

**Department of Personnel Administration
Memorandum**

TO: Personnel Management Liaisons (PML)

SUBJECT: Severance Notice	REFERENCE NUMBER: 2008-002
DATE ISSUED: 01/10/08	SUPERSEDES: 2007-043

This memorandum should be forwarded to:

**Labor Relations Officers
Personnel Officers
Human Resource Managers
State Office / Facility Managers**

FROM: Department of Personnel Administration
Labor Relations

CONTACT: Kristine Rodrigues, Labor Relations Officer
(916) 323-7998
Fax: (916) 322-0765
Email: KristineRodrigues@dpa.ca.gov

On November 30, 2007, the Peace Officers of California ("POC") filed a severance petition with the Public Employment Relations Board (PERB) requesting to remove the peace officers from the California Statewide Law Enforcement Association (CSLEA) Bargaining Unit 7 (Protective Services and Public Safety). The severance petition is for those peace officers as "within the meaning of California Penal Code, Part 2, Title 3, Chapter 4.5 commencing with Section 830".

You are required to follow certain procedures as part of this severance process, including posting the two documents described below in any worksite employing Unit 7 employees. **Please follow these instructions carefully.** Be sure to also remind your excluded employees about the strict neutrality requirements described on page 2.

What You Must Do: You must print the following documents and post them immediately. To access the documents on DPA's Web site, click on the title below:

[Notice of Dills Severance Petition](#)
[Dills Severance Petition](#)

When to post: Immediately. Each document must remain posted for at least **20 calendar days**. When you post the Notice of Dills Severance Petition, you must fill in the date fields for "Date notice was posted" and "This notice must remain posted until." (For example, if the notice is posted December 20, it must remain posted until January 10.)

Where to post: The documents must be posted conspicuously on all employee bulletin boards in each facility where Bargaining Unit 7 peace officer employees work.

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Strict Neutrality Required: The law requires that the Unit 7 severance process be conducted fairly, efficiently, and in full compliance with Public Employment Relations Board (PERB) instructions. All managers, supervisors, and other excluded employees are reminded not to make any statements or otherwise express favoritism or bias toward one organization or another involved in this severance action.

All managers, supervisors, and other excluded employees includes employees who are serving in out-of-class assignments, training, and development assignments or otherwise serving in an "acting" capacity as a manager, supervisor or excluded employee. This includes any employee holding any type of appointment (i.e., permanent, limited term, temporary, probationary, etc.) to a managerial, supervisory or other excluded classification.

/s/Julie Chapman
Deputy Director of Labor Relations

Attachment

NOTICE OF DILLS SEVERANCE PETITION

UNIT: 7 - CSLEA

PERB CASE NUMBER: SA-SV-167-S

DATE NOTICE WAS POSTED: _____

ON _____, A SEVERANCE PETITION WAS FILED WITH THE
(DATE)
PUBLIC EMPLOYMENT RELATIONS BOARD BY THE PETITIONER SHOWN ON THE
REVERSE OF THIS NOTICE.

THE PETITION IS BASED ON THE CLAIM THAT A MAJORITY OF THE EMPLOYEES IN
THE PROPOSED UNIT WISH TO BE REPRESENTED BY THE PETITIONING EMPLOYEE
ORGANIZATION.

SEE THE REVERSE OF THIS NOTICE FOR THE NAMES, ADDRESSES AND TELEPHONE
NUMBERS OF THE EMPLOYER, THE INCUMBENT REPRESENTATIVE, AND THE
PETITIONER.

THIS NOTICE MUST REMAIN POSTED UNTIL: _____

BY: Kristine Rodriguez
(SIGNATURE OF EMPLOYER'S AUTHORIZED AGENT)

PERB Regulation 40210 requires that this Notice be conspicuously posted on all employee bulletin boards in each facility of the employer in which members of the proposed unit are employed. The Notice should be posted as soon as possible but in no event later than 15 days following service of the petition on the employer. The Notice must remain posted for a minimum of 20 days.



