

ARTICLE 20

SALARY

- 20.1 **Prior to implementation of Provision 20.X1** the salary schedule for bargaining unit employees in Units 2, 5, 7, and 9 shall be found in Appendix E and incorporated in this Agreement by reference. **Effective October 1, 2025, assuming the contingency in Provision 20.X1 is met, the salary schedule that pertains to bargaining unit employees in Units 2, 5, 7, and 9 shall be the schedule found in Appendix P1 of this Agreement as modified by mutual agreement.**

- 20.2 **Prior to implementation of 20.X1, an employee shall continue to be assigned a salary rate within the salary range or sub-range appropriate to the employee's classification. After implementation, employees shall always be placed on a step appropriate to their classification. The Service Salary Increase (SSI) maximum rate shall be eliminated.**

- 20.3 Employee compensation programs, including the General Salary Increase (GSI), **the Salary Structure Adjustment (SSA) and Step Progression the Merit Salary Increase (MSI), and the Market Salary Adjustment (MSA),** shall be implemented only in fiscal years in which the parties expressly agree to such programs or agree to provide increases in such programs. **There are no SSAs during the term of this Agreement. There are no Step Progressions during the term of this Agreement except those provided pursuant to 20.22 below.**

General Salary Increase

20.4 General Salary Increase (GSI):

- a. **For fiscal year 2023/2024, effective July 1, 2023, assuming the parties reach a tentative agreement on all open articles by November 1, 2023, all bargaining unit employees in active pay status (or on leave) as of October 31, 2023 shall receive a GSI of five percent (5%).**

The open range salary scale minimums and maximums for all classifications shall be increased by the amount of the GSI.

If the CSU agrees to provide another CSU bargaining unit with a General Salary Increase in excess of 5% for fiscal year 2023-24, then the Union may request to re-open negotiations on Provision 20.4 a. for fiscal year 2023-24. The request must be made within 60 days of final ratification of such an agreement. A General Salary Increase is understood to be an

TA for CSU
10/11/2023

TA for union
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Don Moreno
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across-the-board percentage increase, in the same amount, for all employees in that bargaining unit. If the parties cannot reach an agreement regarding the reopener and after the parties complete the statutory impasse procedures under HEERA, Article 6 (Concerted Activities) shall be suspended.

- b. For fiscal year 2024/2025, effective July 1, 2024, all bargaining unit employees in active pay status (or on leave) as of that date shall receive a GSI of five percent (5%).

The open range salary scale minimums and maximums for all classifications shall be increased by the amount of the GSI.

The 2024/2025 GSI is contingent upon the State of California's final Budget Act of 2024 containing a new, unallocated, ongoing appropriation to the CSU not less than the 2023 compact allocation of \$227 million. While the multi-year compact for 2024 calls for a 5% increase over the 2023 allocation, the 2023 allocation amount will be used for this contingency. The final Budget Act of 2024 has an expected enactment date between June 27, 2024, and September 30, 2024.

If the above contingency is not met then the Union and CSU shall re-open negotiations on Article 20 (Salary - including salary in 2024/2025 and 2025/2026) and Article 21 (Benefits).

If the CSU agrees to provide another CSU bargaining unit with a General Salary Increase in excess of 5% for fiscal year 2024-25, then the Union may request to re-open negotiations on Provision 20.4 b. for fiscal year 2024-25. The request must be made within 60 days of final ratification of such an agreement. A General Salary Increase is understood to be an across-the-board percentage increase, in the same amount, for all employees in that bargaining unit. If the parties cannot reach an agreement regarding the reopener and after the parties complete the statutory impasse procedures under HEERA, Article 6 (Concerted Activities) shall be suspended.

All employees in the bargaining unit shall receive a General Salary Increase (GSI) as follows:

- ~~a. For fiscal year 2022/2023, effective July 1, 2022, all bargaining unit employees in active pay status (or on leave) as of that date shall receive a General Salary Increase (GSI) of seven percent (7%).~~

~~Employees will be eligible for an additional one percent (1%) for a total of eight percent (8%), depending on the State budget allocation to the CSU.~~

~~A calculation will be conducted based on the State of California's final Budget Act of 2022, which has an expected enactment date between June 27, 2022, and September 30, 2022. This calculation will determine the new, unallocated, ongoing funding for the CSU from the State.~~

~~If the new, unallocated, ongoing funding from the State for fiscal year 2022/2023 is increased to \$300,000,000 or more, then a one percent (1%) GSI will be added to the seven percent (7%) increase set forth above for a total of an eight percent (8%) increase effective July 1, 2022.~~

- ~~b. For fiscal year 2023/2024, the Union shall have the option to re-open negotiations on Article 20 and Article 21 (Salary and Benefits) by providing a written request to the CSU after the Governor has released the 2023/2024 May Revision, but prior to July 31, 2023.~~

~~If the parties cannot reach an agreement regarding the 2023/24 reopener and after the parties complete the statutory impasse procedures under HEERA, Article 6 (Concerted Activities) shall be suspended.~~

~~Salary scale maximums and minimums for all classifications shall be increased by the amount of the General Salary Increases. These changes will be effective as of the date of the General Salary Increase in each fiscal year of this Agreement.~~

~~Upon ratification of this Agreement, CSU will work with the State Controller's Office to undertake the processing necessary to implement the terms of this Agreement in as timely a manner as possible.~~

20.X1

Effective October 1, 2025, the CSU will transition employees to a new salary step structure as outlined in Appendix P1 as modified by mutual agreement.

- A. Assuming that the below contingency is met, employees will be placed on a step corresponding to the highest of the following:

1. The salary step that corresponds to the employee's cumulative length of service in their current classification at their current campus (Target Step). Cumulative length of service is defined in the related

MOU. The placement shall be consistent with the chart in Appendix P2. Employees moved to a new classification, as a result of the new classification standards covered in the related MOU, shall retain their cumulative length of service from their prior classification.

2. The closest (higher) salary step to their current salary.

3. Current pay rate for any employee whose current salary is higher than the top step of their classification.

B. If the below contingency is not met, then employees will be placed on the closest (higher) salary step to their current salary, and the union and CSU shall re open negotiations on Article 20 (Salary) and Article 21 (Benefits).

Placement on the Target Step of the new salary structure is contingent upon the State of California's final Budget Act of 2025 containing a new, unallocated, ongoing appropriation to the CSU not less than the 2023 compact allocation of \$227 million. While the multi-year compact for 2025 calls for a 5% increase over the 2024 allocation, the 2023 allocation amount will be used for this contingency.

The final Budget Act of 2025 has an expected enactment date between June 27, 2025, and October 15, 2025.

Salary Structure Adjustment (SSA)

20.X2 An SSA is a percentage increase applied to all steps within a classification.

Step Progression

20.X3 Step Progression is the movement from an employee's current salary step to a higher salary step. To be awarded a Step Progression, an employee must have received a final performance evaluation with an overall rating of satisfactory or better. If their most recent final performance evaluation is more than 12 months old, they shall receive the step progression.

Recognition Bonus

20.5 A one-time payment of \$3500 shall be provided to each bargaining unit employee with a 1.0 timebase or greater who is in active pay status (or on leave)

~~as of the date of ratification of this agreement. Payments will be pro-rated for employees who are less than a 1.0 timebase on the date of ratification. For hourly intermittent employees, the formula for determining the pro-rata amount is as follows:~~

- ~~■ Determining the FTE: The total number of hours worked by the employee for the six pay periods prior to the date of ratification divided by the number of total work hours in the six-month period of time shall equal FTE for six-month period.~~
- ~~■ Determining the Payment Amount: The \$3500 one-time payment is then pro-rated based on the FTE determined by the formula above.~~

~~Rehired annuitants are not eligible for the one-time payment pursuant to California Government Code 21224 and CalPERS determination of the law.~~

Shift Differential

- 20.6 An eligible employee who is assigned by the Appropriate Administrator to work and works four (4) or more hours between 6 p.m. and midnight (exclusive of overtime) shall be paid a shift differential of one dollar and thirty-five cents (\$1.35) per hour for the employee's entire shift.
- 20.7 An eligible employee who is assigned by the Appropriate Administrator to work and works four (4) or more hours between midnight and 6 a.m. (exclusive of overtime) shall be paid a shift differential of two dollars and thirty cents (\$2.30) per hour for the employee's entire shift.
- 20.8 An eligible employee who is assigned by the Appropriate Administrator to work and works a shift that begins between 6 p.m. and midnight and continues for at least four (4) hours beyond midnight shall be paid a shift differential in accordance with provision 20.7. Such hours shall be exclusive of overtime.
- 20.9 An eligible employee who is assigned by the Appropriate Administrator to work and works a shift that includes hours between 6 p.m. and 6 a.m. but is not assigned enough hours to qualify for the shift differential described in provisions 20.6, 20.7, or 20.8 above shall receive:
- a. A shift differential of one dollar and thirty-five cents (\$1.35) per hour for all hours worked between 6 p.m. and midnight.
 - b. A shift differential of two dollars and thirty cents (\$2.30) per hour for all hours worked between midnight and 6 a.m.
- 20.10 All non-exempt employees who are assigned by the Appropriate Administrator to work and works a shift as defined in provisions 20.6, 20.7 and 20.8 are eligible to receive a shift differential.

20.11 Employees regularly assigned by the Appropriate Administrator to work a shift eligible for shift differential shall receive the shift differential while on vacation, sick leave, holidays, and other paid time off.

Pay Plans

20.12 Probationary, permanent, and temporary employees with an appointment in 12 month increments shall be eligible to request participation in the 10/12 or 11/12 pay plan. The assignment of an eligible employee into the 10/12 or 11/12 pay plan and the yearly schedule shall be by mutual agreement of the Appropriate Administrator and the employee. Employees shall have the ability to request participation in the 10/12 or 11/12 pay plan for a period of twelve consecutive (12) months, with a right to return to the 12/12 plan, if specified in that request to participate. Employees can request to renew an appointment to the 10/12 pay plan or 11/12 pay plan on an annual basis. Final approval by the President is required prior to employee participation in the 10/12 or 11/12 pay plan.

20.13 A 10/12 or 11/12 pay plan yearly schedule shall provide that the appropriate period of time in work status and non-work status shall be scheduled within one (1) year.

20.14 A yearly schedule for an employee in the 10/12 pay plan program shall normally be five (5) consecutive pay periods in work status, followed by one (1) pay period in non-work status, or ten (10) consecutive pay periods in work status, followed by two (2) consecutive pay periods in non-work status. A yearly schedule for an employee in the 11/12 pay plan program shall normally be eleven (11) consecutive pay periods in work status followed by one (1) pay period in non-work status.

