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AGREEMENT BETWEEN

**THE BOARD OF TRUSTEES OF
THE CALIFORNIA STATE UNIVERSITY**

AND THE

CALIFORNIA STATE EMPLOYEES' ASSOCIATION

Unit 2 — Health Care Support

Unit 5 — Operations Support

Unit 7 — Clerical/Administrative Support Services

Unit 9 — Technical Support Services

June 1, 1989 — May 31, 1992



5/92

The California State University

Office of the Chancellor

California State University, Bakersfield

California State University, Chico

California State University, Dominguez Hills

California State University, Fresno

California State University, Fullerton

California State University, Hayward

Humboldt State University

California State University, Long Beach

California State University, Los Angeles

California State University, Northridge

California State Polytechnic University, Pomona

California State University, Sacramento

California State University, San Bernardino

San Diego State University

San Francisco State University

San Jose State University

California Polytechnic State University, San Luis Obispo

California State University, San Marcos

Sonoma State University

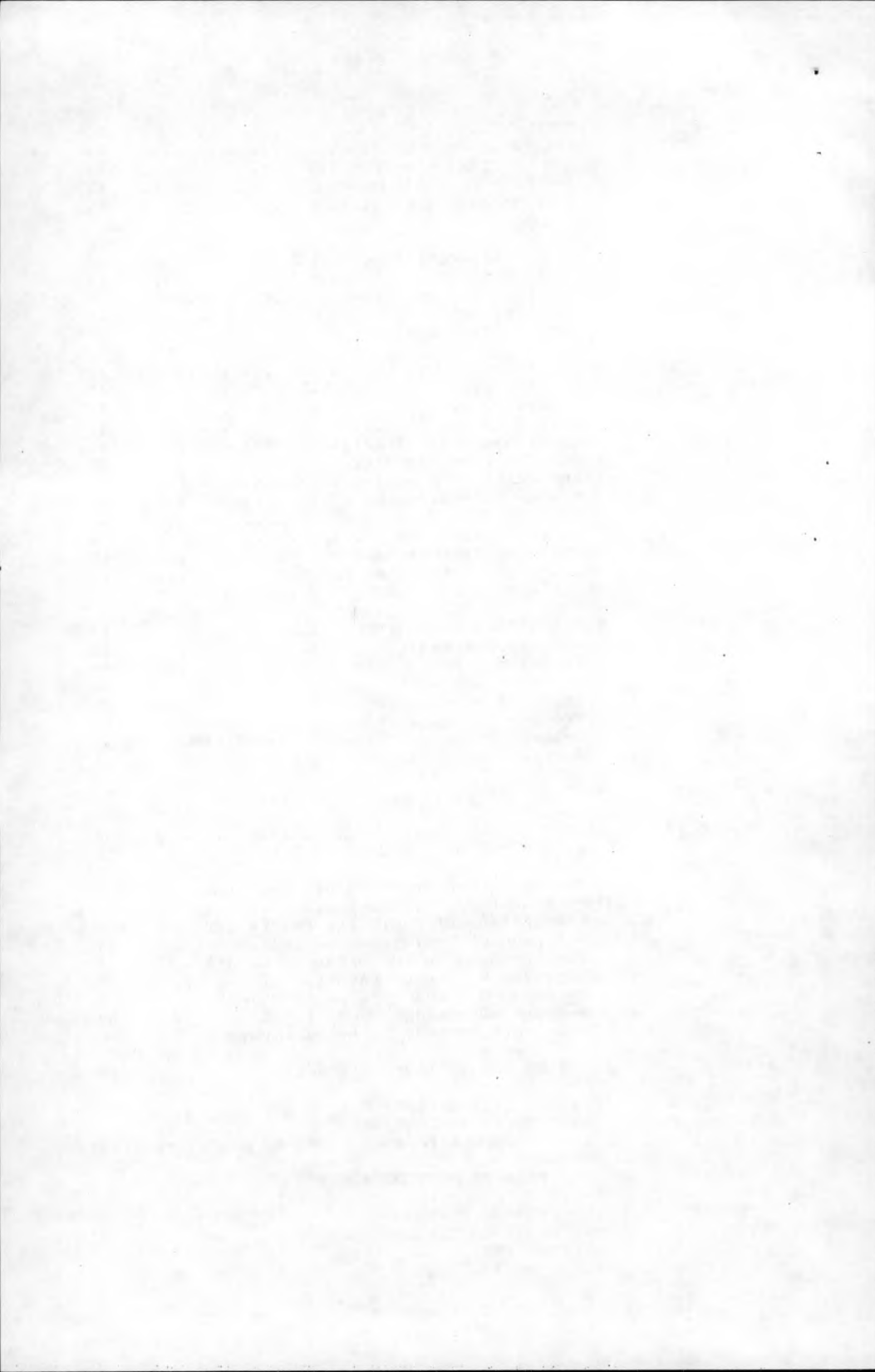
California State University, Stanislaus

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ARTICLE 1

RECOGNITION

- 1.1 The Trustees of The California State University recognize the California State Employees' Association, SEIU Local 1000, AFL-CIO, the Union, as the sole and exclusive bargaining representative for Bargaining Units 2, 5, 7 and 9, which includes the employees in classifications described in Appendix A of this Agreement.
- 1.2 The parties further agree that employees in classifications and positions described in Appendix B of this Agreement and all other management, supervisory, and confidential employees as defined in the HEERA are excluded from the bargaining units.
- 1.3 The parties agree that employees appointed for thirty (30) days or less in classifications described in Appendix B of this Agreement are excluded from the bargaining units and are not covered by the terms of this Agreement.
- 1.4 The parties may mutually agree in writing to modify the unit to include or delete classification(s). If the parties disagree as to the inclusion or deletion of classification(s), either party may seek a unit modification pursuant to the procedures established by the Public Employment Relations Board.

ARTICLE 2

DEFINITIONS

- 2.1 Administrator - The term "administrator" as used in this Agreement refers to an employee serving in a position designated management or supervisory as defined by HEERA.
- 2.2 Appropriate Administrator - The term "appropriate administrator" as used in this Agreement refers to the immediate non-bargaining unit supervisor or manager to whom the employee is normally accountable, or who has been designated by the President.
- 2.3 Bargaining Unit - The term "bargaining unit" as used in this Agreement refers to the bargaining unit defined in Article 1, Recognition.
- 2.4 Calendar Year - The term "calendar year" as used in this Agreement refers to the period of time from January 1 through December 31.
- 2.5 Campus - The term "campus" as used in this Agreement refers to one university or college and all its facilities which is a member institution of The California State University. The term "campus" shall also refer to the Office of the Chancellor, when appropriate.
- 2.6 Chancellor - The term "Chancellor" as used in this Agreement refers to the chief executive officer of the CSU or his/her designee.

- 2.7 CSU - The term "CSU" as used in this Agreement refers collectively to the Trustees, the Office of the Chancellor, and the universities and colleges.
- 2.8 Day - The term "day" as used in this Agreement refers to a calendar day. The time in which an act provided by this Agreement is to be done is computed by excluding the first day, and including the last, unless the last day is a holiday or other day on which the Employer is not regularly open for business, and then it is also excluded.
- 2.9 Employee - The term "employee" as used in this Agreement refers to a bargaining unit member who is a full-time, part-time, probationary, permanent, or temporary employee.
- a. Full-time Employee as used in this Agreement refers to a bargaining unit employee who is serving in a full-time appointment.
 - b. Part-time Employee as used in this Agreement refers to a bargaining unit employee who is serving in less than a full-time appointment.
 - c. Probationary Employee as used in this Agreement refers to a full-time bargaining unit employee who has received a probationary appointment and is serving a period of probation.
 - d. Permanent Employee as used in this Agreement refers to a bargaining unit employee who has been awarded permanent status and is serving in a permanent appointment.
 - e. Temporary Employee as used in this Agreement refers to a bargaining unit employee who is serving in a temporary appointment for a specific period of time.
- 2.10 Fiscal Year - The term "fiscal year" as used in this Agreement refers to the period of time from July 1 through June 30.
- 2.11 Parties - The term "parties" as used in this Agreement refers to the CSU and the California State Employees' Association, SEIU Local 1000, AFL-CIO.
- 2.12 President - The term "President" as used in this Agreement refers to the chief executive officer of a university or college or his/her designee. The term "President" shall also refer to the Chancellor or his/her designee, when appropriate.
- 2.13 Trustees - The term "Trustees" as used in this Agreement refers to the Board of Trustees of the CSU.
- 2.14 Union - The term "Union" as used in this Agreement refers to the California State Employees' Association (CSEA), SEIU Local 1000, AFL-CIO, exclusive bargaining representative.
- 2.15 Union Representative - The term "Union Representative" as used in this Agreement refers to a person who has been officially designated in

writing by the Union as a Union Representative and shall include but not be limited to Campus Bargaining Unit Representatives, Chapter Presidents and Vice Presidents, Chapter Secretary/Treasurers, Chapter Job Stewards, Chapter Chief Job Stewards, Division Director, Deputy Division Director, Bargaining Unit Council Chairs and Vice Chairs, and paid employees of CSEA.

- 2.16 Workday - The term "workday" as used in this Agreement refers to the hours an employee is scheduled for work on any one calendar day.
- 2.17 Worktime/Work Hours - The terms "worktime" and/or "work hours" as used in this Agreement refer to time spent in compensated employment except time spent on all paid disability leaves and workers' compensation.

ARTICLE 3

MANAGEMENT RIGHTS

- 3.1 The CSU retains and reserves unto itself, without limitation, whether exercised or not, all powers, rights, authorities, duties, and responsibilities which have not been specifically abridged, delegated or modified by this Agreement.

Contracting Out

- 3.2 When the Employer deems it necessary in order to carry out the mission and operations of the campus, the Employer may contract out work.
- 3.3 The CSU shall notify the Union when contracting out is to be on a long-term basis. When possible, notification shall be made prior to implementing the contract, but in no event later than ten (10) working days after commencement of the contracting out. The Union may request to meet and confer on the impact of contracting out work when such contracting out is to be on a long-term basis. The CSU shall meet with the Union for this purpose within thirty (30) days of such a request.

ARTICLE 4

EFFECT OF AGREEMENT

- 4.1 This Agreement constitutes the entire Agreement of the Trustees and the Union, arrived at as the result of meeting and conferring. The terms and conditions may be altered, changed, added to, deleted from, or modified only through the voluntary and mutual consent of the parties in an expressed written amendment to the Agreement. This Agreement supersedes all previous Agreements, understandings, and prior practices related to matters included within this Agreement. In the absence of any specific provisions in this Agreement, all CSU practices and procedures are at the discretion of the Employer.

The CSU shall provide notification to the Union of proposed changes in written systemwide policies affecting wages, hours and conditions of employment during the terms of this Agreement. Whenever possible, such notice shall be prior to the implementation of changes in such

policies. Upon written request of the Union, the CSU shall meet and confer regarding the impact of such changes.

The Union shall be notified of changes to written campuswide policies affecting wages, hours and conditions of employment during the term of this Agreement when such campuswide policy changes have been signed by the President.

- 4.2 The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Except as provided for in this Agreement, the CSU and the Union, for the life of this Agreement, voluntarily and unqualifiedly waive the right, and each agrees that the other shall not be obligated, to bargain collectively with respect to any subject or matter referred to or covered by this agreement, or with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subjects or matters may not have been within the knowledge of or contemplation of either or both of the parties at the time that they negotiated or signed this Agreement.

Savings Clause

- 4.3 If any provisions of this Agreement are held to be contrary to law by a court of competent jurisdiction or governmental agency having authority over the provisions, such provisions will not be deemed valid and subsisting except to the extent permitted by law, but all other provisions of this Agreement will continue in full force and effect.
- 4.4 No later than sixty (60) days after a request by either party to meet and confer, negotiations regarding a substitute provision(s) for the invalidated provision(s) shall commence.

ARTICLE 5

UNION RIGHTS

Use of Facilities

- 5.1 Upon request of the Union, the CSU shall provide at no cost adequate facilities not otherwise required for campus business for union meetings that may be attended by employees during non-worktime.
- 5.2 The Union shall bear the cost of all campus materials and supplies incident to any union meeting or union business conducted on campus.

Campus Communication

- 5.3 Intra-campus mail service shall be available to the Union at no cost for official union communications. The Union shall package and label materials for convenient handling according to the normal

specifications of the campus which shall be communicated upon the request of the Union. The name of the Union shall appear on all materials sent through the campus mail service. Employee mailboxes, if any, may be utilized by the Union for purposes of union communication to bargaining unit employees.

Bulletin Boards

- 5.4 The Union shall have the use of an adequate number of designated bulletin boards for the posting of union material. Such bulletin boards shall be visible, accessible to employees, and in areas frequented by employees.
- 5.5 A copy of union material posted on bulletin boards and union material intended for general distribution to employees through campus mail service shall be provided in a timely manner to the appropriate administrator. The Union shall exercise responsibility for the content of such union material.

Union Business

- 5.6 Union business involving employees shall be conducted during non-worktime except as provided for elsewhere in this Agreement. Union business shall not interfere with the campus programs or operations.
- 5.7 As a courtesy, the appropriate administrator shall be notified of the presence of a Union Representative who is not a campus employee either upon his/her arrival at the campus or by telephone in advance of arrival.
- 5.8 One (1) Campus Bargaining Unit Representative per campus for each unit (2, 5, 7 and 9) shall be designated by the Union to officially represent the Union. The names of these Campus Bargaining Unit Representatives shall be provided in writing to the President.

Employee Lists

- 5.9 The campus Personnel Office shall provide to the Union upon written request a monthly list of all employees new to bargaining units 2, 5, 7 and 9. Such lists shall contain names and work locations and shall be provided at no cost to the Union. An employee's home address shall be released to the Union unless the employee has officially informed the CSU that he/she wishes the home address withheld.
- 5.10 Upon request of the Union, employee lists with name, classification, hire date and department shall be provided to the Union in a timely manner. The cost of such employee list shall be borne by the Union except as provided elsewhere in the Agreement.

Release Time for Union Business

- 5.11 The CSU shall provide release time for up to six (6) people employed by the CSU for each scheduled meet and confer session. Additional release

time shall be provided on an individual basis to meet special needs related to transportation and work schedules.

The CSEA/CSU Division Director, or his/her designee, and the Bargaining Unit Chairpersons of bargaining units 2, 5, 7 and 9 or their designees shall be provided with release time to attend Board of Trustee meetings. Such requests shall be submitted to the Office of the Chancellor far enough in advance to permit scheduling of CSEA speakers pursuant to rules and regulations of the Trustees, and to arrange the appropriate release time.

Upon request of the Union, the President may authorize an unpaid leave of absence for up to one year for union business. Such leave shall not be unreasonably denied and, if granted, shall conform to Article 15, Leaves of Absence Without Pay.

- 5.12 The term "no cost" as used in this Article shall be exclusive of actual overtime costs or extraordinary clean-up costs incurred by the CSU in complying with the provisions of this Article. Such costs shall be borne by the Union. When the meeting request is submitted and the Union inquires, the CSU shall inform the Union whether or not costs shall be charged.

Union Leave

- 5.13 Upon written request of the Union to the Office of the Chancellor, the CSU shall grant a union leave without loss of compensation to the CSEA Division Director, the CSEA Deputy Division Director, and the Bargaining Union Council Chairs (2, 5, 7 and 9).
- a. Such a leave may be partial or full time and shall not exceed one (1) year. An employee on such a leave shall continue to earn service credit and retirement credit. Vacation time, holiday time, and sick leave shall not accrue during such a leave. An employee on such a leave shall have the right to return to his/her former position upon expiration of the leave. Such a leave shall not constitute a break in the employee's continuous service for the purpose of salary adjustments, sick leave, vacation or seniority.
 - b. The CSU shall be reimbursed by the Union for all compensation paid the employee on account of such leave and for any incidental costs. Reimbursement by the Union shall be made no later than thirty (30) days after its receipt of the CSU certification of payment of compensation to the employee.
 - c. Such a union leave in accordance with this Article shall also be provided to a bargaining unit employee upon becoming CSEA Statewide President.
- 5.14 An employee shall not suffer reprisals for participation in union activities.

Contract Distribution

- 5.15 The CSEA shall print and provide one (1) copy of this Agreement for each bargaining unit (2, 5, 7 and 9) employee. The costs of producing an adequate number of copies of this Agreement shall be borne equally by the parties.

Union Security

- 5.16 It is the intent of this Article to provide payroll deduction for CSEA members to be deducted from their pay warrants insofar as permitted by law. The CSU agrees to deduct and transmit to CSEA all authorized deductions from all CSEA members within the bargaining units (2, 5, 7 and 9) who have signed and approved authorization cards for such deduction on a form provided by CSEA, less necessary administrative costs incurred by the State Controller.
- 5.17 The written authorization for CSEA deduction shall remain in full force and effect during the life of this Agreement provided, however, that any employee may withdraw from CSEA by sending a withdrawal letter to CSEA within thirty (30) calendar days prior to the expiration of this Agreement.
- 5.18 Upon movement of an employee out of the bargaining unit, the employee may elect to withdraw from CSEA. Such withdrawal shall not be permitted if the employee moves to another bargaining unit in which CSEA is the exclusive representative and in which the Agreement contains a provision such as 5.17 above.
- 5.19 The amount of dues deducted from the CSEA members' pay warrants shall be sent to CSEA and changed by the CSU upon written request of CSEA.
- 5.20 Employees shall be free to join or not to join the Union.
- 5.21 CSEA agrees to indemnify, defend, and hold the CSU harmless against any claim made of any nature and against any suit instituted against the CSU arising from its payroll deduction for CSEA dues and deductions.

ARTICLE 6

CONCERTED ACTIVITIES

- 6.1 Employees shall not engage in strikes or any other concerted activity which would interfere with or adversely affect the operations or mission of the CSU. The Union shall play a responsible role in preventing any employee from participating in any such concerted activity and shall notify employees of such prohibitions.
- 6.2 The Union shall not promote, organize or support any strike or other concerted activity which would interfere with or adversely affect the operations or mission of the CSU.
- 6.3 The CSU agrees that it will not lockout any bargaining unit employee(s).

ARTICLE 7

GRIEVANCE PROCEDURE

Definitions

- 7.1 Grievance - The term "grievance" as used in this Article refers to the filed allegation by a grievant that there has been a violation, misapplication, or misinterpretation of a specific term(s) of this Agreement.
- 7.2 Grievant - The term "grievant" as used in this Article refers to a:
- a. permanent employee(s);
 - b. probationary employee(s);
 - c. temporary employee(s) employed for more than thirty (30) consecutive days immediately prior to the event giving rise to the grievance; and
 - d. who allege(s) in a grievance that he/she has been directly wronged by a violation, misapplication, or misinterpretation of a specific term(s) of this Agreement.

The term "grievant" as used in this Article may refer to the Union when alleging a violation of Union Rights as provided for in this Agreement.

- 7.3 Representative - The term "representative" as used in this Article shall be a Union Representative or an employee who, at the grievant's request, may be present at all levels through Level IV. Representation at Level V shall be by the Union only.
- 7.4 Respond and File - The terms "respond" and "file" as used in this Agreement refer to personal delivery or deposit in the U.S. mail. If mail delivery is used, it shall include a proof of service by mail which shall establish the date of response or filing. If personal delivery is used, the calendar date of delivery shall establish the date of response or filing. A copy of all responses shall be concurrently served on the grievant's representative.

Level I - Informal

- 7.5 An employee shall have the right to present a potential grievance and to have that potential grievance considered in good faith. The employee and representative, if any, shall discuss the potential grievance with the immediate non-bargaining unit supervisor no later than twenty-one (21) days after the event giving rise to the potential grievance, or no later than twenty-one (21) days after the employee knew or reasonably should have known of the event giving rise to the potential grievance.
- 7.6 The employee shall attempt to resolve the potential grievance informally with the immediate non-bargaining unit supervisor.

- 7.7 A resolution of a potential grievance at the informal level shall not be precedent setting.

Level II - Formal

- 7.8 If the potential grievance is not resolved at Level I, Informal, the employee may file a Level II grievance with the appropriate administrator no later than thirty-five (35) days after the event giving rise to the grievance or no later than thirty-five (35) days after the employee knew or reasonably should have known of the event giving rise to the grievance. The grievant shall state on a grievance form agreed to by the parties and provided by CSEA:
- a. the specific term(s) of the Agreement alleged to have been violated;
 - b. a detailed description of the grounds of the grievance including names, dates, places, and times;
 - c. a proposed remedy;
 - d. the name and classification of the grievant and his/her signature;
 - e. the name and telephone number of the representative, if any;
 - f. the name and address of the Union, if the representative is acting as an agent of the Union; and
 - g. the date of submission.
- 7.9 The appropriate administrator shall hold a meeting with the grievant and the grievant's representative, if any, at a mutually acceptable time and location within ten (10) days after receipt of the grievance. The appropriate administrator shall respond to the grievant no later than fifteen (15) days after the Level II meeting.

Level III

- 7.10 In the event the grievance is not settled at Level II, the grievant may file the Level III grievance with the President no later than fourteen (14) days after the Level II response. If a settlement is proposed at Level II, the grievant should include a written statement relevant to the settlement proposal. Within fourteen (14) days after receipt of the Level III filing, the President shall hold a meeting with the grievant and the grievant's representative, if any, at a mutually acceptable time and location. The President shall respond to the grievant no later than twenty-one (21) days after the Level III meeting.
- 7.11 The grievant shall present at Level III all issues and evidence known, or which could have been reasonably known, related to the grievance. Additional issues and/or evidence which become known after the Level III meeting shall be allowed to be presented and may be cause for the grievance to be remanded to Level II based on mutual agreement of

the parties. Issues and/or evidence must be made known before filing the grievance at Level V.

- 7.12 Amendments and/or modifications to the grievance shall not be made by the grievant after the Level III filing date except as provided for in provision 7.11.
- 7.13 Prior to the Level III response date, the parties may, by mutual agreement, waive all procedures at Level III and expedite the grievance to Level IV. Level IV time limits shall commence on the date the agreement to expedite was reached.

Level IV

- 7.14 In the event the grievance is not settled at Level III, the grievant may file a written request for review with the Office of the Chancellor no later than fourteen (14) days after the Level III response. The grievant shall attach a copy of the Level II and Level III responses together with any documents presented at those levels.
- 7.15 A designated individual in the Office of the Chancellor and the representative of the grievant shall schedule a conference at the Office of the Chancellor or a telephone conference for the purpose of reviewing the matter. The designated individual in the Office of the Chancellor shall respond no later than twenty-one (21) days after the conference.

Level V - Arbitration

- 7.16 If the grievance has not been settled at Level IV, the Union alone may, no later than forty (40) days after the Level IV response, respond to that effect by certified mail, return receipt requested, directed to the Office of the Vice Chancellor for Faculty and Staff Relations. The Union and the Office of the Chancellor shall either agree on a mutually acceptable arbitrator or shall jointly request the American Arbitration Association to supply a list of names pursuant to its rules.
- 7.17 Upon receipt of the names of proposed arbitrators, the parties shall alternately strike names from the list until one (1) name is ultimately designated as the arbitrator. The decision as to which party strikes first shall be determined by lot.
- 7.18 If an arbitrability question exists, the arbitrator shall determine the arbitrability question prior to hearing the merits of the grievance. The arbitrator may proceed to hear the merits of the grievance prior to meeting the requirements of provision 7.19 below.
 - a. When the grievance is found not arbitrable, the grievance shall be deemed null and void.
 - b. When the grievance is found to be arbitrable, the arbitrator shall hear the merits of the grievance.

- c. Provision 7.18 above shall not prohibit the parties from mutually agreeing to a second arbitration hearing on the merits of the grievance or from mutually agreeing to select a second arbitrator to hear the merits of the grievance.
- 7.19 The arbitrator's award shall be in writing and shall set forth his/her findings, reasonings, and conclusions on the issue(s) submitted.
- 7.20 The Voluntary Labor Arbitration Rules of the American Arbitration Association shall apply at Level V.
- 7.21 It shall be the function of the arbitrator to rule on the specific grievance. The arbitrator shall be subject to the following limitations:
 - a. The arbitrator's award shall be based solely upon the evidence and arguments appropriately presented in the hearing and upon any post-hearing briefs.
 - b. The arbitrator shall have no power to alter, add to, detract from, or amend the provisions of this Agreement.
 - c. The arbitrator shall not consider any issue not raised by the parties at Level IV of this Article. The arbitrator shall not consider any evidence which was known or reasonably should have been known and not raised by the parties at Level IV of this Article.
 - d. Under no circumstances may an arbitrator make an award which will supersede the President's judgment or subjective business decisions.
 - e. The award of the arbitrator may or may not include back pay. Any back pay award shall be less any compensation that the employee received, including unemployment compensation. Under no circumstances may interest be included in an award.
 - f. The standard of review for the arbitrator is whether the CSU violated, misapplied, or misinterpreted a specific term(s) of this Agreement.
- 7.22 The arbitrator's award shall be final and binding on both parties.
- 7.23 A witness who is an employee shall be excused from worktime to appear at an arbitration hearing with no loss of pay. Other expenses of any witness called before the arbitrator shall be borne by the party calling the witness.
- 7.24 Each party shall bear the expense of preparing and presenting its own case. The cost of arbitration, excluding advocate, unilateral withdrawal, postponement, or cancellation fee, shall be borne equally by the parties.

General Provisions

- 7.25 Failure of the grievant to comply with the time limitations of this Article shall render the grievance null and void and bar subsequent filing of this grievance. Failure by the appropriate administrator, President, or designated individual in the Office of the Chancellor to timely respond under this Article shall permit the grievance to be filed at the next level.
- 7.26 Time limits set forth in this Article may be extended by mutual agreement. If the grievant, representative, if any, or appropriate administrator is on a paid leave for seven (7) days or more, the time limits shall be extended by the length of time of such leave.
- 7.27 In cases where it is necessary for the grievant or his/her representative to have access to information for the purpose of investigating a grievance, the grievant or his/her representative shall make a written request for such information to the appropriate administrator. The grievant or his/her representative shall have access to all information within the policies and procedures defining confidentiality which would assist in adjusting the grievance.
- 7.28 The processing of grievances filed and unresolved prior to the effective date of the Agreement may continue under the grievance procedure in effect at the time of the initial filing.
- 7.29 A decision by the Union to submit a grievance to arbitration shall automatically be a waiver of all other remedies except as provided otherwise by statute.
- 7.30 A grievance settled prior to arbitration shall not be precedent setting.
- 7.31 A grievant may withdraw a grievance at any time. The grievant shall not file any subsequent grievance on the same alleged incident.
- 7.32 The parties, by mutual agreement, may consolidate grievances on similar issues at any level.
- 7.33 Prior to filing a grievance, the potential grievant and representative, if any, shall each be provided with one (1) hour release time for grievance preparation and reasonable time for grievance presentation at the informal level.
- 7.34 After the grievance has been filed, a representative and the grievant shall be provided reasonable release time for the purpose of preparation and presentation of the grievance.
- 7.35 The procedures for securing released time for grievance processing shall be:
 - a. Representatives and potential grievants shall contact the appropriate administrator if released time is required to prepare and present a grievance at the Informal Level. The representative

and potential grievant shall be required to cite only provision 7.33 as a statement of need.

- b. Released time requested pursuant to provision 7.34 shall require the citation of only provision 7.34 as a statement of need.
- c. In either case, the appropriate administrator shall grant the contractually specified release time after considering the needs of the operation of the University.
- d. Requests for release time shall include: (1) at what time and location; and (2) the anticipated duration of the meeting.

7.36 Both parties agree that all grievance files shall be confidential. Both parties agree that specific statements made and records used in grievance meetings shall be confidential.

7.37 An employee may present grievances and have such grievances adjusted without the intervention of the Union as long as adjustment is reached prior to Level V; provided such adjustment is not inconsistent with the terms of a written agreement then in effect; and provided that the Employer will not agree to a resolution of the grievance until the Union has received a copy of the grievance and the proposed resolution, and has been given the opportunity to file a response.

7.38 The procedure (Article 7, Grievance Procedure, or Article 8, Complaint Procedure) utilized by the employee at the Level III filing shall indicate a final and binding selection of procedures. Prior to the Level III filing, the employee may convert to the alternative procedure without interruption of time limits nor sequence of levels.

Except as provided for in the paragraph above, an employee may not utilize both Article 7, Grievance Procedure, and Article 8, Complaint Procedure, to adjust the allegations arising from a single set of circumstances.

ARTICLE 8

COMPLAINT PROCEDURE

Definitions

- 8.1 Complaint - The term "complaint" as used in this Article refers to a filed allegation by a complainant that there has been a violation, misapplication, or misinterpretation of a specific CSU policy governing working conditions or CSU work rule.
- 8.2 Complainant - The term "complainant" as used in this Article refers to a:
 - a. permanent employee(s);
 - b. probationary employee(s); and

- c. temporary employee(s) employed for more than thirty (30) consecutive days immediately prior to the event giving rise to the complaint

who allege(s) in a complaint that he/she has been directly wronged by a violation, misapplication, or misinterpretation of a specific term(s) of a CSU policy governing working conditions or CSU work rules.

- 8.3 Representative - The term "representative" as used in this Article shall be a Union Representative or an employee who, at the complainant's request, may be present at all levels through Level IV.
- 8.4 Respond and File - The terms "respond" and "file" as used in this Agreement refer to personal delivery or deposit in the U.S. mail. If mail delivery is used, it shall include a proof of service by mail which shall establish the date of response or filing. If personal delivery is used, the calendar date of delivery shall establish the date of response or filing. A copy of all responses shall be concurrently served on the complainant's representative.

Level I - Informal

- 8.5 An employee shall have the right to present a potential complaint and to have that potential complaint considered in good faith. The employee and representative, if any, shall discuss the potential complaint with the immediate non-bargaining unit supervisor no later than twenty-one (21) days after the event giving rise to the potential complaint, or no later than twenty-one (21) days after the employee knew or reasonably should have known of the event giving rise to the potential complaint.
- 8.6 The employer shall attempt to resolve the potential complaint informally with the immediate non-bargaining unit supervisor.

When the employee alleges a violation, misapplication or misinterpretation of a CSU policy which prohibits sexual harassment and/or discrimination on the basis of race, religion, color, sex, sexual preference, age disability, marital status and/or national origin, the employee may address his/her complaint to the Campus Affirmative Action Officer or other appropriate administrator specifically designated to review sexual harassment and/or discrimination complaints. This may be instead of the immediate non-bargaining unit supervisor as provided for in provisions 8.5 and 8.6 above, and shall be at the employee's option.

- 8.7 A resolution of a potential complaint at the informal level shall not be precedent setting.

Level II - Formal

- 8.8 If the potential complaint is not resolved at Level I, Informal, the employee may file a Level II complaint with the appropriate administrator no later than thirty-five (35) days after the event giving rise to the complaint or no later than thirty-five (35) days

after the employee knew or reasonably should have known of the event giving rise to the complaint. The complaint shall state on a complaint form agreed to by the parties and provided by CSEA:

- a. the specific term(s) of the CSU policy governing working conditions or CSU work rule alleged to have been violated;
- b. a detailed description of the grounds of the complaint including names, dates, places, and times;
- c. a proposed remedy;
- d. the name and classification of the complainant and his/her signature;
- e. the name and telephone number of the representative, if any;
- f. the name and address of the Union, if the representative is acting as an agent of the Union; and
- g. the date of submission.

- 8.9 The appropriate administrator shall hold a meeting with the complainant and the complainant's representative, if any, at a mutually acceptable time and location within ten (10) days after receipt of the complaint. The appropriate administrator shall respond to the complainant no later than fifteen (15) days after the Level II meeting.

When the employee alleges a violation, misapplication or misinterpretation of a CSU policy which prohibits sexual harassment and/or discrimination on the basis of race, religion, color, sex, sexual preference, age, disability, marital status and/or national origin, the employee may address his/her complaint to the Campus Affirmative Action Officer or other appropriate administrator specifically designated to review sexual harassment and/or discrimination complaints. This may be instead of the appropriate administrator as provided in provisions 8.8 and 8.9 above, and shall be at the employee's option.

Level III

- 8.10 In the event the complaint is not settled at Level II, the complainant may file the Level III complaint with the President no later than fourteen (14) work days after the Level II response. If a settlement is proposed at Level II, the complainant should include a written statement relevant to the settlement proposal. Within fourteen (14) days after receipt of the Level III filing, the President shall hold a meeting with the complainant and the complainant's representative, if any, at a mutually acceptable time and location. The President shall respond to the complainant no later than twenty-one (21) days after the Level III meeting. The Level III response shall be a final decision when alleging a violation of a campus policy/rule.

- 8.11 The complainant shall present at Level III all issues and evidence known, or which could have been reasonably known, related to the complaint. Additional issues and/or evidence which become known after the Level III meeting shall be allowed to be presented and may be the cause for the complaint to be reviewed again at Level III based on mutual agreement of the parties. Such issues and/or evidence must be made known before filing the complaint at Level IV when alleging a violation of a systemwide policy/rule.
- 8.12 Amendments and/or modifications to the complaint shall not be made by the complainant after the Level III filing date except as provided for in provision 8.11.
- 8.13 Prior to the Level III response date, the parties may, by mutual agreement, waive all procedures at Level III and expedite the complaint to Level IV when there has been an allegation of a violation of a systemwide policy/rule. Level IV time limits shall commence on the date the agreement to expedite was reached.
- 8.14 An allegation of a violation of a campus policy/rule shall not be filed beyond Level III.

Level IV

- 8.15 In the event the complaint is not settled at Level III, the complainant may file a written request for review with the Office of the Chancellor no later than fourteen (14) days after the Level III response. The complainant shall attach a copy of the Level II and Level III responses together with any documents presented at those levels.
- 8.16 A designated individual in the Office of the Chancellor and the representative of the complainant shall schedule a conference at the Office of the Chancellor or a telephone conference call for the purpose of reviewing the matter. The designated individual in the Office of the Chancellor shall respond no later than twenty-one (21) days after the conference. The Level IV response shall be a final decision.

General Provisions

- 8.17 Failure of the complainant to comply with the time limitations of this Article shall render the complaint null and void and bar subsequent filing of this complaint. Failure by the appropriate administrator or President to timely respond under this Article shall permit the complaint to be filed at the next level.
- 8.18 Time limits set forth in this Article may be extended by mutual agreement. If the complainant, representative, if any, or appropriate administrator is on a paid leave for seven (7) days or more, the time limits shall be extended by the length of time of such leave.
- 8.19 In cases where it is necessary for the complainant or his/her representative to have access to information for the purpose of investigating a complaint, the complainant or his/her representative shall make a written request for such information to the appropriate

administrator. The complainant or his/her representative shall have access to all information within the policies and procedures defining confidentiality which would assist in adjusting the complaint.

- 8.20 The processing of complaints filed and unresolved prior to the effective date of the Agreement may continue under the complaint procedure in effect at the time of the initial filing.
- 8.21 A complainant may withdraw a complaint at any time. The complainant shall not file any subsequent complaint on the same alleged incident.
- 8.22 The parties, by mutual agreement, may consolidate complaints on similar issues at any level.
- 8.23 Prior to filing a complaint, the potential complainant and representative, if any, shall each be provided with one (1) hour release time for complaint preparation and reasonable time for complaint presentation at the Informal Level.
- 8.24 After the complaint has been filed, a representative and the complainant shall be provided reasonable release time for the purpose of preparation and presentation of the complaint.
- 8.25 The procedures for securing released time for complaint processing shall be:
 - a. Representatives and potential complainants shall contact the appropriate administrator if released time is required to prepare and present a complaint at the Informal Level. The representative and potential complainant shall be required to cite only provision 8.23 as a statement of need.
 - b. Released time requested pursuant to provision 8.24 shall require the citation of only provision 8.24 as a statement of need.
 - c. In either case, the appropriate administrator shall grant the contractually specified release time.
 - d. Requests for release time shall include: (1) at what time and location; and (2) the anticipated duration of the meeting.
- 8.26 Both parties agree that all complaint files shall be confidential. Both parties agree that specific statements made and records used in complaint meetings shall be confidential.
- 8.27 An employee may present complaints and have such complaints adjusted without the intervention of the Union provided such adjustment is not inconsistent with the terms of a written agreement then in effect and provided that the Employer will not agree to a resolution of the complaint until the Union has received a copy of the complaint and the proposed resolution, and has been given the opportunity to file a response.

- 8.28 The procedure (Article 7, Grievance Procedure, or Article 8, Complaint Procedure) utilized by the employee at the Level III filing shall indicate a final and binding selection of procedures. Prior to the Level III filing, the employee may convert to the alternative procedure without interruption of time limits nor sequence of levels.

Except as provided for in the paragraph above, an employee may not utilize both Article 7, Grievance Procedure, and Article 8, Complaint Procedure, to adjust the allegations arising from a single set of circumstances.

ARTICLE 9

EMPLOYEE STATUS

Appointment

- 9.1 Campus position vacancies, except for temporary positions of thirty (30) days or less shall be posted for fourteen (14) days in the campus Personnel Office and should be announced in the position vacancy announcement. The CSU shall endeavor to post campus position vacancies on other appropriate bulletin boards. Temporary appointments of thirty (30) days or less may be extended up to sixty (60) days. Campuses that maintain a telephone "job line" shall endeavor to continue such a service. Appropriate position vacancy notices shall be posted at the State University Data Center. Such announcements shall include the classification title, description of duties, desirable experience, minimum qualifications, salary range and procedures to be followed by applicants applying for such vacancies. Other position vacancy notices received by the campus Personnel Office shall be made available in the campus Personnel Office.
- 9.2 An employee who believes he/she is qualified for a vacant position at a CSU campus or the Chancellor's Office may apply for such position within the specified application period. Applications shall be submitted to the appropriate Personnel Office. An employee may submit, along with an application, a statement regarding his/her experience and service within the CSU. Such a statement shall be a part of the employee's application. CSU documents regarding any meritorious service by the employee at the CSU may also be submitted by the employee with an application. It shall be the policy of the CSU in filling vacant bargaining unit positions to fill such vacancies from among qualified individuals currently employed at a campus. The President may appoint outside applicants when he/she determines such action is necessary to: (1) attain the affirmative action goals and objectives of the campus; (2) meet the best interest of the campus by obtaining specialized skills and abilities not available from current employees.
- 9.3 An employee who submits an application for a position may be required to successfully complete job-related performance examination(s)/test(s) as part of the selection process. The results of such examination(s)/test(s) shall be deemed confidential and shall not become part of the employee's official personnel file. Such examination(s)/test(s) shall

be job-related and shall be administered equitably to each applicant. Upon request, an employee shall be given the results of his/her examination(s)/test(s).

- 9.4 Appointments shall be made by the President. Appointments may be temporary, probationary or permanent. Appointments to vacant positions shall be made through official written notification by the President. Such notification shall be provided upon employment or as soon as possible thereafter. Notification shall include the classification title and timebase to which the employee is being appointed, the initial salary, the employment status of the employee, and the effective date of the appointment. A temporary appointment shall specify the expiration date of the appointment and that the appointment may expire prior to that date. A temporary appointment shall not exceed one (1) year in length. No employee shall be deemed to be appointed in the absence of such official written notification from the President.
- 9.5 A new employee is normally appointed to the first step of the salary range established for the class and published in the CSU Salary Schedule. The President may make an initial appointment at an advanced step within the salary range.
- 9.6 An employee appointed to a position at another campus shall transfer his/her accumulated sick leave and retirement credit. When an employee accepts an appointment at another campus without a break in service, vacation credit may be transferred to the new position.

