\$19,708	\$5,886	\$13,822	\$19,708	\$5,886	\$13,822	\$19,708	\$17,658	\$41,465	\$59,123
3.75% or 2.25% GSI	19.1	7/1/22										\$7,704	\$14,417	\$22,120	\$7,704	\$14,417	\$22,120	\$15,407	\$28,833	\$44,240
80/80 Coben Flat (2020, 2021, 2022 and 2023)	10.1	12/1/19	\$522	\$1,225	\$1,747	\$1,518	\$3,566	\$5,084	\$2,654	\$6,233	\$8,887	\$3,872	\$9,093	\$12,966	\$4,390	\$10,310	\$14,701	\$12,957	\$30,427	\$43,384
Training Officer Pay Differential - Add Criminalists, Hospital Police Officer, Peace Officer I at DDS and Investigators at DMV and DCA	19.25	7/1/19	\$277	\$196	\$473	\$277	\$196	\$473	\$277	\$196	\$473	\$277	\$196	\$473	\$277	\$196	\$473	\$1,384	\$979	\$2,363
Training Officer Pay Differential - Motor Carrier Specialists Increase from 6.50/hour to One Step	19.25	7/1/19	\$	\$13	\$13	\$	\$13	\$13	\$	\$13	\$13	\$	\$13	\$13	\$	\$13	\$13	\$	\$65	\$65
Public Safety Dispatcher and Operator Pay Differential - Add Additional Centers	19.17	7/1/19	\$	\$409	\$409	\$	\$409	\$409	\$	\$409	\$409	\$	\$409	\$409	\$	\$409	\$409	\$	\$2,045	\$2,045
Night Shift Differential Increase - Increase from \$0.50/hour to \$1.00/hour	19.15	7/1/19	\$315	\$739	\$1,054	\$315	\$739	\$1,054	\$315	\$739	\$1,054	\$315	\$739	\$1,054	\$315	\$739	\$1,054	\$1,574	\$3,696	\$5,270
Canine Care Differential - Increase from \$189 to \$357	19.13	7/1/19	\$24	\$51	\$76	\$24	\$51	\$76	\$24	\$51	\$76	\$24	\$51	\$76	\$24	\$51	\$76	\$121	\$257	\$379
Firefighter Lead Person - Increase from \$1.00 to \$2.50/hour	19.11	7/1/19	\$54	\$12	\$66	\$54	\$12	\$66	\$54	\$12	\$66	\$54	\$12	\$66	\$54	\$12	\$66	\$268	\$60	\$329
Public Safety Dispatcher in Charge - Increase from \$6.50/hour to One Step	19.8	7/1/19	\$	\$4	\$4	\$	\$4	\$4	\$	\$4	\$4	\$	\$4	\$4	\$	\$4	\$4	\$	\$19	\$19
Public Safety Dispatcher in Charge - Include all Locations and Communication Operators	19.8	7/1/19	\$	\$2	\$3	\$	\$2	\$3	\$	\$2	\$3	\$	\$2	\$3	\$	\$2	\$3	\$2	\$11	\$14
Seasonal Lifeguard Training - Considered Time Worked	14.XX	7/1/19	\$67	\$192	\$260	\$67	\$192	\$260	\$67	\$192	\$260	\$67	\$192	\$260	\$67	\$192	\$260	\$337	\$961	\$1,298
Subtotal Rank and File Costs			\$16,877	\$39,624	\$56,501	\$24,319	\$56,532	\$80,852	\$31,341	\$73,021	\$104,362	\$40,263	\$90,299	\$130,561	\$40,781	\$91,515	\$132,296	\$153,581	\$350,991	\$504,572
Non-Adds																				
4 Hours Leave for Driver's License Examination and Medical Qualification Examination	18.3	7/1/19	\$5	\$6	\$11	\$5	\$6	\$11	\$5	\$6	\$11	\$5	\$6	\$11	\$5	\$6	\$11	\$25	\$29	\$54
Release Time Bank (4000 Hours)	2.9	10/1/19	\$37	\$88	\$125	\$37	\$88	\$125	\$37	\$88	\$125	\$37	\$88	\$125	\$37	\$88	\$125	\$187	\$438	\$625
Leave Counting as Time Worked for Involuntary OT (Excludes sick)	7.6	9/1/19	\$	\$6	\$6	\$	\$8	\$8	\$	\$8	\$8	\$	\$8	\$8	\$	\$8	\$8	\$	\$39	\$40
Employee Retirement Contribution Increase (1.0% POFF)	11.4	7/1/22										(\$596)	(\$1,400)	(\$1,996)	(\$596)	(\$1,400)	(\$1,996)	(\$1,192)	(\$2,800)	(\$3,992)
Employee Retirement Contribution Increase (0.5% Safety and 1.0% POFF)	11.4	7/1/23													(\$954)	(\$2,241)	(\$3,195)	(\$954)	(\$2,241)	(\$3,195)
Subtotal Non-Adds			\$42	\$100	\$142	\$42	\$102	\$144	\$42	\$102	\$144	(\$554)	(\$1,298)	(\$1,852)	(\$1,508)	(\$3,539)	(\$5,047)	(\$1,935)	(\$4,534)	(\$6,469)
Grand Total Rank and File Costs			\$16,919	\$39,723	\$56,643	\$24,362	\$56,634	\$80,996	\$31,383	\$73,123	\$104,506	\$39,709	\$89,000	\$128,709	\$39,273	\$87,976	\$127,249	\$151,646	\$346,457	\$498,102