20.15 Variations of a normal yearly schedule may be approved by the President, except that a variation of a normal yearly schedule shall not provide for a period of time in non-work status that requires advance payment of salary. Variations may include, but shall not be limited to, a movement from work status to non-work status at times other than the beginning of a pay period or patterns other than the normal yearly schedule, such as "6-1:4-1" or "7-1:3-1." Some variations of a normal yearly schedule may require delayed adjustments in salary payments.

20.16 Withdrawal from participation in the 10/12 or 11/12 pay plan and return to a twelve (12) month annual work year may be requested by an employee in accordance with campus procedures. The Appropriate Administrator may request an employee on the 10/12 or 11/12 pay plan return to a twelve (12) month annual work year. In both instances, the employee and the Appropriate Administrator shall attempt to reach mutual agreement regarding the request. In the absence of mutual agreement, the President shall make a final determination as to the approval or denial of such requests. The President may return an employee to a twelve (12) month annual work year. When the employee's request to return to a twelve (12) month annual work year is approved, the employee shall be returned to the twelve (12) month annual work year within three (3) months of the approval. When the University determines the employee should be returned to a twelve (12) month annual work year, the employee shall be provided written notice three (3) months prior to such a return.

- 20.17 An employee participating in the 10/12 or 11/12 pay plan shall receive their (10 month or 11 month) annual salary in twelve (12) salary warrants and appropriate benefits on a twelve (12) month basis.
- 20.18 An employee on the 10/12 or 11/12 pay plan shall accrue sick leave, vacation, and seniority during the full twelve (12) month period. An employee on the 10/12 or 11/12 pay plan who is not in work status on the day a holiday is officially observed shall not be entitled to the holiday.
- 20.19 Ten (10) or eleven (11) months of service by an employee in the 10/12 or 11/12 pay plan shall constitute one (1) year of service for employment status matters, Merit Salary Increase, and retirement.
- 20.20 Approval or denial by the President of employee requests pursuant to provisions 20.12 and 20.16 shall be based on operational need and shall not be unreasonably denied. This provision shall not be subject to the Grievance Procedure.
- 20.21 Employees in classifications listed in Appendix A as 10-month employees may request conversion to the 10/12 Pay Plan.

Merit Salary Additional Increases

- 20.22 Campuses may award salary increases or one-time bonuses for any reason, from campus funds, at any time. These awards may also be requested by the employee. However, in no case may an additional increase cause an employee's salary rate to exceed the maximum of the range on the salary schedule or top step of the employee's classification. Such awards are solely at the discretion of the President and shall not be subject to the Grievance Procedure.
- a. ~~A Merit Salary Increase (MSI) is movement within a salary range, or one-time bonus per provision 20.22(e), based upon an overall annual job performance rating of satisfactory, its equivalent, or better. An overall rating is a comprehensive rating based on a review of all performance categories.~~
- b. ~~Employees with an overall rating below satisfactory, or its equivalent, or less than twelve (12) months of campus service as of July 1 of the effective year, shall not be eligible. An MSI shall be based upon the most recent fiscal year performance evaluation or the most recent annual performance evaluation in accordance with campus policy.~~
- c. ~~Each employee shall receive a performance evaluation in accordance with Article 10, Employee Performance. This procedure does not require campuses to modify existing performance evaluation forms unless~~

~~existing forms do not have an overall rating. In such cases an overall rating must be determined and added or attached to the performance evaluation form. Existing annual performance evaluations and overall ratings contained in the official personnel file shall remain unchanged except with the addition of an overall rating where none exists. No employee's overall performance rating shall be changed after it has been presented to the employee for signature.~~

- d. ~~An employee whose performance has been rated overall as satisfactory, or its equivalent, shall receive an increase to the base salary, and/or a~~

~~one-time bonus per provision 20.22(c). An employee whose performance has been rated overall as above satisfactory shall receive an increase in excess of the amount of the increase awarded to satisfactory performance. The amount of increase and/or bonus shall be determined by the President, the President's designee or other Appropriate Administrator. All CSUEU-represented employees rated at the same level of overall performance on the same campus shall receive the same amount of increase, rounded to the nearest whole dollar. This increase shall be an increase to the employee's base salary, except for those employees at the top of the salary range as described in provision 20.22(c). In no event shall an MSI increase cause an employee's salary rate to exceed the maximum of the range.~~

- ~~e. In cases where a bargaining unit employee has reached the top of the classification salary range or sub-range in the salary schedule in Appendix E, the amount of increase for an MSI shall be only in the form of a lump sum bonus based on the annual gross earnings and shall not be an increase to the base salary.~~
- ~~f. Funds shall be proportionally allocated to individual campuses based upon the salary base of CSUEU-represented employees on each campus. MSI total settlement cost funds may be augmented with campus funds. The effective date for an MSI shall be July 1 of the fiscal year. To be eligible, an employee must be on the payroll as of July 1 of the fiscal year and actively employed at the time the awards are distributed. An MSI provided with campus funds may be effective at any time.~~
- ~~g. Funds allocated to the MSI program on a campus shall be distributed on a pro-rata basis, by CSUEU bargaining unit, so that each unit receives the same pool of funds when measured by a percentage of salary increase.~~
- ~~h. The decision of the President, the President's designee, or other Appropriate Administrator as to who is to receive an MSI and the amount for each performance rating level of the MSI shall not be subject to Article 7, Grievance Procedure. Performance evaluations shall not be subject to Article 7, Grievance Procedure, unless the grievant alleges the procedures in the provisions of Article 10 or this Section have been violated, misinterpreted, or misapplied.~~

Bonus Plans

20.23

A bonus is a lump sum payment that is not a permanent increase to the base salary of the individual and may be granted at the discretion of the President. A bonus may be awarded at any time and may be used for a variety of salary adjustments including, but not limited to the following:

- a. Performance recognition of a bargaining unit employee shall be in the form of a bonus, in the case of bargaining unit members who have reached the top of their classification salary range or sub-range in the salary schedule in Appendix E. These bonuses shall be from campus funds. Prior to issuing any bonus awards under this section, the performance criteria must be written and made known to employees prior to the performance period.
- b. A recruitment bonus may be offered to a candidate as an inducement to commit to employment with the CSU. If the candidate does not complete the probationary period, the bonus must be returned to the CSU.
- c. A retention bonus may be awarded to an employee for staying with the CSU and who is in a position in a classification that is critical to the ongoing operations of the CSU, or is in short supply in the labor market, and/or is a difficult to recruit for classification. The requirements for the retention bonus must be in writing. The minimum time period that an employee must commit to stay with the CSU in order to receive a retention bonus is twelve (12) months.
- d. A critical skills bonus may be awarded to an employee who possesses and uses skills that are necessary and critical to the ongoing operations of the CSU. The employee must be actively using the skills in order to receive the bonus.
- e. An individual or group performance bonus may be awarded for exceptional performance and/or in recognition of additional workload. Prior to issuing an award under this provision, the performance criteria must be written and made known to employees prior to the performance period.
- f. The decision of the President, made in accordance with this provision, regarding the award of a bonus shall be final and shall not be subject to Article 7, Grievance Procedure.
- g. The bonuses in sub-provisions (a) through (e) shall be campus funded.

20.24 For non-exempt employees, all bonus awards must be based on a percentage of the annual gross salary.

In-Range Progression

- 20.25 a. An increase within a salary range for a single classification or within a sub-range of a classification with skill levels is referred to as an In-Range Progression. When the President, the President's designee, or Appropriate Administrator determines that an in-range progression should occur, the salary shall increase by at least three percent (3.0%).
- b. An in-range progression may be granted for reasons that include, but are not

limited to:

- Assigned application of new or enhanced skill(s);
 - Retention;
 - Equity;
 - Performance;
 - Out-of-classification work that does not warrant a reclassification;
 - Increased workload;
 - New lead work or new project coordination functions given to an employee on an on-going basis by an Appropriate Administrator where the classification standard/series do not specifically list lead work as a typical duty or responsibility; and,
 - Other salary related criteria.
- c. Where an employee has been notified in writing that the employee's in-range progression was denied solely due to a lack of funds, upon the employee's request, the employee's in-range progression application shall be re-evaluated in the following fiscal year.
- d. A request for an in-range progression review may be submitted by the employee or manager. A management initiated request for an in-range progression may cover more than one employee. Employee initiated in-range progression requests shall be submitted to the Appropriate Administrator before being forwarded to Human Resources. An employee shall not submit a request for an in-range progression prior to twelve (12) months following receipt of a response to any prior in-range progression requests. If an administrator has not forwarded the request to Human Resources within thirty (30) days, the employee can file the request directly with Human Resources.
- e. In-range progression review of employee requests shall be completed within ninety (90) days after the request is received in Human Resources. If an employee receives a denial of request for an In-range Progression under this Article, then the campus shall provide the employee with a written reason for the denial.
- f. Each campus shall develop guidelines and procedures for an in-range progression consistent with this Article.
- The decision of the President, made in accordance with this provision, regarding the award of an in-range progression shall be final and shall not be subject to either Article 7, Grievance Procedure or Article 8, Complaint Procedure.
- g. Funds for in-range progression may come from campus funds, and/or total

settlement costs resulting from bargaining between the parties on salary matters.

- h. No in-range progression request shall be accepted after December 31, 2024. All in-range progression requests submitted by December 31, 2024 shall be processed.**

- i. Provision 20.25 shall be eliminated effective June 30, 2025. The elimination of this provision is contingent upon the placement of employees pursuant to Provision 20.X1.A.**

Salaries for Classifications with Skill Levels and Sub-ranges

- 20.26 The following provisions shall apply to employees appointed or assigned to classifications with skill levels and sub-ranges:
- a. Within each salary range for such a classification, sub-ranges with specified minimum and maximum rates **or salary steps** are defined for each skill level.
 - b. Employees shall be appointed or assigned by the President to a salary within a sub-range for the applicable skill level within the classification based on the requirements of the position and an assessment of the employee's qualifications and skills by the President. This provision shall not be subject to the grievance procedure.