Probation/Permanency

- 9.7 A probationary period is the period of credited service an employee who has received a probationary appointment shall serve prior to permanent status.
- 9.8 A probationary employee refers to a full-time employee serving a period of probation.

Probationary Period/Credited Service

- 9.9 The probationary period of a full-time employee is one (1) year of service in a particular class. Employees serving in a classification listed in Appendix D-1 shall serve a two (2) year probationary period.
- 9.10 Part-time temporary service shall not count as credited service for probation. Full-time temporary service may count as credited service for probation when granted by the President.
- 9.11 A year of service for employees in twelve (12) month positions is any consecutive twelve (12) months of full-time employment.
- 9.12 For employees serving in ten (10) month positions, a year of service is ten (10) months of full-time employment within a twelve (12) month period of time. The ten (10) months of required service for each

twelve (12) month period shall be determined by the President upon appointment of the employee to a ten (10) month position.

- 9.13 An employee who is paid an hourly rate based upon a monthly salary rate and who works full time for twelve (12) consecutive months is deemed to have completed a year of service for purposes of permanent status.

9.14 Service in Work Training or Work Relief Programs

Persons who are appointed to positions that are fully or partially funded from sources other than the CSU and/or the funding is in support of a program of work relief or work training for the utilization of the unemployed or the underemployed will not receive service credit toward permanent status while serving in such positions.

9.15 Breaks in Service

- a. When a probationary employee goes on a leave of absence, the President shall determine whether or not the time served before the leave is counted in determining the remaining length of probationary service.
- b. An employee's probationary period is extended for the same number of days such employee is on WC, IDL, NDI, formal LWOP or paid sick leave of over thirty (30) days. The President shall determine if there has been a break in service when a full-time probationary employee is placed on a partial leave of absence.
- c. Normally, a new probationary period shall be served when an employee begins an appointment at another campus. However, the employee may be appointed with permanent status or credit toward permanency as determined by the President of the campus to which the employee is appointed.

Change in Position

- 9.16 When a position is vacant, the employee selected for a position that requires movement to a new class shall serve a new probationary period.
- 9.17 If a reclassification action is taken and the employee is placed in the new class, the employee may be required to serve a new probationary period. The length of service required for such a new probationary period shall be determined by the President and shall not exceed one (1) year.

Unit 2

If a reclassification action is taken and the employee is placed in the new class, the employee may be required to serve a new probationary period. The length of service required for such a new probationary period shall be determined by the President and shall not exceed two (2) years for employees serving in classifications listed in Appendix D.

- 9.18 If a full-time employee with permanent status in a lower classification is advanced to a higher classification and is denied permanent status in the higher classification, he/she shall have the right to return to the lower classification with permanent status in that class.

If a full-time employee in a probationary status in a lower classification is advanced to a higher classification and is denied permanent status in the higher classification, he/she shall be granted service credit toward completion of the probationary period in the lower class provided the duties in the higher class are substantially similar to the duties in the lower class and the employee's performance in both classes has been satisfactory.

Classification Change

- 9.19 When an employee moves to a lower classification in the same occupational group, the appropriate step in the salary range shall be determined by combining any previous service in the lower class and service in the higher classification.
- 9.20 When an employee moves to a lower classification in another occupational group, the appropriate step in the salary range shall be determined by the President, except that in no case shall the new rate exceed the rate received in the higher classification. Determination of the appropriate step in such cases shall be made by using the same criteria as would be used for an initial appointment to that classification.
- 9.21 When an employee moves without a break in service to a classification with a higher salary range, the appropriate step in the salary range shall be determined by the President. The step in the higher salary range shall be at least a one (1) step increase (approximately five (5) percent).

Classification Review

- 9.22 An employee may request a classification review of his/her position.
- 9.23 The classification review procedures shall be determined by the President. A copy of the classification review procedures shall be made available to the employee upon request.
- 9.24 The employee shall be notified in writing of the classification review decision.

Employee-Requested Classification Review

- 9.25 An employee-requested classification review shall be completed no later than one-hundred eighty (180) days after initiation of the classification review procedure. An employee shall not submit such a subsequent request prior to eighteen (18) months after completion of a previous classification review.

Classification Review Appeal

- 9.26 An employee may appeal the decision of a classification review no later than ten (10) days after such results have been provided to the employee. Such an appeal shall be filed with the appropriate administrator in the Personnel Office. Such an appeal shall include a detailed statement by the employee indicating his/her reasons for disagreement with the classification review decision. The employee shall provide a copy of such an appeal to the appropriate administrator to whom he/she directly reports.
- 9.27 A designated individual in the Personnel Office shall hold a meeting with the employee no later than fourteen (14) days after the classification review appeal filing. The designated individuals should not be the same person who conducted the initial classification review. This individual shall respond in writing to the employee no later than twenty-one (21) days after the meeting with the employee. Such a response shall be final.
- 9.28 The parties agree that the procedure set forth in provisions 9.22-9.27 shall be completed within nine (9) months.
- 9.29 Provisions 9.22-9.27 shall not be subject to the grievance procedures of this Agreement, unless the grievant alleges the terms of this Article have been violated, misinterpreted, or misapplied. The classification decision shall not be subject to Article 7, Grievance Procedure.

Rejection During Probation

- 9.30 Any probationary employee may be separated from service at any time by the President upon written notice of rejection during probation. The employee should normally be given two (2) weeks notice of rejection during probation.
- 9.31 The notice of rejection shall indicate to an employee his/her right to review his/her personnel file and review materials in the file regarding rejection.
- 9.32 An employee employed for more than nine (9) months may utilize the provisions of Article 8, Complaint Procedure, including Level III, to appeal the decision to reject during probation.
- 9.33 An employee rejected during the probation period may not utilize Article 7, Grievance Procedure, of this Agreement to appeal the decision to reject during probation.

Permanent Status

- 9.34 An employee who has completed the appropriate probationary period as defined in provision 9.9 shall be awarded permanent status at the beginning of either his/her second or third year of service.

- 9.35 If a full-time employee with permanent status moves to a different classification and receives permanent status in the new classification, he/she shall not retain permanent status in the classification from which he/she moved.
- 9.36 The President may, at his/her sole discretion, grant permanent status to a temporary employee subject to the following conditions:
- a. The temporary employee shall have served in bargaining unit classification at the campus for at least four (4) consecutive years immediately prior to the granting of permanency.
 - b. Such employee service shall have been in appointments with a timebase of at least fifty percent (50%).
- 9.37 Such a permanent status shall include the right to continue employment at the timebase determined by the President at the time permanency is granted. The President may determine to grant such permanency at a timebase of fifty percent (50%) or more.

Affirmative Action

- 9.38 Employees may present campuswide affirmative action issues to the existing Campus Affirmative Action Committee or, where there is no such committee, to the Affirmative Action Office. Such issues shall be presented in writing to the Campus Affirmative Action Committee or the Affirmative Action Officer.

ARTICLE 10

EMPLOYEE PERFORMANCE

- 10.1 Employees shall be subject to periodic performance evaluations. Such evaluations should be a review of the employee's performance and should be based upon job-related criteria. Employee performance evaluations are for the purpose of recognizing acceptable performance and to improve inadequate performance.
- 10.2 A written record of a performance evaluation shall be placed in the employee's personnel file. The employee shall be provided with a copy of the written record of the performance evaluation prior to its placement in the personnel file.
- 10.3 A permanent employee shall be evaluated at least once each year.
- 10.4 A probationary employee shall be evaluated at least twice during his/her probationary period. Two (2) evaluations shall have been completed prior to completion of the probationary period.
- 10.5 A temporary employee shall be evaluated at periodic intervals.
- 10.6 Upon request of the employee or the evaluator, the evaluator and the employee shall meet to discuss the evaluation. Such a meeting shall take place within seven (7) days of the request.

- 10.7 Upon request of the employee and subsequent to the meeting between the employee and the evaluator, the appropriate administrator, the evaluator, the employee, and the employee's representative, if any, shall meet to discuss the evaluation. Such a meeting shall take place within fourteen (14) days of the request at a mutually agreeable time and location.
- 10.8 If an employee disagrees with the record of a performance evaluation which has been placed in his/her personnel file, the employee may submit a rebuttal statement which shall be attached to the record of the performance evaluation.
- 10.9 The term "evaluator" as used in this Article refers to the person designated by the appropriate administrator to conduct the performance evaluation of an employee.
- 10.10 Performance evaluations shall not be subject to Article 7, Grievance Procedure, unless the grievant alleges the terms of this Agreement have been violated, misinterpreted, or misapplied.

ARTICLE 11

PERSONNEL FILE

- 11.1 One (1) official personnel file shall be maintained for each employee in the campus personnel office. The term "personnel file" as used in this Agreement shall refer to this one (1) official personnel file.

Employee Access

- 11.2 The contents of an employee's official personnel file, exclusive of pre-employment materials, shall be open to his/her review and review by a Union Representative when authorized in writing by the employee.
- 11.3 An employee or his/her Union Representative may request an appointment for the purpose of reviewing the employee's personnel file. Such requested appointments shall be scheduled during normal business hours. The manner of access to the official personnel file shall be subject to reasonable conditions.
- 11.4 The employee shall within fourteen (14) days of his/her written request be provided an exact copy of all or any portion of materials officially maintained in the campus personnel file. The employee shall bear the cost of duplicating such materials, except as provided for in Article 7, Grievance Procedure, or when such materials have bearing on disciplinary action or pre-disciplinary matters.
- 11.5 Personnel recommendations or decisions relating to any personnel action(s) shall be based primarily on material contained in the employee's personnel file and open to the employee's review. If a personnel recommendation or decision is based on any reasons not contained in the employee's personnel file, the appropriate administrator making the recommendation or decision shall commit those

reasons to writing and the written statement of those reasons shall be placed in the employee's personnel file.

- 11.6 An employee shall not have access to pre-employment materials in the personnel file, except in instances when such materials are used in personnel actions.
- 11.7 An employee shall be provided with a copy of material which could lead to an adverse personnel action prior to the placement of such material in his/her personnel file.
- 11.8 Upon request by an employee, attendance and payroll records maintained separately from the personnel file may be reviewed by the employee or a representative when authorized in writing by the employee. Such attendance and payroll records shall be excluded from provisions of Article 11, Personnel File.

Rebuttal

- 11.9 An employee may submit a rebuttal statement to material in his/her personnel file which shall be placed in the employee's personnel file.

Request for Correction

- 11.10 If, after review of his/her records, an employee believes that any portion of the material is not accurate, the employee may request in writing to the President correction of the record.
- 11.11 Within twenty-one (21) days of an employee's request for correction of the record, the President shall notify the employee in writing of his/her decision regarding the request.
 - a. If the President denies the request, the President shall state the reason(s) for denial in writing, and this written statement shall be sent to the employee.
 - b. If the President grants the request for correction of the record, the record shall be corrected. The employee shall be sent a copy of the corrected record and a written statement that the incorrect record in question has been permanently removed from the employee's personnel file.

ARTICLE 12

CORRECTIVE ACTION

Reprimands

- 12.1 An employee may receive from an appropriate administrator an oral and/or written reprimand. Reprimands shall be provided in a timely and confidential manner.
- 12.2 An employee may request a conference with the appropriate administrator who issued the reprimand to discuss the reprimand. Such a request

shall not be unreasonably denied. The employee may be represented at such a conference by another employee or a Union Representative.

- 12.3 A written reprimand shall be placed in the official personnel file of the affected employee and shall be subject to Article 10, Employee Performance. The employee shall be provided with a copy of a written reprimand. An employee may appeal the decision to place a written reprimand in his/her personnel file to the President within five (5) days after the conference held pursuant to 12.2 above. The President may hold a meeting with the employee and his/her representative, if any. Within ten (10) days of receipt of the appeal, the President shall provide a written response to the employee.

Rebuttal to Reprimand

- 12.4 An employee shall have the right to attach a rebuttal statement to a written reprimand in his/her official personnel file.

Removal of Reprimand from Personnel File

- 12.5 Upon the employee's request and three (3) years from its effective date, a reprimand in the personnel file shall be permanently removed. Such a request shall be promptly honored and a statement verifying the permanent removal of the reprimand shall be provided to the employee. Neither the employee request for such a removal nor the statement verifying the removal shall be placed in the employee's personnel file. If a notice of disciplinary action has been served on the employee and such a reprimand is related to the disciplinary action, this provision shall not be implemented. Nothing in this provision shall prohibit earlier removal of the reprimand.

Temporary Suspension

- 12.6 The President may temporarily suspend with pay an employee for reasons related to (a) the safety of persons or property, (b) the prevention of the disruption of programs and/or operation, or (c) investigation for formal notice of disciplinary action.
- 12.7 The President shall notify the employee of the immediate effect of a temporary suspension.
- 12.8 The President may terminate or extend a temporary suspension and shall so notify the employee.
- 12.9 Unless earlier terminated by the President, a temporary suspension including any extension of a temporary suspension shall automatically terminate upon the service of formal notice of disciplinary action or thirty (30) days after its commencement, whichever first occurs.
- 12.10 Temporary suspension and corrective action shall not be subject to Article 7, Grievance Procedure unless the grievant alleges the terms of this Agreement have been violated, misinterpreted, or misapplied.

ARTICLE 13

UNAUTHORIZED LEAVES OF ABSENCES

Automatic Resignation

- 13.1 An employee who is absent for five (5) consecutive workdays without securing authorized leave from the President shall be considered to have automatically resigned from CSU employment as of the last day worked. All unauthorized absences, whether voluntary or involuntary, shall apply to the five (5) consecutive workday limitation. The five (5) day period referred to above shall commence at the beginning of the first shift of such absence and shall be deemed to have been completed at the end of the employee's scheduled work hours on the fifth consecutive day of unauthorized absence.
- 13.2 The President shall notify the employee that the University will be separating him/her by automatic resignation under this Article unless the employee requests an administrative review regarding his/her absence within seven (7) calendar days following such notification. No automatic resignation shall be final until the seven (7) day period has passed and either a decision is made by the reviewing officer or the employee has failed to request a review. Notification may be in person or by certified mail to the employee's last known address.
- 13.3 If the employee responds to the notification from the President by requesting an administrative review within seven (7) calendar days of such notification, the employee will be provided with the opportunity to respond, either orally or in writing, to a campus reviewing officer designated by the President. Either party may present evidence at any review meeting. The reviewing officer's decision shall state:
- a. whether the employee was absent for five (5) consecutive work days;
 - b. whether the employee had proper authorized leave to be absent;
 - c. an evaluation of whether the employee has presented sufficient excuse to warrant continuation of employment, supported by facts which provide justification of the absence or continuation of employment. If an action other than automatic resignation is proposed, it shall be stated along with reasons for its use; and
 - d. whether the employee should be separated by automatic resignation.
- 13.4 Any employee who is reinstated by the President under this provision shall not be paid salary for the period of unauthorized absence unless it is determined that such absence may be appropriately charged to accrued leave. The employee shall adhere to all other reinstatement requirements set forth in writing by the President.
- 13.5 This Article shall not supersede Section 89541 of the California Education Code. Provisions 13.1 through 13.4 shall not limit an employee's right to a State Personnel Board appeal.

Resignation

- 13.6 An employee who resigns from his/her position shall be terminated as of the effective date of the resignation.
- 13.7 No later than thirty (30) days after a termination pursuant to provision 13.6 above, the employee or former employee may request to rescind his/her resignation. Such requests shall be made in writing to the President.

The President shall respond to such requests indicating denial, acceptance, or qualified acceptance within fourteen (14) days. The President's response shall be final unless it is reversed by the State Personnel Board pursuant to provision 13.8 below and shall not be subject to Article 7, Grievance Procedure.

- 13.8 Provisions 13.6 and 13.7 (Resignation) of this Article shall not supersede Section 89542 of the California Education Code. Provisions 13.6 and 13.7 shall not limit an employee's right to a State Personnel Board appeal.

ARTICLE 14

VACATIONS AND HOLIDAYS

Vacations

- 14.1 Employees are eligible for paid vacation in accordance with the schedule in provision 14.2 below.

Vacation Accrual

- 13.2 Service requirements below are in terms of full-time service. Service requirements shall be pro rata for employees who work less than full time.

| Service Requirements | <u>Vacation Credit Per Monthly Pay Period</u> | |
|------------------------|---|--|
| | <u>DAYS</u> | <u>HOURS</u> (Hourly Equivalent of Days) |
| 1 Months to 3 Years | 5/6 | 6-2/3 |
| 37 Months to 6 Years | 1-1/4 | 10 |
| 73 Months to 10 Years | 1-5/12 | 11-1/3 |
| 121 Months to 15 Years | 1-7/12 | 12-2/3 |
| 181 Months to 20 Years | 1-3/4 | 14 |
| 241 Months to 25 Years | 1-11/12 | 15-1/3 |
| 301 Months and Over | 2 | 16 |

Vacation Credits

- 14.3 For purposes of computing vacation credit, an employee who works eleven (11) or more days in a monthly pay period is considered to have

completed a month, a month of service, or continuous service. When an absence without pay of more than eleven (11) consecutive working days falls into two (2) consecutive qualifying monthly pay periods, one (1) of the pay periods is disqualified.

- 14.4 An authorized leave of absence without pay shall not be considered service for the purpose of vacation accrual.
- 14.5 Vacation credits are cumulative to a maximum of two hundred and seventy-two (272) working hours for ten (10) or less years of qualifying service or three hundred and eighty-four (384) working hours for more than ten (10) years of such service. Accumulation in excess of this amount as of January 1 of each year shall be forfeited by the employee. An employee shall be permitted to carry over more than allowable credits when the employee was prevented from taking enough vacation to reduce the credits because the employee (1) was required to work as a result of fire, flood, or other extreme emergency; (2) was assigned work of priority or critical nature over an extended period of time; (3) was absent on full salary for compensable injury; or (4) was prevented from using vacation previously scheduled to be taken in December because of being on paid sick leave.
- 14.6 A probationary employee shall not take vacation until completion of one (1) month in work status.

Vacation Requests

- 14.7 Requests for scheduling vacation shall be submitted in writing to the appropriate administrator at least thirty (30) days in advance. When authorized to do so by the appropriate administrator, an employee may take vacation without submitting such a request. If an employee submits a vacation request for five (5) days or less with less than thirty (30) days notice, such request will be approved subject to operational needs. The appropriate administrator shall respond in writing to an employee's vacation request as soon as possible.

Based upon the operational needs of the campus, vacation schedules shall be determined by the appropriate administrator. Vacations shall be scheduled and taken only as authorized by the appropriate administrator. If a conflict in vacation requests arises, the appropriate administrator shall give consideration to the employee(s) with the most seniority, provided that operational needs are met.

Lump Sum Payment

- 14.8 Upon separation from service without fault on his/her part, an employee is entitled to a lump sum payment as of the time of separation for any unused or accumulated vacation. Such sum shall be computed by projecting the accumulated time on calendar basis so that the lump sum will equal the amount which the employee would have been paid had he/she taken the time off, but not separated from service:

Holidays

- 14.9 The following ~~paid~~ holidays, except as provided in provision 14.11 below, shall be observed on the day specified:
- January 1
 - Third Monday in January (Martin Luther King, Jr. Day)
 - July 4
 - First Monday in September (Labor Day)
 - Thanksgiving Day
 - December 25
 - Any other day designated by the Governor for a public fast or holiday.
- 14.10 The paid holidays listed in this provision shall be observed on the day specified unless they fall on a Saturday or Sunday, or are rescheduled for observance on another day by the President.
- Third Monday in February (Washington's Birthday)
 - February 12 (Lincoln's Birthday)
 - Last Monday in May (Memorial Day)
 - Admission Day
 - Second Monday in October (Columbus Day)
 - November 11 (Veteran's Day)
- 14.11 Any holiday listed in this Article which falls on a Saturday shall be observed on the preceding Friday. Any holiday in this Article which falls on a Sunday shall be observed the following Monday.
- 14.12 An employee on the payroll on the day a holiday is officially observed shall be entitled to the holiday. A less than full-time employee in pay status on the day a holiday is officially observed shall be entitled to an eight (8) hour holiday pro rata. An employee on a leave of absence without pay or in other non-pay status on a day a holiday is officially observed shall not be entitled to the holiday.
- 14.13 If a holiday falls on a scheduled workday during an employee's vacation or within a period of absence chargeable to sick leave, the holiday will not be charged to sick leave or vacation time.
- 14.14 A campus yearly calendar shall be provided to the employees at least thirty (30) days before its effective date.
- 14.15 An employee shall be permitted to use accrued vacation or his/her Personal Holiday if the President closes the campus and there is an insufficient number of holidays scheduled to be observed during the closure. Employees eligible for CTO may use accrued CTO during periods of campus closure.
- 14.16 Should an employee not have vacation accrued, sufficient CTO balance or Personal Holiday to cover the scheduled days of closure, he/she shall be provided sufficient work prior to the scheduled closure to prevent any loss of pay or benefits. Such time worked shall be in accordance with Article 19, Overtime.

Personal Holiday

- 14.17 An Employee is entitled to one (1) Personal Holiday which must be taken on one (1) day during the calendar year. If the employee fails to take the Personal Holiday before the end of the year, the holiday shall be forfeited. The scheduling of the holiday shall be by mutual agreement of the employee and the appropriate administrator.

Holiday Work Compensation

- 14.18 A full-time employee who works on the day a holiday is officially observed shall be compensated at his/her overtime rate on an hour-for-hour basis to a maximum of eight (8) hours. Such compensation shall be in cash or CTO, as determined by the President. This provision shall apply pro rata to less than full-time employees. Employees not eligible for overtime as listed in Appendix C shall receive time off earned at the straight time rate.
- 14.19 When a holiday is observed pursuant to provision 14.11 and an employee is not scheduled to work on the day the holiday is observed, but is required to work on the calendar date of such a holiday, he/she shall only receive holiday work compensation for time worked on the calendar date of the holiday. Such compensation shall be provided pursuant to provision 14.18, Holiday Work Compensation, of this Article.

ARTICLE 15

LEAVES OF ABSENCE WITH PAY

Sick Leave

- 15.1 Following completion of one (1) month of continuous service, a full-time employee shall accrue eight (8) hours of credit for sick leave with pay. Thereafter, for each additional month of service, eight (8) hours of credit for sick leave with pay shall be accrued.
- 15.2 Each full-time employee shall be considered to work not more than forty (40) hours each week. Employees who are appointed less than full-time shall accrue credit for sick leave with pay on a pro rata basis.
- 15.3 Sick leave may be accumulated without limits, and no additional sick leave with pay beyond that accumulated shall be granted except as provided for in provision 15.7.
- 15.4 An employee shall be responsible for reporting an absence to the appropriate administrator as soon as possible.
- 15.5 An employee shall be responsible for completing and signing the campus absence form and returning the absence form to the appropriate administrator upon reporting to work.
- 15.6 An employee may be required to provide a physician's statement or other appropriate verification for absences after three (3) consecutive days charged to sick leave. An employee shall not normally be required to

provide such a statement or verification for an absence of three (3) consecutive days or less charged to sick leave.

Donation of Sick Leave

- 15.7 Employees on a campus may voluntarily donate sick leave credits to another employee who has exhausted his/her accrued sick leave, vacation and CTO. Such donated sick leave credits would be used to cover the employee's absence due to a catastrophic non-Industrial illness or injury to the employee. The following guidelines shall govern:
- a. Only full-time permanent or probationary employees are eligible to receive donated credits.
 - b. Eligible employees must be medically certified to have a condition that is expected to be totally disabling for a total uninterrupted period of six (6) months or more.
 - c. Employees must apply for and be granted non-Industrial disability insurance (NDI) benefits to be eligible to receive donated credits.
 - d. Credits may be used only during the period the employee is eligible for NDI benefits.
 - e. Donated sick leave credits may be used to supplement NDI benefits up to a maximum of two-thirds (2/3) of the employee's regular gross monthly salary on the day prior to the first day of disability.
 - f. Upon request, the President shall determine an employee's eligibility to receive donated credits and shall authorize a solicitation by CSEA on behalf of eligible employees.
 - g. CSEA shall be responsible for seeking presidential determination, publicize and coordinate one (1) authorized solicitation per eligible employee. Such solicitation shall be limited to CSEA represented employees at the campus of the disabled CSEA employee.
 - h. Employees may elect to voluntarily donate up to eight (8) hours of accrued sick leave each fiscal year in response to authorized campus solicitations.
 - i. If a disabled employee dies, retires or otherwise separates from employment while eligible to use donated sick leave, any unused time may not be used to receive service credit following a service or disability retirement.
 - j. If a disabled employee recovers early and returns to full-time active status, the remaining balance of donated time shall be forfeited. A disabled employee returning to less than full-time status may continue to use donated time until the NDI benefit and earned salary equals or exceeds two-thirds (2/3) of the employee's gross monthly salary on the day prior to the first day of disability.

Absences Chargeable to Sick Leave

- 15.8 The use of sick leave may be authorized by the appropriate administrator only when an employee is absent because of:
- a. illnesses, injury, or disability related to pregnancy;
 - b. exposure to contagious disease;
 - c. dental, eye, other physical or medical examinations or treatments by a licensed practitioner;
 - d. illness or injury in the immediate family and

Sick leave for family care is primarily for emergency situations. Up to five (5) days of accrued sick leave credit may be used for family care during any one (1) calendar year. The appropriate administrator may authorize an additional five (5) days of accrued sick leave credit for family care during one (1) calendar year.

An employee may request the use of accrued sick leave credit for family care beyond the maximum set forth above. Such requests must be accompanied by a physician's statement or other appropriate need verification. The granting or denial of such additional use of sick leave shall be the prerogative of the appropriate administrator and shall not be subject to Article 7, Grievance Procedure, or Article 8, Complaint Procedure, of this Agreement.

- e. death of a person in the immediate family.

The President may authorize up to forty (40) hours of accrued sick leave for bereavement. When one (1) or other deaths occur in a calendar year, up to forty (40) hours of accrued sick leave credits may be authorized for each death.

- 15.9 "Immediate family" as used in this Article shall mean close relative or other person residing in the immediate household of the employee, except domestic employees, roomers or roommates.
- 15.10 The President may direct an employee to take sick leave if he/she determines that the employee has restricted ability to carry out his/her duties due to illness.
- 15.11 An employee may be required to undergo a medical examination as directed by the President to ascertain the employee's ability to perform his/her required duties. If such an examination is by the physician selected by the employer, the CSU shall bear the costs of such medical examination.
- 15.12 Under no circumstances may an employee be granted sick leave for days during layoff periods or during a leave of absence without pay. An employee may not be granted sick leave during periods when the campus

or department is closed unless the employee was on sick leave prior to the time of the campus or department closure.

- 15.13 A female employee on maternity leave pursuant to Article 16, Leaves of Absence Without Pay, shall be entitled upon return to work status to use earned sick leave for the period of time covering date of childbirth and immediate physical recovery therefrom. Earned sick leave shall be charged for work days in such a period of time. Normally, ten (10) days of earned sick leave may be charged. A physician's verification of disability shall be required for the use of earned sick leave pursuant to this provision in excess of ten (10) days.
- 15.14. The President may authorize unpaid sick leave, the use of vacation or the use of CTO pursuant to Article 19, Overtime, for an employee who has exhausted accumulated sick leave.

Funeral Leave

- 15.15 For each death of a significantly close relative, upon request to the President, the employee shall be granted one (1) day's leave with pay. If such a death of a significantly close relative requires the employee to travel over five hundred (500) round-trip miles from his/her home, upon request such a leave with pay shall be granted for two (2) days.
- 15.16 A leave granted in accordance with provision 15.14 may be supplemented in accordance with bereavement provisions of this Article.
- 15.17 The term "significantly close relative" as used in this Article shall mean a spouse and the employee's or his/her spouse's mother, father, grandmother, grandfather, grandchild, son, son-in-law, daughter, daughter-in-law, brother, sister, or relative living in the immediate household of the employee.

Jury Duty

- 15.18 An employee who serves on jury duty shall receive his/her salary only if he/she remits the amount received for such duty to the CSU. Payment for travel expenses and subsistence received by the employee need not be remitted. If the employee elects to retain the jury duty fees, his/her time off for jury duty is not compensable. The employee may elect to use vacation or CTO to cover the time off.
- 15.19 An hourly employee shall be eligible for time off with pay for jury duty only for those hours he/she was scheduled to work.
- 15.20 An employee who receives initial notification that he/she is subject to jury duty shall notify the appropriate administrator.
- 15.21 The employee is required to notify the appropriate administrator in writing prior to taking leave for jury duty. Verification of actual service for jury duty shall be provided by the employee when requested by the appropriate administrator.

Leave to Vote

- 15.22 An employee who would otherwise be unable to vote outside of his/her regular working hours may be granted up to two (2) hours of work time without loss of pay to vote at a general, direct primary, or presidential primary election.

An employee shall be required to request such leave time from the appropriate administrator at least two (2) working days prior to the election.

Absence as a Witness

- 15.23 Employees serving as court-subpoenaed witnesses or expert witnesses in the interest of the CSU shall seek the payment of witness fees. Whenever possible, employees shall confer with the attorney requesting their appearance to determine whether certified copies of appropriate documents would be suitable and would eliminate the need for a court appearance.
- 15.24 An employee who is absent as a court-subpoenaed witness or expert witness in the interest of the CSU shall be paid the normal salary for the corresponding period of absence. No portion of the employee's salary shall be forfeited as the result of such an appearance; however, all court fees (except personal travel and/or subsistence payments) shall be remitted to the CSU. If an exceptional circumstance occurs whereby the employee does not remit such fees, an amount equal to the fees shall be deducted from the employee's salary. No vacation or compensatory time off (CTO) shall be used in such cases.
- 15.25 An employee who receives court fees in excess of regular earnings may keep the excess and need remit only an amount equal to the compensation paid the employee while on leave. If the employee chooses to retain the entire fee, then the time taken off shall be charged as vacation or CTO, and if no vacation time or CTO is available, the employee shall be docked for the period of absence.
- 15.26 An employee (including hourly employees) serving as a court-subpoenaed witness on a holiday or while on vacation or on compensatory time off (CTO) shall serve on his/her own time.
- 15.27 An employee who is a party to a suit or who is an expert witness not serving in the interest of the CSU shall appear on his/her own time. The employee shall be charged vacation or CTO, and if no vacation time or CTO is available, the employee shall be docked for the period of absence.

Military Leave

- 15.28 Emergency military leave, temporary military leave, and indefinite military leave shall be granted to eligible employees in accordance with state and federal law.

ARTICLE 16

LEAVES OF ABSENCE WITHOUT PAY

16.1 A full-time employee or part-time permanent employee may be granted a full or partial leave of absence without pay for up to one (1) year for the following purposes/reasons:

- a. loan of an employee to another governmental agency;
- b. parental leave;
- c. outside employment that would lessen the impact of a potential layoff or a layoff;
- d. temporary incapacity due to illness or injury;
- e. other satisfactory reasons.

Leaves without pay granted for d. above shall also be subject to Article 15, Leaves of Absence With Pay. Periods of disability related to pregnancy are subject to the provisions of Article 15, Leaves of Absence With Pay.

16.2 A written application for a leave of absence without pay or an extension of a leave of absence without pay shall be submitted to the President. The President shall determine if such a leave shall be granted and the conditions of such a leave.

16.3 An employee who is on a leave of absence without pay shall not return to active pay status prior to the expiration of such a leave without written approval of the President.

16.4 Service credit shall not be granted to an employee on a leave of absence without pay.

16.5 A leave so granted assures to the employee a right to return to his/her former position or a position within his/her classification upon expiration of the leave and the time lost shall not constitute a break in service.

16.6 When requested by the President, an employee granted a leave of absence without pay shall provide verification that the conditions of the leave were met.

16.7 An employee on a leave of absence without pay for more than thirty (30) days may opt to continue his/her fringe benefits at his/her own expense. Upon written requests of an eligible employee as defined in Article 21, Benefits, the CSU shall provide a system for the continued payment of his/her insurance premiums including health and dental benefits during the period of an unpaid leave of absence. During this period, such an employee shall pay both the employee's and the CSU's contributions. The CSU shall not advance such payments. Such an employee shall pay all contributions prior to the date each payment is due. Failure to pay such premium will result in coverages lapsing unless the employee makes other arrangements.

due. Failure to pay such premium will result in coverages lapsing unless the employee makes other arrangements.

- 16.8 The granting or denial of leaves of absence without pay pursuant to this Article shall not be subject to Article 7, Grievance Procedure.

ARTICLE 17

ASSIGNMENT/REASSIGNMENT

- 17.1 An employee shall be provided with notice of permanent reassignment to another position seven (7) days prior to the effective date of such a reassignment.
- 17.2 The President may temporarily assign an employee to a position in a higher classification or temporarily reclassify an employee for the performance of duties in a higher classification. Such a temporary assignment may be for up to six (6) months, and shall be consistent with this Article and/or Article 22, Professional Development. Such an assignment may be extended beyond six (6) months, but for not longer than another six (6) months, by mutual agreement of the President and the employee. An employee shall be provided with written notice of such a temporary assignment of duties of another classification at least seven (7) days prior to the effective date of such a temporary assignment.
- 17.3 After thirty (30) consecutive calendar days in a temporary assignment at a higher classification, an employee shall begin to receive the appropriate compensation of the higher classification. For any such future assignments within a twelve (12) month period, the employee shall receive the appropriate compensation of the higher classification from the first day of such an assignment. Days on which an employee is absent from work on a paid leave shall not constitute a break in "consecutive calendar days" as the term is used in this Article.
- 17.4 An employee serving on such a temporary assignment of duties of another classification shall be provided with a letter of verification of such service. A copy of such a verification letter shall be placed in the personnel file of the employee.
- 17.5 At the end of the temporary assignment of duties of another classification, the employee shall be returned to his/her permanent assignment with the same status as he/she would have had if he/she had not been granted such a temporary assignment.

Assignment

- 17.6 An employee shall be informed as to the administrator to whom he/she shall be normally accountable. An employee may seek clarification of working instructions from such an appropriate administrator. Such clarification shall be provided in writing.
- 17.7 If there is a campus position description for the position to which an employee is assigned, the appropriate administrator shall provide the

employee with a copy of such a position description. If a position description is to be altered, the employee shall be provided with a copy of the altered position description at least seven (7) days prior to its effective date. Position descriptions shall reflect the employee's assigned duties and responsibilities.

- 17.8 An employee may request, in writing, a meeting with the appropriate administrator to discuss a position description, reassignment, or work assignment. Such a meeting shall not be unreasonably denied.
- 17.9 Appropriate administrators may perform duties within the classification and qualification standards that are applicable to bargaining unit employees.
- 17.10 Student assistants may be assigned duties within the classification and qualification standards that are applicable to bargaining unit employees.
- 17.11 The CSU agrees to immediately meet and confer on the bargaining unit impact of provisions 17.9 and 17.10 of this Article when it determines that there may be a need for implementation of any procedures in Article 24, Layoff. In the event of layoff, the number of student assistants' hours and the number of administrators shall not be increased for the purpose of performing bargaining unit work over those existing at the time of the first meet and confer session pursuant to the sentence above.
- 17.12 When the CSU determines that a study to develop new classifications or to revise current classifications is necessary, the CSU shall notify the Union. Within fifteen (15) days of such notification, the Union may request to meet with the CSU to discuss the classification study. Such a meeting shall be held at the Office of the Chancellor.

The Union may submit a written request and submit data in support of the request to the CSU to develop new classifications or to revise current classifications. The CSU shall respond in writing to such request(s).

Outside Employment

- 17.13 Outside employment shall not conflict with the responsibilities and duties of the employee to the CSU.

ARTICLE 18

HOURS OF WORK

Work Schedules

- 18.1 Full-time employees shall work a minimum workweek of forty (40) hours in a seven (7) day period.

Under normal circumstances, work schedules shall provide for five (5) consecutive days' work in a seven (7) day period or four (4) consecutive days' work in a seven (7) day period.

- 18.2 The appropriate administrator shall determine the permanent work schedule for an employee. An employee shall be provided with notification of a permanent work schedule change or a summer work schedule at least twenty-one (21) days prior to the effective date of the work schedule change. The appropriate administrator may give consideration to employee seniority.
- 18.3 For those employees assigned a five (5) day workweek, the workday shall normally consist of eight (8) hours. For those employees assigned a four (4) day workweek, the workday shall normally consist of ten (10) hours.
- 18.4 For employees in Units 2 and 9 in classifications listed in Appendices C and E, the workweek shall be a minimum average of forty (40) hours per week during a pay period.
- For employees in Units 2 and 9 listed in classifications in Appendices C and E, the workweek shall be a minimum of forty (40) hours work in a seven (7) day period.
- 18.5 Less than full-time employees shall be assigned hours pro rata and days of work as determined by the President.

Employee Request for Work Schedule Change and/or Flexible Work Hours

- 18.6 An employee(s) may submit a written request to the appropriate administrator for a change in the work hours and/or workdays of his/her work schedule. Such requests shall be submitted twenty-one (21) days prior to the requested effective date of the change. An employee shall not submit more than four (4) such requests per year.
- 18.7 If deemed necessary by the appropriate administrator or the employee, a meeting between the appropriate administrator and the employee shall be held to discuss the work schedule change request.
- 18.8 If a conflict in work schedule change requests arises, the appropriate administrator shall give consideration to the employee(s) with the most seniority provided that operational needs are met.
- 18.9 The appropriate administrator shall respond in writing to the employee regarding approval or denial of such request.

Meal Periods

- 18.10 An employee shall be entitled to a meal period not to exceed sixty (60) minutes. The time of such meal period shall be designated by the appropriate administrator and shall be at or near the middle of the workday. Such meal periods shall not count toward hours worked, except as provided for in provision 18.11.
- 18.11 An employee required to remain on the job at his/her work station for the full shift period shall be permitted to take a meal period, not to exceed thirty (30) minutes, during worktime.

Rest Periods

- 18.12 An employee shall be allowed rest periods each workday of fifteen (15) minutes for each four (4) hours worked. Rest period schedules shall be determined by the appropriate administrator in accordance with the operational needs of the department. Rest periods shall be counted towards hours worked. When an employee is required to perform duties during a scheduled rest period, the appropriate administrator shall endeavor to reschedule the rest period for that workday. Rest period time not taken shall not be cumulative.

Clothing Protection

- 18.13 When deemed necessary by the President, lab coats and smocks shall be provided to an employee(s).

Clean-up Time - Units 2 and 9

- 18.14 When deemed necessary by the appropriate administrator, employees shall be permitted by the appropriate administrator immediately prior to the end of their workday a clean-up period of up to ten (10) minutes as appropriate to perform personal washing and changing of clothes. Reasonable worktime shall be provided to an employee for the taking of showers when deemed necessary by the appropriate administrator.

Unit 5

Employees shall be permitted immediately prior to the end of their workday a clean-up period of ten (10) minutes to perform personal washing and changing of clothes. Reasonable worktime shall be provided to an employee for the taking of a shower when deemed necessary by the appropriate administrator.

Unit 7

Employees in a print shop or other duplicating facility shall be permitted by the appropriate administrator immediately prior to the end of their workday a clean-up period of up to ten (10) minutes as appropriate to perform personal washing and changing of clothes.