DILLS SEVERANCE PETITION

PUBLIC EMPLOYMENT
RELATIONS BOARD
HEADQUARTERS OFFICE

DO NOT WRITE IN THIS SPACE:

Case No.: SA-SV-167-S

Date Filed: 2007 NOV 30 PM 4:44

INSTRUCTIONS: A Dills severance petition must be filed with the PERB Sacramento regional office (address below), and must be accompanied by proof of support of a majority of the employees in the unit claimed to be appropriate. Proper filing includes concurrent service and proof of service of the petition as required by PERB Regulation 40200(e). Attach additional sheets if more space is required.

<p>1. EMPLOYER</p> <p>State of California Department of Personnel Administration 1515 S Street, North Building, Suite 400 Sacramento, CA 95814-7243 (916) 324-0455</p> <p>Employer's agent to be contacted: David Gilb, Director</p> <p>Title: Director of Labor Relations</p> <p>Address and telephone, if different:</p> <p>(916) 324-0455 Ext. _____</p>	<p>2. EXCLUSIVE REPRESENTATIVE OF ESTABLISHED UNIT (Name, address and telephone number)</p> <p>California Statewide Law Enforcement Association (CSLEA)</p> <p>2029 H Street Sacramento, CA 95811</p> <p>(916) 447-5262 Ext. _____</p> <p>Agent to be contacted: Alan Wayne Barcelona</p> <p>Title: President</p> <p>Address and telephone, if different:</p> <p>(916) 447-5262 Ext. _____</p>
<p>3. DESCRIPTION OF PROPOSED UNIT</p> <p>Shall Include: (List each job classification, including the schematic code and class code)</p> <p>All job classifications within Bargaining Unit 07, which are declared by law to be peace officers within the meaning of Calif. Penal Code, Part 2, Title 3, Chapter 4.5, commencing with Section 830. For a list of specific job classifications, schematic code, and class code, which are believed to be peace officers and represent an appropriate community of interest, please see Attachment '3' to this petition.</p> <p>Shall Exclude:</p> <p>Excluded are all job classifications within Bargaining Unit 07 which are NOT declared by law to be peace officers within the meaning of Calif. Penal Code, Part 2, Title 4, Chapter 4.5.</p>	<p>4. TITLE AND NUMBER OF ESTABLISHED UNIT:</p> <p>Bargaining Unit 7, Protective Services and Public Safety</p> <p>5. IF A CURRENT MEMORANDUM OF UNDERSTANDING EXISTS COVERING THE ESTABLISHED UNIT, INDICATE:</p> <p>MOU EFFECTIVE DATE: 07/01/2005</p> <p>MOU EXPIRATION DATE: 06/30/2008</p> <p><input type="checkbox"/> NO MOU IS IN EFFECT</p> <p>6. APPROXIMATE NUMBER OF EMPLOYEES IN THE PROPOSED UNIT:</p> <p>2,200</p>
<p>7. PETITIONER (Name, address and telephone number of employee organization)</p> <p>Peace Officers of California ("POC")</p> <p>P.O. Box 631</p> <p>Sacramento, CA 95812</p> <p>() Ext. _____</p>	<p>Petitioner's agent to be contacted: Joseph W. Rose</p> <p>Title: Attorney</p> <p>Address and telephone, if different:</p> <p>Rose Law Firm, P.C. 2240 East Bidwell Street, Folsom, CA 95630</p> <p>(916) 983-7840 Ext. _____</p>
<p>DECLARATION</p>	
<p>I declare that the statements herein are true to the best of my knowledge and belief, and that this severance petition is accompanied by proof of support of a majority of the employees in the proposed unit.</p> <p>PETITIONER'S AUTHORIZED REPRESENTATIVE: <u></u> (Signature)</p> <p>Title: <u>AGENT</u> Date: <u>November 30</u>, 2007</p>	

Sacramento Regional Office, 1931 18th Street, Suite 102, Sacramento, California 95814-4174