Salary Stipends

- 20.27 An employee shall receive a monthly salary stipend when assigned by an Appropriate Administrator to temporary project coordination or lead work functions. These supplemental work assignments are to be made in writing and must have a specific beginning and ending date.
- 20.28 At the decision of the Campus President or designee, an employee may receive a monthly stipend when (1) assigned, for a limited period of time, additional work or special projects over and above their regularly assigned duties or (2) required to maintain contact with their campus outside of their normal working hours on a regular basis. Remote contact shall include telephone, **pager**, cell phone, wireless

data access device, remote monitoring of any hardware or software device, and/or email notification regarding the status of a campus system.

- 20.29 The following provisions shall apply to the awarding of a stipend under provision 20.27 and 20.28, above:
- a. The stipend is paid on a month to month basis for the duration of the work assignment.
 - b. The stipend shall be a minimum of three percent (3.0%) of the base monthly salary rate to be paid on a monthly basis.
 - c. The decision of the Appropriate Administrator, made in accordance with this article regarding the supplemental assignment specified in provisions 20.27 and 20.28 above shall be final and shall not be subject to Article 7, Grievance Procedure.

Red Circle Rates

- 20.30 A red circle rate is a salary rate **that is** above the maximum of the salary range **or top step of the employee's classification** for a class or sub-range for a skill level which may be granted by the President when an employee moves to a class or skill level ~~with that has~~ a lower salary range **or top step**.
- 20.31 An employee whose class is abolished and who moves to a class or skill level ~~with that has~~ a lower salary range **or top step** as a result of implementation of a new classification shall be granted a red circle rate.
- 20.32 If a red circle rate is granted, the employee shall retain the salary currently being paid (or a lesser salary rate up to twenty-five percent (25%) **that is** above the maximum salary rate **or the top step** of the lower class or skill level) and shall remain at that salary rate until the maximum salary rate **or the top step** of the lower class or skill level equals or exceeds the red circle salary rate or until the authorized time period for maintaining the red circle salary rate expires, whichever occurs first.
- 20.33 During the period of time an employee's salary remains above the maximum salary rate **or top step** for the class, the employee shall not receive further salary increases, including, ~~Additional Increases Market Salary Adjustments, Merit Salary Increases~~ or General Salary Increases, except in cases of promotion while on a red circle rate.
- 20.34 Red circle rates shall not exceed twenty-five percent (25%) above the maximum of the salary range **or the top step** of the class or skill level to which the employee is moving. An employee may retain a red circle rate for up to five (5)

years.

20.35 Red circle rates shall not be authorized for an employee when:

- a. an employee, for personal convenience, requests voluntary demotion;
- b. an employee is demoted for cause other than for medical reasons or disability accommodation. When an employee is demoted for medical reasons or disability accommodation a red circle rate shall be granted.

20.36 An employee who was compensated at a salary rate **that is** above the maximum **or the top step** prior to a permanent separation will not be entitled to a red circle rate upon the employee's return to work. Also, the authorization for a red circle rate shall be canceled if the employee refuses two (2) bona fide offers of appointment to a position at the campus in a class or skill level in the same occupational group, at the same timebase and at a salary level equivalent to the original class or skill level from which the employee was moved.

20.36 **Δ** **Employees who are above the top step of their classification as a result of the initial implementation of the step structure contained in Appendix P1 shall be red circled, but they shall be exempt from the 25% limitation in Provisions 20.32 and 20.34, and from the 5 year maximum in Provision 20.34.**

Emergency Pay

20.37 When the President has declared a state of emergency at a campus, in exchange for the performance of emergency work by bargaining unit employees outside of their normal assignment, and at a time when those employees would, subject to the approval of the University, otherwise have been able to use administrative leave, the following emergency pay will be provided.

Non-exempt personnel required to return to or remain at work shall receive emergency pay of an additional one-half (½) hour for each hour worked up to forty (40) hours per week. Hours worked in addition to forty (40) hours per week shall be paid at time and one-half (the inclusion of the phrase "an additional" is for the purpose of clarification only).

An exempt employee who is required to work on a day or days declared as a state of emergency at a campus, who would otherwise have been able to use administrative leave, shall receive equivalent informal time off at such time(s) as agreed upon by the employee and the Appropriate Administrator.

Underpayment of Wages

20.38 In the event an employee believes that the employee has been underpaid, the employee shall notify their Appropriate Administrator, in writing, as soon as possible after the underpayment occurs. The memorandum should contain the following information, if known: the affected payroll period, the amount of the underpayment and the reason for the underpayment. The Appropriate Administrator shall review the facts and provide a written recommendation along with the affected employee's memorandum to the payroll supervisor within ten (10) work days of receipt of the written request. If the Appropriate Administrator and the payroll supervisor agree that an underpayment has occurred, they shall immediately notify the affected employee and issue a check for the full amount of the underpayment as soon as practicable, but no later than thirty (30) days after the employee submitted the memorandum to the immediate supervisor. In any event, whether or not an underpayment is found, the employee shall be notified within fifteen (15) work days of the decision.

Information Reports

20.39 The name, classification and campus of each recipient of an increase effective July 1, of each year (to include the GSI described in provision 20.4, if applicable), ~~MSI (described in provision 20.22)~~, In-range progression (described in provision 20.25) together with the salary as of June 30th and the dollar amount of each increase awarded each recipient, shall be reported annually to the CSUEU systemwide office no later than ninety (90) days following the implementation of such increases. The reports shall be in electronic format and shall identify the increases by category: GSI, Step Progression, SSA, MSI, IRP, and shall include expenditures from all funds.

Handwritten notes: 'C. V. Duffauca', 'Brandi C. V. Duffauca'

Handwritten notes: 'L. Gould', 'L. Gould'

Handwritten notes: 'T. Ator Vernon', 'D. Ator Vernon'

Table with columns: Structure Grade, 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, Range Spread. Rows include various grade steps from 01-10 to 23-8.

Handwritten notes: 'TA for CSU', '10/11/2023'

Handwritten signatures: 'D. Ator Vernon', 'Terry Riene'

Handwritten signatures: 'Dan Moreno', 'Brndi C. V.' and other initials.

Notes: Some grades reach the maximum before the top step and are highlighted in light orange.

Table with 21 columns: Structure-Grade, 1-20, Range Spread. Rows include grades 23-7, 23-6, 23-5, 23-4, 23-3, 23-2, 23-1, 32-12, 32-11, 32-10, 32-9, 32-8, 32-7, 32-6, 32-5, 32-4, 32-3, 32-2, 32-1, 33-9, 33-8, 33-7, 33-6, 33-5, 33-4, 33-3, 33-2, 33-1, A20-7, A20-6, A20-5, A20-4, A20-3, A20-2, A20-1, R05-6, R05-5, R05-4, R05-3, R05-2, R05-1.

Handwritten signatures: Amber, Dawn Davidson, Teri Allen

Note: Some grades reach the maximum before the top step and are highlighted in light orange.

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10/11/2023
Don Moreno
HRM/ih/kj

Mapping of CSU Classifications To CSUEU Step Structure

CBID	CLASS CODE	CLASSIFICATION	PROPOSED LEVEL	PROPOSED GRADE	PROPOSED STRUCTURE CODE
R02	8180	ATHLETIC TRAINER I	P1	4	01
R02	8181	ATHLETIC TRAINER I	P1	4	01
R02	8185	ATHLETIC TRAINER II	P2	5	01
R02	8186	ATHLETIC TRAINER II	P2	5	01
R02	8190	HEAD ATHLETIC TRAINER	P3	7	01
R02	8191	HEAD ATHLETIC TRAINER	P3	7	01
R02	8137	CLINICAL ASSISTANT	S2	2	23
R02	8148	MEDICAL ASSISTANT	S3	2	23
R02	7927	CLINICAL LABORATORY SCIENTIST I	P1	6	23
R02	7926	CLINICAL LABORATORY SCIENTIST II	P2	7	23
R02	8145	HEALTH EDUCATION ASSISTANT	S3	4	23
R02	8147	HEALTH EDUCATOR	P2	6	23
R02	1140	HEALTH INFORMATION TECHNICIAN	S2	2	23
R02	7922	PHLEBOTOMIST/CLINICAL LABORATORY ASSISTANT	S2	2	23
R02	8134	LICENSED VOCATIONAL NURSE I	S3	3	23
R02	8133	LICENSED VOCATIONAL NURSE II	S4	5	23
R02	8165	NURSE PRACTITIONER	P4	10	23
R02	8166	NURSE PRACTITIONER	P4	10	23
R02	8150	REGISTERED NURSE I	P1	6	23
R02	8151	REGISTERED NURSE I	P1	6	23
R02	8153	REGISTERED NURSE II	P2	7	23
R02	8154	REGISTERED NURSE II	P2	7	23
R02	8156	REGISTERED NURSE III	P3	8	23
R02	8157	REGISTERED NURSE III	P3	8	23
R02	7983	ORTHOPEDIC TECHNICIAN	*		
R02	7930	PER DIEM NON-EXEMPT - HEALTHCARE	*		
R02	7991	PHARMACIST I	P3	9	23
R02	7992	PHARMACIST I	P3	9	23
R02	7993	PHARMACIST II	P4	10	23
R02	7994	PHARMACY TECHNICIAN	S3	3	23
R02	7980	PHYSICAL THERAPIST I	*		
R02	7981	PHYSICAL THERAPIST II	P2	7	23
R02	8161	PHYSICIAN ASSISTANT	P4	9	23
R02	7995	RADIOLOGIC TECHNOLOGIST I	S3	4	23
R02	7996	RADIOLOGIC TECHNOLOGIST II	S4	6	23
R02	8130	REGISTERED DIETITIAN	P1	6	23
R02	7976	SPEECH PATHOLOGIST	P3	8	23
R05	304	COOK I	S1	1	R05
R05	306	COOK I LEAD	*		
R05	305	COOK II	S2	2	R05
R05	307	COOK II LEAD	S2	3	R05
R05	2010	CUSTODIAN	S1	1	R05
R05	2015	LEAD CUSTODIAN	S2	2	R05
R05	6367	HEAVY CONSTRUCTION EQUIPMENT OPERATOR	S3	3	R05
R05	6366	HEAVY EQUIPMENT OPERATOR/BUS DRIVER	S2	3	R05
R05	6363	LIGHT AUTOMOTIVE EQUIPMENT OPERATOR	S2	2	R05
R05	6385	FARM MAINTENANCE AND OPERATIONS WORKER	*		
R05	308	FOOD SERVICE WORKER I	S1	1	R05
R05	310	FOOD SERVICE WORKER I LEAD	*		
R05	309	FOOD SERVICE WORKER II	S2	2	R05

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Mapping of CSU Classifications To CSUEU Step Structure