ARTICLE 19

OVERTIME

Overtime Compensation

- 19.1 Overtime is defined as authorized time worked in excess of forty (40) hours in a seven (7) consecutive twenty-four (24) hour period beginning at 12:01 a.m. on Sunday and ending at 12:00 midnight the following Saturday.
- 19.2 Overtime shall be compensated in cash or in compensatory time off (CTO) as determined by the President.

- 19.3 Overtime shall be authorized and assigned by the appropriate administrator.
- 19.4 Paid holiday, paid sick leave, and paid vacation time shall be counted as time worked for purposes of this Article.
- 19.5 The only official methods for the computation and accumulation of overtime in this bargaining unit are those provided in this Article.
- 19.6 The appropriate administrator shall endeavor to equalize the overtime work among all qualified employees who have expressed interest in overtime work. An employee shall be required to work overtime if no qualified volunteer is available.

Compensatory Time Off (CTO)

- 19.7 Requests for scheduling CTO shall be submitted to the appropriate administrator at least seven (7) days in advance. CTO shall be scheduled and taken only as authorized by the appropriate administrator.
- 19.8 Upon reasonable notice to the employee, the appropriate administrator may direct the employee to take earned CTO. When possible, the scheduling of such CTO shall be by mutual agreement of the employee and the appropriate administrator.
- 19.9 CTO should be taken within the year it is earned whenever possible. If an employee has been unable to take his/her CTO and has a CTO balance in excess of one hundred twenty (120) hours as of December 31, he/she shall be paid in cash for all hours in excess of one hundred twenty (120). Such payment shall be made by February 1 of each year.
- 19.10 Upon request of the employee, the appropriate administrator shall provide an accounting of the employee's CTO balance.
- 19.11 When an employee is separated from service, he/she is entitled to a lump-sum payment for any earned CTO by reason of previous overtime worked.
- 19.12 Overtime eligibility and overtime rates shall be by classification. Such eligibility and overtime rates by classification are listed in Appendix C and incorporated by reference.

Overtime Meal Allowance

- 19.13 When an employee is required to work more than two (2) hours before or two (2) hours after a regularly scheduled workday, he/she may claim the cost of each overtime meal up to the maximum allowed for lunch in accordance with CSU travel regulations. All claims for overtime meal reimbursements must be supported by a voucher. The time taken to consume the overtime meal will not be included in the computation of overtime for the purpose of this allowance.

An employee shall not be required to interrupt his/her work to consume his/her overtime meal. Overtime meals may be taken before, after or

during the overtime period. This provision shall not apply to employees receiving a per diem rate.

- 19.14 Overtime shall not include time spent in travel to and from the work site except as provided for in Article 22, Professional Development.
- 19.15 Holiday Work Compensation Overtime - See Article 14, Vacations and Holidays (Holidays, Holiday Work Compensation).

Call-Back

- 19.16 Call-back work is work performed at a time outside of and not continuous with an employee's regular work schedule. An employee called back to work shall receive no less than three (3) hours pay at the overtime rate unless such call-back is within three (3) hours of the beginning of the employee's next shift, in which case the employee shall only be paid for the hours remaining before the beginning of the employee's next shift.
- 19.17 An employee may be called back to work at the discretion of the appropriate administrator. The appropriate administrator shall endeavor to assign call-back work on a volunteer basis. If no volunteers are available, or in an emergency situation, the employee who is called back shall be required to work.

ARTICLE 20

SALARY

- 20.1 The salary schedule for bargaining unit employees shall be found in Appendix C and incorporated in this Agreement by reference.
- 20.2 An employee shall be assigned to a step within the salary range appropriate to his/her classification.
- 20.3 For fiscal year 1988/89, the steps and salary ranges shall be six percent (6%) above the salary schedule effective June 1, 1989.

For fiscal year 1989/90, the steps and salary ranges shall be increased four percent (4%) above the salary schedule effective January 1, 1990.

For fiscal year 1989/90, the steps and salary ranges of the following classifications shall be adjusted by the additional amount as noted below effective January 1, 1990:

| | |
|---------------------------------|----|
| 8135 Clinical Aid I | 5% |
| 8136 Clinical Aid II | 5% |
| 8165 Nurse Practitioner (10 Mo) | 6% |
| 8166 Nurse Practitioner (12 Mo) | 6% |
| 0104 Maint. & Laborer Trainee | 1% |
| 0726 Lead Groundswoker | 1% |
| 0731 Groundswoker | 1% |
| 0733 Groundswoker Trainee | 1% |

| | |
|---|--------|
| 1508 Warehouse Worker | 1% |
| 2010 Custodian | 1% |
| 2013 Window Cleaner | 1% |
| 2015 Lead Custodian | 1% |
| 6223 Laborer | 1% |
| 6363 Light Auto Equip. Oper. | 3% |
| 6366 Heavy Equip. Oper. | 3% |
| 6367 Heavy Construction Equip. Opr. | 3% |
| 6385 Farm Maint. & Equip. Oper. | 3% |
| 1070 Dept. Secretary I | 8% |
| 1071 Dept. Secretary I, Dictating | 8% |
| 1072 Dept. Secretary I, Steno | 8% |
| 1080 Dept. Secretary II | 10% |
| 1081 Dept. Secretary II, Dictating | 10% |
| 1082 Dept. Secretary II, Steno | 10% |
| 1090 Dept. Secretary III | 11.2% |
| 1091 Dept. Secretary III, Dictating | 11.2% |
| 1092 Dept. Secretary III, Steno | 11.2% |
| 1125 Clerical Asst. IA | 5.6% |
| 1126 Clerical Asst. IIA | 5.5% |
| 1127 Clerical Asst. IIIA | 1.75% |
| 1128 Clerical Asst. IVA | 2% |
| 1129 Secretary A | 5.26% |
| 1129 Secretary B | 3.43% |
| 1130 Senior Secretary A | 4.14% |
| 1131 Admin. Secretary | 7% |
| 1740 Accounting Tech. III | 7.68% |
| 1741 Accounting Tech. II | 10.07% |
| 2898 Book Repairer II | 12% |
| 2899 Book Repairer I | 12% |
| 9687 Head Resident II | 16.74% |
| 9688 Head Resident I | 14.1% |
| 0697 Poultry Tech. | 20% |
| 1897 Staff Systems Analyst | 4.5% |
| 1898 Senior Systems Analyst | 4.5% |
| 1901 Assoc. Systems Analyst | 4.5% |
| 1902 Asst. Systems Analyst | 4.5% |
| 1935 Asst. Systems Software Specialist | 4.5% |
| 1936 Assoc. Systems Software Specialist | 4.5% |
| 1937 Staff Systems Software Specialist | 4.5% |
| 1938 Senior Systems Software Specialist | 4.5% |
| 4555 Accountant I | 5.7% |
| 5597 Public Affairs Asst. I | 3% |
| 5598 Public Affairs Asst. II | 3% |
| 7512 Glassblower | 6% |

For fiscal year 1990/91, the steps and salary ranges shall be increased five percent (5%) above the salary schedule effective January 1, 1991, or the inflation rate as measured by the U.S. Consumer Price Index*, whichever is less. In no event shall the salary increase be less than three percent (3%). The parties recognize that the actual salary increase will vary slightly due to rounding.

Shift Differential

- 20.4 An eligible employee who works four (4) or more hours between 6 p.m. and midnight (exclusive of overtime) shall be paid a shift differential of thirty-three cents (\$.33) per hour for the employee's entire shift.
- 20.5 An eligible employee who works four (4) or more hours between midnight and 6 a.m. (exclusive of overtime) shall be paid a shift differential of thirty-eight cents (\$.38) per hour for the employee's entire shift.
- 20.6 An eligible employee working 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 20.5. Such hours shall be exclusive of overtime.
- 20.7 Employees in the classification listed in Appendix C of this Agreement are eligible for shift differential. Appendix C may be amended to add additional classifications by mutual consent of the parties.

10/12 Pay Plan

- 20.8 Probationary and permanent employees shall be eligible to request participation in the 10/12 pay plan. The assignment of an eligible employee into the 10/12 pay plan and the yearly schedule shall be by mutual agreement of the appropriate administrator and the employee. Final approval by the President is required prior to employee participation in the 10/12 pay plan.
- 20.9 A 10/12 pay plan yearly schedule shall provide that the appropriate period of time in work status and nonwork status shall be scheduled within one (1) year.
- 20.10 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 nonwork status or ten (10) consecutive pay periods in work status, followed by two (2) consecutive pay periods in nonwork status.

* U.S.-CPI: All Urban Consumer; U.S. City Average; seasonally unadjusted for the January - March 1990 quarter (the average of the January, February and March annual increases, calculated two (2) decimal places and rounded to one (1) decimal place - tenths).

- 20.11 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 nonwork status that requires advance payment of salary. Variations may include, but shall not be limited to, a movement from work status to nonwork status at times other than the beginning of a pay period of 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. Such delays shall not be subject to Article 7, Grievance Procedure.
- 20.12 Withdrawal from participation in the 10/12 pay plan and return to a twelve (12) month annual work year may be requested by an employee in accordance with campus procedures. The President shall make a final determination as to the approval or denial of such requests.
- 20.13 An employee participating in the 10/12 pay plan shall receive his/her (10 month) annual salary in twelve (12) salary warrants and appropriate benefits on a twelve (12) month basis.
- 20.14 An employee moving from a twelve (12) month status to the 10/12 pay plan shall retain his/her anniversary date.
- 20.15 An employee on the 10/12 pay plan shall accrue sick leave, vacation, and seniority during the full twelve (12) month period. An employee on the 10/12 pay plan who is not in work status on the day a holiday is officially observed shall not be entitled to the holiday.
- 20.16 Ten (10) months of service by an employee in the 10/12 pay plan shall constitute one (1) year of service for employment status matters, merit salary adjustment, and retirement.
- 20.17 Approval and denial of employee requests by the President as specified in provisions 20.8 and 20.9 shall not be subject to Article 7, Grievance Procedure.

Merit Salary Adjustments/Special In-Grade Salary Adjustment

- 20.18 Movement between steps in the salary range shall be based on merit and effective performance.
- 20.19 Merit Salary Adjustments shall be paid effective July 1, 1989, and for the duration of this Agreement, subject to provisions 20.18 and 25.2.
- 20.20 Upon written authorization of the appropriate administrator, an employee who is eligible for an MSA may move to the next step of the salary range effective on the first of the monthly pay period following completion of the required qualifying service after (a) appointment, (b) last MSA, (c) last six (6) month salary adjustment, or (d) movement between classes that resulted in a salary increase of one (1) or more steps. The required service for a ten (10) month or 10/12 employee is the completion of twelve (12) pay periods and ten (10) months of qualifying service. The required service for a twelve (12) month employee is the completion of twelve (12) months of qualifying service.

- 20.21 Upon written authorization of the appropriate administrator, an employee who is eligible for a six (6) month Special In-Grade Salary Adjustment (SISA) may be moved to the next step on the salary range effective on the first of the monthly pay period following completion of six (6) months of qualifying service after (a) appointment or (b) movement to step one (1) of the new class.
- 20.22 Upon determination by the appropriate administrator, the adjustment shall be authorized or denied in writing. The employee shall be provided with a copy of the written authorization or denial. Upon request of an employee denied an MSA, a meeting shall be arranged within seven (7) days of the request with a representative of the President for the purpose of reviewing such denial. The employee may be represented at this meeting.
- 20.23 An employee may receive a salary step adjustment at other times than those provided in provision 20.18 above at the discretion of the President. Such increases shall not be arbitrary and capricious, but shall be based upon demonstrable evidence that such a special increase is justified based upon merit and efficiency.

Red Circle Rates

- 20.24 A red circle rate is a salary rate above the maximum step of the salary range for a class which may be granted by the President when an employee moves to a class with a lower salary range.
- 20.25 If a red circle rate is granted, the employee shall retain the salary currently being paid (or a lesser salary rate up to five (5) steps above the maximum salary step of the lower class) and shall remain at that salary rate until the maximum salary step of the lower class 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.
- 20.26 During the period of time an employee's salary remains above the maximum salary rate for the class, the employee shall not receive further salary increases including MSAs, SISAs, or general salary increases, except in cases of promotion while on a red circle rate.
- 20.27 Red circle rates shall not exceed five (5) steps above the maximum of the salary range of the class to which the employee is moving. An employee may retain a red circle rate for up to five (5) years.
- 20.28 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.
- 20.29 An employee who was compensated at a salary rate above the maximum prior to a permanent separation will not be entitled to a red circle rate upon his/her return to work. Also, the authorization for a red circle rate shall be cancelled if the employee refuses a bona fide

offer of appointment to a position at the campus in a class in the same occupation group at a salary level equivalent to the original classes from which the employee was moved.

ARTICLE 21

BENEFITS

Health

- 21.1 Eligible employees and eligible family members as defined by PERS shall continue to receive health benefits offered through PERS system for fiscal years 1989/90, 1990/91 and 1991/92. Payment for those benefits shall be based on rates established by PERS for participating members. The Employer contribution shall be based on current formula as provided in Government Code Section 22825.1.

Dental

- 21.2 For fiscal years 1989/90, 1990/91 and 1991/92, 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 21.4 and 21.5. For fiscal years 1989/90, 1990/91 and 1991/92, the Employer's contribution to such plans shall equal one hundred percent (100%) of the basic monthly premium.

Vision Care

- 21.3 For the fiscal years 1989/90, 1990/91 and 1991/92, eligible employees and eligible family members as defined in provisions 21.4 and 21.5 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.
- 21.4 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 dental benefits and vision care 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.
- 21.5 The term "eligible family members" as used in this Article shall mean the eligible employee's legal spouse and unmarried children from birth to the end of the month in which the dependent children reach age twenty-three (23). An adopted child, step-child, illegitimate child recognized by the father, 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 twenty-three (23) 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-three (23), 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.

Non-Industrial Disability Insurance

- 21.6 The maximum weekly payment for eligible employees shall be one hundred thirty-five dollars (\$135.00).

Tax Sheltered Annuity

- 21.7 Full-time employees and part-time employees who have been employed for two (2) consecutive years without a break in service shall be eligible to participate in tax-sheltered annuity programs in accordance with regulations and procedures as established by the CSU.

Information Regarding Benefits

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

Travel Reimbursement

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

Parking

- 21.10 For the life of this Agreement, employees wishing to park at any CSU facility shall pay the CSU parking fee. Such fee shall not be increased for the life of this Agreement. The CSU shall provide for payroll deductions for this purpose upon written authorization by the employee.

Uniform Allowance

- 21.11 The CSU shall provide a uniform allowance of three hundred fifty dollars (\$350.00) per calendar year for the replacement of uniforms. Such allowance shall be paid to employees in classifications 8351 (Parking Officer), 8352 (Campus Guard), 8353 (Supervising Parking Officer), 8980 (Campus Fire Apparatus Engineer), and 8981 (Supervising Campus Fire Apparatus Engineer) who are required to wear an official uniform. Such employees shall be responsible for the purchase and maintenance of uniforms for employment.

Uniform allowance shall be paid to employees in a lump sum in December of each calendar year after completion of the first year of employment. Employees who have been employed less than one (1) year shall receive such payment on a pro rata basis in December of each calendar year.

- 21.12 All deductions from the lump-sum payment for uniform allowance shall be in accordance with state and federal law.
- 21.13 Employees who are in Class Codes 8348 (Public Safety Dispatcher-Typing) and 8349 (Public Safety Dispatcher) and who are required to wear an official uniform shall be reimbursed for the actual replacement costs of the required official uniform up to one hundred fifty dollars (\$150.00) per calendar year. Such employees shall submit a receipt for the actual replacement cost to the appropriate administrator.

Employee Assistance Programs

- 21.14 The CSU shall continue the existing Employee Assistance Program at each campus. Records pertaining to an employee's participation in the Employee Assistance Program shall remain confidential.

Dependent Care Reimbursement

- 21.15 All bargaining unit employees shall be entitled to participate in the CSU Dependent Care Reimbursement Program effective January 1, 1990, provided that the parties reach agreement by July 31, 1989. The terms of this program shall be determined by the CSU. All administrative costs for participation shall be paid by participating employees.

Retirement

- 21.16 Eligible employees shall be moved into the "State Peace Officer/Firefighter Member" membership category under PERS as provided in Government Code Section 20017.985. Such membership change shall become effective on July 1, 1989 or such later date as determined by PERS.
- 21.17 Eligible employees as defined under the Public Employees' Retirement System shall become eligible for the Improved 1959 Survivor Benefit as provided for in Government Code Section 21382.4 upon the effective date of this Agreement.

ARTICLE 22

PROFESSIONAL DEVELOPMENT

General Training

- 22.1 An employee wishing training may submit a request to the appropriate administrator. Such a request may include, but is not limited to, release time with pay, flexible working hours, tuition, and travel. If such a request is denied by the appropriate administrator, such denial shall be in writing.
- 22.2 When an employee is required by an appropriate administrator to take work-related training, the employee shall be granted release time for such training if it occurs during working hours. When an employee is required by an appropriate administrator to take work-related training during non-working hours, the employee shall be granted overtime pay or

compensating time off subject to Article 19, Overtime. For the purposes of this Article, overtime shall include authorized time spent in travel. Appropriate costs for such training shall be borne by the CSU.

Employees shall be provided necessary training appropriate to any new assigned job duties as determined by the appropriate administrator.

Training Opportunities

- 22.3 An eligible employee shall be granted release time for the purpose of taking examinations to maintain a specialized license required by the CSU, except for DMV Class C operator license.
- 22.4 A full-time permanent employee may request at the Personnel Office or be offered the opportunity for a temporary assignment in a higher level position on a training basis. Such requests shall follow procedures outlined in provisions 22.17, 22.18, 22.19 and 22.22.
- 22.5 An employee serving on such a temporary assignment shall be compensated as provided for in provision 17.3, Article 17, Assignment/Reassignment.
- 22.6 Upon request, an employee serving on such a temporary assignment shall be provided with a letter of verification of such service. A copy of such a verification letter shall be placed in the personnel file of the employee.
- 22.7 At the end of the temporary assignment, the employee shall be returned to his/her permanent assignment with the same status as he/she would have had if he/she had not been granted the temporary assignment.

Training Proposals

- 22.8 Employees or the Union may prepare and present training proposals for bargaining unit employees. Such proposals may be submitted to the Personnel Office.
- 22.9 The appropriate administrator(s) shall consider any training proposal(s).
- 22.10 Upon request of the Union, the appropriate administrator(s) shall meet with the Union and a reasonable number of affected employees to discuss the training proposals. Such a meeting shall be held at a time and place mutually agreeable to the appropriate administrator and the Union.
- 22.11 The appropriate administrator shall respond in writing to the Union regarding the training proposal.

Employee Development

- 22.12 An employee wishing to pursue educational goals may, with the guidance and support of his/her immediate non-bargaining unit supervisor and in consultation with the Personnel Department, formally develop and obtain approval of a career development program. This program shall include

attainment of a certificate, an associate degree, and undergraduate degree, a graduate degree or other achievement appropriate for the employee's professional growth.

- 22.13 Upon successful completion of the formally developed and approved career development program, the employee may request a temporary training assignment consistent with a logical evolution of the career development program and the goals, objectives and opportunities available at his/her current campus.
- a. The employee request shall be made to the campus Personnel Department no later than one hundred twenty (120) days following completion of the career development program. Only three (3) such request(s) may be made by an employee for a temporary training assignment and must be made within the time allotted;
 - b. The request(s) shall be in writing and shall include a detailed description of the type of temporary training assignment preferred;
 - c. The employee shall provide a current, detailed resume;
 - d. The employee shall provide, in writing, a detailed description of the new skills, abilities, knowledge and information which were obtained in the course of the career development program and explain how they relate to a requested temporary training assignment.
- 22.14 Within twenty-one (21) days after receipt of the written materials, a representative of the campus Personnel Department shall contact the employee to schedule a meeting. At this meeting, the employee shall discuss his/her request. An appropriate administrator in the Personnel Office will provide information to the employee, as appropriate, with respect to the requirements of positions contained in the CSU's Classification and Qualification Standards, and to advise the employee as to the likelihood of a suitable position becoming available on campus.
- 22.15 The granting of a temporary training assignment request will be dependent upon the campus' ability to arrange a training opportunity and, if applicable, provide coverage in the employee's work area while he/she is away.
- 22.16 Within ninety (90) days of the meeting, the appropriate administrator in the Personnel Department shall meet with the employee to discuss the feasibility of arranging a training assignment. If arrangements for temporary training assignment cannot be made within the ninety (90)-day period, the appropriate administrator shall continue to discuss such arrangements with campus departments and periodically inform the employee of his/her progress.
- 22.17 When arrangements for a temporary training assignment are completed, the appropriate administrator in the Personnel Department shall meet

again with the employee and provide written notice to the employee of the details of the temporary training assignment including, but not limited to:

- a. notification of the duration and beginning and ending dates of the assignment;
 - b. the location of the temporary assignment;
 - c. a position description outlining the major responsibilities of the temporary assignment;
 - d. the salary assigned to the temporary assignment;
 - e. the name and title of the immediate supervisor to whom the employee will be assigned during the temporary training assignment; and
 - f. an outline of the training experience and the objectives and performance expectations developed for the training assignment.
- 22.18 The duration of the temporary training assignment shall be no less than three (3) months and no more than eleven (11) months.
- 22.19 The employee shall receive written evaluations of his/her work at least every (2) two months and at the conclusion of the temporary training assignment. Copies of these evaluations shall be placed in the employee's personnel file.
- 22.20 At the end of the temporary training assignment, the employee shall be returned to his/her former position and at the former salary, in addition to any approved salary adjustments.
- 22.21 The position classification of the temporary training assignment shall be based upon a classification review of the temporary training assignment. Appointment to a temporary training assignment shall be made at a salary at least equal to the employee's current salary, but no more than five percent (5%) above it.
- 22.22 Upon successful completion of a temporary training assignment, the employee may request, according to procedures applicable at his/her campus, to be interviewed for announced vacancies whose job content is comparable to the temporary training assignment. Determination of comparability shall rest with the Personnel Department. A request for an interview shall not be unreasonably denied.

Fee Waiver

- 22.23 The appropriate administrator shall approve requests from all full-time employees and part-time permanent employees for enrollment in the CSU fee waiver program subject to the provisions of this Article.
- 22.24 A maximum of two (2) courses per semester/quarter (exclusive of courses in self-support programs) may be taken on the fee waiver program,

provided that the CSU admission requirements shall be met, waived, or are non-applicable. Courses taken on the fee waiver program shall be taken for credit.

- 22.25 Fee waiver courses shall be job-related or part of the approved Career Development Plan. The course of study for a Career Development Plan will be established by the employee and an appropriate advisor of choice and shall be subject to approval by the appropriate administrator in the Personnel Office. The CSU admission requirements shall be met or waived for an approved Career Development Plan. The CSU admission requirements shall not apply for job-related courses.
- 22.26 Subject to conditions listed in a. and b. below, an employee shall be granted reasonable release time for one (1) on-campus course per semester/quarter. An employee at the Chancellor's Office shall be granted an amount of time during working hours equal to actual class time.
- a. The course shall be job-related or shall be part of an approved Career Development Plan.
 - b. The operational needs of the department are met as determined by the appropriate administrator.
- 22.27 Employees on a leave of absence who otherwise are eligible to request a fee waiver may request fee waiver for enrollment in more than two (2) courses per semester/quarter.
- 22.28 In order for an employee to continue participation in this program, normal academic standards shall be maintained.
- 22.29 A record of completed courses may be placed in the employee's official personnel file.
- 22.30 The term "fee waiver" as used in this Article means a program that waives or reduces fees as listed below:

The following fees shall be fully waived:

Application Fee
Student Service Fee
Identification Card Fee

Instructionally Related Activity Fee

The following fees shall be reduced to one dollar (\$1):

Student Body Association Fee
Student Union Fee
Health Facilities Fee

The State University Fee shall be waived for the units of courses taken in the CSU fee waiver program.

Employees taking courses in addition to the CSU fee waiver courses shall pay any difference between the amount waived and the full State University Fee.

Continuing Education - Unit 2

- 22.31 Continuing education training shall be required training of direct benefit to the campus.
- 22.32 An eligible employee may request approval to participate in continuing education activities in accordance with campus procedures.
- 22.33 The President may approve requests for participation in continuing education activities from eligible full-time employees for up to twenty (20) hours per calendar year. Employees working less than full time shall be eligible for continuing education on a pro rata share. Such requests shall not be unreasonably denied. Any denial shall be within seven (7) days of the employee's written request. The above notwithstanding, the appropriate administrator may grant additional release time for continuing education activities at the request of the employee. Such requests shall be carefully considered.
- 22.34 In cases where a total of twenty (20) hours participation in required continuing education activities are not approved by the President in a calendar year, presidential approval may be granted in the calendar year immediately following for a maximum of thirty-two (32) hours, less any time approved in the preceding year.
- 22.35 Approval for participation in continuing education programs and activities shall be based on the following considerations:
 - a. staffing needs of the Student Health Center;
 - b. reasonable expectation that the employee's work performance or value to the campus will be enhanced as a result of his/her participation in the course of study; and
 - c. requirements for continuing education.
- 22.36 The request for approval to attend required continuing education activities shall be made at least fourteen (14) days prior to an employee's anticipated absence.
- 22.37 The President shall determine what costs, if any, shall be borne by the campus in connection with required continuing education activities. Time as provided in this Article spent in continuing education activities during regularly scheduled work hours shall be counted as worktime. Attendance at continuing education activities outside of regular work hours shall not be supported by the CSU.

ARTICLE 23

HEALTH AND SAFETY

- 23.1 The CSU recognizes the importance of procedures for the protection of health and safety of employees and shall endeavor to maintain such conditions conducive to the health and safety of the employees. In the event of earthquake or other natural disasters, the CSU shall endeavor to take necessary health and safety measures as required.
- 23.2 Safety equipment and protective safety clothing shall be provided to an employee when it is deemed necessary by the President to maintain safe and healthful conditions. Such equipment and clothing shall include but shall not be limited to steel-toed boots, safety glasses and ear plugs or other ear coverings.
- 23.3 An employee shall endeavor to maintain safe working conditions and shall adhere to CSU established safety rules, regulations, and practices.
- 23.4 An employee who observes or detects any safety hazard shall report it first to his/her immediate supervisor or appropriate administrator as soon as possible, and may report it to the Environmental Health and Safety Officer.
- 23.5 Recommendations and suggestions regarding safety presented by an employee or the Union shall be considered. When such recommendations and suggestions are submitted to the appropriate administrator and to the Environmental Health and Safety Officer in writing, the employee shall receive a response in writing giving the disposition of such a recommendation or suggestion.
- 23.6 When an employee in good faith believes that he/she is being required to work under unhealthy or unsafe conditions, he/she shall notify the appropriate administrator. The appropriate administrator shall investigate as soon as possible the alleged unhealthy or unsafe conditions and shall immediately communicate with the employee as to the results of such an investigation and, if deemed necessary, the steps that shall be taken to correct the condition.
- 23.7 An employee may request a temporary reassignment when he/she believes in good faith that his/her present assignment presents a clear danger to his/her health and safety. The appropriate administrator shall promptly respond to such a request. Such a request shall not be unreasonably denied during the preliminary aspect of any investigation. If such an unsafe or unhealthy condition is found during such an investigation, the temporary reassignment shall continue until a remedy is implemented. If, after the remedy is implemented, the employee still believes the unsafe or unhealthy condition exists, he/she may contact the Environmental Health and Safety Officer. The Environmental Health and Safety Officer shall respond to the employee as soon as possible.

- 23.8 One campus employee from bargaining units 2, 5, 7, and 9 shall be designated by CSEA to represent the safety interests of employees in these bargaining units. The names of these individuals shall be provided in writing to the President. Such representation shall be by membership on the existing campuswide safety committee. Such a representative may submit agenda items related to health and safety. This provision shall not preclude other bargaining unit employees from serving on the campuswide safety committee when appointed by means other than those provided in this provision. Where there is no existing campuswide safety committee, the designated unit representative(s) may meet with the Environmental Health and Safety Officer in order to address issues of health and safety affecting their units.
- 23.9 There shall be a campus Plant Operations Safety Committee which shall meet at regularly scheduled times during normal business hours. A reasonable number of employee representatives appointed by the Union shall serve as committee members. Committee members may place items related to health and safety on the agenda for such committee meetings. Recommendations and suggestions regarding safety as submitted in accordance with provision 23.5 are appropriate as an agenda item for such committee meetings.
- 23.10 When available, upon the Union's written request, the Employer shall furnish campus disaster plans and the Material Safety Data Sheets on hazardous substances used by unit employees.
- 23.11 As deemed necessary by the President, the CSU shall provide safety training and instruction to minimize illness or injury to employees.

ARTICLE 24

LAYOFF

Determination and Union Notice

- 24.1 On a campus when the Employer determines that a layoff is necessary because of a lack of work or lack of funds, the following procedures shall apply.
- 24.2 When the CSU determines that there may be a need for implementation of any procedures outlined in this Article, the CSU agrees to immediately meet and confer with the Union on the bargaining unit impact.

Order of Layoff

- 24.3 Layoff shall be within classifications determined by the President. The order of layoff shall be:
- a. first, temporary and probationary employees; and
 - b. last, permanent employees.

Temporary and probationary employees in a classification shall be separated or laid off before permanent employees in the same classification. Non-reappointment of a temporary employee does not constitute a layoff.

Temporary and Probationary Employees

- 24.4 The President shall establish the order of layoff for temporary and probationary employees in a classification by considering only the following factors:
- a. merit and competency in relation to program need; and
 - b. affirmative action needs of the campus.

Permanent Employees

- 24.5 The President shall establish the order of layoff for permanent employees in a classification in reverse order of seniority.
- 24.6 An employee who possesses documentable specialized skills that are needed for the program, not possessed by other employees in classification(s) undergoing layoff, may be excluded by the President from the layoff list.

Computation of Seniority Points for Permanent Employees

- 24.7 All seniority points calculated for and earned by permanent employees prior to June 30, 1983, shall remain unchanged. Such seniority points shall serve as the base to which additional seniority points, computed for and earned pursuant to the terms of this Agreement, shall be added. Seniority points shall be calculated and provided to the Union only when the CSU determines that a layoff is necessary.
- 24.8 Full-time permanent employees shall earn one (1) seniority point of service credit in a given class for any pay period the employee was in pay status for eleven (11) or more working days. Part-time employees holding permanent status shall earn seniority points proportional to the timebase served.
- 24.9 For the purpose of computing permanent employee seniority credit, length of service includes continuous time served as a temporary, probationary or permanent employee and is counted from the date of appointment to the current class held, plus any service in classes of equal or higher rank on the campus which has not been interrupted by a permanent separation.
- 24.10 For all permanent ten (10) month employees, one (1) point shall be credited for any period in which the employee was in pay status for eleven (11) or more working days. Those ten (10) month, full-time, permanent employees participating in the 10/12 pay plan shall receive one (1) point of credited service for each of the twelve (12) months.

- 24.11 In no case shall a permanent employee earn more than twelve (12) seniority points per year.
- 24.12 In the event a class is abolished or the use of the class restricted and a new class established in its place, all time served in the prior comparable class shall be counted as service in the new class.
- 24.13 The term "class of equal rank" as used in this Article shall mean a class which has a maximum salary of not more than one-half (1/2) step (approximately two and one-half percent (2 1/2%)) above or below the maximum salary of the employee's current class.
- 24.14 The term "class of higher rank" as used in this Article shall mean a class which has a maximum salary of more than one-half (1/2) step (approximately two and one-half percent (2 1/2%)) above the maximum salary of the employee's current class.

Tie-Breaking in the Order of Layoff

- 24.15 A tie exists when two (2) or more permanent employees in a classification undergoing layoff have the same number of seniority points.
- 24.16 The President shall break ties in establishing the layoff order of permanent employees by considering only the following factors:
- a. specialized skills and competencies of the employee;
 - b. documented meritorious service by the employee; and
 - c. affirmative action needs of the campus.

Employee Notice of Layoff

- 24.17 A temporary or probationary employee who is to be laid off shall receive notice of such layoff from the President no later than thirty (30) days before the effective date of layoff.
- 24.18 A permanent employee who is to be laid off shall receive notice of such layoff from the President no later than forty-five (45) days prior to the effective date of layoff.

Such notice shall be in writing and mailed by certified mail, return receipt requested, to the employee's last known address.

Employee Options in Lieu of Layoff

- 24.19 A permanent employee who has received a notice of layoff may exercise his/her right to elect transfer to any vacancy for which he/she is currently qualified. Such qualification shall be determined in the normal manner. When two (2) or more such permanent employees elect transfer to the same vacancy in accordance with this provision, the President may select the employee to be transferred on the basis of merit.

- 24.20 A permanent or probationary employee who has received a notice of layoff may elect to be transferred or demoted to any classification in which he/she has served as a permanent employee during the period preceding the layoff, provided there has been no break in service.
- 24.21 A permanent employee at the Chancellor's Office who has received a layoff notice shall have retreat rights to his/her former campus if he/she had gained permanency at that campus. Such retreat rights exist only if the employee's appointment at the Chancellor's Office was immediately after separation from the campus.
- 24.22 If an employee elects a demotion in lieu of layoff, his/her salary shall be red circled in accordance with the red circle rate provisions in Article 20, Salary.
- 24.23 In order to elect the options in provisions 24.19-24.22 above, an employee must notify the campus Personnel Office in writing of his/her election not later than twenty-five (25) days after receiving the notice of layoff.
- 24.24 An employee replaced by the demotion or transfer of an employee who has received a notice of layoff shall have the same rights as outlined in provision 24.22 above of this Article.

Reemployment Rights/Opportunities

- 24.25 The President shall enter the names of laid-off permanent employees on a reemployment list by class in order of seniority. An employee's name shall remain on the reemployment list until he/she returns to a position in the same class held at the time of layoff and at the same timebase as previously held. In no case shall a name remain on the reemployment list for more than five (5) years.
- 24.26 Position vacancies in a class for which there are names of qualified individuals on the reemployment list shall not be filled without first making an offer of reemployment to those on this list. If an individual on the reemployment list declines two (2) such offers, he/she waives his/her reemployment rights. An individual on a reemployment list may request inactive status for up to one (1) year.
- 24.27 An employee reemployed under the conditions of this Article shall retain permanent status rights, service credit (subject to Public Employees' Retirement System (PERS) regulations), salary steps, sick leave, and seniority credits he/she held at the date of layoff.
- 24.28 The CSU shall provide a job clearinghouse to advise and inform employees in classifications undergoing layoff of employment opportunities at other campuses. The services of the clearinghouse shall be available upon request to permanent employees in receipt of notice of layoff or former permanent employees on a reemployment list. A campus may not fill a vacancy without ascertaining whether such an employee or former employee has applied. If such an employee has applied for a vacancy, his/her application shall be considered.

Voluntary Programs to Avoid Layoff

- 24.29 At least forty-five (45) days prior to the effective date of a layoff, the President shall make available voluntary programs to avoid layoff.
- 24.30 Such programs shall include, but shall not be limited to:
- a. a voluntary reduced worktime program;

A voluntary reduced worktime program may reduce the time worked by an employee within the workweek or within the workyear. The 10/12 pay plan as provided for in this Agreement shall be considered a voluntary reduced worktime program. Prior to a layoff, the President shall extend the provisions of the 10/12 pay plan (Article 20, Salary, provisions 20.8 through 20.17) to employees in classifications undergoing layoff and may extend the provisions of the 10/12 pay plan to employees in classifications not otherwise eligible.

- b. Leaves of absence without pay in accordance with Article 16, Leaves of Absence Without Pay, of this Agreement.

ARTICLE 25

DURATION AND IMPLEMENTATION

- 25.1 This Agreement shall remain in full force and effect from June 1, 1989 up to and including May 31, 1992.
- 25.2 For the 1991/92 fiscal year, each party may reopen for the purpose of negotiations, Article 20, Salary, and Article 21, Benefits, except for provision 21.10, subject to the public notice provisions of HEERA.
- 25.3 Negotiations for a successor agreement shall commence when one of the parties delivers to the other its proposals in writing no earlier than February 1 and no later than March 1 immediately preceding the expiration date of this Agreement.
- 25.4 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.