ATTACHMENT 3 TO DILLS SEVERANCE PETITION

CLASSIFICATION	APPOINTING AUTHORITY	SCHEM CODE	CLASS CODE	PENAL CODE SEC.
1 AIRCRAFT PILOT, DEPARTMENT OF JUSTICE	DEPARTMENT OF JUSTICE	OJ79	8330	830.1(b)
2 ARSON AND BOMB INVESTIGATOR	CALIFORNIA DEPT. OF FORESTRY & FIRE PROT.	VY85	8997	830.2(g)
3 ARSON AND BOMB INVESTIGATOR ASSISTANT (A, B)	CALIFORNIA DEPT. OF FORESTRY & FIRE PROT.	VY86	8894	830.2(g)
4 ASSOCIATE CORPORATIONS INVESTIGATOR	DEPARTMENT OF CORPORATIONS	VJ70	8571	830.3(L)
5 CAPTAIN FIREFIGHTER/SECURITY OFFICER	CALIFORNIA DEPT. OF FORESTRY & FIRE PROT.	VZ25	8989	830.2(g)
6 COORDINATOR (FIRE AND RESCUE SERVICES)	OFFICE OF EMERGENCY SERVICES	UG30	8188	830.3(n)
7 COORDINATOR -LAW ENFORCEMENT- O.E.S.	OFFICE OF EMERGENCY SERVICES	UE30	8122	830.3(n)
8 CORPORATIONS INVESTIGATOR (A, B, C)	DEPARTMENT OF CORPORATIONS	VJ72	8570	830.3(L)
9 CRIMINAL INVESTIGATOR, DEPARTMENT OF TOXIC SUBSTANCES CONTROL (A, B, C)	DEPT. OF TOXIC SUBST. CONTR.	VL15	7574	830.3(h)
10 CRIMINAL INVESTIGATOR, EMPLOYMENT DEVELOPMENT DEPARTMENT (A, B, C)	EMPLOYMENT DEVELOPMENT DEPARTMENT	VJ28	7568	830.3(q)
11 DEPUTY STATE FIRE MARSHAL (A, B)	STATE FIRE MARSHALL	VY91	9086	830.3(e)
12 DEPUTY STATE FIRE MARSHALL III (SPECIALIST)	STATE FIRE MARSHALL	VY72	9013	830.3(e)
13 DISTRICT REPRESENTATIVE I, DIV. OF CODES & STANDARDS	DEPT. OF HOUSING AND COMMUNITY DEVELOPMENT	VX92	8958	830.3(j)
14 DISTRICT REPRESENTATIVE II, DIV. OF CODES & STANDARDS	DEPT. OF HOUSING AND COMMUNITY DEVELOPMENT	VX90	8960	830.3(j)
15 EMERGENCY MANAGEMENT COORDINATOR/INSTRUCTOR I, OFFICE OF EMERGENCY SERVICES	OFFICE OF EMERGENCY SERVICES	UH70	2880	830.3(n)
16 EMERGENCY MANAGEMENT COORDINATOR/INSTRUCTOR II, OFFICE OF EMERGENCY SERVICES	OFFICE OF EMERGENCY SERVICES	UH60	2881	830.3(n)
17 EMERGENCY NOTIFICATION CONTROLLER, OFFICE OF EMERGENCY SERVICES	OFFICE OF EMERGENCY SERVICES	UD60	8116	830.3(n)
18 EMERGENCY SERVICES COORDINATOR, OFFICE OF EMERGENCY SERVICES (A, B)	OFFICE OF EMERGENCY SERVICES	UA30	4926	830.3(n)
19 EMERGENCY SERVICES PROJECT SPECIALIST I -VARIOUS PROJECTS	OFFICE OF EMERGENCY SERVICES	UH30	8205	830.3(n)
20 EMERGENCY SERVICES PROJECT SPECIALIST II -VARIOUS PROJECTS	OFFICE OF EMERGENCY SERVICES	UH20	8206	830.3(n)
21 EMERGENCY SERVICES PROJECT SPECIALIST III -VARIOUS PROJECTS	OFFICE OF EMERGENCY SERVICES	UH10	8207	830.3(n)