CBID	CLASS CODE	CLASSIFICATION	PROPOSED LEVEL	PROPOSED GRADE	PROPOSED STRUCTURE CODE
R05	311	FOOD SERVICE WORKER II LEAD	*		
R05	743	GARDENER	S2	2	R05
R05	745	GARDENING SPECIALIST	S3	3	R05
R05	735	IRRIGATION SPECIALIST	S3	3	R05
R05	739	PEST CONTROL AND SPRAY SPECIALIST	S2	2	R05
R05	746	TREE TRIMMER I	S3	3	R05
R05	748	TREE TRIMMER II	S4	4	R05
R05	731	GROUNDWORKER	S1	1	R05
R05	733	GROUNDWORKER TRAINEE	*	1	R05
R05	726	LEAD GROUNDWORKER	S4	4	R05
R05	6223	LABORER	S1	1	R05
R05	104	MAINTENANCE AND LABORER TRAINEE	*		
R05	1508	WAREHOUSE WORKER	S1	1	R05
R05	2013	WINDOW CLEANER	*		
R07	1733	ACCOUNTING CLERK	S1	1	22
R07	1730	ACCOUNTING TECHNICIAN I	S2	2	22
R07	1741	ACCOUNTING TECHNICIAN II	S3	3	22
R07	1740	ACCOUNTING TECHNICIAN III	S4	4	22
R07	1030	ADMINISTRATIVE SUPPORT ASSISTANT I	S1	1	32
R07	1031	ADMINISTRATIVE SUPPORT ASSISTANT I	S1	1	32
R07	1032	ADMINISTRATIVE SUPPORT ASSISTANT I	S1	1	32
R07	1030	ADMINISTRATIVE SUPPORT ASSISTANT II	S2	2	32
R07	1031	ADMINISTRATIVE SUPPORT ASSISTANT II	S2	2	32
R07	1032	ADMINISTRATIVE SUPPORT ASSISTANT II	S2	2	32
R07	1033	ADMINISTRATIVE SUPPORT COORDINATOR I	S3	4	32
R07	1034	ADMINISTRATIVE SUPPORT COORDINATOR I	S3	4	32
R07	1035	ADMINISTRATIVE SUPPORT COORDINATOR I	S3	4	32
R07	1033	ADMINISTRATIVE SUPPORT COORDINATOR II	S4	5	32
R07	1034	ADMINISTRATIVE SUPPORT COORDINATOR II	S4	5	32
R07	1035	ADMINISTRATIVE SUPPORT COORDINATOR II	S4	5	32
R07	4791	BUYER I	P1	4	22
R07	4792	BUYER II	P2	5	22
R07	4793	BUYER II - LEAD	*		
R07	4794	BUYER III	P3	7	22
R07	4795	BUYER III - LEAD	P3	7	22
R07	4790	BUYER TRAINEE	S3	3	22
R07	1758	COLLECTIONS REPRESENTATIVE I	S2	2	22
R07	1759	COLLECTIONS REPRESENTATIVE II	S3	3	22
R07	1757	COLLECTIONS REPRESENTATIVE TRAINEE	*		
R07	8820	COMMUNITY SERVICE SPECIALIST I	S2	1	20
R07	8821	COMMUNITY SERVICE SPECIALIST I	S2	1	20
R07	8822	COMMUNITY SERVICE SPECIALIST I	S2	1	20
R07	8820	COMMUNITY SERVICE SPECIALIST II	S3	2	20
R07	8821	COMMUNITY SERVICE SPECIALIST II	S3	2	20
R07	8822	COMMUNITY SERVICE SPECIALIST II	S3	2	20
R07	1927	DATA CONTROL TECHNICIAN	S2	2	33
R07	1928	SENIOR DATA CONTROL TECHNICIAN	S3	3	33
R07	1418	DATA ENTRY OPERATOR	*		
R07	1421	DATA ENTRY OPERATOR TRAINEE	*		
R07	1416	SENIOR DATA ENTRY OPERATOR	*		

Mapping of CSU Classifications To CSUEU Step Structure

CBID	CLASS CODE	CLASSIFICATION	PROPOSED LEVEL	PROPOSED GRADE	PROPOSED STRUCTURE CODE
R07	830	DESKTOP PUBLISHING/GRAPHIC SPECIALIST I	*		
R07	831	DESKTOP PUBLISHING/GRAPHIC SPECIALIST I	*	2	22
R07	832	DESKTOP PUBLISHING/GRAPHIC SPECIALIST I	*	2	22
R07	830	DESKTOP PUBLISHING/GRAPHIC SPECIALIST II	S3	3	22
R07	831	DESKTOP PUBLISHING/GRAPHIC SPECIALIST II	S3	3	22
R07	832	DESKTOP PUBLISHING/GRAPHIC SPECIALIST II	S3	3	22
R07	9692	DORMITORY SUPERVISOR	*		
R07	3022	DRAFTING AID	S3	2	33
R07	3023	DRAFTING TECHNICIAN I	S3	3	33
R07	3024	DRAFTING TECHNICIAN II	S4	5	33
R07	9688	HEAD RESIDENT I	S3	3	12
R07	9687	HEAD RESIDENT II	S4	4	12
R07	5210	HEALTH SERVICES ASSISTANT	S3	3	23
R07	1553	INVENTORY CLERK	S1	1	10
R07	1505	MAIL CLERK	S1	1	10
R07	1504	MAIL SERVICES SUPERVISOR I	S2	2	10
R07	1142	MEDICAL SECRETARY	*		
R07	1144	MEDICAL TRANSCRIBER	*		
R07	8812	PARKING OFFICER I	S1	1	20
R07	8811	PARKING OFFICER I	S1	1	20
R07	8810	PARKING OFFICER I	S1	1	20
R07	8812	PARKING OFFICER II	S2	2	20
R07	8811	PARKING OFFICER II	S2	2	20
R07	8810	PARKING OFFICER II	S2	2	20
R07	1100	PAYROLL TECHNICIAN I	S2	2	22
R07	1101	PAYROLL TECHNICIAN II	S3	3	22
R07	1102	PAYROLL TECHNICIAN III	S4	4	22
R07	8802	POLICE DISPATCHER I	*		
R07	8801	POLICE DISPATCHER I	*		
R07	8800	POLICE DISPATCHER I	S2	2	20
R07	8802	POLICE DISPATCHER II	S3	3	20
R07	8801	POLICE DISPATCHER II	S3	3	20
R07	8800	POLICE DISPATCHER II	S3	3	20
R07	1550	PROPERTY CLERK I	S3	2	10
R07	1549	PROPERTY CLERK II	S4	3	10
R07	1480	REPROGRAPHICS SPECIALIST I	S1	1	22
R07	1481	REPROGRAPHICS SPECIALIST II	S2	2	22
R07	1482	REPROGRAPHICS SPECIALIST III	S3	3	22
R07	1483	REPROGRAPHICS SPECIALIST IV	S4	4	22
R07	1502	SHIPPING AND RECEIVING ASSISTANT I	S1	1	10
R07	1509	STOCK CLERK	S1	1	10
R07	1506	STOREKEEPER I	S1	2	10
R07	1628	SUPERVISING TELEPHONE OPERATOR	*		
R07	1635	TELEPHONE OPERATOR	*		
R09	5784	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES I	P1	6	32
R09	5783	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES II	P2	7	32
R09	5787	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES III	P3	9	32
R09	2867	ACCOMPANIST I	S2	3	A20
R09	2866	ACCOMPANIST II	S3	4	A20
R09	1762	ACCOUNTANT I	P1	4	22

Mapping of CSU Classifications To CSUEU Step Structure

CBID	CLASS CODE	CLASSIFICATION	PROPOSED LEVEL	PROPOSED GRADE	PROPOSED STRUCTURE CODE
R09	4555	ACCOUNTANT II	P2	5	22
R09	4556	ACCOUNTANT III	P3	6	22
R09	1036	ADMINISTRATIVE ANALYST/SPECIALIST I	P1	6	32
R09	1037	ADMINISTRATIVE ANALYST/SPECIALIST I	P1	6	32
R09	1038	ADMINISTRATIVE ANALYST/SPECIALIST I	P1	6	32
R09	1036	ADMINISTRATIVE ANALYST/SPECIALIST II	P2	7	32
R09	1037	ADMINISTRATIVE ANALYST/SPECIALIST II	P2	7	32
R09	1038	ADMINISTRATIVE ANALYST/SPECIALIST II	P2	7	32
R09	1036	ADMINISTRATIVE ANALYST/SPECIALIST III	P3	8	32
R09	1037	ADMINISTRATIVE ANALYST/SPECIALIST III	P3	8	32
R09	1038	ADMINISTRATIVE ANALYST/SPECIALIST III	P3	8	32
R09	1036	ADMINISTRATIVE ANALYST/SPECIALIST IV	P4	9	32
R09	1037	ADMINISTRATIVE ANALYST/SPECIALIST IV	P4	9	32
R09	1038	ADMINISTRATIVE ANALYST/SPECIALIST IV	P4	9	32
R09	5255	ADMINISTRATIVE TRAINEE	S4	5	32
R09	670	ANIMAL HEALTH TECHNICIAN	S3	4	23
R09	1514	ATHLETIC EQUIPMENT ATTENDANT I	S1	1	01
R09	1513	ATHLETIC EQUIPMENT ATTENDANT II	S2	2	01
R09	850	BROADCAST ENGINEER	P3	6	22
R09	851	BROADCAST ENGINEER	P3	6	22
R09	852	BROADCAST ENGINEER	P3	6	22
R09	5287	BUDGET ANALYST	P2	5	22
R09	5284	SENIOR BUDGET ANALYST	P2	6	22
R09	7180	COMPUTER AIDED TRANSCRIBER	*		
R09	7210	COMPUTER AIDED TRANSCRIBER	*		
R09	648	CROP TECHNICIAN I	S3	2	33
R09	651	CROP TECHNICIAN II	S4	3	33
R09	6970	DIVING SAFETY OFFICER	P1	5	22
R09	5250	EOP SPECIAL ASSISTANT	*		
R09	7000	EQUIPMENT MAINTENANCE ASSISTANT	S2	1	33
R09	7002	EQUIPMENT TECHNICIAN I, ELECTRO-MECHANICAL	S2	2	33
R09	7003	EQUIPMENT TECHNICIAN I, ELECTRONIC	S2	2	33
R09	7001	EQUIPMENT TECHNICIAN I, MECHANICAL	S2	2	33
R09	7004	EQUIPMENT TECHNICIAN I, SPECIALIZED EQUIPMENT	S2	2	33
R09	7012	EQUIPMENT TECHNICIAN II, ELECTRO-MECHANICAL	S3	3	33
R09	7013	EQUIPMENT TECHNICIAN II, ELECTRONIC	S3	3	33
R09	7011	EQUIPMENT TECHNICIAN II, MECHANICAL	S3	3	33
R09	7014	EQUIPMENT TECHNICIAN II, SPECIALIZED EQUIPMENT	S3	3	33
R09	7022	EQUIPMENT TECHNICIAN III, ELECTRO-MECHANICAL	S4	4	33
R09	7023	EQUIPMENT TECHNICIAN III, ELECTRONIC	S4	4	33
R09	7021	EQUIPMENT TECHNICIAN III, MECHANICAL	S4	4	33
R09	7024	EQUIPMENT TECHNICIAN III, SPECIALIZED EQUIPMENT	S4	4	33
R09	638	FARM LABORER	S1	1	33
R09	627	FARM SUPERVISOR I	P2	5	33
R09	5330	FEDERAL PROGRAMS COORDINATOR	*		
R09	687	FEED MILL OPERATOR	*		
R09	7512	GLASSBLOWER	P1	5	33
R09	820	GRAPHIC DESIGNER II	P2	5	22
R09	821	GRAPHIC DESIGNER II	P2	5	22
R09	822	GRAPHIC DESIGNER II	P2	5	22