INCLUDED CLASSIFICATIONS

| <u>Class Code</u> | <u>Classification Title</u> |
|-----------------------|-------------------------------------|
| 1140 | Health Record Technician |
| 7926 | Clinical Laboratory Technologist II |
| 7927 | Clinical Laboratory Technologist I |
| 7976 | Speech Pathologist |
| 7980 | Physical Therapist I |
| 7981 | Physical Therapist II |
| 7988 | Radiation Protection Specialist |
| 7991 | Pharmacist - 10-month |
| 7992 | Pharmacist - 12-month |
| 7995 | Radiologic Technologist I |
| 7996 | Radiologic Technologist II |
| 8005 | Sanitarian II |
| 8130 | Nutritionist |
| 8134 | Licensed Vocational Nurse |
| 8135 | Clinical Aid I |
| 8136 | Clinical Aid II |
| 8145 | Health Educator Assistant |
| 8147 | Health Educator |
| 8150 | Registered Nurse I - 10-month |
| 8151 | Registered Nurse I - 12-month |
| 8153 | Registered Nurse II - 10 month |
| 8154 | Registered Nurse II - 12-month |
| 8156 | Registered Nurse III - 10-month |
| 8157 | Registered Nurse III - 12-month |
| 8165 | Nurse Practitioner - 10-month |
| 8166 | Nurse Practitioner - 12-month |

INCLUDED CLASSIFICATIONS

| Class Code | Classification Title |
|---------------|--|
| 0104 | Maintenance Labor Trainee |
| 0726 | Lead Groundswoker |
| 0731 | Groundswoker |
| 0733 | Groundswoker Trainee |
| 0735 | Irrigation Specialist |
| 0739 | Pest Control and Spray Specialist |
| 0743 | Gardener |
| 0745 | Gardening Specialist |
| 0746 | Tree Trimmer I |
| 0748 | Tree Trimmer II |
| 1508 | Warehouse Worker |
| 2010 | Custodian |
| 2013 | Window Cleaner |
| 2015 | Lead Custodian |
| 6223 | Laborer |
| 6363 | Light Automotive Equipment Operator |
| 6366 | Heavy Equipment Operator/Bus Driver |
| 6367 | Heavy Construction Equipment Operator |
| 6385 | Farm Maintenance and Operations Worker |

INCLUDED CLASSIFICATIONS

| <u>Class Code</u> | <u>Classification Title</u> |
|-----------------------|--|
| 1070 | Department Secretary I |
| 1071 | Department Secretary I, Steno |
| 1072 | Department Secretary I, Dictaphone |
| 1080 | Department Secretary II |
| 1081 | Department Secretary II, Steno |
| 1082 | Department Secretary II, Dictaphone |
| 1090 | Department Secretary III |
| 1091 | Department Secretary III, Steno |
| 1092 | Department Secretary III, Dictaphone |
| 1108 | Payroll & Personnel Transactions Clerk III |
| 1110 | Payroll & Personnel Transactions Clerk II |
| 1111 | Payroll & Personnel Transactions Clerk I |
| 1120 | Clerical Trainee |
| 1125 | Clerical Assistant I |
| 1126 | Clerical Assistant II |
| 1127 | Clerical Assistant III |
| 1128 | Clerical Assistant IV |
| 1129 | Secretary |
| 1130 | Senior Secretary |
| 1131 | Administrative Secretary |
| 1132 | Executive Secretary |
| 1135 | Purchasing Agent |
| 1142 | Medical Secretary |
| 1144 | Medical Transcriber |
| 1160 | Editorial Aid |
| 1408 | Power Keyboard Operator Trainee |
| 1409 | Power Keyboard Operator |
| 1413 | Graphic Specialist III |
| 1414 | Graphic Specialist II, Art/Technical |
| 1415 | Lead Graphics Specialist |
| 1416 | Senior Data Entry Operator |
| 1418 | Data Entry Operator |
| 1421 | Data Entry Operator Trainee |
| 1424 | Micrographics Technician Trainee |

| Class Code | Classification Title |
|---------------|--|
| 1426 | Micrographics Technician |
| 1428 | Supervising Micrographics Technician I |
| 1430 | Supervising Micrographics Technician II |
| 1443 | Bookkeeping Machine Operator II |
| 1445 | Bookkeeping Machine Operator I |
| 1450 | Duplicating Machine Operator I |
| 1464 | Duplicating Machine Supervisor I |
| 1466 | Duplicating Machine Operator II, Offset |
| 1467 | Duplicating Machine Operator II, Direct Impression |
| 1471 | Reproduction Processes Supervisor I |
| 1472 | Reproduction Processes Assistant |
| 1502 | Shipping & Receiving Assistant I |
| 1504 | Mail Service Supervisor I |
| 1505 | Mail Clerk |
| 1506 | Storekeeper I |
| 1509 | Stock Clerk |
| 1549 | Property Clerk II |
| 1550 | Property Clerk I |
| 1553 | Inventory Clerk |
| 1628 | Supervising Telephone Operator |
| 1635 | Telephone Operator |
| 1690 | Senior Cashier-Clerk |
| 1693 | Assistant Cashier-Clerk |
| 1727 | Supervising Account Clerk I |
| 1730 | Senior Account Clerk |
| 1733 | Intermediate Account Clerk |
| 1740 | Accounting Technician III |
| 1741 | Accounting Technician II |
| 1910 | Senior Computer Operator |
| 1911 | Computer Operator |
| 1914 | Computer Operator Trainee |
| 1927 | Data Control Technician |
| 1928 | Senior Data Control Technician |
| 2898 | Book Repairer II |
| 2899 | Book Repairer I |
| 2905 | Library Assistant II |
| 2906 | Library Assistant I |
| 2907 | Library Assistant III |
| 2935 | Slide Curator I |
| 2936 | Slide Curator II |
| 3022 | Drafting Aid |
| 3023 | Drafting Technician I |
| 3024 | Drafting Technician II |

Unit 7
APPENDIX A

| <u>Class Code</u> | <u>Classification Title</u> |
|-----------------------|---------------------------------------|
| 4783 | Procurement Assistant |
| 5210 | Health Services Assistant |
| 8341 | Parking Garage Supervisor |
| 8349 | Public Safety Dispatcher |
| 8351 | Parking Officer |
| 8352 | Campus Guard |
| 8353 | Supervising Parking Officer |
| 9300 | Consortium Clerical Assistant I |
| 9301 | Consortium Clerical Assistant II |
| 9302 | Consortium Clerical Assistant III |
| 9304 | Consortium Clerical Assistant IV |
| 9305 | Consortium Intermediate Account Clerk |
| 9306 | Consortium Senior Account Clerk |
| 9320 | Consortium Administrative Aid |
| 9687 | Head Resident II |
| 9688 | Head Resident I |
| 9692 | Dormitory Supervisor |

INCLUDED CLASSIFICATIONS

| Class Code | Classification Title |
|---------------|--|
| 0627 | Farm Supervisor I |
| 0638 | Farm Laborer |
| 0648 | Crop Technician I |
| 0651 | Crop Technician II |
| 0663 | Livestock Technician I |
| 0666 | Livestock Technician II |
| 0670 | Animal Technician |
| 0687 | Feed Mill Operator |
| 0697 | Poultry Technician |
| 0703 | Nursery Technician I |
| 0706 | Nursery Technician II |
| 1513 | Athletic Equipment Attendant I |
| 1514 | Athletic Equipment Attendant II |
| 1521 | Technician Trainee |
| 1577 | Instructional Support Assistant I |
| 1578 | Instructional Support Assistant II |
| 1579 | Instructional Support Assistant III |
| 1615 | Instructional Support Technician I |
| 1617 | Instructional Support Technician II* |
| 1619 | Instructional Support Technician III |
| 1897 | Staff Systems Analyst |
| 1898 | Senior Systems Analyst |
| 1901 | Associate Systems Analyst |
| 1902 | Assistant Systems Analyst |
| 1906 | Programmer III |
| 1907 | Programmer II |
| 1908 | Programmer I |
| 1909 | Programmer Trainee |
| 1935 | Assistant Systems Software Specialist |
| 1936 | Associate Systems Software Specialist |
| 1937 | Staff Systems Software Specialist |
| 1938 | Senior Systems Software Specialist |
| 1945 | Instructional Computing Consultant I |
| 1946 | Instructional Computing Consultant II |
| 1947 | Instructional Computing Consultant III |
| 2572 | Space and Facilities Utilization Officer |

| Class Code | Classification Title |
|---------------|---|
| 2844 | Photographer II |
| 2845 | Photographer I |
| 2866 | Accompanist II |
| 2867 | Accompanist I |
| 2929 | Graphic Artist I |
| 2930 | Graphic Artist II |
| 3801 | Radiation Safety Officer |
| 3810 | Library Serials Editor |
| 4555 | Accountant I |
| 5151 | Personnel Assistant |
| 5250 | Special Assistant, EOP |
| 5255 | Administrative Trainee |
| 5284 | Associate Budget Analyst |
| 5287 | Assistant Budget Analyst |
| 5330 | Federal Programs Coordinator |
| 5341 | Administrative Operations Analyst I |
| 5342 | Administrative Operations Analyst II |
| 5343 | Administrative Operations Analyst III |
| 5597 | Public Affairs Assistant I |
| 5598 | Public Affairs Assistant II |
| 5680 | Research Technician III |
| 5681 | Research Technician II |
| 5683 | Research Technician I |
| 5783 | Associate, Academic and Institutional Studies II |
| 5784 | Associate, Academic and Institutional Studies I |
| 5787 | Associate, Academic and Institutional Studies III |
| 6507 | Stage Technician II |
| 6508 | Stage Technician I |
| 6514 | Costume Technician I |
| 6515 | Costume Technician II |
| 6725 | Senior Planner/Estimator |
| 6726 | Planner/Estimator/Scheduler |
| 6910 | Telecommunication Analyst |
| 6918 | Television Engineer |

| Class Code | Classification Title |
|---------------|---|
| 6950 | Piano Technician I |
| 6951 | Piano Technician II |
| 6960 | Fish Hatchery Manager |
| 6970 | Diving Safety Officer |
| 7000 | Equipment Maintenance Assistant |
| 7001 | Equipment Technician I, Mechanical |
| 7002 | Equipment Technician I, Electro-Mechanical |
| 7003 | Equipment Technician I, Electronic |
| 7004 | Equipment Technician I, Specialized Equipment |
| 7011 | Equipment Technician II, Mechanical |
| 7012 | Equipment Technician II, Electro-Mechanical |
| 7013 | Equipment Technician II, Electronic |
| 7014 | Equipment Technician II, Specialized Equipment |
| 7021 | Equipment Technician III, Mechanical |
| 7022 | Equipment Technician III, Electro-Mechanical |
| 7023 | Equipment Technician III, Electronic |
| 7024 | Equipment Technician III, Specialized Equipment |
| 7125 | Media Production Specialist I |
| 7126 | Media Production Specialist II |
| 7127 | Media Production Specialist III |
| 7512 | Glassblower |
| 7879 | Laboratory Assistant II |
| 7888 | Laboratory Assistant I |
| 8980 | Campus Fire Apparatus Engineer |
| 8981 | Supervising Campus Fire Apparatus Engineer |
| 9314 | Consortium Graphic Artist I |
| 9400 | Consortium Associate, Academic and Institutional Studies I |
| 9403 | Consortium Associate, Academic and Institutional Studies II |
| 9406 | Consortium Associate, Academic and Institutional Studies III |
| 9450 | Consortium Assistant Administrative Analyst |
| 9460 | Consortium Associate Administrative Analyst |
| 9470 | Consortium Senior Administrative Analyst |
| 9474 | Consortium Media Production Specialist I |
| 9475 | Consortium Media Production Specialist II |
| 9476 | Consortium Media Production Specialist III |

EXCLUDED CLASSIFICATIONS

Class
Code

Classification Title

8159
8160

Registered Nurse IV - 10-month
Registered Nurse IV - 12-month

EXCLUDED CLASSIFICATIONS

All Employees found to be managerial, supervisory, or confidential within the meaning of Government Code Section 3560 et seq., including:

| <u>Class Code</u> | <u>Classification Title</u> |
|-----------------------|-----------------------------|
| 0711 | Supervisory Groundsworker I |

EXCLUDED CLASSIFICATIONS

All management, confidential, and supervisory employees as defined in the Higher Education Employer-Employee Relations Act including but not limited to (class codes and titles are subject to change):

| <u>Class Code</u> | <u>Classification Title</u> |
|-------------------|---|
| 1028 | Supervising Clerical Assistant IV |
| 1093 | Supervising Department Secretary III |
| 1106 | Supervising Clerk II |
| 1107 | Supervising Payroll/Personnel Transactions Clerk III |
| 1109 | Supervising Clerk I |
| 1137 | Supervising Administrative Aid |
| 1196 | Senior Legal Typist |
| 1281 | Legal Secretary |
| 1285 | Senior Legal Stenographer |
| 1287 | Legal Stenographer |
| 1724 | Supervising Account Clerk II |
| 1731 | Supervising Senior Account Clerk |
| 1743 | Supervising Accounting Technician III |
| 1904 | Data Processing Supervisor II |
| 1905 | Data Processing Supervisor I |
| 4784 | Supervising Procurement Assistant |
| 5270 | Payroll Supervisor III |
| 5271 | Payroll Supervisor II |
| 5272 | Payroll Supervisor I |
| 5675 | General Secretary (Management Class) |

Confidential Positions

CHANCELLOR'S OFFICE

| <u>Class Code</u> | <u>Classification Title</u> | <u>Department</u> |
|-------------------|-----------------------------|---------------------------------------|
| 1130 | Senior Secretary | Academic Affairs |
| 5284 | Associate Budget Analyst | Administrative Services |
| 1128 | Clerical Assistant IV | Budget Planning and Administration |

| Class Code | Classification Title | Department |
|------------|----------------------------------|-----------------------------------|
| 1126 | Clerical Assistant II | Employee Relations |
| 1127 | Clerical Assistant III | Employee Relations |
| 1128 | Clerical Assistant IV | Executive |
| 1130 | Senior Secretary | Executive |
| 1132 | Executive Secretary | Executive |
| 1138 | Trustees' Secretariat | Executive |
| 5358 | Administrative Assistant II | Executive |
| 1127 | Clerical Assistant III | Faculty & Staff Affairs |
| 1127 | Clerical Assistant III | Faculty & Staff Affairs |
| 1127 | Clerical Assistant III | Faculty & Staff Affairs |
| 1127 | Clerical Assistant III | Governmental Affairs |
| 1131 | Administrative Secretary | Governmental Affairs |
| 5253 | Junior Staff Analyst | Governmental Affairs |
| 1196 | Senior Legal Typist | General Counsel |
| 1196 | Senior Legal Typist | General Counsel |
| 1280 | Legal Administrative Aid | General Counsel |
| 1285 | Senior Legal Stenographer | General Counsel |
| 1285 | Senior Legal Stenographer | General Counsel |
| 1285 | Senior Legal Stenographer | General Counsel |
| 1285 | Senior Legal Stenographer | General Counsel |
| 5285 | Paralegal Assistant | General Counsel |
| 1897 | Staff Systems Analyst | PIMS, FSA |
| 1907 | Programmer II | PIMS, FSA |
| 1907 | Programmer II | PIMS, FSA |
| 1131 | Administrative Secretary | Physical Planning and Development |
| 1127 | Clerical Assistant III | Public Safety |
| 5249 | Assistant Administrative Analyst | Public Safety |

BAKERSFIELD

| <u>Class Code</u> | <u>Classification Code</u> | <u>Department</u> |
|-------------------|----------------------------|-------------------------|
| 1130 | Senior Secretary | Dean for Administration |
| 1128 | Clerical Assistant IV | Personnel |
| 1127 | Clerical Assistant IIB | President's Office |
| 1127 | Clerical Assistant IIB | President's Office |
| 1132 | Executive Secretary | President's Office |
| 1128 | Clerical Assistant IVA | Vice President's Office |
| 1130 | Senior Secretary | Vice President's Office |

CHICO

| <u>Class Code</u> | <u>Classification Title</u> | <u>Department</u> |
|-------------------|-------------------------------------|-------------------------|
| 1131 | Administrative Secretary | Faculty & Staff Affairs |
| 1128 | Clerical Assistant IV | President's Office |
| 5341 | Administrative Operations Analyst I | Vice President's Office |

DOMINGUEZ HILLS

| <u>Class Code</u> | <u>Classification Title</u> | <u>Department</u> |
|-------------------|-----------------------------|-------------------------|
| 1130 | Senior Secretary | Faculty & Staff Affairs |
| 1127 | Clerical Assistant III (PT) | Judicial Counsel |
| 1127 | Clerical Assistant III | President's Office |
| 1131 | Administrative Secretary | Vice President's Office |
| 1131 | Administrative Secretary | Vice President's Office |
| 1129 | Secretary | Personnel |

FRESNO

| <u>Class Code</u> | <u>Classification Title</u> | <u>Department</u> |
|-------------------|---------------------------------------|-------------------------|
| 5203 | Staff Services Technician I/Admin. | Student Affairs |
| 1128 | Clerical Assistant IV | Vice President's Office |
| 1131 | Administrative Secretary | Vice President's Office |
| 5358 | Administrative Assistant II | Vice President's Office |
| 5358 | Administrative Assistant II | Vice President's Office |

FULLERTON

| <u>Class Code</u> | <u>Classification Title</u> | <u>Department</u> |
|-------------------|-----------------------------|-------------------------|
| 5361 | Administrative Assistant I | Faculty & Staff Affairs |
| 1130 | Senior Secretary | Personnel |
| 1130 | Senior Secretary | Student Services |

HAYWARD

| <u>Class Code</u> | <u>Classification Title</u> | <u>Department</u> |
|-------------------|-----------------------------|-------------------------|
| 1130 | Senior Secretary | Business Management |
| 1128 | Clerical Assistant IV | President's Office |
| 1131 | Administrative Secretary | President's Office |
| 1132 | Executive Secretary | President's Office |
| 1130 | Senior Secretary | Student Affairs |
| 1130 | Senior Secretary | Vice President's Office |

HUMBOLDT

| <u>Class Code</u> | <u>Classification Title</u> | <u>Department</u> |
|-------------------|-----------------------------|-------------------------|
| 1130 | Senior Secretary | Administrative Services |
| 1128 | Clerical Assistant IV | Personnel |
| 1131 | Administrative Secretary | President's Office |
| 1132 | Executive Secretary | President's Office |
| 1130 | Senior Secretary | Student Affairs |
| 1131 | Administrative Secretary | Vice President's Office |
| 1131 | Administrative Secretary | Vice President's Office |

LONG BEACH

| <u>Class Code</u> | <u>Classification Title</u> | <u>Department</u> |
|-------------------|-----------------------------|-------------------------|
| 1128 | Clerical Assistant IV | President's Office |
| 1131 | Administrative Secretary | President's Office |
| 1131 | Administrative Secretary | President's Office |
| 5361 | Administrative Assistant I | President's Office |
| 1131 | Administrative Secretary | Vice President's Office |
| 1131 | Administrative Secretary | Vice President's Office |
| 5361 | Administrative Assistant I | President's Office |

LOS ANGELES

| <u>Class Code</u> | <u>Classification Title</u> | <u>Department</u> |
|-------------------|------------------------------|-------------------------|
| 1128 | Clerical Assistant IV | President's Office |
| 5341 | Admin. Operations Analyst I | Vice President's Office |
| 5341 | Admin. Operations Analyst I | Vice President's Office |
| 5342 | Admin. Operations Analyst II | Vice President's Office |
| 1130 | Senior Secretary | Vice President's Office |
| 1131 | Administrative Secretary | Vice President's Office |
| 1131 | Administrative Secretary | Vice President's Office |
| 5341 | Admin. Operations Analyst I | Personnel |

NORTHBRIDGE

| <u>Class Code</u> | <u>Classification Title</u> | <u>Department</u> |
|-------------------|-----------------------------|----------------------------------|
| 1131 | Administrative Secretary | Fiscal Affairs |
| 1130 | Senior Secretary | Personnel and Employee Relations |
| 1130 | Senior Secretary | President's Office |
| 1130 | Senior Secretary | President's Office |
| 1131 | Administrative Secretary | President's Office |
| 1132 | Executive Secretary | President's Office |
| 1131 | Administrative Secretary | Student Affairs |
| 1130 | Senior Secretary | Vice President's Office |
| 1131 | administrative Secretary | Vice President's Office |
| 1134 | Administrative Aid | Vice President's Office |

POMONA

| <u>Class Code</u> | <u>Classification Title</u> | <u>Department</u> |
|-------------------|-----------------------------|-------------------------|
| 1131 | Administrative Secretary | Business Affairs |
| 1128 | Clerical Assistant IV | Personnel |
| 1128 | Clerical Assistant IV | Personnel |
| 1128 | Clerical Assistant IV | Personnel |
| 1127 | Clerical Assistant IIIB | President's Office |
| 1132 | Executive Secretary | President's Office |
| 1131 | Administrative Secretary | Vice President's Office |
| 1131 | Administrative Secretary | Vice President's Office |
| 1131 | Administrative Secretary | Vice President's Office |
| 1131 | Administrative Secretary | Vice President's Office |
| 5341 | Admin. Operations Analyst I | Vice President's Office |

SACRAMENTO

| <u>Class Code</u> | <u>Classification Title</u> | <u>Department</u> |
|-------------------|-----------------------------|-------------------|
| 5361 | Administrative Assistant I | Academic Affairs |

* Sacramento (continued)

| | | |
|------|----------------------------|-------------------------|
| 1126 | Clerical Assistant II | Employee Relations |
| 1128 | Clerical Assistant IV | Personnel |
| 1130 | Senior Secretary | Personnel |
| 1128 | Clerical Assistant IV | President's Office |
| 1132 | Executive Secretary | President's Office |
| 5361 | Administrative Assistant I | Dean's Office |
| 1131 | Administrative Secretary | Student's Office |
| 1131 | Administrative Secretary | Vice President's Office |
| 1131 | Administrative Secretary | Vice President's Office |

SAN BERNARDINO

| <u>Class Code</u> | <u>Classification</u> | <u>Department</u> |
|-------------------|--------------------------|-------------------------|
| 1130 | Senior Secretary | Academic Affairs |
| 1131 | Administrative Secretary | Business Management |
| 1126 | Clerical Assistant II | Personnel |
| 1128 | Clerical Assistant IV | Personnel |
| 1129 | Secretary B | President's Office |
| 1131 | Administrative Secretary | President's Office |
| 1130 | Senior Secretary | Student Affairs |
| 1131 | Administrative Secretary | Vice President's Office |
| 1129 | Administrative Secretary | Vice President's Office |

SAN DIEGO

| <u>Class Code</u> | <u>Classification Title</u> | <u>Department</u> |
|-------------------|-----------------------------|------------------------|
| 5358 | Administrative Assistant II | Bus./Financial Affairs |
| 1131 | Administrative Secretary | Bus./Financial Affairs |
| 1129 | Secretary | Personnel Services |
| 1130 | Senior Secretary | Personnel Services |

San Diego (continued)

| | | |
|------|----------------------------|----------------------------------|
| 1131 | Administrative Secretary | President's Office |
| 5361 | Administrative Assistant I | President's Office |
| 1131 | Administrative Secretary | Student Affairs |
| 1131 | Administrative Secretary | University Relations |
| 1129 | Secretary | University Telecommunications |
| 1131 | Administrative Secretary | Academic Affairs |
| 5361 | Administrative Assistant | Academic Affairs |
| 5361 | Administrative Assistant | Academic Affairs |

SAN FRANCISCO

| <u>Class Code</u> | <u>Classification Title</u> | <u>Department</u> |
|-----------------------|-----------------------------|-------------------------|
| 1127 | Clerical Assistant III | Personnel |
| 1128 | Clerical Assistant IV | Personnel |
| 1130 | Senior Secretary | President's Office |
| 1132 | Executive Secretary | President's Office |
| 1131 | Administrative Secretary | Vice President's Office |
| 1128 | Clerical Assistant IV | Provost |
| 1131 | Administrative Secretary | Provost |

SAN JOSE

| <u>Class Code</u> | <u>Classification Title</u> | <u>Department</u> |
|-----------------------|-----------------------------|-------------------------|
| 1128 | Clerical Assistant IV | Personnel |
| 1127 | Clerical Assistant III | President's Office |
| 1132 | Executive Secretary | President's Office |
| 1131 | Administrative Secretary | Vice President's Office |
| 5361 | Administrative Assistant I | Vice President's Office |

SAN LUIS OBISPO

| <u>Class Code</u> | <u>Classification Title</u> | <u>Department</u> |
|-------------------|-----------------------------|-------------------------|
| 1134 | Administrative Aid | Business Office |
| 1131 | Administrative Secretary | President's Office |
| 1132 | Executive Secretary | President's Office |
| 5361 | Administrative Assistant I | Vice President's Office |

SONOMA

| <u>Class Code</u> | <u>Classification Title</u> | <u>Department</u> |
|-------------------|-----------------------------|--------------------|
| 1131 | Administrative Secretary | Academic Affairs |
| 1129 | Secretary B | Personnel |
| 1129 | Secretary A | Personnel |
| 1126 | Clerical Assistant II | President's Office |
| 1129 | Secretary B | President's Office |
| 1132 | Executive Secretary | President's Office |

STANISLAUS

| <u>Class Code</u> | <u>Classification Title</u> | <u>Department</u> |
|-------------------|-----------------------------|-------------------------|
| 5358 | Administrative Assistant II | Academic Administration |
| 1130 | Senior Secretary | Administrative Affairs |
| 1126 | Clerical Assistant II | Personnel |
| 1127 | Clerical Assistant III | President's Office |
| 1131 | Administrative Secretary | President's Office |
| 1130 | Senior Secretary | Vice President's Office |

EXCLUDED CLASSIFICATIONS

All management, confidential, and supervisory employees as defined in the Higher Education Employer-Employee Relations Act (HEERA) including, but not limited to:

| Class Code | Classification Title |
|------------|--|
| 0630 | Farm Supervisor II |
| 1621 | Supervisor of Instructional Support |
| 1895 | Supervising Staff Systems Analyst |
| 1896 | Supervising Senior Systems Analyst |
| 1900 | Supervising Programmer |
| 1915 | Supervising Systems Analyst |
| 1943 | Supervising Senior Systems Software Specialist |
| 1957 | Supervising Instructional Computing Consultant III |
| 2570 | State University Facilities Planner |
| 3800 | Environmental Health and Occupational Safety Officer |
| 3971 | Assistant Architect |
| 4015 | Energy Utilization Engineer |
| 4021 | Assistant Construction Engineer |
| 4022 | Construction Engineer |
| 4541 | Management Auditor I |
| 4543 | Financial Advisor II, Auxiliary Organizations |
| 4544 | Financial Advisor I, Auxiliary Organizations |
| 4549 | Business Services Specialist |
| 4551 | Financial Manager I |
| 4553 | Accounting Officer I |
| 4557 | Accounting Specialist II |
| 4578 | Administrative Planning Officer |
| 4579 | Administrative Service Officer III |
| 4580 | Administrative Service Officer II |
| 4583 | Administrative Service Officer I |
| 4590 | Management Services Specialist |
| 4751 | Financial Management Specialist, Auxiliary Enterprises |
| 4757 | Principal Business Analyst |
| 4780 | Procurement and Support Services Officer III |
| 4781 | Procurement and Support Services Officer II |
| 4782 | Procurement and Support Services Officer I |
| 5247 | Supervising Associate Administrative Analyst |
| 5261 | Administrative Program Specialist I |
| 5262 | Administrative Program Specialist II |
| 5263 | Administrative Program Specialist III |
| 5280 | Principal Budget Analyst III |
| 5281 | Senior Budget Analyst |
| 5283 | Principal Budget Analyst I |
| 5285 | Supervising Associate Budget Analyst |

| <u>Class Code</u> | <u>Classification Title</u> |
|-----------------------|---|
| 5286 | Associate Budget Specialist |
| 5359 | Supervising Administrative Assistant II |
| 5362 | Supervising Administrative Assistant I |
| 5364 | Staff Assistant to the Director, Governmental Affairs |
| 5595 | Public Affairs Associate II |
| 5596 | Public Affairs Associate I |
| 5599 | Public Affairs Officer I |
| 5600 | Public Affairs Officer II |
| 5601 | Public Affairs Officer III |
| 5780 | Associate, Academic and Institutional Studies Specialist IV |
| 5789 | Associate, Academic and Institutional Studies Specialist III |
| 6917 | Supervising Television Engineer |
| 6919 | Chief Broadcast Engineer, San Diego State University |
| 7060 | Technical Equipment Supervisor |

Employees in the following classifications are not eligible for overtime compensation:

| <u>Class</u> <u>Code</u> | <u>Classification Title</u> |
|-----------------------------|---------------------------------|
| 7976 | Speech Pathologist |
| 7988 | Radiation Protection Specialist |
| 7991 | Pharmacist - 10-month |
| 7992 | Pharmacist - 12-month |
| 8005 | Sanitarian II |
| 8156 | Registered Nurse III - 10-month |
| 8157 | Registered Nurse III - 12-month |
| 8165 | Nurse Practitioner - 10-month |
| 8166 | Nurse Practitioner - 12-month |

Employees in the following classifications are eligible for overtime compensation on a 1 1/2 time basis (cash or CTO) at the employee's straight time rate:

| <u>Class</u> <u>Code</u> | <u>Classification Title</u> |
|-----------------------------|-----------------------------|
| 1140 | Health Record Technician |
| 7980 | Physical Therapist I |
| 7981 | Physical Therapist II |
| 7995 | Radiologic Technologist I |
| 7996 | Radiologic Technologist II |
| 8134 | Licensed Vocational Nurse |
| 8135 | Clinical Aid I |
| 8136 | Clinical Aid II |

Employees in the following classifications are eligible for overtime on a straight time basis (CTO unless cash payment is authorized by the President):

| <u>Class</u> <u>Code</u> | <u>Classification Title</u> |
|-----------------------------|-------------------------------------|
| 7926 | Clinical Laboratory Technologist II |
| 7927 | Clinical Laboratory Technologist I |
| 8145 | Health Education Assistant |
| 8147 | Health Educator |
| 8150 | Registered Nurse I - 10-month |
| 8151 | Registered Nurse I - 12-month |
| 8153 | Registered Nurse II - 10-month |
| 8154 | Registered Nurse II - 12-month |

Employees in the following classifications are eligible for shift differential:

| <u>Class</u> <u>Code</u> | <u>Classification Title</u> |
|-----------------------------|-------------------------------------|
| 7926 | Clinical Laboratory Technologist II |
| 7927 | Clinical Laboratory Technologist I |
| 7995 | Radiologic Technologist I |
| 7996 | Radiologic Technologist II |
| 8134 | Licensed Vocational Nurse |
| 8135 | Clinical Aid I |
| 8136 | Clinical Aid II |
| 8150 | Registered Nurse I - 10-month |
| 8151 | Registered Nurse I - 12-month |

SALARY SCHEDULE

Employees in the following classifications are eligible for shift differential payment where appropriate:

| <u>Class</u> <u>Code</u> | <u>Classification Title</u> |
|-----------------------------|-------------------------------------|
| 0104 | Maintenance and Laborer Trainee |
| 0731 | Groundsworker |
| 0733 | Groundsworker Trainee |
| 1508 | Warehouse Worker |
| 2010 | Custodian |
| 2013 | window Cleaner |
| 2015 | Lead Custodian |
| 6363 | Light Automotive Equipment Operator |
| 6366 | Heavy Equipment Operator/Bus Driver |

Employees in the following classifications are not eligible for shift differential payment:

| <u>Class</u> <u>Code</u> | <u>Classification Title</u> |
|-----------------------------|---|
| 0726 | Lead Groundsworker |
| 0735 | Irrigation Specialist |
| 0739 | Pest Control and Spray Specialist |
| 0743 | Gardener |
| 0745 | Gardening Specialist |
| 0746 | Tree Trimmer I |
| 0748 | Tree Trimmer II |
| 6367 | Heavy Construction Equipment Operator |
| 6385 | Farm Maintenance and Equipment Operator |

Overtime

Overtime performed by employees in this unit excluding employees in the classification of Farm Equipment Operator (6385) shall be compensable on a 1 1/2 time basis (cash or CTO) at the employee's straight time hourly rate.

Employees in the Farm Equipment Operator (6385) classification shall not be eligible for overtime except when called back on a non-scheduled workday. Such overtime shall be on a straight time basis compensable by CTO unless cash payment is authorized by the President.

UNIT 7 - CLERICAL AND ADMINISTRATIVE SUPPORT SERVICES

Shift Differential

Employees in the following classifications are eligible for shift differentials:

| Class Code | Title |
|---------------|--|
| 1070 | Department Secretary I |
| 1071 | Department Secretary I, Stenography |
| 1072 | Department Secretary I, Dictaphone |
| 1080 | Department Secretary II, Stenography |
| 1082 | Department Secretary II, Dictaphone |
| 1090 | Department Secretary III |
| 1091 | Department Secretary III, Stenography |
| 1092 | Department Secretary III, Dictaphone |
| 1120 | Clerical Trainee |
| 1125 | Clerical Assistant I |
| 1126 | Clerical Assistant II |
| 1127 | Clerical Assistant III |
| 1128 | Clerical Assistant IV |
| 1408 | Power Keyboard Operator Trainee |
| 1409 | Power Keyboard Operator |
| 1413 | Graphic Specialist I |
| 1414 | Graphic Specialist II Graphics/Art/Technical |
| 1415 | Lead Graphics Specialist |
| 1416 | Senior Data Entry Operator |
| 1418 | Data Entry Operator |
| 1421 | Data Entry Operator Trainee |
| 1424 | Micrographics Technician Trainee |
| 1426 | Micrographics Technician |
| 1428 | Supervising Micrographics Technician I |
| 1430 | Supervising Micrographics Technician II |
| 1466 | Duplicating Machine Operator II, Offset |
| 1471 | Reproduction Processes Supervisor I |
| 1472 | Reproduction Processes Assistant |
| 1506 | Storekeeper I |
| 1509 | Stock Clerk |
| 1553 | Inventory Clerk |
| 1628 | Supervising Telephone Clerk |

| Class Code | Title |
|---------------|---------------------------------------|
| 1635 | Telephone Operator |
| 1690 | Senior Cashier-Clerk |
| 1693 | Assistant Cashier-Clerk |
| 1730 | Senior Account Clerk |
| 1733 | Intermediate Account Clerk |
| 1910 | Senior Computer Operator |
| 1911 | Computer Operator |
| 1914 | Computer Operator Trainee |
| 1927 | Data Control Technician |
| 1928 | Senior Data Control Technician |
| 2905 | Library Assistant II |
| 2906 | Library Assistant I |
| 2907 | Library Assistant III |
| 8341 | Parking Garage Supervisor |
| 8349 | Public Safety Dispatcher |
| 8351 | Parking Officer |
| 8352 | Campus Guard |
| 8353 | Supervising Parking Officer |
| 9300 | Consortium Clerical Assistant I |
| 9301 | Consortium Clerical Assistant II |
| 9302 | Consortium Clerical Assistant III |
| 9304 | Consortium Clerical Assistant IV |
| 9305 | Consortium Intermediate Account Clerk |
| 9306 | Consortium Senior Account Clerk |

Employees in the following classifications are not eligible for shift differential:

| Class Code | Title |
|---------------|--|
| 1108 | Payroll and Personnel Transactions Clerk III |
| 1110 | Payroll and Personnel Transactions Clerk II |
| 1111 | Payroll and Personnel Transactions Clerk I |
| 1129 | Secretary |
| 1130 | Senior Secretary |
| 1131 | Administrative Secretary |
| 1132 | Executive Secretary |
| 1135 | Purchasing Agent |
| 1142 | Medical Secretary |
| 1144 | Medical Transcriber |
| 1160 | Editorial Aid |
| 1443 | Bookkeeping Machine Operator II |
| 1445 | Bookkeeping Machine Operator I |
| 1450 | Duplicating Machine Operator I |

| <u>Class Code</u> | <u>Title</u> |
|-----------------------|--|
| 1464 | Duplicating Machine Supervisor I |
| 1467 | Duplicating Machine Operator II, Direct Impression |
| 1502 | Shipping and Receiving Assistant I |
| 1504 | Mail Services Supervisor I |
| 1505 | Mail Clerk |
| 1549 | Property Clerk II |
| 1550 | Property Clerk I |
| 1727 | Supervising Account Clerk I |
| 1740 | Accounting Technician III |
| 1741 | Accounting Technician II |
| 2898 | Book Repairer II |
| 2899 | Book Repairer I |
| 2935 | Slide Curator I |
| 2936 | Slide Curator II |
| 3022 | Drafting Aid |
| 3023 | Drafting Technician I |
| 3024 | Drafting Technician II |
| 4783 | Procurement Assistant |
| 5210 | Health Services Assistant |
| 9320 | Consortium Administrative Aid |
| 9687 | Head Resident II |
| 9688 | Head Resident I |
| 9692 | Dormitory Supervisor |

OVERTIME

Overtime performed by employees in the following classifications shall be compensable on a 1 1/2 time basis (cash or CTO) at the employee's straight time hourly rate:

| <u>Class Code</u> | <u>Title</u> |
|-----------------------|--------------------------------------|
| 1070 | Department Secretary I |
| 1071 | Department Secretary I, Stenography |
| 1072 | Department Secretary I, Dictaphone |
| 1080 | Department Secretary II |
| 1081 | Department Secretary II, Stenography |
| 1082 | Department Secretary II, Dictaphone |

| Class Code | Title |
|---------------|--|
| 1090 | Department Secretary III |
| 1091 | Department Secretary III, Stenography |
| 1092 | Department Secretary III, Dictaphone |
| 1108 | Payroll and Personnel Transactions Clerk III |
| 1110 | Payroll and Personnel Transactions Clerk II |
| 1111 | Payroll and Personnel Transactions Clerk I |
| 1120 | Clerical Trainee |
| 1125 | Clerical Assistant I |
| 1126 | Clerical Assistant II |
| 1127 | Clerical Assistant III |
| 1128 | Clerical Assistant IV |
| 1129 | Secretary |
| 1130 | Senior Secretary |
| 1131 | Administrative Secretary |
| 1135 | Purchasing Agent |
| 1142 | Medical Secretary |
| 1144 | Medical Transcriber |
| 1160 | Editorial Aid |
| 1408 | Power Keyboard Operator Trainee |
| 1409 | Power Keyboard Operator |
| 1413 | Graphic Specialist I |
| 1414 | Graphic Specialist II Graphic/Arts/Technical |
| 1415 | Lead Graphics Specialist |
| 1416 | Senior Data Entry Operator |
| 1418 | Data Entry Operator |
| 1421 | Data Entry Operator Trainee |
| 1424 | Micrographics Technician Trainee |
| 1426 | Micrographics Technician |
| 1428 | Supervising Micrographics Technician I |
| 1430 | Supervising Micrographics Technician II |
| 1443 | Bookkeeping Machine Operator II |
| 1445 | Bookkeeping Machine Operator I |
| 1450 | Duplicating Machine Operator I |
| 1464 | Duplicating Machine Supervisor I |
| 1466 | Duplicating Machine Operator II, Offset |
| 1467 | Duplicating Machine Operator II, Direct Impression |
| 1472 | Reproduction Processes Assistant |
| 1502 | Shipping and Receiving Assistant I |
| 1504 | Mail Service Supervisor I |
| 1505 | Mail Clerk |
| 1506 | Storekeeper I |

| <u>Class Code</u> | <u>Title</u> |
|-----------------------|---------------------------------------|
| 1509 | Stock Clerk |
| 1549 | Property Clerk II |
| 1550 | Property Clerk I |
| 1553 | Inventory Clerk |
| 1628 | Supervising Telephone Operator |
| 1635 | Telephone Operator |
| 1690 | Senior Cashier-Clerk |
| 1693 | Assistant Cashier-Clerk |
| 1727 | Supervising Account Clerk I |
| 1730 | Senior Account Clerk |
| 1733 | Intermediate Account Clerk |
| 1741 | Accounting Technician II |
| 1910 | Senior Computer Operator |
| 1911 | Computer Operator |
| 1914 | Computer Operator Trainee |
| 1927 | Data Control Technician |
| 1928 | Senior Data Control Technician |
| 2898 | Book Repairer II |
| 2899 | Book Repairer |
| 2905 | Library Assistant II |
| 2906 | Library Assistant I |
| 3022 | Drafting Aid |
| 3023 | Drafting Technician I |
| 8341 | Parking Garage Supervisor |
| 8349 | Public Safety Dispatcher |
| 8351 | Parking Officer |
| 8352 | Campus Guard |
| 8353 | Supervising Parking Officer |
| 9300 | Consortium Clerical Assistant I |
| 9301 | Consortium Clerical Assistant II |
| 9302 | Consortium Clerical Assistant III |
| 9304 | Consortium Clerical Assistant IV |
| 9305 | Consortium Intermediate Account Clerk |
| 9306 | Consortium Senior Account Clerk |
| 9692 | Dormitory Supervisor |

Overtime performed by employees in the following classifications shall be compensable on a straight time basis (CTO unless cash payment is authorized by the President):

| <u>Class Code</u> | <u>Title</u> |
|-----------------------|-----------------------------------|
| 1132 | Executive Secretary |
| 1471 | Reproduction Processes Supervisor |

| Class Code | Title |
|---------------|-------------------------------|
| 1740 | Accounting Technician III |
| 2907 | Library Assistant III |
| 2935 | Slide Curator I |
| 2936 | Slide Curator II |
| 3024 | Drafting Technician II |
| 4783 | Procurement Assistant |
| 5210 | Health Services Assistant |
| 9320 | Consortium Administrative Aid |

Employees in the following classifications shall not be eligible for overtime:

| | |
|------|------------------|
| 9687 | Head Resident II |
| 9688 | Head Resident I |

OVERTIME - EMPLOYEES NOT ELIGIBLE

Employees in the following classifications are not eligible for overtime compensation:

| <u>Class</u> <u>Code</u> | <u>Classification Title</u> |
|-----------------------------|--|
| 0627 | Farm Supervisor I |
| 1894 | Supervising Associate Systems Analyst |
| 1897 | Staff Systems Analyst |
| 1898 | Senior Systems Analyst |
| 1901 | Associate Systems Analyst |
| 1902 | Assistant Systems Analyst |
| 1906 | Programmer III |
| 1935 | Assistant Systems Software Specialist |
| 1936 | Associate Systems Software Specialist |
| 1937 | Staff Systems Software Specialist |
| 1938 | Senior Systems Software Specialist |
| 1946 | Instructional Computing Consultant II |
| 1947 | Instructional Computing Consultant III |
| 2572 | Space and Facilities Utilization Officer |
| 3801 | Radiation Safety Officer |
| 3810 | Library Serials Editor |
| 5250 | Special Assistant, EOP |
| 5597 | Public Affairs Assistant I |
| 5598 | Public Affairs Assistant II |
| 5783 | Associate, Academic and Institutional Studies II |
| 5784 | Associate, Academic and Institutional Studies I |
| 5787 | Associate, Academic and Institutional Studies III |
| 6910 | Telecommunication Analyst |
| 6918 | Television Engineer |
| 6960 | Fish Hatchery Manager |
| 7127 | Media Production Specialist |
| 9400 | Consortium Associate, Academic and Institutional Studies, I |
| 9403 | Consortium Associate, Academic and Institutional Studies, II |
| 9406 | Consortium Associate, Academic and Institutional Studies, III |
| 9470 | Consortium Senior Administrative Analyst |

