PAY

MONTHLY BASE PAY Effective 01/01/22

- Special Agent Trainee – Class Code 8514
  $4,622 - $6,234
- Special Agent – Class Code 8482
  Range A $5,884 - $7,214
  Range B $6,705 - $8,621
  Range C $7,728 - $10,687
- Special Agent Supervisor – Class Code 8524
  $8,475 - $11,738

PAY DIFFERENTIALS (Available if the employee meets the qualifying criteria)

- Bilingual Premium* $200 per pay period
- Field Training Officer Pay One Step or 5% over base salary per pay period
- Flight Pay 10% over base salary per pay period
- Task Force Commander Pay $250 per pay period
- Longevity Pay monthly increase based on years of state service effective 10/01/20:
  - 17-18 yrs: 2%
  - 19 yrs: 4%
  - 20 yrs: 5%
  - 21 yrs: 6%
  - 22-24 yrs: 7%
  - 25 yrs: 9%
- Education Incentive, per pay period*
  - $50 POST Intermediate Certificate, or
  - $75 Associate Degree, or
  - $100 POST Advanced Certificate, or
  - $125 Bachelor’s Degree

*Special Agent Trainee is eligible for these pay differentials.

LIMITED-TERM APPOINTMENTS

Limited-Term appointments shall not exceed two years (GC 18530).

Employees may be separated at their or the departments request at any time prior to the expiration of the term (2 CCR 282).

No time served in Limited Term appointment may count toward permanent status (2 CCR 281).

Employees with Limited Term status are not afforded the opportunity to participate in seniority based transfers BU-7 MOU Article 16.4.

Limited Term appointments are not automatically transferred to permanent status. Individuals must apply for, and be list eligible for appointment into a permanent position with the Department of Justice.

DIRECT DEPOSIT

Direct Deposit is a convenient method to automatically deposit your net earnings into the financial institution of your choice. Once you enroll, all of your paychecks are transferred to your financial institution.

This includes regular pay and supplemental pay, such as overtime. Employees are eligible to sign up for direct deposit upon hire.
RETIRED BENEFITS

Retirement benefit formulas and contribution rates for State employees are specified in the California Government Code. CalPERS determines the appropriate retirement formula for each state employee based on a combination of the individual’s first hire date with the state and prior CalPERS membership. This is accomplished through completion of the Member Reciprocal Self-Certification, form number PERS-EAMD-801 (revised 06/18).

CalPERS publication 16 provides information on the rights and benefits afforded to eligible CalPERS members in conjunction with certain other public retirement systems in California.

For more information regarding retirement, reach out to CalPERS at 1-888-225-7377

Retirement Category: Peace Officer/ Firefighter (PO/FF) BU-7 MOU Article 11.1

Transfer from another state agency – continuous employment in peace officer classification; no change

New to State – considered Public Employees’ Pension Reform Act of 2013 (PEPRA); depending on reciprocal rights, may be designated as “Classic” by CalPERS.

NOTE: Special Agent classifications do not pay into social security.

Prefunding of Post-retirement Health Benefits (OPEB) - prefund retiree healthcare, all benefit eligible employees must contribute 4.0% of the pensionable compensation.

FACTORS CONTRIBUTING TO RETIREMENT FORMULA

The CalPERS representatives will need to know the following to be able to provide an accurate response:

1. Your current CalPERS membership status (active or last day with a CalPERS employer)
2. 1st date employed with the State into the PO/FF retirement category (CHP, CDCR, etc)
3. Appointing type into the PO/FF: Special Agent series
4. Bargaining unit: R07 (Special Agent series)
5. Pays into Medicare
6. Does not pay Social Security
7. Tenure: Permanent, or Limited Term and number of months (appointment must be 6 months or greater)
8. Time base: 1/2 time or greater

RETIREMENT FINAL COMPENSATION FORMULAS—PO/FF

Determining which retirement formula you would be eligible for is based on your actual first hire date with the state of California.

<table>
<thead>
<tr>
<th>Formula</th>
<th>How Determined</th>
<th>Final Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>PO/FF Formula A</strong></td>
<td>Unit 7 employees of the Peace Officer/Fire Fighter (PO/FF) retirement plan who are employed on or after January 1, 2004 and prior to January 15, 2011, shall be subject to 3% @ 50 service retirement formula</td>
<td>Unit 7 PO/FF employee, who is employed by the State for the first time and becomes a member of CalPERS prior to January 15, 2011, is based on the highest average monthly pay rate during twelve (12) consecutive months of employment.</td>
</tr>
<tr>
<td>(3% at age 50) G.C. 21363.8</td>
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</tr>
</tbody>
</table>
| **PO/FF Formula B**      | PO/FF retirement members first employed by the State on and after January 15, 2011 and prior to January 1, 2013 and qualify for CalPERS membership are subject to PO/FF Formula B. Exception: (below are subject to PO/FF Formula A)  
  - Former state employees who return to state on or after 01/15/2011  
  - State employees hired prior to 01/15/2011 and were subject to Alternate Retirement Program (ARP)  
  - State employee on approved LOA prior to 01/15/2011 who return to active on or after 01/15/2011  
  - Persons who are already a member or annuitants of CalPERS as a State employee prior to 01/15/2011 | Unit 7 PO/FF employee, who is employed by the State for the first time and becomes a member of CalPERS on or after January 15, 2011, is based on the highest average monthly pay rate during thirty-six (36) consecutive months of employment. |
| (2.5% at age 55) G.C. 21363 |                                                                                                                                                  |                                                                                       |
| **PO/FF PEPRA**          | Employees brought into CalPERS Membership for the first time on and after January 1, 2013 and who are not eligible for reciprocity with another California public employer as provided in GC 7522.02 (c) shall be subject to PEPRA Retirement Formula |                                                                                       |
CONSOLIDATED BENEFITS AND CASH IN LIEU OF BENEFITS