Mapping of CSU Classifications To CSUEU Step Structure

CBID	CLASS CODE	CLASSIFICATION	PROPOSED LEVEL	PROPOSED GRADE	PROPOSED STRUCTURE CODE
R09	820	GRAPHIC DESIGNER III	P3	6	22
R09	821	GRAPHIC DESIGNER III	P3	6	22
R09	822	GRAPHIC DESIGNER III	P3	6	22
R09	820	GRAPHIC DESIGNER I	P1	4	22
R09	821	GRAPHIC DESIGNER I	P1	4	22
R09	822	GRAPHIC DESIGNER I	P1	4	22
R09	1577	INSTRUCTIONAL SUPPORT ASSISTANT I	S1	1	21
R09	1578	INSTRUCTIONAL SUPPORT ASSISTANT II	S2	2	21
R09	1579	INSTRUCTIONAL SUPPORT ASSISTANT III	S3	3	21
R09	1615	INSTRUCTIONAL SUPPORT TECHNICIAN I	S4	4	21
R09	1617	INSTRUCTIONAL SUPPORT TECHNICIAN II	S5	5	21
R09	1619	INSTRUCTIONAL SUPPORT TECHNICIAN III	P2	6	21
R09	7170	INTERPRETER I	P1	5	22
R09	7200	INTERPRETER I	P1	5	22
R09	7169	INTERPRETER II-A	P2	6	22
R09	7201	INTERPRETER II-A	P2	6	22
R09	7169	INTERPRETER II-B	P2	6	22
R09	7201	INTERPRETER II-B	P2	6	22
R09	7168	LEAD INTERPRETER	P3	7	22
R09	7202	LEAD INTERPRETER	P3	7	22
R09	402	ANALYST/PROGRAMMER I	P1	5	33
R09	401	ANALYST/PROGRAMMER I	P1	5	33
R09	400	ANALYST/PROGRAMMER I	P1	5	33
R09	402	ANALYST/PROGRAMMER II	P2	6	33
R09	401	ANALYST/PROGRAMMER II	P2	6	33
R09	400	ANALYST/PROGRAMMER II	P2	6	33
R09	402	ANALYST/PROGRAMMER III	P3	7	33
R09	401	ANALYST/PROGRAMMER III	P3	7	33
R09	400	ANALYST/PROGRAMMER III	P3	7	33
R09	442	EQUIPMENT SYSTEMS SPECIALIST I	S2	2	33
R09	441	EQUIPMENT SYSTEMS SPECIALIST I	S2	2	33
R09	440	EQUIPMENT SYSTEMS SPECIALIST I	S2	2	33
R09	442	EQUIPMENT SYSTEMS SPECIALIST II	S3	3	33
R09	441	EQUIPMENT SYSTEMS SPECIALIST II	S3	3	33
R09	440	EQUIPMENT SYSTEMS SPECIALIST II	S3	3	33
R09	442	EQUIPMENT SYSTEMS SPECIALIST III	S4	4	33
R09	441	EQUIPMENT SYSTEMS SPECIALIST III	S4	4	33
R09	440	EQUIPMENT SYSTEMS SPECIALIST III	S4	4	33
R09	422	INFORMATION TECHNOLOGY CONSULTANT I	P1	5	33
R09	421	INFORMATION TECHNOLOGY CONSULTANT I	P1	5	33
R09	420	INFORMATION TECHNOLOGY CONSULTANT I	P1	5	33
R09	422	INFORMATION TECHNOLOGY CONSULTANT II	P2	6	33
R09	421	INFORMATION TECHNOLOGY CONSULTANT II	P2	6	33
R09	420	INFORMATION TECHNOLOGY CONSULTANT II	P2	6	33
R09	422	INFORMATION TECHNOLOGY CONSULTANT III	P3	7	33
R09	421	INFORMATION TECHNOLOGY CONSULTANT III	P3	7	33
R09	420	INFORMATION TECHNOLOGY CONSULTANT III	P3	7	33
R09	432	NETWORK ANALYST I	*	5	33
R09	431	NETWORK ANALYST I	*	5	33
R09	430	NETWORK ANALYST I	*	5	33

Mapping of CSU Classifications To CSUEU Step Structure

CBID	CLASS CODE	CLASSIFICATION	PROPOSED LEVEL	PROPOSED GRADE	PROPOSED STRUCTURE CODE
R09	432	NETWORK ANALYST II	*	6	33
R09	431	NETWORK ANALYST II	*	6	33
R09	430	NETWORK ANALYST II	*	6	33
R09	432	NETWORK ANALYST III	P3	7	33
R09	431	NETWORK ANALYST III	P3	7	33
R09	430	NETWORK ANALYST III	P3	7	33
R09	412	OPERATING SYSTEMS ANALYST I	P1	5	33
R09	411	OPERATING SYSTEMS ANALYST I	P1	5	33
R09	410	OPERATING SYSTEMS ANALYST I	P1	5	33
R09	412	OPERATING SYSTEMS ANALYST II	P2	6	33
R09	411	OPERATING SYSTEMS ANALYST II	P2	6	33
R09	410	OPERATING SYSTEMS ANALYST II	P2	6	33
R09	412	OPERATING SYSTEMS ANALYST III	P3	7	33
R09	411	OPERATING SYSTEMS ANALYST III	P3	7	33
R09	410	OPERATING SYSTEMS ANALYST III	P3	7	33
R09	452	OPERATIONS SPECIALIST I	S2	2	33
R09	451	OPERATIONS SPECIALIST I	S2	2	33
R09	450	OPERATIONS SPECIALIST I	S2	2	33
R09	452	OPERATIONS SPECIALIST II	S3	3	33
R09	451	OPERATIONS SPECIALIST II	S3	3	33
R09	450	OPERATIONS SPECIALIST II	S3	3	33
R09	452	OPERATIONS SPECIALIST III	S4	4	33
R09	451	OPERATIONS SPECIALIST III	S4	4	33
R09	450	OPERATIONS SPECIALIST III	S4	4	33
R09	7888	LABORATORY ASSISTANT I	S1	1	21
R09	7879	LABORATORY ASSISTANT II	S2	2	21
R09	2886	LIBRARY SERVICES SPECIALIST I	S2	2	20
R09	2887	LIBRARY SERVICES SPECIALIST II	S3	3	20
R09	2888	LIBRARY SERVICES SPECIALIST III	S4	4	20
R09	2889	LIBRARY SERVICES SPECIALIST IV	S5	5	20
R09	2885	LIBRARY SERVICES SPECIALIST TRAINEE	S1	1	20
R09	663	LIVESTOCK TECHNICIAN I	S3	2	33
R09	666	LIVESTOCK TECHNICIAN II	S4	3	33
R09	812	MEDIA PRODUCTION SPECIALIST I	P1	4	22
R09	811	MEDIA PRODUCTION SPECIALIST I	P1	4	22
R09	810	MEDIA PRODUCTION SPECIALIST I	P1	4	22
R09	812	MEDIA PRODUCTION SPECIALIST II	P2	5	22
R09	811	MEDIA PRODUCTION SPECIALIST II	P2	5	22
R09	810	MEDIA PRODUCTION SPECIALIST II	P2	5	22
R09	812	MEDIA PRODUCTION SPECIALIST III	P3	6	22
R09	811	MEDIA PRODUCTION SPECIALIST III	P3	6	22
R09	810	MEDIA PRODUCTION SPECIALIST III	P3	6	22
R09	706	NURSERY TECHNICIAN I	*		
R09	703	NURSERY TECHNICIAN II	*		
R09	842	PERFORMING ARTS TECHNICIAN II	S3	3	A20
R09	841	PERFORMING ARTS TECHNICIAN II	S3	3	A20
R09	840	PERFORMING ARTS TECHNICIAN II	S3	3	A20
R09	842	PERFORMING ARTS TECHNICIAN III	S4	4	A20
R09	841	PERFORMING ARTS TECHNICIAN III	S4	4	A20
R09	840	PERFORMING ARTS TECHNICIAN III	S4	4	A20