OVERTIME - 1 1/2 TIME BASIS

Employees in the following classifications are eligible for overtime compensable on a 1 1/2 time basis (cash or CTO) at the employee's straight time rate:

| Class Code | Classification Title |
|---------------|--|
| 1513 | Athletic Equipment Attendant II |
| 1514 | Athletic Equipment Attendant I |
| 1521 | Technician Trainee |
| 1577 | Instructional Support Assistant I |
| 1578 | Instructional Support Assistant II |
| 1579 | Instructional Support Assistant III |
| 1615 | Instructional Support Technician I |
| 1617 | Instructional Support Technician II |
| 2844 | Photographer II |
| 2845 | Photographer I |
| 2867 | Accompanist I |
| 2929 | Graphic Artist I |
| 2930 | Graphic Artist II |
| 6507 | Stage Technician II |
| 6508 | Stage Technician I |
| 6514 | Costume Technician I |
| 6515 | Costume Technician II |
| 6950 | Piano Technician I |
| 6951 | Piano Technician II |
| 7000 | Equipment Maintenance Assistant |
| 7001 | Equipment Technician I, Mechanical |
| 7002 | Equipment Technician I, Electro-Mechanical |
| 7003 | Equipment Technician I, Electronic |
| 7004 | Equipment Technician I, Specialized Equipment |
| 7011 | Equipment Technician II, Mechanical |
| 7012 | Equipment Technician II, Electro-Mechanical |
| 7013 | Equipment Technician II, Electronic |
| 7014 | Equipment Technician II, Specialized Equipment |

| <u>Class</u> <u>Code</u> | <u>Classification</u> |
|-----------------------------|---|
| 7125 | Media Production Specialist I |
| 7126 | Media Production Specialist II |
| 9314 | Consortium Graphic Artist I |
| 9450 | Consortium Assistant Administrative Analyst |
| 9460 | Consortium Associate Administrative Analyst |
| 7512 | Glassblower |
| 7879 | Laboratory Assistant II |
| 7888 | Laboratory Assistant I |

CALL BACK

Employees in the following classifications are eligible for call back compensation on a straight time basis (CTO unless cash payment is authorized by the President):

| <u>Class</u> <u>Code</u> | <u>Classification</u> |
|-----------------------------|--------------------------|
| 0638 | Farm Laborer |
| 0648 | Crop Technician I |
| 0651 | Crop Technician II |
| 0663 | Livestock Technician I |
| 0666 | Livestock Technician II |
| 0670 | Animal Health Technician |
| 0687 | Feed Mill Operator |
| 0697 | Poultry Technician |
| 0703 | Nursery Technician II |
| 0706 | Nursery Technician I |
| 6970 | Diving Safety Officer |

72-HOUR DUTY WEEK

Employees in the following classifications have a duty week (includes work, standby, and on-call time) not to exceed an average of 72 hours per week. Ordered duty in excess of 312 hours is compensable on a 1 1/2 time basis (cash or CTO) at the rate calculated as follows: monthly salary rate multiplied by 1.5 divided by 312 hours.

| <u>Class</u> <u>Code</u> | <u>Classification Title</u> |
|-----------------------------|--|
| 8980 | Campus Fire Apparatus Engineer |
| 8981 | Supervising Campus Fire Apparatus Engineer |

OVERTIME - STRAIGHT TIME BASIS

Employees in the following classifications are eligible for overtime on a straight time basis (CTO unless cash payment is authorized by the President):

| <u>Class</u> <u>Code</u> | <u>Classification</u> |
|-----------------------------|--------------------------------------|
| 1619 | Instructional Support Technician III |
| 1907 | Programmer II |
| 1908 | Programmer I |
| 1909 | Programmer Trainee |
| 1945 | Instructional Computing Consultant I |
| 2866 | Accompanist II |
| 4555 | Accountant I |
| 5151 | Personnel Assistant |
| 5205 | Staff Trainee |
| 5255 | Administrative Trainee |
| 5284 | Associate Budget Analyst |
| 5287 | Assistant Budget Analyst |

| <u>Class Code</u> | <u>Classification</u> |
|-----------------------|---|
| 5288 | Supervising Assistant Budget Analyst |
| 5341 | Administrative Operations Analyst I |
| 5342 | Administrative Operations Analyst II |
| 5343 | Administrative Operations Analyst III |
| 5680 | Research Technician III |
| 5681 | Research Technician II |
| 5683 | Research Technician I |
| 6725 | Senior Planner/Estimator |
| 6726 | Planner/Estimator/Scheduler |
| 7021 | Equipment Technician III, Mechanical |
| 7022 | Equipment Technician III, Electro-Mechanical |
| 7023 | Equipment Technician III, Electronic |
| 7024 | Equipment Technician III, Specialized Equipment |
| 7125 | Media Production Specialist I |
| 7126 | Media Production Specialist II |
| 9450 | Consortium Assistant Administrative Analyst |
| 9460 | Consortium Associate Administrative Analyst |

SHIFT DIFFERENTIAL

Employees in the following classifications are eligible for shift differential:

| <u>Class Code</u> | <u>Classification</u> |
|-----------------------|--|
| 1513 | Athletic Equipment Attendant I |
| 1514 | Athletic Equipment Attendant II |
| 1521 | Technician Trainee |
| 1577 | Instructional Support Assistant I |
| 1578 | Instructional Support Assistant II |
| 1579 | Instructional Support Assistant III |
| 1615 | Instructional Support Technician I |
| 1617 | Instructional Support Technician II |
| 6507 | Stage Technician II |
| 6508 | Stage Technician I |
| 6514 | Costume Technician I |
| 6515 | Costume Technician II |
| 7000 | Equipment Maintenance Assistant |
| 7001 | Equipment Technician I, Mechanical |
| 7002 | Equipment Technician I, Electro-Mechanical |
| 7003 | Equipment Technician I, Electronic |

| Class Code | Classification |
|---------------|--|
| 7004 | Equipment Technician I, Specialized Equipment |
| 7011 | Equipment Technician II, Mechanical |
| 7012 | Equipment Technician II, Electro-Mechanical |
| 7013 | Equipment Technician II, Electronic |
| 7014 | Equipment Technician II, Specialized Equipment |

Employees in the following classifications have a probationary period of one (1) year:

| <u>Class</u> <u>Code</u> | <u>Classification Title</u> |
|-----------------------------|-----------------------------|
| 1140 | Health Record Technician |
| 8134 | Licensed Vocational Nurse |
| 8135 | Clinical Aid I |
| 8136 | Clinical Aid II |

APPENDIX D-1

Employees in the following classifications have a probationary period of two (2) years:

| <u>Class</u> <u>Code</u> | <u>Classification Title</u> |
|-----------------------------|-------------------------------------|
| 7926 | Clinical Laboratory Technologist II |
| 7927 | Clinical Laboratory Technologist I |
| 7976 | Speech Pathologist |
| 7980 | Physical Therapist I |
| 7981 | Physical Therapist II |
| 7988 | Radiation Protection Specialist |
| 7991 | Pharmacist - 10-month |
| 7992 | Pharmacist - 12-month |
| 7995 | Radiologic Technologist I |
| 7996 | Radiologic Technologist II |
| 8005 | Sanitarian II |
| 8130 | Nutritionist |
| 8145 | Health Educator Assistant |
| 8147 | Health Educator |
| 8150 | Registered Nurse I - 10-month |
| 8151 | Registered Nurse I - 12-month |
| 8153 | Registered Nurse II - 10-month |
| 8154 | Registered Nurse II - 12-month |
| 8156 | Registered Nurse III - 10-month |
| 8157 | Registered Nurse III - 12-month |
| 8165 | Nurse Practitioner - 10-month |
| 8166 | Nurse Practitioner - 12-month |

Employees in the following classifications have a probationary period of one (1) year:

| <u>Class</u> <u>Code</u> | <u>Classification</u> |
|-----------------------------|--|
| 0627 | Farm Supervisor I |
| 0638 | Farm Laborer |
| 0648 | Crop Technician I |
| 0651 | Crop Technician II |
| 0663 | Livestock Technician I |
| 0666 | Livestock Technician II |
| 0670 | Animal Technician |
| 0687 | Feed Mill Operator |
| 0697 | Poultry Technician |
| 0703 | Nursery Technician I |
| 0706 | Nursery Technician II |
| 1513 | Athletic Equipment Attendant I |
| 1514 | Athletic Equipment Attendant II |
| 1521 | Technician Trainee |
| 1577 | Instructional Support Assistant I |
| 1578 | Instructional Support Assistant II |
| 1579 | Instructional Support Assistant III |
| 1615 | Instructional Support Technician I |
| 1617 | Instructional Support Technician II |
| 1619 | Instructional Support Technician III |
| 1897 | Staff Systems Analyst |
| 1898 | Senior Systems Analyst |
| 1901 | Associate Systems Analyst |
| 1902 | Assistant Systems Analyst |
| 1906 | Programmer III |
| 1907 | Programmer II |
| 1908 | Programmer I |
| 1909 | Programmer Trainee |
| 1935 | Assistant Systems Software Specialist |
| 1936 | Associate Systems Software Specialist |
| 1937 | Staff Systems Software Specialist |
| 1938 | Senior Systems Software Specialist |
| 1945 | Instructional Computing Consultant I |
| 1946 | Instructional Computing Consultant II |
| 1947 | Instructional Computing Consultant III |
| 2572 | Space and Facilities Utilization Officer |
| 2844 | Photographer II |
| 2845 | Photographer I |

| Class Code | Classification Title |
|---------------|---|
| 2866 | Accompanist II |
| 2867 | Accompanist I |
| 2929 | Graphic Artist I |
| 2930 | Graphic Artist II |
| 3801 | Radiation Safety Officer |
| 3810 | Library Serials Editor |
| 4555 | Accountant I |
| 5151 | Personnel Assistant |
| 5250 | Special Assistant, EOP |
| 5255 | Administrative Trainee |
| 5284 | Associate Budget Analyst |
| 5287 | Assistant Budget Analyst |
| 5330 | Federal Programs Coordinator |
| 5341 | Administrative Operations Analyst I |
| 5342 | Administrative Operations Analyst II |
| 5343 | Administrative Operations Analyst III |
| 5597 | Public Affairs Assistant I |
| 5598 | Public Affairs Assistant II |
| 5680 | Research Technician III |
| 5681 | Research Technician II |
| 5683 | Research Technician I |
| 5783 | Associate, Academic and Institutional Studies II |
| 5784 | Associate, Academic and Institutional Studies I |
| 5787 | Associate, Academic and Institutional Studies III |
| 6507 | Stage Technician II |
| 6508 | Stage Technician I |
| 6514 | Costume Technician I |
| 6515 | Costume Technician II |
| 6725 | Senior Planner/Estimator |
| 6726 | Planner/Estimator/Scheduler |
| 6910 | Telecommunication Analyst |
| 6918 | Television Engineer |
| 6950 | Piano Technician I |
| 6951 | Piano Technician II |
| 6960 | Fish Hatchery Manager |
| 6970 | Diving Safety Officer |

| <u>Class Code</u> | <u>Classification Title</u> |
|-----------------------|---|
| 7000 | Equipment Maintenance Assistant |
| 7001 | Equipment Technician I, Mechanical |
| 7002 | Equipment Technician I, Electro-Mechanical |
| 7003 | Equipment Technician I, Electronic |
| 7004 | Equipment Technician I, Specialized Equipment |
| 7011 | Equipment Technician II, Mechanical |
| 7012 | Equipment Technician II, Electro-Mechanical |
| 7013 | Equipment Technician II, Electronic |
| 7014 | Equipment Technician II, Specialized Equipment |
| 7021 | Equipment Technician III, Mechanical |
| 7022 | Equipment Technician III, Electro-Mechanical |
| 7023 | Equipment Technician III, Electronic |
| 7024 | Equipment Technician III, Specialized Equipment |
| 7125 | Media Production Specialist I |
| 7126 | Media Production Specialist II |
| 7127 | Media Production Specialist III |
| 7512 | Glassblower |
| 7879 | Laboratory Assistant II |
| 7888 | Laboratory Assistant I |
| 8980 | Campus Fire Apparatus Engineer |
| 8981 | Supervising Campus Fire Apparatus Engineer |
| 9314 | Consortium Graphic Artist I |

| Class Code | <u>Classification Title</u> |
|-----------------------|---|
| 9400 | Consortium Associate, Academic and Institutional Studies I |
| 9403 | Consortium Associate, Academic and Institutional Studies II |
| 9406 | Consortium Associate, Academic and Institutional Studies III |
| 9450 | Consortium Assistant Administrative Analyst |
| 9460 | Consortium Associate Administrative Analyst |
| 9470 | Consortium Senior Administrative Analyst |
| 9474 | Consortium Media Production Specialist I |
| 9475 | Consortium Media Production Specialist II |
| 9476 | Consortium Media Production Specialist III |

Workweek - Minimum Average

Employees in the following classifications have a minimum average workweek of forty (40) hours per week during a pay period:

| <u>Class Code</u> | <u>Classification Title</u> |
|-------------------|---------------------------------|
| 7976 | Speech Pathologist |
| 7988 | Radiation Protection Specialist |
| 7991 | Pharmacist - 10-month |
| 7992 | Pharmacist - 12-month |
| 8005 | Sanitarian II |
| 8156 | Registered Nurse III - 10-month |
| 8157 | Registered Nurse III - 12-month |
| 8165 | Nurse Practitioner - 10-month |
| 8166 | Nurse Practitioner - 12-month |

Workweek - Minimum Forty (40) Hours

Employees in the following classifications have a minimum workweek of forty (40) hours in a seven-day period:

| <u>Class Code</u> | <u>Classification Title</u> |
|-------------------|-------------------------------------|
| 1140 | Health Record Technician |
| 7926 | Clinical Laboratory Technologist II |
| 7927 | Clinical Laboratory Technologist I |
| 7980 | Physical Therapist I |
| 7981 | Physical Therapist II |
| 7995 | Radiologic Technologist I |
| 7996 | Radiologic Technologist II |
| 8130 | Nutritionist |
| 8134 | Licensed Vocational Nurse |
| 8135 | Clinical Aid I |
| 8136 | Clinical Aid II |
| 8145 | Health Educator Assistant |
| 8147 | Health Educator |
| 8150 | Registered Nurse I - 10-month |
| 8151 | Registered Nurse I - 12-month |
| 8153 | Registered Nurse II - 10-month |
| 8154 | Registered Nurse II - 12-month |

WORKWEEK - MINIMUM AVERAGE

Employees in the following classifications have a minimum average workweek of forty (40) hours per week during a pay period:

| <u>Class</u> <u>Code</u> | <u>Classification Title</u> |
|-----------------------------|---|
| 0627 | Farm Supervisor I |
| 0638 | Farm Laborer |
| 0648 | Crop Technician I |
| 0651 | Crop Technician II |
| 0663 | Livestock Technician I |
| 0666 | Livestock Technician II |
| 0670 | Animal Technician |
| 0687 | Feed Mill Operator |
| 0697 | Poultry Technician |
| 0703 | Nursery Technician I |
| 0706 | Nursery Technician II |
| 3810 | Laboratory Serials Editor |
| 1897 | Staff Systems Analyst |
| 1898 | Senior Systems Analyst |
| 1901 | Associate Systems Analyst |
| 1902 | Assistant Systems Analyst |
| 1906 | Programmer III |
| 1935 | Assistant Systems Software Specialist |
| 1936 | Associate Systems Software Specialist |
| 1937 | Staff Systems Software Specialist |
| 1938 | Senior Systems Software Specialist |
| 1946 | Instructional Computing Consultant II |
| 1947 | Instructional Computing Consultant III |
| 2572 | Space and Facilities Utilization Officer |
| 3801 | Radiation Safety Officer |
| 3810 | Library Serials Editor |
| 5250 | Special Assistant, EOP |
| 5330 | Federal Programs Coordinator |
| 5597 | Public Affairs Assistant I |
| 5598 | Public Affairs Assistant II |
| 5783 | Associate, Academic and Institutional Studies II |
| 5784 | Associate, Academic and Institutional Studies I |
| 5787 | Associate, Academic and Institutional Studies III |
| 6910 | Telecommunication Analyst |
| 6918 | Television Engineer |
| 6960 | Fish Hatchery Manager |
| 6970 | Diving Safety Officer |
| 7127 | Media Production Specialist III |
| 8980 | Campus Fire Apparatus Engineer |
| 8981 | Supervising Campus Fire Apparatus Engineer |

| <u>Class Code</u> | <u>Classification Title</u> |
|-------------------|--|
| 9400 | Consortium Associate, Academic and Institutional Studies I |
| 9403 | Consortium Associate, Academic and Institutional Studies II |
| 9406 | Consortium Associate, Academic and Institutional Studies III |
| 9470 | Consortium Senior Administrative Analyst |

WORKWEEK - MINIMUM FORTY (40) HOURS

Employees in the following classifications have a minimum workweek of forty (40) hours in a seven-day period:

| <u>Class Code</u> | <u>Classification Title</u> |
|-------------------|--------------------------------------|
| 1513 | Athletic Equipment Attendant I |
| 1521 | Technician Trainee |
| 1577 | Instructional Support Assistant I |
| 1578 | Instructional Support Assistant II |
| 1579 | Instructional Support Assistant III |
| 1615 | Instructional Support Technician I |
| 1617 | Instructional Support Technician II |
| 1619 | Instructional Support Technician III |
| 1907 | Programmer II |
| 1908 | Programmer I |
| 1909 | Programmer Trainee |
| 1945 | Instructional Computing Consultant I |
| 2844 | Photographer II |
| 2845 | Photographer I |
| 2866 | Accompanist II |
| 2867 | Accompanist I |
| 2929 | Graphic Artist I |
| 2930 | Graphic Artist II |
| 4555 | Accountant I |

| <u>Class Code</u> | <u>Classification Title</u> |
|-----------------------|---|
| 5151 | Personnel Assistant |
| 5255 | Administrative Trainee |
| 5284 | Associate Budget Analyst |
| 5287 | Assistant Budget Analyst |
| 5680 | Research Technician III |
| 5681 | Research Technician II |
| 5683 | Research Technician I |
| 6507 | Stage Technician II |
| 6508 | Stage Technician I |
| 6514 | Costume Technician I |
| 6515 | Costume Technician II |
| 6725 | Senior Planner/Estimator |
| 6726 | Planner/Estimator/Scheduler |
| 6934 | Equipment Technician III |
| 6935 | Equipment Technician II |
| 6936 | Equipment Technician I |
| 9937 | Supervising Equipment Technician III |
| 6950 | Piano Technician I |
| 6951 | Piano Technician II |
| 7000 | Equipment Maintenance Assistant |
| 7001 | Equipment Technician I, Mechanical |
| 7002 | Equipment Technician I, Electro-Mechanical |
| 7003 | Equipment Technician I, Electronic |
| 7004 | Equipment Technician I, Specialized Equipment |
| 7011 | Equipment Technician II, Mechanical |
| 7012 | Equipment Technician II, Electro-Mechanical |
| 7013 | Equipment Technician II, Electronic |
| 7014 | Equipment Technician II, Specialized Equipment |
| 7021 | Equipment Technician III, Mechanical |
| 7022 | Equipment Technician III, Electro-Mechanical |
| 7023 | Equipment Technician III, Electronic |
| 7024 | Equipment Technician III, Specialized Equipment |

| Class Code | Classification Title |
|---------------|---|
| 7125 | Media Production Specialist I |
| 7126 | Media Production Specialist II |
| 7512 | Glassblower |
| 7879 | Laboratory Assistant II |
| 7888 | Laboratory Assistant I |
| 9314 | Consortium Graphic Artist I |
| 9450 | Consortium Assistant Administrative Analyst |

SUPERSESION

This Agreement shall supersede:

| <u>Issue</u> | <u>Education Code</u> | <u>Government Code</u> | <u>Military/Veterans Code</u> |
|-----------------------------------|---|---|---|
| Vacation | 89504 (partial) | 18005 18050 18051.5 | |
| Probation/ Permanency | 89531 (first sentence) 89533 89534 | | |
| Leaves of Absence Without Pay | 89510 89512 89519 | | |
| Unauthorized Leaves of Absence | 89541 | | |
| Personnel Files | 89546 | | |
| Layoff | 89543 89550 89551 89552 89553 89555 89556 | 18005 (Section C) 19991.1 19334 | |
| Sick Leave | | 18100 18100.1 18100.5 18101 18103 | |
| Holiday | | 6700 18025 18025.1 | |
| Overtime | | 18023 18026 | |
| Hours of Work | 89502 | 18020 18020.1 | |
| Military Leave | 89513 | | 395 395.01 395.05 395.1 395.3 |

THE CALIFORNIA STATE UNIVERSITY SALARY SCHEDULE

*** SALARY SCHEDULE ***

Effective JUNE 1, 1989

COLLECTIVE BARGAINING IN 802

| CLASS | RNG | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|-------|-----|-------------|--------------|-------|--|--|--|--|
|-------|-----|-------------|--------------|-------|--|--|--|--|

0145 HEALTH EDUCATION ASSISTANT

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | HLTH ED AST-A | 01-05 | 2,171 26,052 | 2,271 27,252 | 2,370 28,536 | 2,490 29,800 | 2,609 31,308 |
| 2 | HLTH ED AST-C | 01-05 | 1,809 21,708 | 1,893 22,716 | 1,982 23,784 | 2,075 24,900 | 2,174 26,088 |

0147 HEALTH EDUCATOR

| | | | | | | | |
|---|--------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | HLTH EDUCR-A | 01-05 | 2,370 28,536 | 2,490 29,800 | 2,609 31,308 | 2,732 32,784 | 2,862 34,344 |
| 2 | HLTH EDUCR-C | 01-05 | 1,982 23,784 | 2,075 24,900 | 2,174 26,088 | 2,277 27,324 | 2,385 28,620 |

0148 HEALTH RECORD TECHNICIAN

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | HLTH REC TM-A | 01-05 | 1,883 22,596 | 1,965 23,580 | 2,051 24,612 | 2,142 25,704 | 2,241 26,892 |
| 2 | HLTH REC TM-C | 01-05 | 1,569 18,820 | 1,638 19,656 | 1,709 20,500 | 1,785 21,420 | 1,868 22,416 |

0134 LICENSED VOCATIONAL NURSE

| | | | | | | |
|---|-------|-------|-----------------|-----------------|-----------------|-----------------|
| 1 | LVN-A | 01-04 | 1,710 20,520 | 1,784 21,408 | 1,859 22,308 | 1,940 23,280 |
| 2 | LVN-C | 01-04 | 1,425 17,100 | 1,487 17,844 | 1,549 18,588 | 1,617 19,404 |

THE CALIFORNIA STATE UNIVERSITY SALARY SCHEDULE
 *** SALARY SCHEDULE ***
 Effective JUNE 1, 1989

COLLECTIVE BARGAINING IN 802

| CLASS | ANG | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|-------|-----|-------------|-----------------|-------|--|--|--|--|
|-------|-----|-------------|-----------------|-------|--|--|--|--|

0145 HEALTH EDUCATION ASSISTANT

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| I | HLTH ED AST-A | 01-05 | 2,171 24,052 | 2,271 27,252 | 2,370 28,536 | 2,490 29,800 | 2,609 31,308 |
| O | HLTH ED AST-C | 01-05 | 1,809 21,708 | 1,893 22,716 | 1,982 23,784 | 2,075 24,900 | 2,174 26,088 |

0147 HEALTH EDUCATOR

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| I | HLTH EDUCTR-A | 01-05 | 2,370 28,536 | 2,490 29,800 | 2,609 31,308 | 2,732 32,784 | 2,862 34,344 |
| O | HLTH EDUCTR-C | 01-05 | 1,982 23,784 | 2,075 24,900 | 2,174 26,088 | 2,277 27,324 | 2,385 28,620 |

0148 HEALTH RECORD TECHNICIAN

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| I | HLTH REC TH-A | 01-05 | 1,883 22,596 | 1,945 23,580 | 2,051 24,612 | 2,142 25,704 | 2,241 26,892 |
| O | HLTH REC TH-C | 01-05 | 1,569 18,820 | 1,638 19,656 | 1,709 20,508 | 1,785 21,420 | 1,868 22,416 |

0134 LICENSED VOCATIONAL NURSE

| | | | | | | |
|---|-------|-------|-----------------|-----------------|-----------------|-----------------|
| I | LVN-A | 01-04 | 1,710 20,520 | 1,784 21,408 | 1,859 22,308 | 1,940 23,280 |
| O | LVN-C | 01-04 | 1,425 17,100 | 1,487 17,844 | 1,549 18,588 | 1,617 19,408 |

THE CALIFORNIA STATE UNIVERSITY SALARY SCHEDULE

or

SALARY SCHEDULE ***

Effective JUNE 1, 1989

COLLECTIVE BARGAINING JO R02

| CLASS RNG | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|-----------|-------------------------------|--------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| | | | | | | | |
| ----- | | | | | | | |
| 0165 | NURSE PRACTITIONER - 10 MONTH | | | | | | |
| | 1 NUR PRACT-10A | 01-05 | 2,620 26,200 | 2,745 27,450 | 2,874 28,740 | 3,011 30,110 | 3,155 31,550 |
| | 8 NUR PRACT-10C | 01-05 | 2,183 26,196 | 2,288 27,456 | 2,395 28,740 | 2,509 30,108 | 2,629 31,548 |
| 0166 | NURSE PRACTITIONER - 12 MONTH | | | | | | |
| | 0 NUR PRACT-12 | 01-05 | 2,620 31,440 | 2,745 32,940 | 2,874 34,480 | 3,011 36,132 | 3,155 37,660 |
| 0130 | NUTRITIONIST | | | | | | |
| | 1 NUTRITIONIST-A | 01-05 | 2,378 28,536 | 2,498 29,880 | 2,609 31,308 | 2,732 32,744 | 2,862 34,344 |
| | 8 NUTRITIONIST-C | 01-05 | 1,982 23,784 | 2,075 24,900 | 2,174 26,088 | 2,277 27,324 | 2,385 28,620 |
| 7991 | PHARMACIST - 10 MONTH | | | | | | |
| | 1 PHARMCEST-10A | 01-05 | 3,186 31,860 | 3,337 33,370 | 3,497 34,970 | 3,665 36,650 | 3,841 38,410 |
| | 8 PHARMCEST-10C | 01-05 | 2,655 31,860 | 2,781 33,372 | 2,914 34,968 | 3,054 36,648 | 3,201 38,412 |
| 7992 | PHARMACIST - 12 MONTH | | | | | | |
| | 0 PHARMACIST-12 | 01-05 | 3,186 38,232 | 3,337 40,044 | 3,497 41,964 | 3,665 43,980 | 3,841 46,092 |

THE CALIFORNIA STATE UNIVERSITY SALARY SCHEDULE
SALARY SCHEDULE ***

Effective JUNE 1, 1989

COLLECTIVE BARGAINING ID P02

| CLASS RMC | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|-----------|---------------------------------|--------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| ----- | | | | | | | |
| 7980 | PHYSICAL THERAPIST I | | | | | | |
| I | PHYS THERP I-A | 01-05 | 2,357 28,284 | 2,449 29,620 | 2,585 31,020 | 2,706 32,472 | 2,834 34,000 |
| B | PHYS THERP I-C | 01-05 | 1,964 23,564 | 2,058 24,646 | 2,154 25,840 | 2,255 27,060 | 2,362 28,344 |
| 7981 | PHYSICAL THERAPIST II | | | | | | |
| I | PHYS THERP IIA | 01-05 | 2,490 29,800 | 2,609 31,308 | 2,732 32,784 | 2,862 34,344 | 2,997 35,964 |
| B | PHYS THERP IIC | 01-05 | 2,075 24,900 | 2,174 26,088 | 2,277 27,324 | 2,385 28,620 | 2,498 29,976 |
| 7988 | RADIATION PROTECTION SPECIALIST | | | | | | |
| I | RAD PROT SP-A | 01-05 | 2,434 29,208 | 2,540 30,576 | 2,669 32,028 | 2,796 33,552 | 2,929 35,148 |
| B | RAD PROT SP-C | 01-05 | 2,028 24,336 | 2,123 25,476 | 2,224 26,688 | 2,330 27,960 | 2,441 29,292 |
| 7995 | RADIOLOGIC TECHNOLOGIST I | | | | | | |
| I | RAD TECH IA | 01-05 | 2,179 26,148 | 2,283 27,396 | 2,389 28,668 | 2,502 30,024 | 2,620 31,440 |
| B | RAD TECH IC | 01-05 | 1,816 21,792 | 1,903 22,836 | 1,991 23,892 | 2,085 25,020 | 2,183 26,196 |

THE CALIFORNIA STATE UNIVERSITY SALARY SCHEDULE

SALARY SCHEDULE ***

Effective JUNE 1, 1989

COLLECTIVE BARGAINING ID 002

 CLASS RNC CLASS TITLE SALARY STEPS - - - - - RANGE - - - - -

7996 RADIOLOGIC TECHNOLOGIST II

| | | | | | | | |
|---|--------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | RAD TECH IIA | 01-05 | 2,336 20,032 | 2,446 29,352 | 2,561 30,732 | 2,682 32,184 | 2,809 33,768 |
| 0 | RAD TECH IIC | 01-05 | 1,947 23,364 | 2,038 24,454 | 2,134 25,608 | 2,235 26,820 | 2,341 28,092 |

0150 REGISTERED NURSE I - 10 MONTH

| | | | | | | | |
|---|-------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | RN IA -10MO | 01-05 | 2,230 22,300 | 2,336 23,360 | 2,446 24,460 | 2,561 25,610 | 2,682 26,820 |
| 0 | RN IC -10MO | 01-05 | 1,850 22,296 | 1,947 23,364 | 2,038 24,454 | 2,134 25,608 | 2,235 26,820 |

0151 REGISTERED NURSE I - 12 MONTH

| | | | | | | | |
|---|-------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 0 | R.N.I-12 MO | 01-05 | 2,230 24,760 | 2,336 28,032 | 2,446 29,352 | 2,561 30,732 | 2,682 32,184 |
|---|-------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|

0153 REGISTERED NURSE II - 10 MONTH

| | | | | | | | |
|---|--------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | RN IIA -10MO | 01-05 | 2,389 23,890 | 2,502 25,020 | 2,620 26,200 | 2,745 27,450 | 2,874 28,740 |
| 0 | RN IIC -10MO | 01-05 | 1,991 23,892 | 2,085 25,020 | 2,183 26,196 | 2,288 27,456 | 2,395 28,740 |

0154 REGISTERED NURSE II - 12 MONTH

| | | | | | | | |
|---|--------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 0 | R.N.II-12 MO | 01-05 | 2,389 28,668 | 2,502 30,024 | 2,620 31,440 | 2,745 32,940 | 2,874 34,488 |
|---|--------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|

THE CALIFORNIA STATE UNIVERSITY SALARY SCHEDULE

SALARY SCHEDULE ***

Effective JUNE 1, 1989

COLLECTIVE BARGAINING IN R02

| CLASS | RNG | CLASS TITLE | SALARY | | RANGE | | | | |
|-------|-----|---------------------------------|--------|-----------------|-----------------|-----------------|-----------------|-----------------|--|
| | | | STEPS | | | | | | |
| ----- | | | | | | | | | |
| 0156 | | REGISTERED NURSE III - 10 MONTH | | | | | | | |
| | I | RN IIIA -10MO | 01-05 | 2,620 26,200 | 2,745 27,450 | 2,874 28,740 | 3,011 30,110 | 3,155 31,550 | |
| | B | RN IIIC -10MO | 01-05 | 2,183 26,196 | 2,280 27,456 | 2,395 28,740 | 2,509 30,108 | 2,629 31,540 | |
| 0157 | | REGISTERED NURSE III - 12 MONTH | | | | | | | |
| | O | R.N.III-12 MO | 01-05 | 2,620 31,440 | 2,745 32,940 | 2,874 34,400 | 3,011 36,132 | 3,155 37,860 | |
| 0005 | | SANITARIAN II | | | | | | | |
| | I | SANITARIAN II-A | 01-05 | 2,507 30,074 | 2,620 31,440 | 2,745 32,940 | 2,874 34,400 | 3,011 36,132 | |
| | B | SANITARIAN II-C | 01-05 | 2,085 25,020 | 2,183 26,196 | 2,280 27,456 | 2,395 28,740 | 2,509 30,100 | |
| 7076 | | SPEECH PATHOLOGIST | | | | | | | |
| | I | SPEECH PATH-A | 01-05 | 2,757 33,084 | 2,889 34,668 | 3,024 36,312 | 3,170 38,040 | 3,323 39,876 | |
| | B | SPEECH PATH-C | 01-05 | 2,298 27,576 | 2,408 28,896 | 2,522 30,264 | 2,642 31,704 | 2,769 33,228 | |

THE CALIFORNIA STATE UNIVERSITY SALARY SCHEDULE
SALARY SCHEDULE ***
Effective JUNE 1, 1989

COLLECTIVE BARGAINING JO ROS

CLASS RMC CLASS TITLE SALARY STEPS - - - - - RANGE - - - - -

2010 CUSTODIAN

| | | | | | | | |
|---|-------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | CUSTODIAN-A | 01-05 | 1,407 17,899 | 1,549 18,500 | 1,619 19,360 | 1,682 20,189 | 1,759 21,098 |
| 8 | CUSTODIAN-C | 01-05 | 1,239 14,868 | 1,291 15,492 | 1,345 16,140 | 1,402 16,829 | 1,462 17,549 |

6305 FARM EQUIPMENT OPERATOR

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | FARM EQ OPR-A | 01-05 | 1,892 22,704 | 1,979 23,680 | 2,060 24,720 | 2,151 25,812 | 2,251 27,012 |
| 8 | FARM EQ OPR-C | 01-05 | 1,577 18,929 | 1,645 19,790 | 1,717 20,604 | 1,793 21,516 | 1,876 22,512 |

0743 GARDENER

| | | | | | | | |
|---|------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | GARDENER-A | 01-05 | 1,907 22,884 | 1,990 23,880 | 2,077 24,929 | 2,171 26,052 | 2,271 27,252 |
| 8 | GARDENER-C | 01-05 | 1,589 19,068 | 1,658 19,896 | 1,731 20,772 | 1,809 21,708 | 1,893 22,716 |

0745 GARDENING SPECIALIST

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | GARDEN SPEC-A | 01-05 | 1,907 22,884 | 1,990 23,880 | 2,077 24,929 | 2,171 26,052 | 2,271 27,252 |
| 8 | GARDEN SPEC-C | 01-05 | 1,589 19,068 | 1,658 19,896 | 1,731 20,772 | 1,809 21,708 | 1,893 22,716 |

THE CALIFORNIA STATE UNIVERSITY SALARY SCHEDULE

SALARY SCHEDULE ***

Effective JUNE 1, 1989

COLLECTIVE BARGAINING ID NOS

| CLASS | RNG | CLASS TITLE | SALARY STEPS | RANGE | | |
|-------|-----|---------------------------------------|-----------------|-----------------|-----------------|-----------------|
| ----- | | | | | | |
| 0731 | | GROUNDWORKER | | | | |
| | I | GROUNDWORKER-A | 01-04 | 1,754 21,048 | 1,877 21,924 | 1,990 22,804 |
| | B | GROUNDWORKER-C | 01-04 | 1,462 17,544 | 1,523 18,276 | 1,589 19,068 |
| 0733 | | GROUNDWORKER TRAINEE | | | | |
| | I | GRWWR TRN-A | 01-02 | 1,487 17,444 | 1,549 18,508 | |
| | B | GRWWR TRN-C | 01-02 | 1,239 14,868 | 1,291 15,492 | |
| 6367 | | HEAVY CONSTRUCTION EQUIPMENT OPERATOR | | | | |
| | I | CONST EQ OP,A | 01-03 | 2,151 25,812 | 2,251 27,012 | 2,357 28,284 |
| | B | CONST EQ OP,C | 01-03 | 1,793 21,516 | 1,876 22,512 | 1,964 23,568 |
| 6366 | | HEAVY EQUIPMENT OPERATOR/BUS DRIVER | | | | |
| | I | EQ/BUS DRV,A | 01-03 | 2,060 24,720 | 2,151 25,812 | 2,251 27,012 |
| | B | EQ/BUS DRV,C | 01-03 | 1,717 20,604 | 1,793 21,516 | 1,876 22,512 |

THE CALIFORNIA STATE UNIVERSITY SALARY SCHEDULE
SALARY SCHEDULE ***
Effective JUNE 1, 1989

COLLECTIVE BARGAINING IN ROS

CLASS RNG CLASS TITLE SALARY STEPS - - - - - RANGE - - - - -

0735 IRRIGATION SPECIALIST

| | | | | | | | |
|---|-------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | IRRG SPEC-A | 01-05 | 1,907 22,884 | 1,990 23,880 | 2,077 24,924 | 2,171 26,052 | 2,271 27,252 |
| 8 | IRRG SPEC-C | 01-05 | 1,589 19,068 | 1,658 19,896 | 1,731 20,772 | 1,809 21,708 | 1,893 22,716 |

6223 LABORER

| | | | | | |
|---|-----------|-------|-----------------|-----------------|-----------------|
| 1 | LABORER-A | 01-03 | 1,759 21,048 | 1,827 21,924 | 1,907 22,884 |
| 8 | LABORER-C | 01-03 | 1,442 17,544 | 1,523 18,276 | 1,589 19,068 |

2015 LEAD CUSTODIAN

| | | | | | | | |
|---|-------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | LEAD CUST-A | 01-05 | 1,601 19,212 | 1,668 20,016 | 1,738 20,856 | 1,813 21,756 | 1,892 22,704 |
| 8 | LEAD CUST-C | 01-05 | 1,334 16,008 | 1,390 16,680 | 1,448 17,376 | 1,511 18,132 | 1,577 18,924 |

0726 LEAD GROUNDSWORMER

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | LEAD GROWNR-A | 01-05 | 1,990 23,880 | 2,077 24,924 | 2,171 26,052 | 2,271 27,252 | 2,378 28,536 |
| 8 | LEAD GROWNR-C | 01-05 | 1,658 19,896 | 1,731 20,772 | 1,809 21,708 | 1,893 22,716 | 1,982 23,784 |

THE CALIFORNIA STATE UNIVERSITY SALARY SCHEDULE
 • SALARY SCHEDULE ***
 Effective JUNE 1, 1989

COLLECTIVE BARGAINING ID NOS

 CLASS RNG CLASS TITLE SALARY STEPS - - - - - RANGE - - - - -

6363 LIGHT AUTOMOTIVE EQUIPMENT OPERATOR

| | | | | | |
|---|----------------|-------|-----------------|-----------------|-----------------|
| I | AUTO EQ DPR, A | 01-03 | 1,979 23,688 | 2,060 24,720 | 2,151 25,812 |
| B | AUTO EQ DPR, C | 01-03 | 1,645 19,740 | 1,717 20,604 | 1,793 21,516 |