Rather than receiving three separate state contributions for medical, dental, and vision benefits, employees eligible for Consolidated Benefits (CoBen) receive a single monthly contribution to pay for all three benefits. CoBen eligibility is determined through the collective bargaining process. Currently, employees in Bargaining Units 2, 7, 8, 16, 17, 18, and 19 are under CoBen.

If the CoBen allowance exceeds the total cost of the medical, dental, and vision plans an eligible employee has chosen, the employee receives the excess amount as additional taxable income each month.

If the CoBen allowance is less than the total cost of the benefit plans the employee has chosen, the employee pays the difference through pre-tax payroll deductions.

Cash Option in lieu of health and dental benefits refer to CoBen Handbook, page 10

Employees with qualifying group health and dental coverage through another source, such as a spouse or domestic partner, may elect to receive cash in lieu of enrollment in a state health and dental benefit. This additional cash is treated as taxable income.

Enrollment in the cash option for dental only is not allowed.

HEALTH AND DENTAL BENEFITS

Transfer from another state agency to DOJ: benefits are uninterrupted; no changes allowed unless there is a permitting event. For example, change of geographical location may be a permitting event; ie San Diego to Sacramento.

New to State Benefits Eligibility Criteria – all below are eligible upon hire
- Permanent - Full Time
- Permanent - ½ Time or greater
- Limited Term - Full Time, when initial appointment is in excess of 6 months
- Permanent - Intermittent (not eligible upon appointment; must meet specific criteria)

See CalPERS website for health insurance options for state employees: www.calpers.ca.gov, select: active members; health; plans & rates, 2021, and “state” for current options.

R07 employees are eligible for Consolidated Benefits and may enroll in Delta Dental insurance upon appointment in a benefit eligible position.

See CalHR website for dental and vision options for state employees: www.calhr.ca.gov, select employees; benefits; select specific coverage from list for

POST-RETIREMENT HEALTH AND DENTAL VESTING

Employees first hired by the State after 01/01/1989 that retire from the state and have 20 or more years of CalPERS time will receive 100% of the state’s share for health premiums.

Employees first hired by the State after 01/01/2017 that retire from the state and have 25 or more years of State time will receive 100% of the state’s share for health premiums.

If the health plan premium is more than the state’s share, the retiree will be responsible to pay any amount above that. Out of pocket cost will depend on which type of coverage the employee selects.

Please refer to the bargaining unit 7 contract located on the CalHR website for additional information or clarification.

With Savings Plus you can build a retirement 401(k) and/or 457 account.

Automatic payroll deductions from your paycheck are invested in funds you select from the Savings Plus portfolio menu. Money from your paycheck that you invest this way is not taxed until you eventually withdraw it, generally during retirement.
PAID LEAVE

Paid Holidays for state employees are listed to the right.

State employees are provided paid leave in accordance with their bargaining unit contracts. State service and leave accruals are earned based on qualifying pay periods (QPP). Accruals are available for use the month following.

Transfer from another state agency – leave balances transferred to new agency except for CTO and Excess (these are cashed out). 2 Professional Development Days per fiscal year (if exhausted at previous agency must wait until July 1)

New to state

Personal Holiday – must be in a position that includes a probationary period

Perm: accrues 1 unit upon completion of 6 months employment (one 8 hour day)

Limited Term: not eligible

Accrual Rates for Rank-and-File Employees, in All Bargaining Units Except 6 and 8

<table>
<thead>
<tr>
<th>Length of Service</th>
<th>Vacation</th>
<th>Sick Leave</th>
<th>Annual Leave</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 month to 3 years</td>
<td>7 hours/month &amp; 8 hours/month</td>
<td>11 hours/month</td>
<td></td>
</tr>
<tr>
<td>37 months to 10 years</td>
<td>10 hours/ month &amp; 8 hours/month</td>
<td>14 hours/month</td>
<td></td>
</tr>
<tr>
<td>121 months to 15 yrs</td>
<td>12 hours/ month &amp; 8 hours/month</td>
<td>16 hours/month</td>
<td></td>
</tr>
<tr>
<td>181 months to 20 yrs</td>
<td>13 hours/ month &amp; 8 hours/month</td>
<td>17 hours/month</td>
<td></td>
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<tr>
<td>241 months and over</td>
<td>14 hours/ month &amp; 8 hours/month</td>
<td>18 hours/month</td>
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</tbody>
</table>

2 Professional Development Days upon hire (8 hour days), annually on a Fiscal Year basis

California Wounded Warriors Transitional Leave Act (CalHR 190)

Employees first hired on or after January 1, 2016, are entitled to 96 hours of additional sick leave for treatment of a service-connected disability rated at 30% or more by the United States Department of Veterans Affairs.

Vacation (VA)/Sick Leave (SL) program, required waiting period for VA if enrolling is (6 QPP), sick leave available upon accrual or Annual Leave (AL) program hours available for use upon accrual