Mapping of CSU Classifications To CSUEU Step Structure

CBID	CLASS CODE	CLASSIFICATION	PROPOSED LEVEL	PROPOSED GRADE	PROPOSED STRUCTURE CODE
R09	842	PERFORMING ARTS TECHNICIAN I	S2	2	A20
R09	841	PERFORMING ARTS TECHNICIAN I	S2	2	A20
R09	840	PERFORMING ARTS TECHNICIAN I	S2	2	A20
R09	5151	PERSONNEL ASSISTANT	P1	4	22
R09	6950	PIANO TECHNICIAN I	*		
R09	6951	PIANO TECHNICIAN II	S3	3	A20
R09	6726	PLANNER/ESTIMATOR/SCHEDULER	P2	5	33
R09	6725	SENIOR PLANNER/ESTIMATOR/SCHEDULER	P3	6	33
R09	697	POULTRY TECHNICIAN	S3	2	33
R09	802	PUBLIC AFFAIRS/COMMUNICATION SPECIALIST I	P1	4	22
R09	801	PUBLIC AFFAIRS/COMMUNICATION SPECIALIST I	P1	4	22
R09	800	PUBLIC AFFAIRS/COMMUNICATION SPECIALIST I	P1	4	22
R09	802	PUBLIC AFFAIRS/COMMUNICATION SPECIALIST II	P2	5	22
R09	801	PUBLIC AFFAIRS/COMMUNICATION SPECIALIST II	P2	5	22
R09	800	PUBLIC AFFAIRS/COMMUNICATION SPECIALIST II	P2	5	22
R09	802	PUBLIC AFFAIRS/COMMUNICATION SPECIALIST III	P3	6	22
R09	801	PUBLIC AFFAIRS/COMMUNICATION SPECIALIST III	P3	6	22
R09	800	PUBLIC AFFAIRS/COMMUNICATION SPECIALIST III	P3	6	22
R09	3801	RADIATION SAFETY OFFICER	P3	7	22
R09	7193	HOURLY INTRPRTR/REALTIME CAPTIONER/COMPUTER AIDED TRANSCR	S4	4	22
R09	7192	LEAD REALTIME CAPTIONER	P3	5	22
R09	7221	LEAD REALTIME CAPTIONER	P3	5	22
R09	7191	REALTIME CAPTIONER - A	P1	5	22
R09	7220	REALTIME CAPTIONER - A	P1	5	22
R09	7191	REALTIME CAPTIONER - B	P1	5	22
R09	7220	REALTIME CAPTIONER - B	P1	5	22
R09	5683	RESEARCH TECHNICIAN I	P1	5	21
R09	5681	RESEARCH TECHNICIAN II	P2	6	21
R09	5680	RESEARCH TECHNICIAN III	P3	7	21
R09	2572	SPACE AND FACILITIES UTILIZATION SPECIALIST	P4	7	33
R09	1521	TECHNICIAN TRAINEE	*		
R09	862	VISUAL RESOURCE SPECIALIST I	P2	3	20
R09	861	VISUAL RESOURCE SPECIALIST I	P2	3	20
R09	860	VISUAL RESOURCE SPECIALIST I	P2	3	20
R09	862	VISUAL RESOURCE SPECIALIST II	P2	4	20
R09	861	VISUAL RESOURCE SPECIALIST II	P2	4	20
R09	860	VISUAL RESOURCE SPECIALIST II	P2	4	20

Appendix P2

Cumulative Length of Service (per Agreement)

Step

Less than 1 year	1
One year, but less than 2	2
Two years, but less than 3	3
Three years, but less than 4	4
Four years, but less than 5	5
Five years, but less then 6	6
Six years, but less than 7	7
Seven years, but less than 8	8
Eight years, but less than 9	9
Nine years, but less than 10	10
Ten years, but less than 11	11
Eleven years, but less than 12	12
Twelve years, but less than 13	13
Thirteen years, but less than 14	14
Fourteen years, but less than 15	15
Fifteen years, but less than 16	16
Sixteen years, but less than 17	17
Seventeen years, but less than 18	18
Eighteen years, but less than 19	19
Nineteen years or more	20

TA for CSU

10/11/2023

TA for Union

Jessica Westbay
Brenda C. Brown

Anita

Tony B. B. B.
Daniel B. B. B.
C. B. B.

Alfonso
Dan Moreno

E. Thomas

CSU/CSUEU Tentative Agreement
10/11/2023

TIA for CSU
10/11/2023

Eligibility

21.1

The term "eligible employee(s)" as used in this Article shall mean an employee or employees who are appointed half-time or more for more than six (6) months. Those excluded from health, dental, vision care, and life and accidental death and dismemberment benefits include intermittent employees or any employee paid wholly from funds not controlled by the CSU or from revolving or similar funds from which a regular State share payment of the insurance premium cannot be made.

21.2

The term "eligible family member(s)" as used in this Article shall mean the eligible employee's legal spouse, domestic partner and children from birth to the end of the month in which the dependent children reach age twenty-six (26). An adopted child, step-child, natural child recognized by the parent, or a child living with the employee in a parent-child relationship who is economically dependent upon the employee is also eligible. A family member who is a disabled child over the age of twenty-six (26) may also be enrolled if, at the time of initial enrollment of the employee, satisfactory evidence of such disability is presented to the carrier consistent with the carrier's requirements. Upon attaining age twenty-six (26), a disabled child who is already enrolled may be continued in enrollment if satisfactory evidence of that disability is filed with the carrier in accordance with the carrier's criteria.

Health, Dental and Vision Benefits for Domestic Partners of CSU Benefit Eligible Employees

21.3

The parties agree to extend health, dental and vision benefits to domestic partners, as defined pursuant to section 297 et. seq. of the Family Code, Article 9, section 22818 et. seq. of the Government Code and section 1261 of the Health and Safety Code, or any successor(s) or substitute provision(s) of these code sections of benefit eligible employees in CSUEU-represented bargaining units. The parties further agree that the registration of domestic partners of CSUEU-represented benefit eligible employees, and all other procedures and conditions required to receive health benefits, as currently set forth in CalPERS Circular Letter 200-189-04, shall also apply to the receipt of dental and vision benefits.

It is further understood and agreed that the parties to this agreement do not intend to waive, and do not waive, their individual and/or collective rights to challenge, including in a court of competent jurisdiction, the propriety and/or legality of CalPERS regulations as set forth in CalPERS Circular Letter 200-189-04. If said CalPERS regulations are revised, Circular Letter 200-189-04 regulations as amended will continue to control the implementation of health, dental and vision benefits for the domestic partners of CSUEU-represented benefit eligible

Terry Hoese
James Schubert
Don Mueno

ARTICLE 21

BENEFITS

TA for union

Jessica Westray
Priscilla C. [unclear]
Ann Macey

Alfonso

employees. Any such changes involving mandatory bargaining subjects under HEERA shall be subject to negotiation upon 30-day notice by a party to this agreement.

Health

21.4 Eligible employees and eligible family members as defined by CalPERS shall continue to receive health benefits offered through the CalPERS system for the life of this Agreement. Payment for those benefits shall be based on rates established by CalPERS for participating members. The Employer contribution shall be based on the current formula as provided in Government Code Section 22871 or any successor(s) or substitute provision(s) of these code sections for the duration of the agreement.

Vesting

21.5 Bargaining unit employees hired on or after July 1, 2018 and who become members of CalPERS on or after July 1, 2018 shall receive the full portion of the CSU contribution payable for health benefits upon retirement at age 52 with at least 10 years of service credit. (GC Section 22874.7) In addition, bargaining unit employees meeting these requirements shall be eligible for the full portion of the CSU contribution payable for basic dental plan. (GC Section 22958.4)

Dental

21.6 The dental benefits provided by the CSU through the insurer(s) selected by the CSU for its indemnity and prepaid dental plans shall be offered to eligible employees and eligible family members as defined in Provisions 21.1 through 21.2. The CSU Enhanced Level II Indemnity Dental Plan and CSU Enhanced Prepaid Dental Plan shall be offered to eligible employees and eligible family members. For the duration of the agreement, the Employer's contribution to such plans shall equal one hundred percent (100%) of the basic monthly premium.

Vision Care

21.7 Eligible employees and eligible family members as defined in Provisions 21.1 through 21.2 shall be entitled to receive vision care benefits. Such benefits shall be provided by the CSU through carriers selected by the CSU, and the CSU hereby agrees the Employer's contribution shall equal one hundred percent (100%) of the basic monthly premium for the duration of the agreement.

Health Care Reimbursement Account

21.8 All eligible bargaining unit employees shall be entitled to participate in the CSU Health Care Reimbursement Account (HCRA) Plan. The terms of this plan shall be

determined by CSU and IRS regulations. All administrative costs for participation shall be paid by participating employees.

Life, Accidental Death and Dismemberment Insurance

- 21.9 The CSU shall provide eligible employees with a life insurance and accidental death and dismemberment insurance policy at no cost to the employee. This program shall provide life insurance and accidental death and dismemberment insurance during the term of employment in the amount of ten thousand dollars (\$10,000) each for both types of coverage. Effective the first day of the second month following ratification of this Agreement, the amount of coverage shall increase to fifty thousand dollars (\$50,000) each for both types of coverage.

Rural Health Care Stipend

- 21.10 CSUEU-represented employees who meet all of the following requirements during the January pay period shall be paid a rural health care stipend.

The employee must be eligible and enrolled for CalPERS health insurance benefits and reside in a zip code contained in the list of "California's Proposed Eligible Rural Subsidy Zip Codes by County" of the year of payment; and

The employee must be enrolled in a non-HMO health plan, and live in an area where a HMO health plan is unavailable.

The amount of the stipend shall be fifteen hundred dollars (\$1,500) per year for each eligible employee. Payment of the stipend shall be made prior to April 1 of the year of payment.

The fifteen hundred dollar (\$1,500) stipend shall be available in following years unless the parties negotiate to eliminate the Rural Health Stipend Program and use the funds for other purposes.

Non-Industrial Disability Insurance

- 21.11 The maximum weekly payment for employees eligible for Non-Industrial Disability Insurance pursuant to Education Code Section 89529.15, or any successor(s) or substitute provision(s) of that code section, shall be two hundred fifty dollars (\$250.00).

403 (b) Plan

- 21.12 All employees in CSUEU-represented bargaining units shall be eligible to participate in tax-sheltered annuity programs in accordance with the regulations and procedures as established by the CSU and according to IRS regulations.

Information Regarding Benefits

- 21.13 The campus shall provide information concerning an individual employee's rights under NDI, IDL, Temporary Disability, Social Security and/or CalPERS retirement options. Upon written request, an employee shall be granted an appointment, during work time, for the purpose of discussing such rights.

Travel Reimbursement

- 21.14 Employee expenses incurred as a result of travel on official CSU business shall be reimbursed in accordance with CSU travel regulations.

Parking Fees

- 21.15 Employees wishing to park at any CSU facility shall pay the staff parking fee in accordance with CSU campus policy.
- a. For the 2022/2023 fiscal year, parking fees may be increased no more than three percent (3%) and may not exceed student parking rates. ~~The increase may apply to all staff parking rates, which could include daily, monthly, semester and/or annual permits.~~
 - b. ~~For the 2023/2024 fiscal year, parking fee increases are subject to any re-opener of this Article after January 1, 2024 parking fees may be raised by two dollars (\$2) per month, but in no case greater than the amount paid by students as of July 1, 2023.~~
 - c. For the 2024/2025 fiscal year, parking fees may be raised by one dollar (\$1) per month, but in no case greater than the amount paid by students as of July 1, 2024.
 - d. For the 2025/2026 fiscal year, parking fees may be raised by two dollars (\$2) per month, but in no case greater than the amount paid by students as of July 1, 2025 *ESB*
 - e. The increase may apply to all staff parking rates, which could include daily, monthly, semester and/or annual permits.