0104 MAINTENANCE AND LABORER TRAINEE

\$590.00 10 \$1,356.00 PER MONTH

0739 PEST CONTROL AND SPRAY SPECIALIST

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| I | PEST CES SP-A | 01-05 | 1,907 22,884 | 1,990 23,880 | 2,077 24,924 | 2,171 26,052 | 2,271 27,252 |
| B | PEST CES SP-C | 01-05 | 1,589 19,068 | 1,658 19,896 | 1,731 20,772 | 1,809 21,708 | 1,893 22,716 |

0746 TREE TRIMMER I

| | | | | | | | |
|---|--------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| I | TREE TRIM IA | 01-05 | 1,907 22,884 | 1,990 23,880 | 2,077 24,924 | 2,171 26,052 | 2,271 27,252 |
| B | TREE TRIM IC | 01-05 | 1,589 19,068 | 1,658 19,896 | 1,731 20,772 | 1,809 21,708 | 1,893 22,716 |

0748 TREE TRIMMER II

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| I | TREE TRIM IIA | 01-05 | 1,990 23,880 | 2,077 24,924 | 2,171 26,052 | 2,271 27,252 | 2,378 28,536 |
| B | TREE TRIM IIC | 01-05 | 1,658 19,896 | 1,731 20,772 | 1,809 21,708 | 1,893 22,716 | 1,982 23,784 |

THE CALIFORNIA STATE UNIVERSITY SALARY SCHEDULE
 * SALARY SCHEDULE ***
 Effective JUNE 1, 1989

COLLECTIVE BARGAINING TO NOS

 CLASS AND CLASS TITLE SALARY - - - - - RANGE - - - - -
 STEPS

1500 WAREHOUSE WORKER

| | | | | | | |
|-------------------|-------|--------|--------|--------|--------|--------|
| 1 WAREHOUSE WKR-A | 01-05 | 1,703 | 1,776 | 1,852 | 1,931 | 2,016 |
| | | 20,436 | 21,312 | 22,224 | 23,172 | 24,192 |
| 2 WAREHOUSE WKR-C | 01-05 | 1,419 | 1,480 | 1,543 | 1,609 | 1,680 |
| | | 17,028 | 17,760 | 18,516 | 19,308 | 20,160 |

2033 WINDOW CLEANER

| | | | | | | |
|-----------------|-------|--------|--------|--------|--------|--------|
| 1 WINDOW CLNR-A | 01-05 | 1,717 | 1,790 | 1,869 | 1,948 | 2,034 |
| | | 20,604 | 21,480 | 22,420 | 23,376 | 24,408 |
| 2 WINDOW CLNR-C | 01-05 | 1,431 | 1,492 | 1,558 | 1,623 | 1,695 |
| | | 17,172 | 17,904 | 18,646 | 19,476 | 20,340 |

THE CALIFORNIA STATE UNIVERSITY SALARY SCHEDULE

.. SALARY SCHEDULE ***

Effective JUNE 1, 1989

COLLECTIVE BARGAINING ID R07

| CLASS | ORG | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|--------------------------------|---------------|-------------|-----------------|-----------------|-----------------|-----------------|-----------------|--|
| ----- | | | | | | | | |
| 1741 ACCOUNTING TECHNICIAN II | | | | | | | | |
| I | ACTG TCM II-A | 01-05 | 1,754 21,048 | 1,827 21,924 | 1,907 22,804 | 1,990 23,680 | 2,077 24,524 | |
| II | ACTG TCM II-C | 01-05 | 1,462 17,544 | 1,523 18,276 | 1,589 19,068 | 1,650 19,896 | 1,731 20,772 | |
| 1740 ACCOUNTING TECHNICIAN III | | | | | | | | |
| I | ACTG TCM IIIA | 01-05 | 2,051 24,612 | 2,142 25,704 | 2,241 26,892 | 2,346 28,152 | 2,456 29,472 | |
| II | ACTG TCM IIIC | 01-05 | 1,709 20,508 | 1,785 21,420 | 1,868 22,416 | 1,955 23,460 | 2,047 24,564 | |
| 1831 ADMINISTRATIVE SECRETARY | | | | | | | | |
| I | ADMIN SECTV-A | 01-05 | 2,008 24,096 | 2,094 25,152 | 2,190 26,280 | 2,293 27,516 | 2,401 28,812 | |
| II | ADMIN SECTV-C | 01-05 | 1,673 20,076 | 1,747 20,964 | 1,825 21,900 | 1,911 22,932 | 2,001 24,012 | |
| 1893 ASSISTANT CASHIER-CLERK | | | | | | | | |
| I | AS1 CSH-CLK-A | 01-05 | 1,512 18,144 | 1,574 18,888 | 1,641 19,692 | 1,710 20,520 | 1,784 21,408 | |
| II | AS1 CSH-CLK-C | 01-05 | 1,260 15,120 | 1,312 15,744 | 1,368 16,416 | 1,425 17,100 | 1,487 17,844 | |

THE CALIFORNIA STATE UNIVERSITY SALARY SCHEDULE

SALARY SCHEDULE ***

Effective JUNE 1, 1989

COLLECTIVE BARGAINING ID R07

| CLASS RNG | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|-----------|---------------------------------|--------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| <hr/> | | | | | | | |
| 2899 | BOOK REPAIRER I | | | | | | |
| | 1 BOOK REP I-A | 01-05 | 1,401 17,772 | 1,543 18,514 | 1,604 19,272 | 1,675 20,100 | 1,745 20,940 |
| | 8 BOOK REP I-C | 01-05 | 1,234 14,808 | 1,286 15,432 | 1,338 16,056 | 1,396 16,752 | 1,454 17,448 |
| 2898 | BOOK REPAIRER II | | | | | | |
| | 1 BOOK REP II-A | 01-05 | 1,604 19,272 | 1,675 20,100 | 1,745 20,940 | 1,821 21,852 | 1,900 22,800 |
| | 8 BOOK REP II-C | 01-05 | 1,338 16,056 | 1,396 16,752 | 1,454 17,448 | 1,518 18,216 | 1,583 18,996 |
| 1445 | BOOKKEEPING MACHINE OPERATOR I | | | | | | |
| | 1 BKPG M/O I-A | 01-05 | 1,439 17,260 | 1,499 17,988 | 1,561 18,732 | 1,627 19,524 | 1,694 20,382 |
| | 8 BKPG M/O I-C | 01-05 | 1,199 14,388 | 1,249 14,988 | 1,301 15,612 | 1,356 16,272 | 1,413 16,956 |
| 1443 | BOOKKEEPING MACHINE OPERATOR II | | | | | | |
| | 1 BKPG M/O II-A | 01-05 | 1,549 18,588 | 1,614 19,368 | 1,682 20,184 | 1,754 21,048 | 1,827 21,924 |
| | 8 BKPG M/O II-C | 01-05 | 1,291 15,492 | 1,345 16,140 | 1,402 16,824 | 1,462 17,544 | 1,523 18,276 |

THE CALIFORNIA STATE UNIVERSITY SALARY SCHEDULE
SALARY SCHEDULE ***
Effective JUNE 1, 1989

COLLECTIVE BARGAINING ID NO:7

| CLASS RNG | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|----------------------------|--------------|--------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| ----- | | | | | | | |
| 0352 CAMPUS GUARD | | | | | | | |
| 1 | CAMP GUARD-A | 01-05 | 1,761 21,132 | 1,836 22,032 | 1,916 22,992 | 1,999 23,900 | 2,086 25,032 |
| 8 | CAMP GUARD-C | 01-05 | 1,460 17,616 | 1,530 18,360 | 1,597 19,164 | 1,666 19,992 | 1,738 20,856 |
| 1125 CLERICAL ASSISTANT I | | | | | | | |
| 1 | CA I-A | 01-05 | 1,367 16,404 | 1,423 17,076 | 1,481 17,772 | 1,543 18,516 | 1,606 19,272 |
| 2 | CA I-B | 01-05 | 1,439 17,268 | 1,499 17,980 | 1,561 18,732 | 1,627 19,524 | 1,696 20,352 |
| 8 | CA I-C | 01-05 | 1,139 13,668 | 1,186 14,232 | 1,234 14,800 | 1,286 15,432 | 1,338 16,056 |
| 9 | CA I-D | 01-05 | 1,199 14,388 | 1,249 14,980 | 1,301 15,612 | 1,356 16,272 | 1,413 16,956 |
| 1126 CLERICAL ASSISTANT II | | | | | | | |
| 1 | CA II-A | 01-05 | 1,460 17,616 | 1,531 18,372 | 1,596 19,128 | 1,661 19,932 | 1,732 20,784 |
| 2 | CA II-B | 01-05 | 1,549 18,588 | 1,614 19,368 | 1,682 20,184 | 1,756 21,048 | 1,827 21,924 |
| 8 | CA II-C | 01-05 | 1,223 14,676 | 1,276 15,312 | 1,328 15,936 | 1,384 16,608 | 1,443 17,316 |
| 9 | CA II-D | 01-05 | 1,291 15,492 | 1,345 16,140 | 1,402 16,824 | 1,462 17,544 | 1,523 18,276 |

THE CALIFORNIA STATE UNIVERSITY SALARY SCHEDULE

SALARY SCHEDULE ***

Effective JUNE 1, 1989

COLLECTIVE BARGAINING ID 807

| CLASS RNG | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|-----------------------------|---------------|--------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| ----- | | | | | | | |
| 1127 CLERICAL ASSISTANT III | | | | | | | |
| ----- | | | | | | | |
| 1 | CA III-A | 01-05 | 1,703 20,436 | 1,776 21,312 | 1,852 22,224 | 1,931 23,172 | 2,016 24,192 |
| 2 | CA III-B | 01-05 | 1,732 20,784 | 1,806 21,672 | 1,883 22,596 | 1,965 23,580 | 2,051 24,612 |
| 4 | CA III-C | 01-05 | 1,419 17,028 | 1,480 17,760 | 1,543 18,516 | 1,609 19,308 | 1,680 20,160 |
| 9 | CA III-D | 01-05 | 1,443 17,316 | 1,505 18,060 | 1,569 18,828 | 1,638 19,656 | 1,709 20,508 |
| 1128 CLERICAL ASSISTANT IV | | | | | | | |
| 1 | CA IV-A | 01-05 | 1,883 22,596 | 1,945 23,580 | 2,051 24,612 | 2,142 25,704 | 2,241 26,892 |
| 4 | CA IV-C | 01-05 | 1,519 18,828 | 1,638 19,656 | 1,709 20,508 | 1,785 21,420 | 1,868 22,416 |
| 1120 CLERICAL TRAINEE | | | | | | | |
| 0 | CLERICAL TRNE | | \$590.00 | TD | \$1,356.00 | PER MONTH | |
| 1911 COMPUTER OPERATOR | | | | | | | |
| 1 | COMP OPR-A | 01-05 | 1,756 21,048 | 1,827 21,924 | 1,907 22,884 | 1,990 23,880 | 2,077 24,924 |
| 4 | COMP OPR-C | 01-05 | 1,467 17,544 | 1,523 18,276 | 1,589 19,068 | 1,658 19,896 | 1,731 20,772 |

THE CALIFORNIA STATE UNIVERSITY SALARY SCHEDULE

SALARY SCHEDULE ***

Effective JUNE 1, 1989

COLLECTIVE BARGAINING ID NO 7

| CLASS | RNG | CLASS TITLE | SALARY STEPS | RANGE |
|-------|-----|-------------|--------------|-------|
|-------|-----|-------------|--------------|-------|

1910 COMPUTER OPERATOR TRAINEE

| | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|
| I | COMP OP TRN-A | 01-03 | 1,549 18,828 | 1,635 19,420 | 1,703 20,436 |
| B | COMP OP TRN-C | 01-03 | 1,308 15,496 | 1,363 16,356 | 1,419 17,028 |

1927 DATA CONTROL TECHNICIAN

| | | | | | | | |
|---|-----------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| I | D/C TCH-A | 01-05 | 1,635 19,420 | 1,703 20,436 | 1,776 21,312 | 1,852 22,224 | 1,931 23,172 |
| B | D/C TCH-C | 01-05 | 1,363 16,356 | 1,419 17,028 | 1,480 17,760 | 1,543 18,516 | 1,609 19,308 |

1930 DATA ENTRY OPERATOR

| | | | | | | | |
|---|-----------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| I | D/E DPR-A | 01-05 | 1,487 17,844 | 1,549 18,588 | 1,614 19,368 | 1,682 20,184 | 1,754 21,048 |
| B | D/E DPR-C | 01-05 | 1,239 14,868 | 1,291 15,492 | 1,345 16,140 | 1,402 16,824 | 1,462 17,544 |

1921 DATA ENTRY OPERATOR TRAINEE

| | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|
| I | D/E DPR TRN-A | 01-03 | 1,361 16,332 | 1,416 16,992 | 1,476 17,712 |
| B | D/E DPR TRN-C | 01-03 | 1,134 13,608 | 1,180 14,160 | 1,230 14,760 |

THE CALIFORNIA STATE UNIVERSITY SALARY SCHEDULE
 -- SALARY SCHEDULE --
 Effective JUNE 1, 1989

COLLECTIVE BARGAINING ID 807

| CLASS | RNG | CLASS TITLE | SALARY STEPS | ----- | RANGE | ----- |
|-------|-----|-------------|--------------|-------|-------|-------|
|-------|-----|-------------|--------------|-------|-------|-------|

1070 DEPARTMENTAL SECRETARY I

| | | | | | | |
|----------|-------|--------|--------|--------|--------|--------|
| I DS I-A | 01-05 | 1,614 | 1,682 | 1,754 | 1,827 | 1,907 |
| | | 19,368 | 20,184 | 21,048 | 21,924 | 22,804 |
| 0 DS I-C | 01-05 | 1,345 | 1,402 | 1,462 | 1,523 | 1,589 |
| | | 16,140 | 16,824 | 17,544 | 18,276 | 19,068 |

1072 DEPARTMENTAL SECRETARY I, DICTATING MACHINE TRANSCRIBING

| | | | | | | |
|----------------|-------|--------|--------|--------|--------|--------|
| I DS I-A (DMT) | 01-05 | 1,614 | 1,682 | 1,754 | 1,827 | 1,907 |
| | | 19,368 | 20,184 | 21,048 | 21,924 | 22,804 |
| 0 DS I-C (DMT) | 01-05 | 1,345 | 1,402 | 1,462 | 1,523 | 1,589 |
| | | 16,140 | 16,824 | 17,544 | 18,276 | 19,068 |

1071 DEPARTMENTAL SECRETARY I, STENOGRAPHY

| | | | | | | |
|----------------|-------|--------|--------|--------|--------|--------|
| I DS I-A (S/H) | 01-05 | 1,614 | 1,682 | 1,754 | 1,827 | 1,907 |
| | | 19,368 | 20,184 | 21,048 | 21,924 | 22,804 |
| 0 DS I-C (S/H) | 01-05 | 1,345 | 1,402 | 1,462 | 1,523 | 1,589 |
| | | 16,140 | 16,824 | 17,544 | 18,276 | 19,068 |

1080 DEPARTMENTAL SECRETARY II

| | | | | | | |
|-----------|-------|--------|--------|--------|--------|--------|
| I DS II-A | 01-05 | 1,738 | 1,813 | 1,892 | 1,974 | 2,060 |
| | | 20,856 | 21,756 | 22,704 | 23,688 | 24,720 |
| 0 DS II-C | 01-05 | 1,448 | 1,511 | 1,577 | 1,645 | 1,717 |
| | | 17,376 | 18,132 | 18,924 | 19,740 | 20,604 |

THE CALIFORNIA STATE UNIVERSITY SALARY SCHEDULE
SALARY SCHEDULE ***
Effective JUNE 1, 1989

COLLECTIVE BARGAINING ID NO 7

CLASS RNG CLASS TITLE SALARY STEPS - - - - - RANGE - - - - -

1002 DEPARTMENTAL SECRETARY II, DICTATING MACHINE TRANSCRIBING

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| I | DS II-A (DMT) | 01-05 | 1,730 20,856 | 1,813 21,754 | 1,892 22,704 | 1,974 23,600 | 2,060 24,720 |
| O | DS II-C (DMT) | 01-05 | 1,440 17,376 | 1,511 18,132 | 1,577 18,924 | 1,645 19,740 | 1,717 20,604 |

1001 DEPARTMENTAL SECRETARY II, STENOGRAPHY

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| I | DS II-A (S/H) | 01-05 | 1,730 20,856 | 1,813 21,754 | 1,892 22,704 | 1,974 23,600 | 2,060 24,720 |
| O | DS II-C (S/H) | 01-05 | 1,440 17,376 | 1,511 18,132 | 1,577 18,924 | 1,645 19,740 | 1,717 20,604 |

1090 DEPARTMENTAL SECRETARY III

| | | | | | | | |
|---|----------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| I | DS III-A | 01-05 | 1,883 22,596 | 1,965 23,500 | 2,051 24,612 | 2,142 25,704 | 2,241 26,892 |
| O | DS III-C | 01-05 | 1,569 18,828 | 1,638 19,656 | 1,709 20,500 | 1,785 21,420 | 1,860 22,416 |

1092 DEPARTMENTAL SECRETARY III, DICTATING MACHINE TRANSCRIBING

| | | | | | | | |
|---|----------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| I | DS III-A (DMT) | 01-05 | 1,883 22,596 | 1,965 23,500 | 2,051 24,612 | 2,142 25,704 | 2,241 26,892 |
| O | DS III-C (DMT) | 01-05 | 1,569 18,828 | 1,638 19,656 | 1,709 20,500 | 1,785 21,420 | 1,860 22,416 |

THE CALIFORNIA STATE UNIVERSITY SALARY SCHEDULE
SALARY SCHEDULE ***
Effective JUNE 1, 1989

COLLECTIVE BARGAINING ID R07

| CLASS | RNG | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|--|-----|---------------|--------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| ----- | | | | | | | | |
| 1091 DEPARTMENTAL SECRETARY III, STENOGRAPHY | | | | | | | | |
| | 1 | DS III-DS/HI | 01-05 | 1,003 22,596 | 1,965 23,500 | 2,051 24,612 | 2,192 25,704 | 2,241 26,892 |
| | 0 | DS III-CIS/HI | 01-05 | 1,569 18,820 | 1,630 19,656 | 1,709 20,500 | 1,785 21,420 | 1,848 22,416 |
| 9692 DORMITORY SUPERVISOR | | | | | | | | |
| | 1 | DORM SUPER-A | 01-05 | 1,512 18,144 | 1,574 18,880 | 1,641 19,692 | 1,710 20,520 | 1,784 21,408 |
| | 0 | DORM SUPER-C | 01-05 | 1,260 15,120 | 1,312 15,744 | 1,368 16,416 | 1,425 17,100 | 1,487 17,844 |
| 3022 DRAFTING AID | | | | | | | | |
| | 1 | DRAFT AID-A | 01-05 | 1,726 20,712 | 1,790 21,576 | 1,875 22,500 | 1,953 23,484 | 2,042 24,504 |
| | 0 | DRAFT AID-C | 01-05 | 1,438 17,256 | 1,498 17,976 | 1,563 18,756 | 1,631 19,572 | 1,702 20,424 |
| 3023 DRAFTING TECHNICIAN I | | | | | | | | |
| | 1 | DRAFT TCM I-A | 01-05 | 2,034 24,408 | 2,123 25,476 | 2,221 26,652 | 2,324 27,888 | 2,434 29,208 |
| | 0 | DRAFT TCM I-C | 01-05 | 1,695 20,340 | 1,769 21,220 | 1,851 22,212 | 1,937 23,244 | 2,020 24,336 |

THE CALIFORNIA STATE UNIVERSITY SALARY SCHEDULE

SALARY SCHEDULE ***

Effective JUNE 1, 1989

COLLECTIVE BARGAINING IN 807

| CLASS RNG | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|-----------|--|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| <hr/> | | | | | | | |
| 3020 | DRAFTING TECHNICIAN II | | | | | | |
| | I DRAFT ICH IIA | 01-05 | 2,434 29,208 | 2,540 30,576 | 2,669 32,020 | 2,796 33,552 | 2,929 35,148 |
| | II DRAFT ICH IIC | 01-05 | 2,028 24,336 | 2,123 25,476 | 2,224 26,688 | 2,330 27,960 | 2,441 29,292 |
| 3450 | DUPLICATING MACHINE OPERATOR I | | | | | | |
| | I DUP M/D I-A | 01-05 | 1,487 17,844 | 1,549 18,588 | 1,614 19,368 | 1,682 20,184 | 1,754 21,048 |
| | II DUP M/D I-C | 01-05 | 1,239 14,868 | 1,291 15,492 | 1,345 16,140 | 1,402 16,824 | 1,462 17,544 |
| 3467 | DUPLICATING MACHINE OPERATOR II, DIRECT IMPRESSION | | | | | | |
| | I DP MCH DP IIA | 01-05 | 1,594 19,128 | 1,661 19,932 | 1,732 20,784 | 1,806 21,672 | 1,883 22,596 |
| | II DP MCH DP IIC | 01-05 | 1,328 15,936 | 1,384 16,608 | 1,443 17,316 | 1,505 18,060 | 1,569 18,828 |
| 3468 | DUPLICATING MACHINE OPERATOR II, OFFSET | | | | | | |
| | I DP MCH DP IIA | 01-05 | 1,654 19,848 | 1,726 20,712 | 1,798 21,576 | 1,875 22,500 | 1,957 23,484 |
| | II DP MCH DP IIC | 01-05 | 1,378 16,536 | 1,438 17,256 | 1,498 17,976 | 1,563 18,756 | 1,631 19,572 |

THE CALIFORNIA STATE UNIVERSITY SALARY SCHEDULE
SALARY SCHEDULE ***
Effective JUNE 1, 1989

COLLECTIVE BARGAINING ID 007

CLASS BNG CLASS TITLE SALARY STEPS - - - - - RANGE - - - - -

1464 DUPLICATING MACHINE SUPERVISOR I

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | DP MCH SUP 1A | 01-05 | 1,852 22,224 | 1,931 23,172 | 2,014 24,192 | 2,104 25,248 | 2,201 26,412 |
| 8 | DP MCH SUP 1C | 01-05 | 1,543 18,516 | 1,609 19,308 | 1,680 20,160 | 1,753 21,036 | 1,834 22,008 |

1160 EDITORIAL ATO

| | | | | | | | |
|---|------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | EDIT ATO-A | 01-05 | 1,804 21,672 | 1,883 22,596 | 1,965 23,580 | 2,051 24,612 | 2,142 25,704 |
| 8 | EDIT ATO-C | 01-05 | 1,505 18,060 | 1,569 18,828 | 1,638 19,656 | 1,709 20,508 | 1,785 21,420 |

1132 EXECUTIVE SECRETARY

| | | | | | | | |
|---|--------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | EXEC SECTY-A | 01-05 | 2,190 26,280 | 2,293 27,516 | 2,401 28,812 | 2,514 30,168 | 2,633 31,596 |
| 8 | EXEC SECTY-C | 01-05 | 1,825 21,900 | 1,911 22,932 | 2,001 24,012 | 2,095 25,140 | 2,194 26,328 |

1413 GRAPHICS SPECIALIST I

| | | | | | | | |
|---|--------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | GRPH SPC 1-A | 01-05 | 1,732 20,784 | 1,804 21,672 | 1,883 22,596 | 1,965 23,580 | 2,051 24,612 |
| 8 | GRPH SPC 1-C | 01-05 | 1,443 17,316 | 1,505 18,060 | 1,569 18,828 | 1,638 19,656 | 1,709 20,508 |

THE CALIFORNIA STATE UNIVERSITY SALARY SCHEDULE

SALARY SCHEDULE ***

Effective JUNE 1, 1989

COLLECTIVE BARGAINING ID 007

| CLASS | RNG | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|-------|-----|--|--------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| ----- | | | | | | | | |
| 1910 | | GRAPHICS SPECIALIST II, GRAPHICS ART/TECHNICAL | | | | | | |
| | I | GR A/I SP IIA | 01-05 | 1,883 22,596 | 1,965 23,580 | 2,051 24,612 | 2,142 25,704 | 2,241 26,892 |
| | B | GR A/I SP IIC | 01-05 | 1,569 18,828 | 1,638 19,656 | 1,709 20,508 | 1,785 21,420 | 1,868 22,416 |
| ----- | | | | | | | | |
| 9688 | | HEAD RESIDENT I | | | | | | |
| | I | HEAD RES I-A | 01-05 | 1,689 20,268 | 1,741 21,132 | 1,836 22,032 | 1,916 22,992 | 1,999 23,988 |
| | B | HEAD RES I-C | 01-05 | 1,408 16,896 | 1,468 17,616 | 1,530 18,360 | 1,597 19,164 | 1,666 19,992 |
| ----- | | | | | | | | |
| 9687 | | HEAD RESIDENT II | | | | | | |
| | I | HEAD RES II-A | 01-05 | 1,827 21,924 | 1,907 22,884 | 1,990 23,880 | 2,077 24,924 | 2,171 26,052 |
| | B | HEAD RES II-C | 01-05 | 1,523 18,276 | 1,589 19,068 | 1,658 19,896 | 1,731 20,772 | 1,809 21,708 |
| ----- | | | | | | | | |
| 5210 | | HEALTH SERVICES ASSISTANT | | | | | | |
| | I | HLTH SV AST-A | 01-05 | 2,324 27,888 | 2,434 29,208 | 2,548 30,576 | 2,667 32,028 | 2,796 33,552 |
| | B | HLTH SV AST-C | 01-05 | 1,937 23,244 | 2,028 24,336 | 2,123 25,476 | 2,224 26,688 | 2,330 27,960 |

THE CALIFORNIA STATE UNIVERSITY SALARY SCHEDULE

SALARY SCHEDULE ***

Effective JUNE 1, 1989

COLLECTIVE BARGAINING TO R07

| CLASS | RNG | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|-------|-----|-------------|--------------|-------|--|--|--|--|
|-------|-----|-------------|--------------|-------|--|--|--|--|

1733 INTERMEDIATE ACCOUNT CLERK

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | INT ACQ CLK-A | 01-05 | 1,512 18,144 | 1,574 18,880 | 1,641 19,692 | 1,710 20,520 | 1,784 21,408 |
| 8 | INT ACQ CLK-C | 01-05 | 1,260 15,120 | 1,312 15,744 | 1,368 16,416 | 1,425 17,100 | 1,487 17,844 |

1553 INVENTORY CLERK

| | | | | | | | |
|---|----------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | INVENTORY CL-A | 01-05 | 1,524 18,288 | 1,589 19,060 | 1,654 19,840 | 1,724 20,712 | 1,798 21,576 |
| 8 | INVENTORY CL-C | 01-05 | 1,270 15,240 | 1,324 15,888 | 1,378 16,536 | 1,438 17,256 | 1,498 17,976 |

1415 LEAD GRAPHICS SPECIALIST

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | LD GRPH SPC-A | 01-05 | 1,883 22,596 | 1,965 23,580 | 2,051 24,612 | 2,142 25,704 | 2,241 26,892 |
| 8 | LD GRPH SPC-C | 01-05 | 1,569 18,828 | 1,638 19,656 | 1,709 20,508 | 1,785 21,420 | 1,868 22,416 |

2906 LIBRARY ASSISTANT I

| | | | | | | | |
|---|-------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | LTD AST I-A | 01-05 | 1,784 21,408 | 1,859 22,308 | 1,940 23,280 | 2,024 24,288 | 2,114 25,368 |
| 8 | LTD AST I-C | 01-05 | 1,487 17,844 | 1,549 18,588 | 1,617 19,404 | 1,687 20,244 | 1,762 21,144 |

THE CALIFORNIA STATE UNIVERSITY SALARY SCHEDULE
 " SALARY SCHEDULE ***
 Effective JUNE 1, 1989

COLLECTIVE BARGAINING ID R07

CLASS AND CLASS TITLE SALARY STEPS RANGE

2905 LIBRARY ASSISTANT II

| | | | | | | |
|----------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| I LIB AST II-A | 01-05 | 2,016 24,192 | 2,104 25,248 | 2,201 26,412 | 2,304 27,648 | 2,413 28,956 |
| B LIB AST II-C | 01-05 | 1,680 20,160 | 1,753 21,036 | 1,834 22,008 | 1,920 23,040 | 2,011 24,132 |

2907 LIBRARY ASSISTANT III

| | | | | | | |
|-----------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| I LIB AST III-A | 01-05 | 2,190 26,280 | 2,293 27,516 | 2,401 28,812 | 2,514 30,168 | 2,633 31,596 |
| B LIB AST III-C | 01-05 | 1,825 21,900 | 1,911 22,932 | 2,001 24,012 | 2,095 25,140 | 2,194 26,320 |

1505 MAIL CLERK

| | | | | | | |
|----------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| I MAIL CLERK-A | 01-05 | 1,580 18,960 | 1,647 19,764 | 1,717 20,604 | 1,790 21,480 | 1,869 22,428 |
| B MAIL CLERK-C | 01-05 | 1,317 15,804 | 1,373 16,476 | 1,431 17,172 | 1,492 17,904 | 1,558 18,696 |

1504 MAIL SERVICES SUPERVISOR I

| | | | | | | |
|----------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| I MAIL SUP I-A | 01-05 | 1,148 21,216 | 1,244 22,128 | 1,324 23,088 | 2,008 24,096 | 2,096 25,152 |
| B MAIL SUP I-C | 01-05 | 1,473 17,676 | 1,537 18,444 | 1,603 19,236 | 1,673 20,076 | 1,747 20,944 |

THE CALIFORNIA STATE UNIVERSITY SALARY SCHEDULE
SALARY SCHEDULE ***
Effective JUNE 1, 1989

COLLECTIVE BARGAINING ID NO7

| CLASS RNG | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|---------------------------------------|----------------|--------------|--------|--------|--------|--------|--------|
| ----- | | | | | | | |
| 1142 MEDICAL SECRETARY | | | | | | | |
| 1 | MED SECTV-A | 01-05 | 1,931 | 2,016 | 2,104 | 2,201 | 2,304 |
| | | | 23,172 | 24,192 | 25,248 | 26,412 | 27,648 |
| 0 | MED SECTV-C | 01-05 | 1,609 | 1,680 | 1,753 | 1,834 | 1,920 |
| | | | 19,308 | 20,160 | 21,036 | 22,008 | 23,040 |
| 1144 MEDICAL TRANSCRIBER | | | | | | | |
| 1 | MED TRANS-A | 01-05 | 1,654 | 1,726 | 1,798 | 1,875 | 1,957 |
| | | | 19,848 | 20,712 | 21,576 | 22,500 | 23,484 |
| 0 | MED TRANS-C | 01-05 | 1,378 | 1,438 | 1,498 | 1,563 | 1,631 |
| | | | 16,536 | 17,256 | 17,976 | 18,756 | 19,572 |
| 1146 MICROGRAPHICS TECHNICIAN | | | | | | | |
| 1 | MICRO TECH-A | 01-05 | 1,732 | 1,806 | 1,883 | 1,965 | 2,051 |
| | | | 20,384 | 21,672 | 22,996 | 24,380 | 25,812 |
| 0 | MICRO TECH-C | 01-05 | 1,443 | 1,505 | 1,569 | 1,638 | 1,709 |
| | | | 17,316 | 18,060 | 18,820 | 19,656 | 20,508 |
| 1149 MICROGRAPHICS TECHNICIAN TRAINEE | | | | | | | |
| 1 | MICRO TM TRN-A | 01-03 | 1,549 | 1,614 | 1,682 | | |
| | | | 18,588 | 19,368 | 20,184 | | |
| 0 | MICRO TM TRN-C | 01-03 | 1,291 | 1,345 | 1,402 | | |
| | | | 15,492 | 16,140 | 16,824 | | |

THE CALIFORNIA STATE UNIVERSITY SALARY SCHEDULE
SALARY SCHEDULE ***
Effective JUNE 1, 1989

COLLECTIVE BARGAINING ID NO7

| CLASS | RNG | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|-------|-----|-------------|--------------|-------|--|--|--|--|
|-------|-----|-------------|--------------|-------|--|--|--|--|

0341 PARKING GARAGE SUPERVISOR

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | PNG GAR SUP-A | 01-05 | 1,852 22,224 | 1,911 23,172 | 2,016 24,192 | 2,104 25,248 | 2,201 26,912 |
| 0 | PNG GAR SUP-C | 01-05 | 1,543 18,516 | 1,609 19,308 | 1,680 20,160 | 1,733 21,036 | 1,834 22,080 |

0351 PARKING OFFICER

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | PARKING OFF-A | 01-05 | 1,761 21,132 | 1,836 22,032 | 1,916 22,992 | 1,999 23,988 | 2,086 25,032 |
| 0 | PARKING OFF-C | 01-05 | 1,468 17,616 | 1,530 18,360 | 1,597 19,164 | 1,666 19,992 | 1,730 20,856 |

1100 PAYROLL TECHNICIAN I

| | | | | | | | |
|---|-------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | PAY TECH IA | 01-04 | 1,621 19,452 | 1,689 20,268 | 1,761 21,132 | 1,836 22,032 | 1,916 22,992 |
| 0 | PAY TECH IC | 01-05 | 1,351 16,212 | 1,408 16,896 | 1,468 17,616 | 1,530 18,360 | 1,597 19,164 |

1101 PAYROLL TECHNICIAN II

| | | | | | | | |
|---|--------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | PAY TECH IIA | 01-05 | 1,883 22,596 | 1,965 23,580 | 2,051 24,612 | 2,142 25,704 | 2,241 26,892 |
| 0 | PAY TECH IIC | 01-05 | 1,569 18,828 | 1,630 19,656 | 1,709 20,508 | 1,785 21,420 | 1,868 22,416 |

THE CALIFORNIA STATE UNIVERSITY SALARY SCHEDULE
SALARY SCHEDULE ***
Effective JUNE 1, 1989

COLLECTIVE BARGAINING ID #03

| CLASS | ENG | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|-------|-----|---------------------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| <hr/> | | | | | | | | |
| 1102 | | PAYROLL TECHNICIAN III | | | | | | |
| | 1 | PAY TECH IIIA | 01-05 | 2,142 25,704 | 2,241 26,892 | 2,346 28,152 | 2,456 29,432 | 2,572 30,844 |
| | 8 | PAY TECH IIIC | 01-05 | 1,785 21,420 | 1,868 22,416 | 1,955 23,460 | 2,047 24,564 | 2,143 25,716 |
| 1099 | | PAYROLL TECHNICIAN TRAINEE | | | | | | |
| | 0 | PAY TECH TRN | 01-03 | 1,423 17,036 | 1,481 17,772 | 1,543 18,516 | | |
| 1409 | | POWER KEYBOARD OPERATOR | | | | | | |
| | 1 | PWR KEY OPR-A | 01-05 | 1,648 20,016 | 1,738 20,856 | 1,813 21,756 | 1,892 22,704 | 1,974 23,688 |
| | 8 | PWR KEY OPR-C | 01-05 | 1,390 16,680 | 1,448 17,376 | 1,511 18,132 | 1,577 18,924 | 1,645 19,740 |
| 1408 | | POWER KEYBOARD OPERATOR TRAINEE | | | | | | |
| | 1 | PWR KEY TRN-A | 01-03 | 1,549 18,588 | 1,614 19,368 | 1,682 20,184 | | |
| | 8 | PWR KEY TRN-C | 01-03 | 1,291 15,492 | 1,345 16,140 | 1,402 16,824 | | |
| 4783 | | PROCUREMENT ASSISTANT | | | | | | |
| | 1 | PROCHT ASST-A | 01-05 | 2,271 27,252 | 2,378 28,536 | 2,490 29,880 | 2,609 31,308 | 2,732 32,784 |
| | 8 | PROCHT ASST-C | 01-05 | 1,843 22,716 | 1,982 23,784 | 2,075 24,900 | 2,174 26,088 | 2,277 27,324 |

THE CALIFORNIA STATE UNIVERSITY SALARY SCHEDULE
SALARY SCHEDULE ***
Effective JUNE 1, 1989

COLLECTIVE BARGAINING ID NO7

CLASS RNC CLASS TITLE SALARY STEPS RANGE

1550 PROPERTY CLERK I

| | | | | | | | |
|---|--------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| I | PROP CLK I-A | 01-05 | 1,768 21,216 | 1,899 22,120 | 1,929 23,040 | 2,000 24,096 | 2,096 25,152 |
| B | PROP CLK I-C | 01-05 | 1,473 17,676 | 1,537 18,444 | 1,603 19,236 | 1,673 20,076 | 1,747 20,944 |

1560 PROPERTY CLERK II

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| I | PROP CLK II-A | 01-05 | 2,008 24,096 | 2,096 25,152 | 2,190 26,280 | 2,293 27,516 | 2,401 28,812 |
| B | PROP CLK II-C | 01-05 | 1,673 20,076 | 1,747 20,964 | 1,825 21,900 | 1,911 22,932 | 2,001 24,012 |

0349 PUBLIC SAFETY DISPATCHER

| | | | | | | | |
|---|-------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| I | P/S DISPR-A | 01-05 | 1,732 20,784 | 1,806 21,672 | 1,883 22,596 | 1,965 23,580 | 2,051 24,612 |
| B | P/S DISPR-C | 01-05 | 1,443 17,316 | 1,505 18,060 | 1,569 18,828 | 1,638 19,656 | 1,709 20,508 |

0348 PUBLIC SAFETY DISPATCHER, TYPING

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| I | P/S DSP,TYP-A | 01-05 | 1,732 20,784 | 1,806 21,672 | 1,883 22,596 | 1,965 23,580 | 2,051 24,612 |
| B | P/S DSP,TYP-C | 01-05 | 1,443 17,316 | 1,505 18,060 | 1,569 18,828 | 1,638 19,656 | 1,709 20,508 |

THE CALIFORNIA STATE UNIVERSITY SALARY SCHEDULE

SALARY SCHEDULE ***

Effective JUNE 1, 1989

COLLECTIVE BARGAINING ID NO7

| CLASS RNG | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|-----------|-------------------------------------|--------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| ----- | | | | | | | |
| 1135 | PURCHASING AGENT | | | | | | |
| | 1 PURCH AGT-A | 01-05 | 1,916 22,992 | 1,999 23,988 | 2,086 25,032 | 2,179 26,148 | 2,283 27,396 |
| | 8 PURCH AGT-C | 01-05 | 1,597 19,164 | 1,666 19,992 | 1,738 20,856 | 1,816 21,792 | 1,903 22,836 |
| 1172 | REPRODUCTION PROCESSES ASSISTANT | | | | | | |
| | 1 REPRD ASST-A | 01-05 | 1,784 21,408 | 1,859 22,308 | 1,940 23,280 | 2,024 24,288 | 2,114 25,368 |
| | 8 REPRD ASST-C | 01-05 | 1,487 17,844 | 1,549 18,588 | 1,617 19,408 | 1,687 20,244 | 1,762 21,144 |
| 1171 | REPRODUCTION PROCESSES SUPERVISOR I | | | | | | |
| | 1 REPRD SUP I-A | 01-05 | 2,016 24,192 | 2,104 25,248 | 2,201 26,412 | 2,304 27,648 | 2,413 28,956 |
| | 8 REPRD SUP I-C | 01-05 | 1,680 20,160 | 1,753 21,036 | 1,834 22,008 | 1,920 23,040 | 2,011 24,132 |
| 1129 | SECRETARY | | | | | | |
| | 1 SECRETARY A | 01-05 | 1,701 20,436 | 1,776 21,312 | 1,852 22,224 | 1,931 23,172 | 2,016 24,192 |
| | 2 SECRETARY B | 01-05 | 1,732 20,784 | 1,806 21,672 | 1,883 22,596 | 1,965 23,580 | 2,051 24,612 |
| | 8 SECRETARY C | 01-05 | 1,419 17,028 | 1,480 17,760 | 1,543 18,516 | 1,609 19,308 | 1,684 20,160 |
| | 9 SECRETARY D | 01-05 | 1,443 17,316 | 1,505 18,060 | 1,569 18,828 | 1,638 19,656 | 1,709 20,508 |