22 FIRE FIGHTER	CALIFORNIA DEPT. OF FORESTRY & FIRE PROT.	VZ30	8979	830.2(g)
23 FIRE SERVICE TRAINING SPECIALIST (A, B)	CALIFORNIA DEPT. OF FORESTRY & FIRE PROT.	VE85	9087	830.2(g)
24 FIRE SERVICE TRAINING SPECIALIST III	CALIFORNIA DEPT. OF FORESTRY & FIRE PROT.	VZ70	9090	830.2(g)
25 FIREFIGHTER/SECURITY OFFICER	CALIFORNIA DEPT. OF FORESTRY & FIRE PROT.	VZ35	8990	830.2(g)
26 FISH AND GAME LIEUTENANT (SPECIALIST)	DEPARTMENT OF FISH & GAME	VB80	8005	830.2(e)
27 FISH AND GAME WARDEN (A, B)	DEPARTMENT OF FISH & GAME	VB90	8421	830.2(e)
28 FISH AND GAME WARDEN CADET	DEPARTMENT OF FISH & GAME	VB94	8486	830.2(e)
29 FOOD AND DRUG INVESTIGATOR (A, B)	DEPARTMENT OF HEALTH SERVICES	VX20	1589	830.3(f)
30 FOOD AND DRUG PROGRAM SPECIALIST	DEPARTMENT OF HEALTH SERVICES	VW60	9028	830.3(f)
31 HOSPITAL POLICE OFFICER	DEPTS. OF MENTAL HEALTH & DEVELOPMENTAL SVCS.	VC48	1937	830.38
32 INVESTIGATION SPECIALIST I, FRANCHISE TAX BOARD (A, B)	FRANCHISE TAX BOARD	JI79	8593	830.3(s)
33 INVESTIGATION SPECIALIST II (TECHNICAL), FRANCHISE TAX BOARD	FRANCHISE TAX BOARD	JI75	8591	830.3(s)
34 INVESTIGATOR ASSISTANT	VARIOUS	VJ25	8554	830.3(a), 830.3(d), 830.3(h)
35 INVESTIGATOR I, ALCOHOLIC BEVERAGE CONTROL (A, B)	ALCOHOLIC BEVERAGE CONTROL	VP82	7554	830.2(h)
36 INVESTIGATOR I, FAIR POLITICAL PRACTICES COMMISSION	SECRETARY OF STATE	VK30	8763	830.30
37 INVESTIGATOR II, ALCOHOLIC BEVERAGE CONTROL	ALCOHOLIC BEVERAGE CONTROL	VP81	7555	830.2(h)
38 INVESTIGATOR II, FAIR POLITICAL PRACTICES COMMISSION	SECRETARY OF STATE	VK20	8764	830.30
39 INVESTIGATOR III (SPECIALIST), FAIR POLITICAL PRACTICES COMMISSION	SECRETARY OF STATE	VK60	8761	830.30
40 INVESTIGATOR TRAINEE, ALCOHOLIC BEVERAGE CONTROL	ALCOHOLIC BEVERAGE CONTROL	VP83	7553	830.2(h)
41 INVESTIGATOR, DEPARTMENT OF MOTOR VEHICLES (A, B, C)	DEPARTMENT OF MOTOR VEHICLES	VI20	8538	830.3(c)
42 LABOR STANDARDS INVESTIGATOR	DEPT. OF LABOR STANDARDS ENFORCEMENT	WQ21	9506	830.3(g)
43 LIFEGUARD	DEPARTMENT OF PARKS & RECREATION	BS40	992	830.2(f)
44 LOTTERY AGENT	CALIFORNIA STATE LOTTERY	VJ57	8602	830.3(p)
45 MUSEUM SECURITY OFFICER	CALIFORNIA SCIENCE CENTER	VC90	1992	830.3(r)
46 PEACE OFFICER I, DEVELOPMENTAL CENTER	DEPT. OF DEVELOPMENTAL SERVICES	VC50	1954	830.38
47 PIPELINE SAFETY ENGINEER	OFFICE OF EMERGENCY SERVICES	VY61	2278	830.3(n)