- f. Increases may be implemented at any time during the fiscal year, but campuses may not increase parking fees more than once per fiscal year.

- 21.16 CSUEU-represented employees employed at two or more campuses shall not be required to purchase multiple parking passes. Procedures to implement the terms of this provision shall be determined by the CSU. This procedure will permit parking at all campuses where a CSUEU-represented employee is employed, provided that the employee has purchased a parking permit during the same timeframe at a CSU campus.
- 21.17 CSUEU-represented employees shall be entitled to purchase parking permits to park in any non-reserved faculty, staff and student parking lots on campus. For the duration of the Agreement, the campus shall not reduce the number of available non-reserved staff parking spaces.
- 21.18 Only employees who pay the reserve, premium, or other specialized lot/space fees may park in reserve, premium, or other specialized lots/spaces. Reserve, premium, and other specialized parking fees may be increased in accordance with campus policy.
- 21.19 Under no circumstances shall parking fees on any campus exceed those paid by CSU students in any given fiscal year. Should student parking fees on any campus be less than those parking fees paid by CSUEU-represented employees, they will not be lowered to the student rate.
- 21.20 The CSU shall provide payroll deductions for this purpose.
- 21.21 Eligible bargaining unit employees shall be entitled to participate in the CSU Pre-tax Parking Fee Deduction Plan. The implementation and terms of this program shall be determined by the CSU.

Uniform Reimbursement

- 21.22 Employees in classification codes 8810-8812 (Parking Officer) and 8820-8822 (Community Service Specialist) who are required to wear an official uniform, shall be reimbursed actual costs up to three hundred fifty dollars (\$350.00) per calendar year for the replacement and maintenance of uniforms, subject to CSU accountable plan regulations. Such employees shall be responsible for the purchase and maintenance of uniforms for employment.
- 21.23 All employees in Class Codes 8800-8802 (Police Dispatcher) appointed in excess of six (6) months who are required to wear a uniform as a condition of employment shall be reimbursed actual costs for replacement and maintenance up to two

hundred and fifty dollars (\$250) per calendar year, subject to CSU accountable plan regulations.

- 21.24 Uniform reimbursements shall be excluded from the Public Employees' Retirement Plan's definition of compensation.
- 21.25 All deductions from the lump-sum payment for uniform reimbursement shall be in accordance with state and federal law.
- 21.26 Employees may submit reimbursement claims up to the annual maximum as stated in 21.22 and 21.23 for uniform replacement and maintenance costs on a monthly basis. Reimbursements will be processed in accordance with campus accounting procedures. No employee shall be required to expend more than the amount indicated in Provisions 21.22 and 21.23 above on the replacement and maintenance of uniforms in a calendar year.
- 21.27 When the CSU provides a uniform to an employee, the employee is required to wear that uniform. The CSU will provide a reasonable number of uniforms and will replace them as necessary and as determined by the Appropriate Administrator.
- 21.28 The employee may request an advance for the uniform purchase at time of initial hire.

Employee Assistance Programs

- 21.29 The CSU shall continue the existing Employee Assistance Program (EAP), or an equivalent program, at each campus. Records pertaining to an employee's participation in the Employee Assistance Program shall remain confidential.
- 21.30 Upon approval by the President, an employee utilizing the EAP may use accrued sick leave, CTO, and vacation leave credits for such a purpose. Leaves of absence without pay may be granted by the President upon the recommendation of the Employee Assistance Program Coordinator if all sick leave, holiday credits, vacation and CTO have been exhausted and the employee is not eligible to use Industrial Disability Leave or Non-Industrial Disability Insurance Leave.
- 21.31 The President may elect to defer further or pending disciplinary action until the completion of the rehabilitation program and a reasonable period of time after the employee has returned to work. At the end of this reasonable period, the decision to impose discipline will be reevaluated.

Dependent Care Reimbursement

- 21.32 All bargaining unit employees, except intermittent employees, shall be entitled to participate in the CSU Dependent Care Reimbursement Program. The terms of this

program shall be determined by the CSU and IRS regulations. All administrative costs for participation shall be paid by participating employees.

Retirement

21.33 Pursuant to Government Code Section 20380, or any successor(s) or substitute provision(s) of that code section, all eligible employees are designated as state miscellaneous members under CalPERS.

Enhanced 1959 Survivors Benefit

21.34 Employees who are eligible pursuant to the California Public Employees' Retirement Law shall receive the improved 1959 Survivors Benefit as provided for in Government Code Section 21574.7, or any successor(s) or substitute provision(s) of that code section. Bargaining unit employees shall pay a premium of two dollars (\$2) per month for this benefit. The University agrees that all monthly premium in excess of the employee two dollar (\$2) monthly contribution shall be paid by the CSU.

Dependent Care

21.35 The CSU recognizes the importance of child care, elder care, and disabled dependent care needs to bargaining unit employees. Employees may participate in childcare programs in accordance with existing campus and systemwide policies. At an employee's request, the employee may participate in a flex-time program, upon verification of their dependent care needs. The Appropriate Administrator shall give consideration to an employee's child care, elder care, and disabled dependent care needs when an involuntary work schedule change is to be made. The decision of the Appropriate Administrator regarding voluntary and involuntary work schedule changes, including participation in flex-time programs, made pursuant to this provision, shall be final and shall not be subject to Article 7, Grievance Procedure.

Health Premium Conversion Program (TAPP)

21.36 All eligible employees who contribute toward health benefits pursuant to Provision 21.4 shall be entitled to participate in the CSU Health Premium Conversion Program. The terms of this program shall be determined by the CSU. All administrative costs for participation shall be paid by the participating employees.

FlexCash Plan

21.37 Eligible employees shall be entitled to participate in the CSU FlexCash Plan. A participating employee may waive health and/or dental insurance coverage in exchange for the following monthly payments:

- | | | |
|----|------------------------|-----------------|
| 1. | Waive medical & dental | \$140 per month |
| 2. | Waive medical only | \$128 per month |
| 3. | Waive dental only | \$ 12 per month |

In order to participate in the Plan, an employee will be required to request participation and certify that the employee has alternate non-CSU coverage in the insurance being waived. The terms of this Plan shall be determined by the CSU. All administrative costs for participation shall be paid by the participating employees.

Part-Time Employees Retirement Plan

21.38 Part-time, seasonal, temporary and intermittent employees who do not otherwise participate in the California Public Employees' Retirement System will be included in the Part-Time, Seasonal and Temporary (PST) Retirement Program administered by the California Department of Human Resources Savings Plus Program, a FICA-Safe Harbor Plan, in accordance with the regulations under section 3121(b)(7)(f) of the Internal Revenue Code, or any successor(s) or substitute provision(s) of that code section. The total cost of the plan will be paid by participating employees in the form of a seven and one-half percent (7.5%) pretax reduction, in accordance with section 414(h) of the Internal Revenue Code, from a participating employee's covered wages each pay period. There shall be no cost to the CSU.

The CSUEU shall receive appropriate advance notice of any change to this Plan. In the case of termination of the Plan or revision of the employees' contribution rate, the CSUEU shall receive appropriate advance notice and the parties will meet and confer over the impact of such termination or revision.

Golden Handshake

21.39 If, during the life of this Agreement, the Office of the Governor and the Department of Finance advise the CSU of the availability of the early retirement program (so-called "Golden Handshake") for CSUEU-represented employees, the University agrees to notify the Union and, upon written request from the Union, to meet and confer regarding said availability.

Public Transportation Incentives

21.40 Campuses will encourage the use of alternative transportation as appropriate to the campus' geographical region and as needed to comply with state and federal air quality rules and regulations. At the discretion of the President of the campus, subject to the State Controller's Office (SCO) procedures and IRS regulations, the CSU may establish, maintain, or cease transportation benefit programs. Campus programs that encourage the use of alternative transportation may include, but are not limited to:

- a. Free or discounted mass transit passes;
- b. Van pools, which may or may not be subsidized;
- c. Ride Share points;
- d. Commuter tax benefit programs;
- e. Parking permits for bike riders in inclement weather and/or
- f. Shared car programs on campus.

21.41 Upon request and if possible, the CSU may adjust an employee's work schedule to accommodate employees who use mass transit, van pools, ride shares, and other means of alternative transportation. Denial of an employee's request for such a work schedule change shall not be subject to Article 7 (Grievance Procedure) or Article 8 (Complaint Procedure).

Housing Assistance Programs

21.42 The CSU shall notify the CSUEU when a campus considers implementing a program to provide housing or housing assistance to its employees, and whether these programs are scheduled to be made available to employees in CSUEU bargaining units. If these programs are not scheduled to be made available to employees in CSUEU bargaining units, then the Union may request a meeting to discuss this issue with the CSU. The parties shall meet within thirty (30) days of the request. Any such programs provided to employees may be considered imputed income and subject to taxes in accordance with IRS regulations.

The final decision regarding what programs are offered to CSU employees, and whether these programs will be made available to employees in CSUEU bargaining units, shall be made by the CSU and shall not be subject to the grievance or complaint procedures of this agreement.

Don Moreno Employee TA for union

[Handwritten signatures]
ARTICLE 29
[Handwritten signature]
Brenda C. [unclear]

DURATION AND IMPLEMENTATION

- 29.1 This Agreement shall become effective upon ratification by both parties and shall remain in full force and effect up to and including **June 30, 2026** ~~June 30, 2024~~.
- 29.2 Negotiations for a successor agreement shall commence when one of the parties delivers to the other its proposals in writing no earlier than January 1 and no later than February 1 immediately preceding the expiration of this Agreement.
- 29.3 Pursuant to Government Code 3572(b) (HEERA) any term of this Agreement which is deemed by the Employer to carry an economic cost shall not be implemented until the Employer determines that the amount required therefore has been appropriated and makes such amount available for expenditure for such purpose. If the Employer determines that less than the amount needed to implement this Agreement, or any provision herein, has been appropriated to implement this Agreement or any provision herein, the term(s) of this Agreement deemed by the CSU to carry economic cost shall automatically be subject to the meet and confer process.