THE CALIFORNIA STATE UNIVERSITY SALARY SCHEDULE
SALARY SCHEDULE ***

Effective JUNE 1, 1989

COLLECTIVE BARGAINING ID NO 7

| CLASS | RNG | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|-------|-----|--------------------------------|-----------------|-----------------|-----------------|-----------------|-----------------|--|
| ----- | | | | | | | | |
| 1730 | | SENIOR ACCOUNT CLERK | | | | | | |
| | I | SR ACCT CLK-A 01-05 | 1,754 21,048 | 1,827 21,924 | 1,907 22,804 | 1,990 23,680 | 2,077 24,924 | |
| | O | SR ACCT CLK-C 01-05 | 1,462 17,544 | 1,523 18,276 | 1,589 19,068 | 1,658 19,896 | 1,731 20,772 | |
| 1890 | | SENIOR CASHIER-CLERK | | | | | | |
| | I | SR CSH-CLK-A 01-05 | 1,754 21,048 | 1,827 21,924 | 1,907 22,804 | 1,990 23,680 | 2,077 24,924 | |
| | O | SR CSH-CLK-C 01-05 | 1,462 17,544 | 1,523 18,276 | 1,589 19,068 | 1,658 19,896 | 1,731 20,772 | |
| 1910 | | SENIOR COMPUTER OPERATOR | | | | | | |
| | I | SR COM DPR-A 01-05 | 1,990 23,680 | 2,077 24,924 | 2,171 26,052 | 2,271 27,252 | 2,370 28,516 | |
| | O | SR COMP DPR-C 01-05 | 1,658 19,896 | 1,731 20,772 | 1,809 21,700 | 1,893 22,716 | 1,982 23,784 | |
| 1920 | | SENIOR DATA CONTROL TECHNICIAN | | | | | | |
| | I | SR D/C TCH-A 01-05 | 1,816 22,032 | 1,916 22,992 | 1,999 23,908 | 2,086 25,032 | 2,179 26,148 | |
| | O | SR D/C TCH-C 01-05 | 1,530 18,360 | 1,597 19,164 | 1,666 19,992 | 1,738 20,856 | 1,816 21,792 | |

• SALARY SCHEDULE ***

COLLECTIVE BARGAINING IN 1987

| CLASS RNG | CLASS TITLE | SALARY STEPS | RANGE | | | | | |
|-----------|------------------------------------|--------------|-----------------|-----------------|-----------------|-----------------|-----------------|--|
| 1416 | SENIOR DATA ENTRY OPERATOR | | | | | | | |
| | I SR D/E OP-A | 01-05 | 1,641 19,932 | 1,732 20,789 | 1,806 21,672 | 1,883 22,596 | 1,965 23,580 | |
| | O SR D/E OP-C | 01-05 | 1,389 16,600 | 1,493 17,316 | 1,505 18,060 | 1,569 18,820 | 1,638 19,656 | |
| 1130 | SENIOR SECRETARY | | | | | | | |
| | I SR SECTY-A | 01-05 | 1,883 22,596 | 1,965 23,580 | 2,051 24,612 | 2,142 25,704 | 2,241 26,892 | |
| | O SR SECTY-C | 01-05 | 1,569 18,820 | 1,638 19,656 | 1,709 20,500 | 1,785 21,420 | 1,860 22,416 | |
| 1502 | SHIPPING AND RECEIVING ASSISTANT I | | | | | | | |
| | I SR ASST I-A | 01-05 | 1,768 21,216 | 1,899 22,124 | 1,929 23,080 | 2,008 24,096 | 2,096 25,152 | |
| | O SR ASST I-C | 01-05 | 1,473 17,676 | 1,537 18,499 | 1,603 19,236 | 1,673 20,076 | 1,747 20,968 | |
| 2935 | SLIDE CURATOR I | | | | | | | |
| | I SLIDE CUR I-A | 01-05 | 2,008 24,096 | 2,096 25,152 | 2,190 26,280 | 2,293 27,516 | 2,401 28,812 | |
| | O SLIDE CUR I-C | 01-05 | 1,673 20,076 | 1,747 20,968 | 1,825 21,900 | 1,911 22,932 | 2,001 24,012 | |

THE CALIFORNIA STATE UNIVERSITY SALARY SCHEDULE

SALARY SCHEDULE ***

Effective JUNE 1, 1989

COLLECTIVE BARGAINING IN 807

CLASS RNG CLASS TITLE SALARY STEPS - - - - - RANGE - - - - -

2936 SLIDE CURATOR II

| | | | | | | | |
|---|----------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | SLIDE CUR II-A | 01-05 | 2,293 27,516 | 2,401 28,612 | 2,514 30,160 | 2,633 31,596 | 2,752 33,004 |
| 0 | SLIDE CUR II-C | 01-05 | 1,911 22,932 | 2,001 24,012 | 2,095 25,140 | 2,194 26,320 | 2,290 27,576 |

1509 STOCK CLERK

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | STOCK CLERK-A | 01-05 | 1,641 19,692 | 1,710 20,520 | 1,784 21,400 | 1,859 22,308 | 1,940 23,280 |
| 0 | STOCK CLERK-C | 01-05 | 1,360 16,416 | 1,425 17,100 | 1,497 17,844 | 1,549 18,508 | 1,617 19,404 |

1506 STOREKEEPER I

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | STOREKEEP I-A | 01-05 | 1,760 21,216 | 1,844 22,120 | 1,924 23,080 | 2,000 24,096 | 2,096 25,152 |
| 0 | STOREKEEP I-C | 01-05 | 1,473 17,676 | 1,537 18,444 | 1,603 19,236 | 1,673 20,076 | 1,747 20,964 |

1727 SUPERVISING ACCOUNT CLERK I

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | S,ACCT CLK IA | 01-05 | 1,924 23,040 | 2,000 24,096 | 2,096 25,152 | 2,190 26,280 | 2,293 27,516 |
| 0 | S,ACCT CLK-IC | 01-05 | 1,603 19,236 | 1,673 20,076 | 1,747 20,964 | 1,825 21,900 | 1,911 22,932 |

THE CALIFORNIA STATE UNIVERSITY SALARY SCHEDULE
SALARY SCHEDULE ***
Effective JUNE 1, 1989

COLLECTIVE BARGAINING IN 807

| CLASS RNG | CLASS TITLE | SALARY STEPS | RANGE | | | | | |
|-----------|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| ----- | | | | | | | | |
| 1420 | SUPERVISING MICROGRAPHICS TECHNICIAN I | | | | | | | |
| | I | S.MCRG TM I-A | 01-05 | 1,883 22,596 | 1,965 23,500 | 2,051 24,612 | 2,142 25,704 | 2,241 26,892 |
| | 0 | S.MCRG TM I-C | 01-05 | 1,569 18,828 | 1,638 19,656 | 1,709 20,500 | 1,785 21,420 | 1,868 22,416 |
| 1430 | SUPERVISING MICROGRAPHICS TECHNICIAN II | | | | | | | |
| | I | S.MCRG TM IIA | 01-05 | 2,051 24,612 | 2,142 25,704 | 2,241 26,892 | 2,346 28,152 | 2,456 29,472 |
| | 0 | S.MCRG TM IIC | 01-05 | 1,709 20,500 | 1,785 21,420 | 1,868 22,416 | 1,955 23,460 | 2,047 24,564 |
| 0353 | SUPERVISING PARKING OFFICER | | | | | | | |
| | I | S.PARK OFF-A | 01-05 | 1,836 22,032 | 1,916 22,992 | 1,999 23,980 | 2,086 25,032 | 2,179 26,148 |
| | 0 | S.PARK OFF-C | 01-05 | 1,530 18,360 | 1,597 19,144 | 1,666 19,992 | 1,738 20,856 | 1,816 21,792 |
| 1620 | SUPERVISING TELEPHONE OPERATOR | | | | | | | |
| | I | S.PHONE OPR-A | 01-05 | 1,661 19,932 | 1,732 20,784 | 1,806 21,672 | 1,883 22,596 | 1,965 23,500 |
| | 0 | S.PHONE OPR-C | 01-05 | 1,384 16,608 | 1,443 17,316 | 1,505 18,060 | 1,569 18,828 | 1,638 19,656 |

THE CALIFORNIA STATE UNIVERSITY SALARY SCHEDULE

SALARY SCHEDULE ***

Effective JUNE 1, 1989

COLLECTIVE BARGAINING IN 807

 CLASS RMC CLASS TITLE SALARY STEPS - - - - - RANGE - - - - -

1635 TELEPHONE OPERATOR

| | | | | | | | |
|---|--------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | PHONE OPER-A | 01-05 | 1,468 17,616 | 1,531 18,372 | 1,594 19,128 | 1,661 19,932 | 1,732 20,784 |
| 0 | PHONE OPER-C | 01-05 | 1,223 14,676 | 1,276 15,312 | 1,328 15,936 | 1,384 16,600 | 1,443 17,316 |

THE CALIFORNIA STATE UNIVERSITY SALARY SCHEDULE
SALARY SCHEDULE ***
Effective JUNE 1, 1989

COLLECTIVE BARGAINING ID NO9

| CLASS | RNG | CLASS TITLE | SALARY STEPS | RANGE | | | | | |
|--|-----|---------------|--------------|-----------------|-----------------|-----------------|-----------------|-----------------|--|
| 2867 ACCOMPANIST I | | | | | | | | | |
| I | | ACCOMP I-A | 01-05 | 1,776 20,712 | 1,798 21,576 | 1,875 22,500 | 1,957 23,484 | 2,042 24,504 | |
| B | | ACCOMP I-C | 01-05 | 1,438 17,256 | 1,498 17,976 | 1,563 18,756 | 1,631 19,572 | 1,702 20,424 | |
| 2868 ACCOMPANIST II | | | | | | | | | |
| I | | ACCOMP II-A | 01-05 | 2,123 25,476 | 2,221 26,652 | 2,324 27,888 | 2,434 29,208 | 2,548 30,576 | |
| B | | ACCOMP II-C | 01-05 | 1,769 21,228 | 1,851 22,212 | 1,937 23,244 | 2,028 24,336 | 2,123 25,476 | |
| 4555 ACCOUNTANT I | | | | | | | | | |
| I | | ACCOUNTANT IA | 01-05 | 2,490 29,880 | 2,609 31,308 | 2,732 32,784 | 2,862 34,344 | 2,997 35,964 | |
| B | | ACCOUNTANT IC | 01-05 | 2,075 24,900 | 2,174 26,088 | 2,277 27,324 | 2,385 28,620 | 2,498 29,976 | |
| 5361 ADMINISTRATIVE OPERATIONS ANALYST I | | | | | | | | | |
| I | | ANA IA | 01-05 | 2,201 26,412 | 2,304 27,648 | 2,413 28,956 | 2,526 30,312 | 2,645 31,740 | |
| B | | ANA IC | 01-05 | 1,834 22,008 | 1,920 23,040 | 2,011 24,132 | 2,105 25,260 | 2,204 26,448 | |

THE CALIFORNIA STATE UNIVERSITY SALARY SCHEDULE

SALARY SCHEDULE ***

Effective JUNE 1, 1989

COLLECTIVE BARGAINING IN ROW

| CLASS RNG | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|-----------|-------------|--------------|-------|--|--|--|--|
|-----------|-------------|--------------|-------|--|--|--|--|

5342 ADMINISTRATIVE OPERATIONS ANALYST II

| | | | | | | | |
|---|---------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | ADA IIA | 01-05 | 2,609 31,100 | 2,732 32,704 | 2,862 34,344 | 2,997 35,964 | 3,141 37,692 |
| 0 | ADA IIC | 01-05 | 2,174 26,088 | 2,277 27,324 | 2,385 28,620 | 2,498 29,976 | 2,610 31,416 |

5343 ADMINISTRATIVE OPERATIONS ANALYST III

| | | | | | | | |
|---|----------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | ADA IIIA | 01-05 | 3,141 37,692 | 3,289 39,468 | 3,440 41,376 | 3,614 43,368 | 3,787 45,444 |
| 0 | ADA IIIC | 01-05 | 2,610 31,416 | 2,741 32,892 | 2,873 34,476 | 3,012 36,144 | 3,156 37,872 |

5255 ADMINISTRATIVE TRAINEE

| | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|
| 1 | ADM TRAINEE-A | 01-03 | 1,907 22,884 | 1,990 23,880 | 2,077 24,924 |
| 0 | ADM TRAINEE-C | 01-03 | 1,519 18,068 | 1,650 19,896 | 1,731 20,712 |

0670 ANIMAL HEALTH TECHNICIAN

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | ANIMAL TECH-A | 01-05 | 2,434 29,200 | 2,540 30,576 | 2,649 32,028 | 2,794 33,552 | 2,929 35,148 |
| 0 | ANIMAL TECH-C | 01-05 | 2,078 24,336 | 2,173 25,476 | 2,274 26,688 | 2,330 27,960 | 2,441 29,292 |

THE CALIFORNIA STATE UNIVERSITY SALARY SCHEDULE

SALARY SCHEDULE ***

Effective JUNE 1, 1989

COLLECTIVE BARGAINING IN P09

| CLASS | RNG | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|-------|-----|-------------|--------------|-------|--|--|--|--|
|-------|-----|-------------|--------------|-------|--|--|--|--|

5287 ASSISTANT BUDGET ANALYST

| | | | | | | | |
|---|--------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | AST BUD AN-A | 01-05 | 2,440 29,880 | 2,609 31,308 | 2,732 32,384 | 2,862 34,344 | 2,991 35,964 |
| 0 | AST BUD AN-C | 01-05 | 2,015 24,900 | 2,174 26,088 | 2,277 27,324 | 2,385 28,620 | 2,498 29,976 |

1902 ASSISTANT SYSTEMS ANALYST

| | | | | | | | |
|---|--------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | ASSIST S/A-A | 01-05 | 2,645 31,740 | 2,771 33,252 | 2,901 34,812 | 3,039 36,440 | 3,186 38,232 |
| 0 | ASSIST S/A-C | 01-05 | 2,204 26,448 | 2,309 27,708 | 2,418 29,016 | 2,533 30,396 | 2,655 31,860 |

1935 ASSISTANT SYSTEMS SOFTWARE SPECIALIST

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | AST SV/S SP-A | 01-05 | 2,645 31,740 | 2,771 33,252 | 2,901 34,812 | 3,039 36,440 | 3,186 38,232 |
| 0 | AST SV/S SP-C | 01-05 | 2,204 26,448 | 2,309 27,708 | 2,418 29,016 | 2,533 30,396 | 2,655 31,860 |

5284 ASSOCIATE BUDGET ANALYST

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | ASDC BUD AN-A | 01-05 | 2,997 35,964 | 3,141 37,692 | 3,289 39,468 | 3,440 41,376 | 3,614 43,368 |
| 0 | ASDC BUD AN-C | 01-05 | 2,498 29,976 | 2,618 31,416 | 2,741 32,892 | 2,873 34,476 | 3,012 36,144 |

THE CALIFORNIA STATE UNIVERSITY SALARY SCHEDULE
 * SALARY SCHEDULE ***
 Effective JUNE 1, 1989

COLLECTIVE BARGAINING IN P09

| CLASS | RNG | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|-------|--|---------------|--------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| ----- | | | | | | | | |
| 1901 | ASSOCIATE SYSTEMS ANALYST | | | | | | | |
| | I | ASSOC S/A-A | 01-05 | 3,106 30,232 | 3,337 40,044 | 3,497 41,944 | 3,665 43,980 | 3,841 46,092 |
| | B | ASSOC S/A-C | 01-05 | 2,655 31,860 | 2,781 33,372 | 2,914 34,948 | 3,054 36,648 | 3,201 38,412 |
| 1936 | ASSOCIATE SYSTEMS SOFTWARE SPECIALIST | | | | | | | |
| | I | ASC SV/S SP-A | 01-05 | 3,106 30,232 | 3,337 40,044 | 3,497 41,944 | 3,665 43,980 | 3,841 46,092 |
| | B | ASC SV/S SP-C | 01-05 | 2,655 31,860 | 2,781 33,372 | 2,914 34,948 | 3,054 36,648 | 3,201 38,412 |
| 5784 | ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES I | | | | | | | |
| | I | AACI IA | 01-05 | 2,822 33,864 | 2,954 35,472 | 3,097 37,164 | 3,245 38,940 | 3,400 40,800 |
| | B | AACI IC | 01-05 | 2,352 28,224 | 2,463 29,554 | 2,581 30,972 | 2,704 32,440 | 2,833 33,996 |
| 5783 | ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES II | | | | | | | |
| | I | AACI IIA | 01-05 | 3,564 42,768 | 3,735 44,820 | 3,915 46,980 | 4,103 49,236 | 4,301 51,612 |
| | B | AACI IIC | 01-05 | 2,970 35,640 | 3,113 37,354 | 3,263 39,186 | 3,419 41,028 | 3,584 43,000 |

THE CALIFORNIA STATE UNIVERSITY SALARY SCHEDULE
SALARY SCHEDULE ***

Effective JUNE 1, 1989

COLLECTIVE BARGAINING TO 809

| CLASS AND CLASS TITLE | SALARY STEPS | RANGE | | | | |
|--|--------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| ----- | | | | | | |
| 5707 ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES III | | | | | | |
| I AAEI IIIA | 01-05 | 4,510 54,120 | 4,729 56,748 | 4,958 59,496 | 5,200 62,400 | 5,453 65,456 |
| B AAEJ IIIC | 01-05 | 3,758 45,096 | 3,941 47,292 | 4,132 49,504 | 4,333 51,996 | 4,544 54,528 |
| 1514 ATHLETIC EQUIPMENT ATTENDANT I | | | | | | |
| I A/E/ATT I-A | 01-05 | 1,594 19,128 | 1,661 19,932 | 1,732 20,764 | 1,804 21,672 | 1,883 22,596 |
| B A/E/ATT I-C | 01-05 | 1,328 15,936 | 1,384 16,808 | 1,443 17,316 | 1,505 18,060 | 1,569 18,828 |
| 1513 ATHLETIC EQUIPMENT ATTENDANT II | | | | | | |
| I A/E/ATT II-A | 01-05 | 1,790 21,480 | 1,869 22,428 | 1,948 23,376 | 2,034 24,408 | 2,123 25,476 |
| B A/E/ATT II-C | 01-05 | 1,492 17,904 | 1,558 18,696 | 1,623 19,476 | 1,695 20,340 | 1,769 21,228 |
| 8900 CAMPUS FIRE APPARATUS ENGINEER | | | | | | |
| I FIRE APP EG-A | 01-05 | 2,167 28,404 | 2,479 29,748 | 2,596 31,152 | 2,719 32,628 | 2,847 34,164 |
| B FIRE APP EG-C | 01-05 | 1,973 23,676 | 2,066 24,792 | 2,163 25,956 | 2,264 27,192 | 2,373 28,476 |

THE CALIFORNIA STATE UNIVERSITY SALARY SCHEDULE
SALARY SCHEDULE ***

Effective JUNE 1, 1989

COLLECTIVE BARGAINING IN 809

| CLASS | RNG | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|-------|-----|-----------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| ----- | | | | | | | | |
| 6514 | | COSTUME TECHNICIAN I | | | | | | |
| | I | COST TECH I-A | 01-05 | 2,034 24,408 | 2,123 25,476 | 2,221 26,452 | 2,324 27,888 | 2,434 29,208 |
| | B | COST TECH I-C | 01-05 | 1,695 20,340 | 1,769 21,228 | 1,851 22,212 | 1,937 23,244 | 2,028 24,336 |
| 6515 | | COSTUME TECHNICIAN II | | | | | | |
| | I | COST TECH II-A | 01-05 | 2,221 26,652 | 2,324 27,888 | 2,434 29,208 | 2,540 30,576 | 2,669 32,028 |
| | B | COST TECH II-C | 01-05 | 1,851 22,712 | 1,937 23,244 | 2,028 24,336 | 2,123 25,476 | 2,224 26,688 |
| 6640 | | CROP TECHNICIAN I | | | | | | |
| | I | CROP TECH IA | 01-05 | 2,151 25,812 | 2,251 27,012 | 2,357 28,284 | 2,469 29,628 | 2,585 31,028 |
| | B | CROP TECH IC | 01-05 | 1,793 21,516 | 1,876 22,512 | 1,964 23,568 | 2,058 24,696 | 2,154 25,848 |
| 6651 | | CROP TECHNICIAN II | | | | | | |
| | I | CROP TECH IIA | 01-05 | 2,357 28,284 | 2,469 29,628 | 2,585 31,028 | 2,706 32,472 | 2,834 34,008 |
| | B | CROP TECH IIC | 01-05 | 1,964 23,568 | 2,058 24,696 | 2,154 25,848 | 2,255 27,060 | 2,362 28,344 |

SAFETY SCHEDULE

SAFETY SCHEDULE

Effective JUNE 1, 1989

COLLECTIVE BARGAINING 10 009

6970 DIVING SAFETY OFFICER

| | | | | | | | | | |
|---|------|-----|------|-------|--------|--------|--------|--------|--------|
| 1 | DIVE | SAF | DF-A | 01-05 | 2,809 | 2,943 | 3,082 | 3,231 | 3,385 |
| | | | | | 33,708 | 35,316 | 36,984 | 38,772 | 40,620 |
| 0 | DIVE | SAF | DF-C | 01-05 | 2,341 | 2,453 | 2,560 | 2,693 | 2,821 |
| | | | | | 28,092 | 29,436 | 30,814 | 32,316 | 33,852 |

7000 EQUIPMENT MAINTENANCE ASSISTANT

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | EO MIN ASS1-A | 01-05 | 2,034 24,400 | 2,123 25,976 | 2,221 26,452 | 2,324 27,888 | 2,434 29,208 |
| 2 | EO MIN ASS1-C | 01-05 | 1,495 20,340 | 1,749 21,220 | 1,851 22,212 | 1,933 23,244 | 2,020 24,334 |

7002 EQUIPMENT TECHNICIAN I, ELECTRO-MECHANICAL

| | | | | | | | |
|---|------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | CT 1A, E/M | 01-05 | 2,221 26,652 | 2,324 27,888 | 2,434 29,208 | 2,548 30,576 | 2,664 32,028 |
| 0 | CT 1C, E/M | 01-05 | 1,851 22,212 | 1,937 23,244 | 2,020 24,336 | 2,123 25,476 | 2,224 26,668 |

7003 EQUIPMENT TECHNICIAN I, ELECTRONIC

| | | | | | | | | |
|---|----|----------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | ET | JA,ELLEC | 01-05 | 2,221 24,652 | 2,324 27,000 | 2,434 29,200 | 2,548 30,516 | 2,669 32,020 |
| 0 | ET | JA,ELLEC | 01-05 | 1,051 22,212 | 1,937 23,244 | 2,020 24,334 | 2,123 25,474 | 2,224 26,600 |

THE CALIFORNIA STATE UNIVERSITY SALARY SCHEDULE
 *
 SALARY SCHEDULE ***
 Effective JUNE 1, 1989

COLLECTIVE BARGAINING ID 809

CLASS RNG CLASS TITLE SALARY STEPS - - - - - RANGE - - - - -

7001 EQUIPMENT TECHNICIAN I, MECHANICAL

| | | | | | | | |
|---|------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | ET 1A,MECH | 01-05 | 2,221 26,652 | 2,329 27,000 | 2,439 29,200 | 2,540 30,576 | 2,669 32,020 |
| 0 | ET 1C,MECH | 01-05 | 1,051 22,212 | 1,937 23,299 | 2,020 24,336 | 2,123 25,476 | 2,224 26,600 |

7004 EQUIPMENT TECHNICIAN I, SPECIALIZED EQUIPMENT

| | | | | | | | |
|---|-----------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | ET 1A,S/E | 01-05 | 2,221 26,652 | 2,329 27,000 | 2,439 29,200 | 2,540 30,576 | 2,669 32,020 |
| 0 | ET 1C,S/E | 01-05 | 1,051 22,212 | 1,937 23,299 | 2,020 24,336 | 2,123 25,476 | 2,224 26,600 |

7012 EQUIPMENT TECHNICIAN II, ELECTRICAL-MECHANICAL

| | | | | | | | |
|---|------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | ET 21A,E/M | 01-05 | 2,439 29,200 | 2,540 30,576 | 2,669 32,020 | 2,796 33,552 | 2,929 35,140 |
| 0 | ET 21C,E/M | 01-05 | 2,020 24,336 | 2,123 25,476 | 2,224 26,600 | 2,330 27,960 | 2,441 29,292 |

7013 EQUIPMENT TECHNICIAN II, ELECTRONIC

| | | | | | | | |
|---|-------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | ET 21A,ELEC | 01-05 | 2,439 29,200 | 2,540 30,576 | 2,669 32,020 | 2,796 33,552 | 2,929 35,140 |
| 0 | ET 21C,ELEC | 01-05 | 2,020 24,336 | 2,123 25,476 | 2,224 26,600 | 2,330 27,960 | 2,441 29,292 |

THE CALIFORNIA STATE UNIVERSITY SALARY SCHEDULE
SALARY SCHEDULE ***

Effective JUNE 1, 1989

COLLECTIVE BARGAINING ID 809

| CLASS | MSG | CLASS TITLE | SALARY STEPS | RANGE | | | | | |
|---|-----|-------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|--|
| ----- | | | | | | | | | |
| 7011 EQUIPMENT TECHNICIAN II, MECHANICAL | | | | | | | | | |
| 1 | ET | IIA,MECH | 01-05 | 2,434 29,708 | 2,548 30,576 | 2,669 32,028 | 2,796 33,552 | 2,929 35,148 | |
| 8 | ET | IIC,MECH | 01-05 | 2,028 24,336 | 2,123 25,476 | 2,224 26,688 | 2,330 27,960 | 2,441 29,292 | |
| 7014 EQUIPMENT TECHNICIAN II, SPECIALIZED EQUIPMENT | | | | | | | | | |
| 1 | ET | IIA,S/E | 01-05 | 2,434 29,708 | 2,548 30,576 | 2,669 32,028 | 2,796 33,552 | 2,929 35,148 | |
| 8 | ET | IIC,S/E | 01-05 | 2,028 24,336 | 2,123 25,476 | 2,224 26,688 | 2,330 27,960 | 2,441 29,292 | |
| 7022 EQUIPMENT TECHNICIAN III, ELECTRO-MECHANICAL | | | | | | | | | |
| 1 | ET | IIIA, E/M | 01-05 | 2,669 32,028 | 2,796 33,552 | 2,929 35,148 | 3,069 36,828 | 3,216 38,592 | |
| 8 | ET | IIIC, E/M | 01-05 | 2,224 26,688 | 2,330 27,960 | 2,441 29,292 | 2,558 30,696 | 2,680 32,160 | |
| 7023 EQUIPMENT TECHNICIAN III, ELECTRONIC | | | | | | | | | |
| 1 | ET | IIIA, ELEC | 01-05 | 2,669 32,028 | 2,796 33,552 | 2,929 35,148 | 3,069 36,828 | 3,216 38,592 | |
| 8 | ET | IIIC, ELEC | 01-05 | 2,224 26,688 | 2,330 27,960 | 2,441 29,292 | 2,558 30,696 | 2,680 32,160 | |

THE CALIFORNIA STATE UNIVERSITY SALARY SCHEDULE
SALARY SCHEDULE ***

Effective JUNE 1, 1989

COLLECTIVE BARGAINING IN NO.9

| CLASS | RNG | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|-------|---|-------------|-----------------|-----------------|-----------------|-----------------|-----------------|--|
| <hr/> | | | | | | | | |
| 7021 | EQUIPMENT TECHNICIAN III, MECHANICAL | | | | | | | |
| I | ET IIIA, MECH | 01-05 | 2,669 32,078 | 2,796 33,552 | 2,929 35,190 | 3,069 36,828 | 3,216 38,592 | |
| II | ET IIIC, MECH | 01-05 | 2,224 26,688 | 2,330 27,960 | 2,441 29,292 | 2,558 30,696 | 2,680 32,160 | |
| 7024 | EQUIPMENT TECHNICIAN III, SPECIALIZED EQUIPMENT | | | | | | | |
| I | ET IIIA, S/E | 01-05 | 2,669 32,078 | 2,796 33,552 | 2,929 35,190 | 3,069 36,828 | 3,216 38,592 | |
| II | ET IIIC, S/E | 01-05 | 2,224 26,688 | 2,330 27,960 | 2,441 29,292 | 2,558 30,696 | 2,680 32,160 | |
| 0630 | FARM LABORER | | | | | | | |
| I | FARM LABR-A | 01-05 | 1,621 19,452 | 1,689 20,268 | 1,761 21,132 | 1,836 22,032 | 1,916 22,992 | |
| II | FARM LABR-C | 01-05 | 1,351 16,212 | 1,408 16,896 | 1,468 17,616 | 1,530 18,360 | 1,597 19,164 | |
| 0627 | FARM SUPERVISOR I | | | | | | | |
| I | FARM SUP IA | 01-05 | 2,469 29,628 | 2,585 31,020 | 2,706 32,472 | 2,834 34,008 | 2,978 35,640 | |
| II | FARM SUP IC | 01-05 | 2,058 24,696 | 2,154 25,848 | 2,255 27,060 | 2,362 28,344 | 2,475 29,700 | |

THE CALIFORNIA STATE UNIVERSITY SALARY SCHEDULE
** SALARY SCHEDULE ***

Effective JUNE 1, 1989

COLLECTIVE BARGAINING IN ROW

| CLASS | ANG | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|-------|-----|------------------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| ----- | | | | | | | | |
| 5330 | | FEDERAL PROGRAMS COORDINATOR | | | | | | |
| | 1 | FED PRG COO-A | 01-05 | 2,645 31,740 | 2,771 33,252 | 2,901 34,812 | 3,039 36,468 | 3,186 38,232 |
| | 8 | FED PRG COO-C | 01-05 | 2,204 26,448 | 2,309 27,708 | 2,418 29,016 | 2,533 30,396 | 2,655 31,860 |
| 0487 | | FEED MILL OPERATOR | | | | | | |
| | 1 | FEEDMILL OP-A | 01-05 | 2,357 28,284 | 2,469 29,628 | 2,585 31,020 | 2,706 32,472 | 2,834 34,008 |
| | 8 | FEEDMILL OP-C | 01-05 | 1,964 23,568 | 2,058 24,696 | 2,154 25,848 | 2,255 27,040 | 2,362 28,344 |
| 6960 | | FISH HATCHERY MANAGER | | | | | | |
| | 1 | FSH HCH MGR-A | 01-05 | 2,434 29,208 | 2,548 30,576 | 2,669 32,028 | 2,796 33,552 | 2,929 35,148 |
| | 8 | FSH HCH MGR-C | 01-05 | 2,028 24,336 | 2,123 25,476 | 2,224 26,688 | 2,330 27,960 | 2,441 29,292 |
| 7512 | | GLASSBLOWER | | | | | | |
| | 1 | GLASSBLOWER-A | 01-05 | 2,548 30,576 | 2,669 32,028 | 2,796 33,552 | 2,929 35,148 | 3,069 36,828 |
| | 8 | GLASSBLOWER-C | 01-05 | 2,123 25,476 | 2,224 26,688 | 2,330 27,960 | 2,441 29,292 | 2,558 30,696 |

THE CALIFORNIA STATE UNIVERSITY SALARY SCHEDULE
SALARY SCHEDULE ***

Effective JUNE 1, 1989

COLLECTIVE BARGAINING ID 809

CLASS RNG CLASS TITLE SALARY STEPS - - - - - RANGE - - - - -

2929 GRAPHIC ARTIST I

| | | | | | | |
|----------------|-------|--------|--------|--------|--------|--------|
| I GRAPH ART IA | 01-05 | 2,211 | 2,314 | 2,423 | 2,530 | 2,637 |
| | | 24,532 | 27,768 | 29,074 | 30,456 | 31,804 |
| B GRAPH ART IC | 01-05 | 1,843 | 1,920 | 2,019 | 2,115 | 2,214 |
| | | 22,114 | 23,134 | 24,220 | 25,300 | 26,360 |

2930 GRAPHIC ARTIST II

| | | | | | | |
|-----------------|-------|--------|--------|--------|--------|--------|
| I GRAPH ART IIA | 01-05 | 2,530 | 2,637 | 2,783 | 2,916 | 3,055 |
| | | 30,456 | 31,804 | 33,396 | 34,992 | 36,660 |
| B GRAPH ART IIC | 01-05 | 2,115 | 2,214 | 2,319 | 2,430 | 2,546 |
| | | 25,300 | 26,560 | 27,820 | 29,160 | 30,552 |

1945 INSTRUCTIONAL COMPUTING CONSULTANT I

| | | | | | | |
|----------------|-------|--------|--------|--------|--------|--------|
| I IN CMP CN IA | 01-05 | 2,357 | 2,469 | 2,585 | 2,706 | 2,834 |
| | | 28,284 | 29,620 | 31,020 | 32,472 | 34,000 |
| B IN CMP CN IC | 01-05 | 1,964 | 2,050 | 2,154 | 2,255 | 2,362 |
| | | 23,560 | 24,696 | 25,840 | 27,060 | 28,344 |

1946 INSTRUCTIONAL COMPUTING CONSULTANT II

| | | | | | | |
|-----------------|-------|--------|--------|--------|--------|--------|
| I IN CMP CN IIA | 01-05 | 2,809 | 2,943 | 3,082 | 3,231 | 3,385 |
| | | 33,708 | 35,316 | 36,904 | 38,772 | 40,620 |
| B IN CMP CN IIC | 01-05 | 2,341 | 2,453 | 2,560 | 2,693 | 2,821 |
| | | 28,092 | 29,436 | 30,816 | 32,316 | 33,852 |

THE CALIFORNIA STATE UNIVERSITY SALARY SCHEDULE
** SALARY SCHEDULE ***

Effective JUNE 1, 1989

COLLECTIVE BARGAINING ID 009

CLASS AND CLASS TITLE SALARY STEPS RANGE

1967 INSTRUCTIONAL COMPUTING CONSULTANT III

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| I | IN CP CW IIIA | 01-05 | 3,385 40,620 | 3,547 42,564 | 3,710 44,616 | 3,896 46,752 | 4,084 49,000 |
| A | IN CP CW IIIC | 01-05 | 2,821 33,052 | 2,956 35,472 | 3,098 37,176 | 3,247 38,964 | 3,403 40,836 |

1577 INSTRUCTIONAL SUPPORT ASSISTANT I

| | | | | | | | |
|---|-------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| I | I/S ASST IA | 01-05 | 1,594 19,128 | 1,661 19,932 | 1,732 20,784 | 1,806 21,672 | 1,883 22,596 |
| B | I/S ASST IC | 01-05 | 1,328 15,936 | 1,384 16,608 | 1,443 17,316 | 1,505 18,060 | 1,569 18,828 |

1578 INSTRUCTIONAL SUPPORT ASSISTANT II

| | | | | | | | |
|---|--------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| I | I/S ASST IIA | 01-05 | 1,790 21,480 | 1,869 22,428 | 1,948 23,376 | 2,034 24,408 | 2,123 25,476 |
| B | I/S ASST IIC | 01-05 | 1,492 17,904 | 1,558 18,696 | 1,623 19,476 | 1,695 20,340 | 1,769 21,228 |

1579 INSTRUCTIONAL SUPPORT ASSISTANT III

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| I | I/S ASST IIIA | 01-05 | 2,034 24,408 | 2,123 25,476 | 2,221 26,652 | 2,324 27,888 | 2,434 29,208 |
| B | I/S ASST IIIC | 01-05 | 1,695 20,340 | 1,769 21,228 | 1,851 22,212 | 1,937 23,244 | 2,028 24,336 |

THE CALIFORNIA STATE UNIVERSITY SALARY SCHEDULE

*** SALARY SCHEDULE ***

Effective JUNE 1, 1989

COLLECTIVE BARGAINING TO R04

| CLASS | RNG | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|---|-----|---------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| ----- | | | | | | | | |
| 1615 INSTRUCTIONAL SUPPORT TECHNICIAN I | | | | | | | | |
| | I | 1/S TECH IA | 01-05 | 2,771 26,652 | 2,324 27,888 | 2,434 29,208 | 2,540 30,576 | 2,669 32,028 |
| | II | 1/S TECH IC | 01-05 | 1,051 22,212 | 1,937 23,244 | 2,028 24,336 | 2,123 25,476 | 2,224 26,688 |
| 1617 INSTRUCTIONAL SUPPORT TECHNICIAN II | | | | | | | | |
| | I | 1/S TECH IIA | 01-05 | 2,434 29,208 | 2,540 30,576 | 2,669 32,028 | 2,796 33,552 | 2,929 35,148 |
| | II | 1/S TECH IIC | 01-05 | 2,028 24,336 | 2,123 25,476 | 2,224 26,688 | 2,330 27,960 | 2,441 29,292 |
| 1619 INSTRUCTIONAL SUPPORT TECHNICIAN III | | | | | | | | |
| | I | 1/S TECH IIIA | 01-05 | 2,669 32,028 | 2,796 33,552 | 2,929 35,148 | 3,069 36,870 | 3,216 38,592 |
| | II | 1/S TECH IIIC | 01-05 | 2,224 26,688 | 2,330 27,960 | 2,441 29,292 | 2,558 30,696 | 2,680 32,160 |
| 7000 LABORATORY ASSISTANT I | | | | | | | | |
| | I | LAB AST I-A | 01-05 | 1,434 17,208 | 1,494 17,928 | 1,554 18,648 | 1,621 19,452 | 1,689 20,268 |
| | II | LAB AST I-C | 01-05 | 1,195 14,340 | 1,245 14,940 | 1,295 15,540 | 1,351 16,212 | 1,408 16,896 |

