

August 27, 2019

Paul Starkey  
Deputy Director of Labor Relations  
California Department of Human Resources  
1515 "S" Street, North Building, Suite 400  
Sacramento, CA 95811

**Via Email and U.S. Mail**

**Re: Request for an Immediate Equitable GSI for Supervisory and Managerial  
Employees Related to Units 2 and 18**

Dear Mr. Starkey,

ACSS requests CalHR take immediate action to increase salaries by 5 percent for excluded employees related to Units 2 and 18 and seek legislative funding for those increases prior to the Legislature's adjournment in September. Without this action, your dedicated supervisory and managerial team related to these bargaining units will see their pay decrease for at least the next six months.

On June 19, 2019, ACSS submitted written proposals related to Unit 18 requesting a fix for certain salary inequities and providing longevity and geographic pay. On June 21, 2019, ACSS submitted written proposals related to Unit 2 seeking an equitable increase in professional development days and longevity and geographic pay.

On July 2 and 3, 2019, ACSS expressed concerns to CalHR regarding the upcoming OPEB increases for excluded employees in the four bargaining units that at the time had not reached successor MOUs. Since then, Units 7 and 13 have reached agreement, but as we understand it, Units 2 and 18 have not. Unit 18 has notified its members it is not scheduled to meet with CalHR until October 2019. With the need for legislative approval of any successor MOU and the Legislature's adjournment, it is apparent that no successor MOUs would be in place for these units any sooner than the Legislature's return in January 2020.

While we appreciate the positive steps of implementing Family Care Leave and Emergency Pay for excluded employees, a decrease in pay is demoralizing for your management team who is not involved in collective bargaining. A pay decrease can and should be avoided. In 2016, many excluded employee salaries were adjusted prior to the completion of bargaining with related units. The current pending reduction in pay related to OPEB offers an opportunity to do so again to recognize the work of excluded employees and CalHR's role in determining salaries for excluded employees.

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**Request for GSI for Excluded Employees**

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Thank you for considering ACSS' requests that the Administration provide S02, M02 and S18, M18 and related excluded employees a fair and equitable GSI retroactive to July 1, 2019 to avoid a prolonged decrease take home pay.

If you would like to discuss this matter, please contact ACSS Executive Director Rocco Paternoster at (916) 326-4257 to facilitate those discussions.

Sincerely,

A handwritten signature in black ink, appearing to read "Todd D'Braunstein". The signature is fluid and cursive, with a large initial "T" and "D".

Todd D'Braunstein

President

ASSOCIATION OF CALIFORNIA STATE SUPERVISORS