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E. [unclear]

TA for CSU
[Handwritten signature]
10/11/2023

TIA for
union

**CSU / CSUEU MOU
Cumulative Length of Service**

[Handwritten signature]
Jessica Westray
Dennis C. Smith
Anthon

For purposes of initial step placement, "Cumulative length of service" as used in Article 20 means the length of time spent in the employee's current classification (as of October 1, 2025) at their current campus.

Tom Allen
James Schuster
Don Moreno
Janet Hoeg

Cumulative length of service excludes:

- Time spent at another CSU campus.
- Time spent in a different classification and/or skill level (including CSUEU and/or non-CSUEU classifications).
- Any time prior to a break in service. A break in service is an employment separation of, or employment at another CSU campus, of six months or more.

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Exceptions to exclusions:

- When an employee is in a classification that originated after the abolishment of a prior classification, time in said abolished classification shall be counted when calculating which step to place the employee in.
- In the event that an employee utilized retreat rights during a layoff scenario, time in the higher classification shall be used for purposes of calculating placement on the step scale.
- In the event that an employee was on the layoff list and returned to their same classification through the rehire list, regardless of length of separation, all time in the classification prior and after the layoff shall be used for purposes of step placement. The period of time on the layoff list shall not be included in the calculation of cumulative time.

J. Branca
L. Hardman

Modifications to the above definition may be made by mutual agreement.

The CSU will provide the union with a list of employees and their identified length of service in their current classification at their current campus. The union is encouraged to bring any concerns to the attention of the University for its evaluation. These concerns should be brought forward prior to the implementation of steps.

TIA for CSU
[Handwritten signature]
10/11/2023

TA Convention

TA for CSU
10/11/2023

CLASSIFICATION
NEW EVENT AND CONFERENCE COORDINATION IV
NEW GUEST SERVICES AND SALES COORDINATION IV
NEW DIVERSITY COORDINATOR
NEW PARKING OFFICER III
NEW SECURITY OFFICER II
NEW SECURITY OFFICER I
NEW ACCOUNTS PAYABLE TECHNICIAN III
NEW ACCOUNTS PAYABLE TECHNICIAN II
NEW ACCOUNTS PAYABLE TECHNICIAN I
NEW ACCOUNTS PAYABLE TECHNICIAN I
NEW INSTITUTIONAL RESEARCH ANALYST III
NEW INSTITUTIONAL RESEARCH ANALYST II
NEW INSTITUTIONAL RESEARCH ANALYST I
NEW ACADEMIC COORDINATOR IV
NEW ACADEMIC COORDINATOR III
NEW ACADEMIC COORDINATOR II
NEW ACADEMIC COORDINATOR I
NEW EXECUTIVE ASSISTANT III
NEW EXECUTIVE ASSISTANT II
NEW EXECUTIVE ASSISTANT I
NEW ATHLETIC ADMINISTRATION PROFESSIONAL III
NEW ATHLETIC ADMINISTRATION PROFESSIONAL II
NEW ATHLETIC ADMINISTRATION PROFESSIONAL I
NEW EVENT AND CONFERENCE PLANNER III
NEW EVENT AND CONFERENCE PLANNER II
NEW EVENT AND CONFERENCE PLANNER I
NEW GUEST SERVICES AND SALES II
NEW GUEST SERVICES AND SALES I
NEW HOUSING OPERATIONS PROFESSIONAL III
NEW HOUSING OPERATIONS PROFESSIONAL II
NEW HOUSING OPERATIONS PROFESSIONAL I
NEW LIBRARY SERVICES II
NEW LIBRARY SERVICES I
NEW ADVANCEMENT PROFESSIONAL IV
NEW ADVANCEMENT PROFESSIONAL III
NEW ADVANCEMENT PROFESSIONAL II
NEW ADVANCEMENT PROFESSIONAL I
NEW ALUMNI RELATIONS PROFESSIONAL IV
NEW ALUMNI RELATIONS PROFESSIONAL III

Jessica West
 Derek C. Mc
 Anthe
 Tom
 Daniel
 Dan Moren
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 E. [Signature]
 [Signature]

CLASSIFICATION
NEW ALUMNI RELATIONS PROFESSIONAL II
NEW COMMUNITY AND GOVT RELATIONS PROFESSIONAL III
NEW COMMUNITY AND GOVT RELATIONS PROFESSIONAL II
NEW GRANTS AND CONTRACTS PROFESSIONAL IV
NEW GRANTS AND CONTRACTS PROFESSIONAL III
NEW GRANTS AND CONTRACTS PROFESSIONAL II
NEW GRANTS AND CONTRACTS PROFESSIONAL I
** NEW ** ACCOUNTANT IV
NEW ACCOUNTS PAYABLE/RECEIVABLE IV
NEW ACCOUNTS PAYABLE/RECEIVABLE III
NEW ACCOUNTS PAYABLE/RECEIVABLE II
NEW ACCOUNTS PAYABLE/RECEIVABLE I
NEW BUDGET ANALYST IV
NEW BUDGET ANALYST I
NEW DIVERSITY PROFESSIONAL III
NEW HR GENERALIST III
NEW HR GENERALIST II
NEW HR GENERALIST I
NEW HR SPECIALIST IV
NEW HR SPECIALIST III
NEW HR SPECIALIST II
NEW HR SPECIALIST I
NEW PAYROLL PROFESSIONAL IV
NEW PAYROLL PROFESSIONAL III
NEW PAYROLL PROFESSIONAL II
NEW PAYROLL PROFESSIONAL I
NEW COMPLIANCE PROFESSIONAL IV
NEW COMPLIANCE PROFESSIONAL III
NEW COMPLIANCE PROFESSIONAL II
NEW COMPLIANCE PROFESSIONAL I
NEW HEALTH AND SAFETY PROFESSIONAL IV
NEW HEALTH AND SAFETY PROFESSIONAL III
NEW HEALTH AND SAFETY PROFESSIONAL II
NEW HEALTH AND SAFETY PROFESSIONAL I
NEW RISK MANAGEMENT PROFESSIONAL IV
NEW RISK MANAGEMENT PROFESSIONAL III
NEW RISK MANAGEMENT PROFESSIONAL II
NEW RISK MANAGEMENT PROFESSIONAL I
NEW EMERGENCY PREPAREDNESS PROFESSIONAL III

CLASSIFICATION
NEW EMERGENCY PREPAREDNESS PROFESSIONAL II
NEW FACILITIES PROJECT SPECIALIST IV
NEW FACILITIES PROJECT SPECIALIST III
NEW FACILITIES PROJECT SPECIALIST II
NEW SUSTAINABILITY PROFESSIONAL IV
NEW SUSTAINABILITY PROFESSIONAL III
NEW SUSTAINABILITY PROFESSIONAL II
NEW SUSTAINABILITY PROFESSIONAL I
NEW ACCESSIBILITY TECHNOLOGIST II
NEW BUSINESS ANALYST III
NEW BUSINESS ANALYST II
NEW BUSINESS ANALYST I
NEW DATA ANALYTICS DEVELOPER III
NEW DATA ANALYTICS DEVELOPER II
NEW DATA ANALYTICS DEVELOPER I
NEW ACADEMIC TECHNOLOGIST III
NEW ACADEMIC TECHNOLOGIST II
NEW ACADEMIC TECHNOLOGIST I
NEW SOFTWARE DEVELOPER III
NEW SOFTWARE DEVELOPER II
NEW SOFTWARE DEVELOPER I
NEW SYSTEMS ADMINISTRATOR III
NEW SYSTEMS ADMINISTRATOR II
NEW SYSTEMS ADMINISTRATOR I
NEW INFORMATION SECURITY ANALYST III
NEW INFORMATION SECURITY ANALYST II
NEW TECHNOLOGY STRATEGY PROFESSIONAL III
NEW TECHNOLOGY STRATEGY PROFESSIONAL II
NEW DATABASE ADMINISTRATOR III
NEW DATABASE ADMINISTRATOR II
NEW DATABASE ADMINISTRATOR I
NEW TECHNOLOGY SUPPORT PROFESSIONAL III
NEW TECHNOLOGY SUPPORT PROFESSIONAL II
NEW TECHNOLOGY SUPPORT PROFESSIONAL I
NEW WEB DEVELOPER III
NEW WEB DEVELOPER II
NEW WEB DEVELOPER I
NEW USER EXPERIENCE ANALYST III
NEW USER EXPERIENCE ANALYST II

CLASSIFICATION
NEW USER EXPERIENCE ANALYST I
NEW ARCHIVIST AND CURRATOR II
NEW ARCHIVIST AND CURRATOR I
NEW COMMUNICATIONS PROFESSIONAL IV
NEW COMMUNICATIONS PROFESSIONAL III
NEW COMMUNICATIONS PROFESSIONAL II
NEW COMMUNICATIONS PROFESSIONAL I
NEW MARKETING PROFESSIONAL IV
NEW MARKETING PROFESSIONAL III
NEW MARKETING PROFESSIONAL II
NEW MARKETING PROFESSIONAL I
NEW SPORTS INFORMATION PROFESSIONAL III
NEW SPORTS INFORMATION PROFESSIONAL II
NEW SPORTS INFORMATION PROFESSIONAL I

E. H. Robert

CSU/CSUEU Tentative Agreement
10/11/2023

J. Bourca

TA for
Union

CSU / CSUEU MOU

Third-party vendor to develop classifications with corresponding standards

The CSU shall contract with a third-party vendor to develop classifications with corresponding standards based on the recommendations in the Mercer staff study as set forth in the attached list, which may be amended by mutual agreement of the parties. If the parties agree to amend the list, every effort should be made to provide these amendments within 30 days from complete tentative agreement. Both parties shall have the right to provide information to the vendor during the process of developing classifications and standards.

The CSU, by March 30, 2024 or sooner, will provide the union those proposed classifications and their corresponding standards. The parties shall endeavor to complete any meet and confer obligations within six months of the union's receipt of those proposed classifications and standards. If the meet and confer process is not completed within the 6 months, the implementation of steps may be delayed one month for each month of the delay. Employees will not be entitled to more than three months of retroactive pay as a result of such a delay in step implementation.

Assuming that the above meet and confer process is finished within six months, it is anticipated that campuses will be completed with reclassification and initial placement no later than March 30, 2025. Once campuses have completed the reclassification and initial placement for all represented employees, the union will be given three months to review and present concerns or proposed changes.

The parties acknowledge that Appendix P1 will need to be modified to reflect the outcome of this process.

Jessica Westlaw
Andrea C. [unclear]
Anita
Temple
Donna [unclear]
Donna [unclear]
Temple
Randy
[unclear]

TA for CSU
[Signature]
10/11/2023

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