

PROPOSED SALARY ADJUSTMENTS FOR JULY 01, 2005 THRU JUNE 30, 2008

CLASSIFICATION	CONTRACT TERMS					TOTAL
	EXISTING	WITH NEW ADJUSTMENTS				
		JULY 2006	JANUARY 2007	JULY 2007	JANUARY 2008	
Special Agent - DOJ Park Ranger Fish & Game Warden	<u>JANUARY 2007</u> 5% STEP	3.5% COLA 6.5% EQUITY			10% STEP	25%
CHP-Public Safety Dispatcher Communications Operators	<u>JULY 2005</u> 10% STEP	3.5% COLA	6.5% LMA	10% STEP		30%
<u>Specified DOJ Non Sworn Classes:</u> Criminalists, Photo Electronic Spec, Latent Print Analysts, Questioned Document Examiners	<u>JULY 2006</u> 5% STEP	3.5% COLA		5% STEP 2 - 4% COLA		15.5 - 17.5 %
All other PO/FF	<u>JANUARY 2007</u> 5% STEP	3.5% COLA		2 - 4% COLA	5% STEP	15.5 - 17.5%
Program Reps	<u>JANUARY 2006</u> 5% STEP	3.5% COLA		2 - 4% COLA		10.5 - 12.5%
Other Non-Sworn	0	3.5% COLA \$1,000 BONUS* <i>* To be given 90 days after enactment by the legislature.</i>		2 - 4% COLA		5.5 - 7.5% \$1000 BONUS

STEP - ADDITIONAL STEP(S) TO SALARY SCALE LMA - LABOR MARKET ADJUSTMENT COLA - COST OF LIVING ADJUSTMENT

**CAUSE Statewide Law Enforcement Association
Benefit Comparison**

**COBEN Rates Current Contract:
85/80 fixed with no new increases**

	January 1, 2006	January 1, 2007	January 1, 2008
1 Party	\$365	\$365	\$365
2 Party	\$696	\$696	\$696
3 Party	\$906	\$906	\$906

**COBEN Rates Proposed Agreement
80/80 fixed with the formula equivalent increase each year
(2008 rates are estimated on a 12% growth)**

	January 1, 2006	January 1, 2007	January 1, 2008 (Estimated)
1 Party	\$365	\$381	\$425
2 Party	\$696	\$748	\$833
3 Party	\$906	\$978	\$1089

State's proposal increases the *employer* share January 1, 2007 and 2008 equivalent to the 80/80 formula. The employer portion of the Coben contribution raises \$16/\$52/\$72 per month (pretax dollars) in 2007 and estimated as \$60/\$137/\$183 per month in 2008. This is more than the existing agreement which does not provide any adjustments to the employer share, requiring the employee to pick up the entire health care increases.

SUMMARY OF TENTATIVE AGREEMENT

Article	Change(s)
Article 7.6 - Overtime Compensation	Corrects typo - no substantive change
Article 7.26 - Mandatory and Voluntary Overtime - CHP	Incorporates side letter which addresses how voluntary/mandatory OT is assigned
9.6 - Jury Duty	Corrects typo - no substantive change
9.20 - Family Medical Leave Act (FMLA)	Corrects typo - no substantive change
10.1A - Consolidated Benefits (CoBen)	Effective 1/1/07 - changes employer health benefit contribution to fixed amount equal to 80% of weighted average; coverage is extended effective 1/1/08
10.1G - Lifeguard II (Seasonal) - Health Benefits	NEW - Requires parties to meet and establish criteria for entitlement for health care benefits for a maximum of ten (10) positions
11.6 - State Safety Member Retirement Plan	Employees hired after 1/1/07 will be subject to highest three (3) consecutive year average for final compensation - preserves single highest year for employees hired prior to effective date
11.7 - State Miscellaneous "2% @55 First Tier Retirement Formula	Employees hired after 1/1/07 will be subject to highest three (3) consecutive year average for final compensation - preserves single highest year for employees hired prior to effective date
12.1 - Business and Travel Expense	Increases mileage reimbursement to Federal Standard Mileage Rate
13.3 - Physical Fitness Incentive Program	Clean up language - clarifies all PO/FF (with exception of Fish & Game) eligible for incentive
18.18 - State Lands Meet and Confer	Deletes outdated provision
19.1 - Salaries	Increases reflected on attached spread sheet
20.2 - Duration	Extends expiration of agreement to 6/30/08
20.4 - Miscellaneous Agreements	Requires parties to seek update of classification titles for Lifeguard and Ranger
Side Letter #8 - Dependent Care	Deletes expired program