48 SECURITY OFFICER I, DEPARTMENT OF JUSTICE
 49 SENIOR FOOD AND DRUG INVESTIGATOR
 50 SENIOR SPECIAL INVESTIGATOR, DEPTS. OF MENTAL HEALTH & DEVELOPMENTAL SERVICES
 51 SERGEANT, STATE FAIR POLICE
 52 SPECIAL AGENT SUPERVISOR, DEPARTMENT OF JUSTICE
 53 SPECIAL AGENT TRAINEE, DEPARTMENT OF JUSTICE
 54 SPECIAL AGENT, DEPARTMENT OF JUSTICE (A, B, C)
 55 SPECIAL INVESTIGATOR I (A, B)
 56 SPECIAL INVESTIGATOR I, DEPTS. OF MENTAL HEALTH & DEVELOPMENTAL SVCS. (A, B)
 57 STATE FAIR POLICE OFFICER
 58 STATE FAIR POLICE OFFICER (SEASONAL)
 59 STATE FIRE MARSHAL TRAINEE
 60 STATE PARK CADET (LIFEGUARD)
 61 STATE PARK RANGER (A, B)
 62 STATE PARK RANGER CADET
 63 STATE PARK RANGER -INTERMITTENT
 64 SUPERVISING MUSEUM SECURITY OFFICER
 65 WARDEN-PILOT DEPARTMENT OF FISH AND GAME

DEPARTMENT OF JUSTICE	VC72	1960	830.1(b)
DEPARTMENT OF HEALTH SERVICES	VW80	9039	830.3(f)
DEPTS. OF MENTAL HEALTH & DEVELOPMENTAL SVCS.	VI92	8558	830.3(h)
CALIFORNIA EXPOSITION & STATE FAIR	VC62	1946	830.2(i)
DEPARTMENT OF JUSTICE	VG45	8524	830.1(b)
DEPARTMENT OF JUSTICE	VG15	8514	830.1(b)
DEPARTMENT OF JUSTICE	VG25	8482	830.1(b)
VARIOUS	VJ11	8553	830.3(a), 830.3(d), 830.3(h), 830
DEPTS. OF MENTAL HEALTH & DEVELOPMENTAL SVCS.	VJ12	8557	830.3(h)
CALIFORNIA EXPOSITION & STATE FAIR	VC64	1945	830.2(i)
CALIFORNIA EXPOSITION & STATE FAIR	VC66	1949	830.2(i)
STATE FIRE MARSHALL	VY87	8980	830.3(e)
DEPARTMENT OF PARKS & RECREATION	BS42	1916	830.2(f)
DEPARTMENT OF PARKS & RECREATION	BR70	983	830.2(f)
DEPARTMENT OF PARKS & RECREATION	BR78	1915	830.2(f)
DEPARTMENT OF PARKS & RECREATION	BR72	984	830.2(f)
CALIFORNIA SCIENCE CENTER	VC85	1988	830.3(r)
DEPARTMENT OF FISH & GAME	VB40	8410	830.2(e)

ATTACHMENT TO DILLS SEVERANCE PETITION

1. Nearly 20 years ago a previous severance attempt was made that was opposed by the state, because the new proposed unit didn't contain all categories of peace officers. In this petition we have remedied that and have a clear shared community of interest.
2. At the time of the last severance attempt the bargaining unit had never been without a contract, since then BU7 has been without a contract nearly half the time.
3. Since Pete Wilson was Governor BU7 has turned down blanket pay increases for peace officers because the non-sworn weren't offered the same percentage increases.