



Side Letter of Agreement  
Service Employees International Union, Local 1000  
Bargaining Unit 1

Date: **April 8, 2022**

This Agreement is a Side Letter to the current Memorandum of Understanding (MOU) dated January 2, 2020 through June 30, 2023 between Service Employees International Union, Local 1000 (Union) and the State of California (State).

With respect to the Actuary Series reclassification and consolidation, the Union and the State do hereby agree as follows:

**Proposal No. 4**

**SALARIES**

- A.) For anniversary date calculations, merit salary adjustments, and salary increases resulting from reallocations, entrance rate and salary rules shall apply.
- B.) Secondary movement, based on departmental review, shall be effective the same effective date of the initial placement.
- C.) The effective date of initial placement will be the first day of the pay period following State Personnel Board approval.

**ACTUARY SERIES INCENTIVE AWARD PROGRAM TASKFORCE**

- A.) Within sixty (60) days of the first day following the pay period of the State Personnel Board's approval, the State and the Union shall convene a taskforce to study the feasibility of an Incentive Award Program for the Actuary classification series. The State and the Union shall have an equal number of participants, not to exceed five (5), unless otherwise mutually agreed to. The State and Union shall each designate a chair. Taskforce members shall serve without loss of compensation. The taskforce will meet every other month through December 2022, upon which any agreed recommendations will be

made by the Taskforce to CalHR. Meeting frequency can change upon mutual agreement of the chairs. The scope of the taskforce is to study and develop a recommendation regarding an Incentive Award Program for the Actuary classification series that benefits the State and the employees. Each agenda shall be mutually determined prior to each meeting, but normally no less than five (5) business days before the meeting.

**CLASSIFICATIONS OUTSIDE ACTUARY SERIES PERFORMING ACTUARIAL DUTIES**

- A.) The following departments: (CalPERS, CalSTRS, CDI, DHCS, DMHC, and SCIF), agree to review their current non-actuarial classifications who work in actuarial offices, to determine any misallocations in relation to the newly created Actuarial Analyst, Actuarial Senior Analyst, Actuary, or Actuary Senior classifications.


**APPEAL AND DISPUTE RESOLUTION PROCESS**

- A.) Any disputes regarding out of class or misallocation shall be filed in accordance with 14.2 of the MOU.

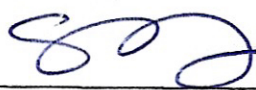
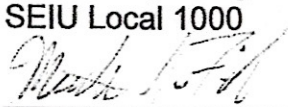
**CONSOLIDATION PACKAGE**

- B.) The State and the Union agree to jointly support the consolidation package at the State Personnel Board.

FOR THE STATE:

 Date 4/13/2022  
Brian Lin Walsh  
Labor Relations Officer  
California Department  
of Human Resources

FOR THE UNION:

 Date 4/13/22  
Susan Rodriguez  
Chair, Bargaining Unit 1  
SEIU Local 1000  
 Date 4/13/22  
Matt Fisher  
Staff, Contract Department  
SEIU Local 1000



CURRENT									PROPOSED				Immediate Impact				
CBID	# of filled positions	class code	class title	salary range	WWG	salary (min)	salary (max)	pay diff	CBID	class code	class title	salary range	WWG	salary (min)	salary (max)	difference (min)	difference (max)
R01	0	5509	Actuarial Ass	A	2	\$4,370	\$4,967		R01	5552	Actuarial And	A	2	\$4,509	\$5,374	3.2%	8.2%
R01	0	5509	Actuarial Ass	B	2	\$4,509	\$5,374		R01	5552	Actuarial And	A	2	\$4,509	\$5,374	0.0%	0.0%
R01	2	5509	Actuarial Ass	C	2	\$5,406	\$6,444		R01	5552	Actuarial And	B	2	\$5,406	\$7,402	0.0%	14.9%
R01	7	5552	Actuarial Ass		2	\$6,191	\$7,749		R01	5552	Actuarial And	C	2	\$6,191	\$8,131	0.0%	4.9%
R01	23	5632	Senior Actua		E	\$6,801	\$8,514		R01	5632	Actuarial Senior Analyst		E	\$6,801	\$8,935	n/a	4.9%
S01	5	5633	Supervising /		E	\$7,194	\$8,939		S01	5633	Actuarial Analyst Supervis		E	\$7,194	\$9,386	0.0%	5.0%
R01	8	6089	Associate Li	A	E	\$9,902	\$12,401		R01	5436	Actuary	A	E	\$9,902	\$12,401	0.0%	0.0%
R01	1	5436	Associate Pe		E	\$9,867	\$12,356		R01	5436	Actuary	A	E	\$9,902	\$12,401	0.4%	0.4%
R01	1	6087	Associate Ce	A	E	\$9,902	\$12,401		R01	5436	Actuary	A	E	\$9,902	\$12,401	0.0%	0.0%
						\$0	\$0		R01	5436	Actuary	B	E	\$10,793	\$13,145	NEW	NEW
R01	16	5461	Senior Pens		E	\$11,976	\$14,994		R01	5461	Actuary Senior		E	\$11,976	\$14,994		
R01	13	6086	Senior Life A	A	E	\$10,791	\$13,509	318	R01	5461	Actuary Senior		E	\$11,976	\$14,994	11.0%	11.0%
R01	10	6085	Senior Casu	A	E	\$10,791	\$13,509	318	R01	5461	Actuary Senior		E	\$11,976	\$14,994	11.0%	11.0%
S01	1	6084	Supervising I		E	\$12,430	\$15,487		S01	5490	Actuary Supervisor		E	\$12,634	\$15,742	1.6%	1.6%
S01	3	5490	Supervising I		E	\$12,634	\$15,742		S01	5490	Actuary Supervisor			\$12,634	\$15,742	0.0%	0.0%

Proposed salaries for the established Actuary Series effective the first day of the pay period following State Personnel Board approval.

State

Union

Brian Lin Wash  
Labor Relations Officer, CalHR

4/13/2022

Susan Rodriguez  
Chair, Bargaining Unit 1, SEIU Local 1000

800 4/13/22

Matt Fisher  
Staff, Contracts Department, SEIU Local 1000

4/13/22