

TO: PERSONNEL MANAGEMENT LIAISONS

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THIS MEMORANDUM SHOULD BE DISTRIBUTED TO:

ACCOUNTING OFFICERS
HOLDERS OF THE SUPERVISORS' GUIDE

SUBJECT: State Bar of California Dues

The Department of Personnel Administration is approving the following allowances for reimbursement of the 1989 State Bar of California dues pursuant to Article XII, Section 7 (Attachment A), of the agreement between the Association of California State Attorneys and the State of California.

Nonrepresented employees, who are required to maintain State Bar membership, shall be entitled to the same allowances (Section 599.921 of the Department of Personnel Administration regulations).

State Bar of California - Active Members

For employees admitted prior to February 1, 1986	\$417.00
For employees admitted on February 1, 1986 through January 31, 1988	\$349.00
For employees admitted on February 1, 1988 and after	\$318.00

State Bar of California - Inactive Members

For all employees	\$50.00
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In 1989, each department may delay reimbursement of the increase in bar dues to no later than August 31, 1989. If you have any questions, please call Diane Hachey at 324-9377 or ATSS 454-9377.



Anita G. Leach, Chief
Benefits Division

AGL:pm

Attachment

ATTACHMENT A

7. Bar Dues/Professional Leave

Beginning with the calendar year 1984, the State shall reimburse the cost of bar dues for each employee for whom bar membership is required as a condition of employment. For all other employees in the unit, the State shall either provide reimbursement for bar dues or one day per calendar year of professional leave without loss of compensation, at the option of the department, which must be requested and approved in the same manner as vacation leave. If the employee is working less than full-time, the bar dues reimbursement or professional leave shall be prorated. Professional leave credit shall not carry over from year to year. This section shall be implemented on a pro rata basis at the department's discretion.

Beginning with the 1988/89 fiscal year, and continuing through June 30, 1991, each employee (except DLC IIs), who receives professional leave under the preceding paragraph, shall be provided with an additional one (1) day of professional leave each fiscal year.

Job related local or specialty bar dues may be reimbursed at each department's discretion for each employee for whom State Bar membership is required as a condition of employment. Any amount to be reimbursed shall be determined by each department. If local or specialty bar dues are reimbursed for less than full-time employees, the reimbursed amount shall be prorated.

In 1989 only, each department may delay reimbursement of the increase in bar dues to no later than August 31, 1989.