THE CALIFORNIA STATE UNIVERSITY SALARY SCHEDULE
 ** SALARY SCHEDULE ***
 Effective JUNE 1, 1989

COLLECTIVE BARGAINING ID 009

| CLASS RNG | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|-----------|-------------------------|--------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| ----- | | | | | | | |
| 7079 | LABORATORY ASSISTANT II | | | | | | |
| | I LAB ASST II-A | 01-05 | 1,536 18,432 | 1,601 19,212 | 1,666 20,016 | 1,730 20,856 | 1,813 21,756 |
| | O LAB ASST II-C | 01-05 | 1,200 15,360 | 1,334 16,008 | 1,390 16,660 | 1,448 17,376 | 1,511 18,132 |
| 3010 | LIBRARY SERIALS EDITOR | | | | | | |
| | I SERIALS ED-A | 01-05 | 3,306 39,672 | 3,465 41,580 | 3,632 43,584 | 3,804 45,648 | 3,989 47,868 |
| | O SERIALS ED-C | 01-05 | 2,755 33,060 | 2,888 34,656 | 3,027 36,324 | 3,170 38,040 | 3,324 39,888 |
| 0663 | LIVESTOCK TECHNICIAN I | | | | | | |
| | I LVSTH TCH IA | 01-05 | 2,151 25,812 | 2,251 27,012 | 2,357 28,284 | 2,469 29,628 | 2,585 31,020 |
| | O LVSTH TCH IC | 01-05 | 1,793 21,516 | 1,876 22,512 | 1,964 23,568 | 2,058 24,696 | 2,154 25,800 |
| 0666 | LIVESTOCK TECHNICIAN II | | | | | | |
| | I LVSTH TCH IIA | 01-05 | 2,357 28,284 | 2,469 29,628 | 2,585 31,020 | 2,706 32,472 | 2,834 34,008 |
| | O LVSTH TCH IIC | 01-05 | 1,964 23,568 | 2,058 24,696 | 2,154 25,800 | 2,255 27,060 | 2,362 28,344 |

THE CALIFORNIA STATE UNIVERSITY SALARY SCHEDULE
 *** SALARY SCHEDULE ***
 Effective JUNE 1, 1989

COLLECTIVE BARGAINING ID R09

| CLASS | RNG | CLASS TITLE | SALARY STPS | RANGE | | | | |
|-------|-----|-------------|----------------|-------|--|--|--|--|
|-------|-----|-------------|----------------|-------|--|--|--|--|

7125 MEDIA PRODUCTION SPECIALIST I

| | | | | | | | |
|---|-------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| I | MED P/SP IA | 01-05 | 2,034 24,408 | 2,123 25,476 | 2,221 26,452 | 2,324 27,888 | 2,434 29,208 |
| B | MED P/SP IC | 01-05 | 1,695 20,340 | 1,769 21,220 | 1,851 22,212 | 1,937 23,244 | 2,028 24,336 |

7126 MEDIA PRODUCTION SPECIALIST II

| | | | | | | | |
|---|--------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| I | MED P/SP IIA | 01-05 | 2,434 29,208 | 2,540 30,576 | 2,669 32,028 | 2,796 33,552 | 2,929 35,148 |
| B | MED P/SP IIC | 01-05 | 2,028 24,336 | 2,123 25,476 | 2,224 26,688 | 2,330 27,960 | 2,441 29,292 |

7127 MEDIA PRODUCTION SPECIALIST III

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| I | MED P/SP IIIA | 01-05 | 2,796 33,552 | 2,929 35,148 | 3,069 36,828 | 3,216 38,592 | 3,369 40,428 |
| B | MED P/SP IIIC | 01-05 | 2,330 27,960 | 2,441 29,292 | 2,550 30,696 | 2,680 32,160 | 2,808 33,696 |

0706 NURSERY TECHNICIAN I

| | | | | | | | |
|---|--------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| I | NURSRY TN IA | 01-05 | 1,974 23,608 | 2,060 24,720 | 2,151 25,812 | 2,251 27,012 | 2,357 28,284 |
| B | NURSRY TN IC | 01-05 | 1,645 19,740 | 1,717 20,604 | 1,793 21,516 | 1,876 22,512 | 1,964 23,548 |

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Effective JUNE 1, 1989

COLLECTIVE BARGAINING ID R09

| CLASS ANG | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|-----------|-----------------------|--------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| ----- | | | | | | | |
| 0703 | NURSERY TECHNICIAN II | | | | | | |
| | I NURSRY TM IIA | 01-05 | 2,151 25,812 | 2,251 27,012 | 2,357 28,204 | 2,469 29,420 | 2,585 31,020 |
| | O NURSRY TM IIC | 01-05 | 1,793 21,516 | 1,876 22,512 | 1,964 23,560 | 2,050 24,696 | 2,154 25,840 |
| 5151 | PERSONNEL ASSISTANT | | | | | | |
| | I PERSNL ASST-A | 01-05 | 2,077 24,924 | 2,171 26,052 | 2,271 27,252 | 2,378 28,536 | 2,490 29,880 |
| | O PERSNL ASST-C | 01-05 | 1,731 20,772 | 1,809 21,708 | 1,893 22,716 | 1,982 23,784 | 2,075 24,900 |
| 2045 | PHOTOGRAPHER I | | | | | | |
| | I PHOTOG IA | 01-05 | 2,211 26,532 | 2,314 27,768 | 2,423 29,076 | 2,538 30,456 | 2,657 31,884 |
| | O PHOTOG IC | 01-05 | 1,843 22,116 | 1,928 23,136 | 2,019 24,228 | 2,115 25,380 | 2,214 26,568 |
| 2044 | PHOTOGRAPHER II | | | | | | |
| | I PHOTOG IIA | 01-05 | 2,538 30,456 | 2,657 31,884 | 2,783 33,396 | 2,916 34,992 | 3,055 36,660 |
| | O PHOTOG IIC | 01-05 | 2,115 25,380 | 2,214 26,568 | 2,319 27,820 | 2,430 29,160 | 2,546 30,552 |

THE CALIFORNIA STATE UNIVERSITY SALARY SCHEDULE

** SALARY SCHEDULE ***

Effective JUNE 1, 1989

COLLECTIVE BARGAINING ID R09

| CLASS | RNG | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|-------|-----|-----------------------------|--------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| ----- | | | | | | | | |
| 6950 | | PIANO TECHNICIAN I | | | | | | |
| | I | PIANO TM I-A | 01-05 | 2,221 26,652 | 2,324 27,800 | 2,434 29,200 | 2,548 30,576 | 2,669 32,020 |
| | B | PIANO TM I-C | 01-05 | 1,851 22,212 | 1,937 23,244 | 2,020 24,336 | 2,123 25,476 | 2,224 26,600 |
| 6951 | | PIANO TECHNICIAN II | | | | | | |
| | I | PIANO TM II-A | 01-05 | 2,434 29,200 | 2,548 30,576 | 2,669 32,020 | 2,796 33,552 | 2,929 35,140 |
| | B | PIANO TM II-C | 01-05 | 2,020 24,336 | 2,123 25,476 | 2,224 26,600 | 2,330 27,960 | 2,441 29,292 |
| 6926 | | PLANNER/ESTIMATOR/SCHEDULER | | | | | | |
| | I | PLANNER-A | 01-05 | 2,490 29,880 | 2,609 31,300 | 2,732 32,784 | 2,862 34,344 | 2,997 35,964 |
| | B | PLANNER-C | 01-05 | 2,075 24,900 | 2,174 26,080 | 2,277 27,324 | 2,385 28,620 | 2,490 29,976 |
| 6697 | | POULTRY TECHNICIAN | | | | | | |
| | I | POULTRY TCH-A | 01-05 | 1,892 22,704 | 1,974 23,680 | 2,060 24,720 | 2,151 25,812 | 2,251 27,012 |
| | B | POULTRY TCH-C | 01-05 | 1,577 18,924 | 1,645 19,740 | 1,717 20,604 | 1,793 21,516 | 1,876 22,512 |

THE CALIFORNIA STATE UNIVERSITY SALARY SCHEDULE

*** SALARY SCHEDULE ***

Effective JUNE 1, 1989

COLLECTIVE BARGAINING TO ROY

| CLASS | ANG | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|-------------------------|---------------|-------------|-----------------|-----------------|-----------------|-----------------|-----------------|--|
| ----- | | | | | | | | |
| 1908 PROGRAMMER V | | | | | | | | |
| I | PROGRM VA | 01-05 | 2,357 28,284 | 2,469 29,628 | 2,585 31,020 | 2,704 32,472 | 2,834 34,008 | |
| B | PROGRM VC | 01-05 | 1,964 23,568 | 2,058 24,694 | 2,154 25,848 | 2,255 27,060 | 2,362 28,344 | |
| 1907 PROGRAMMER VI | | | | | | | | |
| I | PROGRM VIA | 01-05 | 2,809 33,708 | 2,943 35,316 | 3,082 36,984 | 3,231 38,772 | 3,385 40,620 | |
| B | PROGRM VIC | 01-05 | 2,341 28,092 | 2,453 29,436 | 2,568 30,816 | 2,693 32,316 | 2,821 33,852 | |
| 1906 PROGRAMMER VII | | | | | | | | |
| I | PROGRM VIIA | 01-05 | 3,385 40,620 | 3,547 42,564 | 3,710 44,616 | 3,894 46,752 | 4,084 49,008 | |
| B | PROGRM VIIC | 01-05 | 2,821 33,852 | 2,956 35,472 | 3,098 37,176 | 3,247 38,944 | 3,403 40,836 | |
| 1909 PROGRAMMER TRAINEE | | | | | | | | |
| I | PROGRM TRNE-A | 01-03 | 2,132 25,584 | 2,230 26,760 | 2,336 28,032 | | | |
| B | PROGRM TRNE-C | 01-03 | 1,777 21,324 | 1,858 22,296 | 1,947 23,364 | | | |

THE CALIFORNIA STATE UNIVERSITY SALARY SCHEDULE
SALARY SCHEDULE

Effective JUNE 1, 1989

COLLECTIVE BARGAINING ID R09

| CLASS RNG | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|----------------------------------|---------------|--------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| ----- | | | | | | | |
| 5597 PUBLIC AFFAIRS ASSISTANT I | | | | | | | |
| I | PUR AF AST IA | 01-05 | 1,990 23,880 | 2,077 24,924 | 2,171 26,052 | 2,271 27,252 | 2,370 28,536 |
| O | PUR AF AST IC | 01-05 | 1,650 19,896 | 1,731 20,772 | 1,809 21,708 | 1,893 22,716 | 1,982 23,784 |
| 5598 PUBLIC AFFAIRS ASSISTANT II | | | | | | | |
| I | PR AF AST IIA | 01-05 | 2,271 27,252 | 2,370 28,536 | 2,490 29,880 | 2,609 31,308 | 2,732 32,784 |
| O | PR AF AST IIC | 01-05 | 1,893 22,716 | 1,982 23,784 | 2,035 24,900 | 2,174 26,088 | 2,277 27,324 |
| 3001 RADIATION SAFETY OFFICER | | | | | | | |
| I | RAD SFTY OF-A | 01-05 | 3,369 40,478 | 3,531 42,372 | 3,700 44,400 | 3,879 46,548 | 4,066 48,792 |
| O | RAD SFTY OF-C | 01-05 | 2,800 33,696 | 2,943 35,316 | 3,083 36,996 | 3,233 38,796 | 3,388 40,656 |
| 5403 RESEARCH TECHNICIAN I | | | | | | | |
| I | RSCH TECH IA | 01-05 | 2,077 24,924 | 2,171 26,052 | 2,271 27,252 | 2,370 28,536 | 2,490 29,880 |
| O | RSCH TECH IC | 01-05 | 1,731 20,772 | 1,809 21,708 | 1,893 22,716 | 1,982 23,784 | 2,075 24,908 |

THE CALIFORNIA STATE UNIVERSITY SALARY SCHEDULE
 *** SALARY SCHEDULE ***
 Effective JUNE 1, 1989

COLLECTIVE BARGAINING ID 009

| CLASS | RNG | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|---|-----|---------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| ----- | | | | | | | | |
| 5681 RESEARCH TECHNICIAN II | | | | | | | | |
| | I | RSCH TECH IIA | 01-05 | 2,490 29,880 | 2,609 31,308 | 2,732 32,784 | 2,862 34,344 | 2,997 35,964 |
| | B | RSCH TECH IIC | 01-05 | 2,075 24,900 | 2,174 26,088 | 2,277 27,324 | 2,385 28,620 | 2,498 29,976 |
| 5680 RESEARCH TECHNICIAN III | | | | | | | | |
| | I | RSCH TCH IIIA | 01-05 | 2,997 35,964 | 3,141 37,692 | 3,289 39,468 | 3,448 41,376 | 3,614 43,368 |
| | B | RSCH TCH IIIC | 01-05 | 2,498 29,976 | 2,618 31,416 | 2,741 32,892 | 2,873 34,476 | 3,012 36,144 |
| 6725 SENIOR PLANNER/ESTIMATOR/SCHEDULER | | | | | | | | |
| | I | SR PLANNER-A | 01-05 | 2,633 31,596 | 2,757 33,084 | 2,889 34,668 | 3,026 36,312 | 3,170 38,040 |
| | B | SR PLANNER-C | 01-05 | 2,194 26,328 | 2,298 27,576 | 2,408 28,896 | 2,522 30,264 | 2,642 31,704 |
| 1898 SENIOR SYSTEMS ANALYST | | | | | | | | |
| | I | SENIOR S/A-A | 01-05 | 3,841 46,092 | 4,027 48,324 | 4,221 50,652 | 4,426 53,112 | 4,640 55,680 |
| | B | SENIOR S/A-C | 01-05 | 3,201 38,412 | 3,356 40,272 | 3,518 42,216 | 3,688 44,256 | 3,867 46,404 |

THE CALIFORNIA STATE UNIVERSITY SALARY SCHEDULE

*** SALARY SCHEDULE ***

Effective JUNE 1, 1989

COLLECTIVE BARGAINING IN 809

 CLASS AND CLASS TITLE SALARY STEPS RANGE -----

1930 SENIOR SYSTEMS SOFTWARE SPECIALIST

| | | | | | | | |
|---|-------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| I | SR SYS SP-A | 01-05 | 3,891 46,092 | 4,027 48,324 | 4,221 50,652 | 4,426 53,112 | 4,640 55,680 |
| B | SR SYS SP-C | 01-05 | 3,201 38,912 | 3,356 40,272 | 3,510 42,216 | 3,680 44,256 | 3,867 46,404 |

2572 SPACE AND FACILITIES UTILIZATION OFFICER

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| I | SEF USE OFR-A | 01-05 | 3,289 39,468 | 3,440 41,316 | 3,614 43,360 | 3,787 45,444 | 3,969 47,628 |
| B | SEF USE OFR-C | 01-05 | 2,741 32,892 | 2,873 34,476 | 3,012 36,144 | 3,156 37,872 | 3,300 39,696 |

5250 SPECIAL ASSISTANT, EDP

| | | | | | | | |
|---|----------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| I | SPE AST, EDP-A | 01-05 | 2,732 32,784 | 2,862 34,344 | 2,997 35,964 | 3,141 37,692 | 3,289 39,468 |
| B | SPE AST, EDP-C | 01-05 | 2,277 27,324 | 2,385 28,620 | 2,498 29,976 | 2,614 31,416 | 2,741 32,892 |

1097 STAFF SYSTEMS ANALYST

| | | | | | | | |
|---|-------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| I | STAFF S/A-A | 01-05 | 3,497 41,964 | 3,665 43,980 | 3,841 46,092 | 4,027 48,324 | 4,221 50,652 |
| B | STAFF S/A-C | 01-05 | 2,914 34,968 | 3,054 36,648 | 3,201 38,412 | 3,356 40,272 | 3,510 42,216 |

THE CALIFORNIA STATE UNIVERSITY SALARY SCHEDULE

I SALARY SCHEDULE ***

Effective JUNE 1, 1989

COLLECTIVE BARGAINING IN 809

| CLASS | ENG | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|-------|-----|--|-----------------|-----------------|-----------------|-----------------|-----------------|--|
| ----- | | | | | | | | |
| 1937 | | STAFF SYSTEMS SOFTWARE SPECIALIST | | | | | | |
| | I | STF SVS SP-A 01-05 | 3,497 41,969 | 3,665 43,980 | 3,841 46,092 | 4,027 48,324 | 4,221 50,652 | |
| | B | STF SVS SP-C 01-05 | 2,914 34,960 | 3,054 36,640 | 3,201 38,412 | 3,356 40,272 | 3,510 42,216 | |
| 6508 | | STAGE TECHNICIAN I | | | | | | |
| | I | STAGE TCH I-A 01-05 | 2,221 26,652 | 2,324 27,880 | 2,434 29,200 | 2,548 30,576 | 2,669 32,028 | |
| | B | STAGE TCH I-C 01-05 | 1,851 22,212 | 1,937 23,244 | 2,028 24,336 | 2,123 25,476 | 2,224 26,688 | |
| 6507 | | STAGE TECHNICIAN II | | | | | | |
| | I | STGE TCH II-A 01-05 | 2,434 29,200 | 2,548 30,576 | 2,669 32,028 | 2,796 33,552 | 2,929 35,148 | |
| | B | STGE TCH II-C 01-05 | 2,020 24,336 | 2,123 25,476 | 2,224 26,688 | 2,330 27,960 | 2,441 29,292 | |
| 8981 | | SUPERVISING CAMPUS FIRE APPARATUS ENGINEER | | | | | | |
| | I | S.FIRE A/EG-A 01-05 | 2,596 31,152 | 2,719 32,628 | 2,847 34,144 | 2,983 35,796 | 3,125 37,500 | |
| | B | S.FIRE A/EG-C 01-05 | 2,163 25,956 | 2,266 27,192 | 2,373 28,476 | 2,486 29,832 | 2,604 31,248 | |

THE CALIFORNIA STATE UNIVERSITY SALARY SCHEDULE

*** SALARY SCHEDULE ***

Effective JUNE 1, 1989

COLLECTIVE BARGAINING ID. NO. 1

| CLASS RNG | CLASS TITLE | SALARY STEPS | RANGE | | | |
|-----------|---------------------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1521 | TECHNICIAN PROBEE | | | | | |
| | 0 TECH BMR | 1590.00 | 10 | 21,354.00 | PER MONTH | |
| 6910 | TELECOMMUNICATION ANALYST | | | | | |
| | 1 TELECOM AN-A 01-05 | 3,186 38,232 | 3,337 40,844 | 3,497 41,964 | 3,645 43,980 | 3,841 46,892 |
| | 2 TELECOM AN-C 01-05 | 2,655 31,860 | 2,781 33,372 | 2,914 34,968 | 3,054 36,648 | 3,201 38,412 |
| 6910 | TELEVISION ENGINEER | | | | | |
| | 1 TV ENGINEER-A 01-05 | 3,369 40,428 | 3,531 42,372 | 3,700 44,400 | 3,879 46,548 | 4,066 48,792 |
| | 2 TV ENGINEER-C 01-05 | 2,808 33,696 | 2,943 35,316 | 3,083 36,996 | 3,233 38,796 | 3,388 40,656 |

01/20/89

THE CALIFORNIA STATE UNIVERSITY
SALARY SCHEDULE
BY COLLECTIVE BARGAINING ID
PIMS REPORT GS1301-1
EFFECTIVE 10/01/90 1

COLLECTIVE BARGAINING ID 002

| CLASS | RNG | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|-------|-----|-------------|--------------|-------|--|--|--|--|
|-------|-----|-------------|--------------|-------|--|--|--|--|

0135 CLINICAL AID I

| | | | | | | | |
|---|-------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | CLIN AID IA | 01-05 | 1,525 16,300 | 1,589 19,068 | 1,655 19,860 | 1,722 20,664 | 1,795 21,540 |
| 0 | CLIN AID IC | 01-05 | 1,271 15,252 | 1,324 15,888 | 1,379 16,540 | 1,435 17,220 | 1,496 17,952 |

0136 CLINICAL AID II

| | | | | | | | |
|---|--------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | CLIN AID IIA | 01-05 | 1,583 18,996 | 1,648 19,776 | 1,716 20,592 | 1,789 21,468 | 1,864 22,368 |
| 0 | CLIN AID IIC | 01-05 | 1,319 15,828 | 1,373 16,476 | 1,430 17,160 | 1,491 17,892 | 1,553 18,636 |

7927 CLINICAL LABORATORY TECHNOLOGIST I

| | | | | | | |
|---|--------------|-------|-----------------|-----------------|-----------------|-----------------|
| 1 | CLN LAB/II-A | 01-04 | 2,475 32,100 | 2,803 33,636 | 2,935 35,220 | 3,074 36,888 |
| 0 | CLN LAB/II-C | 01-04 | 2,229 26,748 | 2,336 28,032 | 2,446 29,352 | 2,562 30,744 |

7926 CLINICAL LABORATORY TECHNOLOGIST II

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | CLN LAB/III-A | 01-05 | 2,803 33,636 | 2,935 35,220 | 3,074 36,888 | 3,221 38,652 | 3,375 40,500 |
| 0 | CLN LAB/III-C | 01-05 | 2,336 28,032 | 2,446 29,352 | 2,562 30,744 | 2,684 32,208 | 2,813 33,756 |

06/20/89

THE CALIFORNIA STATE UNIVERSITY,
SALARY SCHEDULE
BY COLLECTIVE BARGAINING 10
PIMS REPORT 651101-1
EFFECTIVE TEST 1/90 1

COLLECTIVE BARGAINING 10 R02

| CLASS RNG | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|-----------|-------------|--------------|-------|--|--|--|--|
|-----------|-------------|--------------|-------|--|--|--|--|

0145 HEALTH EDUCATION ASSISTANT

| | | | | | | | |
|---|---------------|-------|--------|--------|--------|--------|--------|
| 1 | HLTH ED AST-A | 01-05 | 2,250 | 2,362 | 2,473 | 2,590 | 2,713 |
| | | | 21,096 | 20,344 | 29,676 | 31,080 | 32,556 |
| 0 | HLTH ED AST-C | 01-05 | 1,882 | 1,968 | 2,061 | 2,158 | 2,261 |
| | | | 22,588 | 23,616 | 24,732 | 25,896 | 27,132 |

0147 HEALTH EDUCATOR

| | | | | | | | |
|---|---------------|-------|--------|--------|--------|--------|--------|
| 1 | HLTH EDUCTR-A | 01-05 | 2,473 | 2,590 | 2,713 | 2,841 | 2,976 |
| | | | 29,676 | 31,080 | 32,556 | 34,092 | 35,712 |
| 0 | HLTH EDUCTR-C | 01-05 | 2,061 | 2,158 | 2,261 | 2,368 | 2,480 |
| | | | 24,732 | 25,896 | 27,132 | 28,416 | 29,760 |

1140 HEALTH RECORDS TECHNICIAN

| | | | | | | | |
|---|---------------|-------|--------|--------|--------|--------|--------|
| 1 | HLTH REC TH-A | 01-05 | 1,950 | 2,044 | 2,133 | 2,228 | 2,331 |
| | | | 23,496 | 24,528 | 25,596 | 26,736 | 27,972 |
| 0 | HLTH REC TH-C | 01-05 | 1,632 | 1,703 | 1,778 | 1,857 | 1,943 |
| | | | 19,584 | 20,436 | 21,336 | 22,284 | 23,316 |

0134 LICENSED VOCATIONAL NURSE

| | | | | | | |
|---|-------|-------|--------|--------|--------|--------|
| 1 | LVN-A | 01-04 | 1,770 | 1,855 | 1,933 | 2,010 |
| | | | 21,336 | 22,260 | 23,196 | 24,216 |
| 0 | LVN-C | 01-04 | 1,482 | 1,546 | 1,611 | 1,682 |
| | | | 17,784 | 18,552 | 19,332 | 20,184 |

06/20/69

THE CALIFORNIA STATE UNIVERSITY.
SALARY SCHEDULE
BY COLLECTIVE BARGAINING 10
PIMS REPORT 651301-1
(EFFECTIVE TEST 1/90)

COLLECTIVE BARGAINING 10 R02

| CLASS RNG | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|-----------|-------------|-----------------|-------|--|--|--|--|
|-----------|-------------|-----------------|-------|--|--|--|--|

0165 NURSE PRACTITIONER - 10 MONTH

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | NUR PRAC1-10A | 01-05 | 2,882 28,820 | 3,020 30,200 | 3,161 31,610 | 3,312 33,120 | 3,471 34,710 |
| 8 | NUR PRAC1-10C | 01-05 | 2,402 28,824 | 2,517 30,204 | 2,634 31,608 | 2,760 33,120 | 2,893 34,716 |

0166 NURSE PRACTITIONER - 12 MONTH

| | | | | | | | |
|---|--------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 0 | NUR PRAC1-12 | 01-05 | 2,882 34,584 | 3,020 36,240 | 3,161 37,932 | 3,312 39,744 | 3,471 41,652 |
|---|--------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|

0130 NUTRITIONIST

| | | | | | | | |
|---|----------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | NUTRITIONIST-A | 01-05 | 2,473 29,676 | 2,590 31,080 | 2,713 32,556 | 2,841 34,092 | 2,976 35,712 |
| 8 | NUTRITIONIST-C | 01-05 | 2,061 24,732 | 2,158 25,896 | 2,261 27,132 | 2,368 28,416 | 2,480 29,760 |

7991 PHARMACIST - 10 MONTH

| | | | | | | | |
|---|--------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | PHARMCST-10A | 01-05 | 3,313 33,130 | 3,470 34,700 | 3,637 36,370 | 3,812 38,120 | 3,995 39,950 |
| 8 | PHARMCST-10C | 01-05 | 2,761 33,132 | 2,892 34,704 | 3,031 36,372 | 3,177 38,124 | 3,329 39,948 |

7992 PHARMACIST - 12 MONTH

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 0 | PHARMACIST-12 | 01-05 | 3,313 39,756 | 3,470 41,640 | 3,637 43,644 | 3,812 45,744 | 3,995 47,940 |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|

06/20/89

THE CALIFORNIA STATE UNIVERSITY
SALARY SCHEDULE
BY COLLECTIVE BARGAINING ID
PIMS REPORT 651301-1
(EFFECTIVE TEST 1/90)

COLLECTIVE BARGAINING ID 002

| CLASS RNC | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|-----------|-------------|--------------|-------|--|--|--|--|
|-----------|-------------|--------------|-------|--|--|--|--|

7980 PHYSICAL THERAPIST I

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | PHYS THRP I-A | 01-05 | 2,451 29,412 | 2,568 30,816 | 2,688 32,256 | 2,814 33,768 | 2,947 35,364 |
| 8 | PHYS THRP I-C | 01-05 | 2,043 24,516 | 2,140 25,680 | 2,240 26,880 | 2,345 28,140 | 2,456 29,472 |

7981 PHYSICAL THERAPIST II

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | PHYS THRP IIA | 01-05 | 2,590 31,080 | 2,713 32,556 | 2,841 34,092 | 2,976 35,712 | 3,117 37,404 |
| 8 | PHYS THRP IIC | 01-05 | 2,158 25,896 | 2,261 27,132 | 2,368 28,416 | 2,480 29,760 | 2,598 31,176 |

7988 RADIATION PROTECTION SPECIALIST

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | RAD PROT SP-A | 01-05 | 2,531 30,372 | 2,650 31,800 | 2,776 33,312 | 2,908 34,896 | 3,046 36,552 |
| 9 | RAD PROT SP-C | 01-05 | 2,109 25,308 | 2,208 26,496 | 2,313 27,756 | 2,423 29,076 | 2,538 30,456 |

7995 RADIOLOGIC TECHNOLOGIST I

| | | | | | | | |
|---|-------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | RAD TECH IA | 01-05 | 2,266 27,192 | 2,374 28,488 | 2,485 29,820 | 2,602 31,224 | 2,725 32,700 |
| 8 | RAD TECH IC | 01-05 | 1,888 22,656 | 1,978 23,736 | 2,071 24,852 | 2,168 26,016 | 2,271 27,252 |

04/20/89

THE CALIFORNIA STATE UNIVERSITY
SALARY SCHEDULE
BY COLLECTIVE BARGAINING ID
PIMS REPORT 651301-1
EFFECTIVE TEST 1/90 1

COLLECTIVE BARGAINING ID R02

CLASS R#6 CLASS TITLE SALARY STEPS - - - - - RANGE - - - - -

7996 RADIOLOGIC TECHNOLOGIST II

| | | | | | | | |
|---|--------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | RAD TECH IIA | 01-05 | 2,429 29,140 | 2,544 30,528 | 2,663 31,956 | 2,789 33,460 | 2,921 35,052 |
| 8 | RAD TECH IIC | 01-05 | 2,024 24,288 | 2,120 25,440 | 2,219 26,628 | 2,324 27,888 | 2,434 29,208 |

8150 REGISTERED NURSE I - 10 MONTH

| | | | | | | | |
|---|-------|-------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | RN IA | -10MO 01-05 | 2,319 23,190 | 2,429 24,290 | 2,544 25,440 | 2,663 26,630 | 2,789 27,890 |
| 8 | RN IC | -10PD 01-05 | 1,933 23,196 | 2,024 24,288 | 2,120 25,440 | 2,219 26,628 | 2,324 27,888 |

8151 REGISTERED NURSE I - 12 MONTH

| | | | | | | | |
|---|-------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 8 | R-N-I-12 MO | 01-05 | 2,319 27,824 | 2,429 29,148 | 2,544 30,528 | 2,663 31,956 | 2,789 33,460 |
|---|-------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|

8153 REGISTERED NURSE II - 10 MONTH

| | | | | | | | |
|---|--------|-------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | RN IIA | -10MO 01-05 | 2,485 24,850 | 2,602 26,020 | 2,725 27,250 | 2,855 28,550 | 2,989 29,890 |
| 8 | RN IIC | -10PD 01-05 | 2,071 24,852 | 2,168 26,016 | 2,271 27,252 | 2,379 28,548 | 2,491 29,892 |

8154 REGISTERED NURSE II - 12 MONTH

| | | | | | | | |
|---|--------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 8 | R-N-II-12 MO | 01-05 | 2,485 29,820 | 2,602 31,224 | 2,725 32,700 | 2,855 34,260 | 2,989 35,868 |
|---|--------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|

06/26/89

THE CALIFORNIA STATE UNIVERSITY,
SALARY SCHEDULE
BY COLLECTIVE BARGAINING ID
PIMS REPORT GS1301-1
EFFECTIVE TEST 1/90 1

COLLECTIVE BARGAINING ID R02

| CLASS RMC | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|-----------|-------------|--------------|-------|--|--|--|--|
|-----------|-------------|--------------|-------|--|--|--|--|

0156 REGISTERED NURSE III - 10 MONTH

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | RN IIIA -10MO | 01-05 | 2,725 27,250 | 2,855 28,550 | 2,989 29,890 | 3,131 31,310 | 3,281 32,810 |
| 2 | RN IIIC -10MO | 01-05 | 2,271 27,252 | 2,379 28,548 | 2,491 29,892 | 2,609 31,308 | 2,734 32,808 |

0157 REGISTERED NURSE III - 12 MONTH

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 0 | R.N.III-12 MO | 01-05 | 2,725 32,700 | 2,855 34,260 | 2,989 35,868 | 3,131 37,572 | 3,281 39,372 |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|

0005 SANITARIAN II

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | SANITARN II-A | 01-05 | 2,602 31,224 | 2,725 32,700 | 2,855 34,260 | 2,989 35,868 | 3,131 37,572 |
| 2 | SANITARN II-C | 01-05 | 2,168 26,016 | 2,271 27,252 | 2,379 28,548 | 2,491 29,892 | 2,609 31,308 |

7976 SPEECH PATHOLOGIST

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | SPEECH PATH-A | 01-05 | 2,867 34,404 | 3,005 36,060 | 3,147 37,764 | 3,297 39,564 | 3,454 41,472 |
| 2 | SPEECH PATH-C | 01-05 | 2,389 28,668 | 2,504 30,048 | 2,623 31,474 | 2,748 32,976 | 2,890 34,560 |

06/20/69

THE CALIFORNIA STATE UNIVERSITY
SALARY SCHEDULE
BY COLLECTIVE BARGAINING ID
PIMS REPORT 651301-1
EFFECTIVE TEST 1/90 1

COLLECTIVE BARGAINING ID 005

CLASS RNG CLASS TITLE SALARY STEPS - - - - - RANGE - - - - -

2010 CUSTODIAN

| | | | | | | | |
|---|-------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | CUSTODIAN-A | 01-05 | 1,561 18,732 | 1,626 19,512 | 1,695 20,340 | 1,766 21,192 | 1,842 22,104 |
| 0 | CUSTODIAN-C | 01-05 | 1,301 15,612 | 1,355 16,260 | 1,413 16,956 | 1,472 17,644 | 1,535 18,420 |

6385 FARM EQUIPMENT OPERATOR

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | FARM EC OPR-A | 01-05 | 2,024 24,288 | 2,112 25,344 | 2,204 26,448 | 2,302 27,624 | 2,409 28,908 |
| 0 | FARM EC OPR-C | 01-05 | 1,687 20,244 | 1,760 21,120 | 1,837 22,044 | 1,918 23,016 | 2,000 24,096 |

0743 GARDENER

| | | | | | | | |
|---|------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | GARDENER-A | 01-05 | 1,983 23,796 | 2,070 24,840 | 2,160 25,920 | 2,258 27,096 | 2,362 28,344 |
| 0 | GARDENER-C | 01-05 | 1,653 19,836 | 1,725 20,700 | 1,800 21,600 | 1,882 22,584 | 1,968 23,616 |

0745 GARDENING SPECIALIST

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | GARDEN SPEC-A | 01-05 | 1,983 23,796 | 2,070 24,840 | 2,160 25,920 | 2,258 27,096 | 2,362 28,344 |
| 0 | GARDEN SPEC-C | 01-05 | 1,653 19,836 | 1,725 20,700 | 1,800 21,600 | 1,882 22,584 | 1,968 23,616 |

06/20/89

THE CALIFORNIA STATE UNIVERSITY,
SALARY SCHEDULE
BY COLLECTIVE BARGAINING ID
PIMS REPORT 651301-1
EFFECTIVE 1ES1 1/90 1

COLLECTIVE BARGAINING ID 005

| CLASS RNG | CLASS TITLE | SALARY STEPS | RANGE | | | |
|-----------|-------------|--------------|-------|--|--|--|
|-----------|-------------|--------------|-------|--|--|--|

0731 GROUNDWORKER

| | | | | | | |
|---|------------|-------|--------|--------|--------|--------|
| 1 | GROUNDWR-A | 01-04 | 1,842 | 1,918 | 2,002 | 2,090 |
| | | | 22,104 | 23,016 | 24,024 | 25,080 |
| 0 | GROUNDWR-C | 01-04 | 1,535 | 1,598 | 1,660 | 1,742 |
| | | | 18,420 | 19,176 | 20,016 | 20,904 |

0733 GROUNDWORKER TRAINEE

| | | | | | | |
|---|--------------|-------|--------|--------|--|--|
| 1 | GROUND TRN-A | 01-02 | 1,561 | 1,626 | | |
| | | | 18,732 | 19,512 | | |
| 0 | GROUND TRN-C | 01-02 | 1,301 | 1,355 | | |
| | | | 15,612 | 16,260 | | |

6367 HEAVY CONSTRUCTION EQUIPMENT OPERATOR

| | | | | | | |
|---|----------------|-------|--------|--------|--------|--|
| 1 | CONST EQ OP, A | 01-03 | 2,302 | 2,409 | 2,522 | |
| | | | 27,624 | 28,908 | 30,264 | |
| 0 | CONST EQ OP, C | 01-03 | 1,918 | 2,008 | 2,102 | |
| | | | 23,016 | 24,096 | 25,224 | |

6366 HEAVY EQUIPMENT OPERATOR/BUS DRIVER

| | | | | | | |
|---|---------------|-------|--------|--------|--------|--|
| 1 | EQ/BUS DRV, A | 01-03 | 2,204 | 2,302 | 2,409 | |
| | | | 26,448 | 27,624 | 28,908 | |
| 0 | EQ/BUS DRV, C | 01-03 | 1,837 | 1,918 | 2,008 | |
| | | | 22,044 | 23,016 | 24,096 | |

06/20/89

THE CALIFORNIA STATE UNIVERSITY-
SALARY SCHEDULE
BY COLLECTIVE BARGAINING ID
PIMS REPORT GS1301-1
(EFFECTIVE TEST 1/90 1)

COLLECTIVE BARGAINING ID 805

| CLASS | RNG | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|-------|-----|-------------|-----------------|-------|--|--|--|--|
|-------|-----|-------------|-----------------|-------|--|--|--|--|

0735 IRRIGATION SPECIALIST

| | | | | | | | |
|---|-------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | IRRG SPEC-A | 01-05 | 1,983 23,796 | 2,070 24,840 | 2,160 25,920 | 2,250 27,096 | 2,362 28,344 |
| 8 | IRRG SPEC-C | 01-05 | 1,653 19,836 | 1,725 20,700 | 1,800 21,600 | 1,882 22,544 | 1,968 23,616 |

6223 LABORER

| | | | | | |
|---|-----------|-------|-----------------|-----------------|-----------------|
| 1 | LABORER-A | 01-03 | 1,842 22,104 | 1,918 23,016 | 2,002 24,024 |
| 8 | LABORER-C | 01-03 | 1,535 18,420 | 1,598 19,176 | 1,664 20,016 |

2215 LEAD CUSTODIAN

| | | | | | | | |
|---|-------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | LEAD CUST-A | 01-05 | 1,681 20,172 | 1,751 21,012 | 1,825 21,900 | 1,904 22,848 | 1,987 23,844 |
| 8 | LEAD CUST-C | 01-05 | 1,401 16,812 | 1,459 17,508 | 1,521 18,252 | 1,587 19,044 | 1,656 19,872 |

0726 LEAD GROUNDSWORKER

| | | | | | | | |
|---|--------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | LEAD GROUN-A | 01-05 | 2,090 25,080 | 2,181 26,172 | 2,280 27,360 | 2,385 28,620 | 2,497 29,964 |
| 8 | LEAD GROUN-C | 01-05 | 1,742 20,904 | 1,818 21,816 | 1,900 22,800 | 1,988 23,856 | 2,081 24,972 |

THE CALIFORNIA STATE UNIVERSITY
SALARY SCHEDULE
BY COLLECTIVE BARGAINING TO
PIMS REPORT 651301-1
EFFECTIVE TEST 1/90

COLLECTIVE BARGAINING ID NOS

SALARY
CLASS MNG CLASS TITLE STEPS

6363 LIGHT AUTOMOTIVE EQUIPMENT OPERATOR

| | | | | | |
|---|---------------|-------|--------|--------|--------|
| 1 | AUTO EC OPERA | 01-03 | 2,112 | 2,204 | 2,302 |
| 2 | AUTO EC OPERA | 01-03 | 25,344 | 26,448 | 27,624 |
| 3 | AUTO EC OPERA | 01-03 | 1,760 | 1,837 | 1,918 |
| 4 | AUTO EC OPERA | 01-03 | 21,120 | 22,044 | 23,016 |

0104 MAINTENANCE AND LABORER TRAINEE

0 MINC/LRP TRNE

0739 PEST CONTROL AND SPRAY SPECIALIST

| | | | | | |
|---|---------------|-------|--------|--------|--------|
| 1 | PEST CLS SP-A | 01-05 | 1,983 | 2,070 | 2,160 |
| 2 | PEST CLS SP-A | 01-05 | 23,796 | 24,840 | 25,920 |
| 3 | PEST CLS SP-C | 01-05 | 1,653 | 1,725 | 1,800 |
| 4 | PEST CLS SP-C | 01-05 | 19,836 | 20,700 | 21,600 |

0746 INCL TRIMMPL 1

| | | | | | |
|---|--------------|-------|--------|--------|--------|
| 1 | INCL TRIM IA | 01-05 | 1,983 | 2,070 | 2,160 |
| 2 | INCL TRIM IA | 01-05 | 23,796 | 24,840 | 25,920 |
| 3 | INCL TRIM IC | 01-05 | 1,653 | 1,725 | 1,800 |
| 4 | INCL TRIM IC | 01-05 | 19,836 | 20,700 | 21,600 |

0748 INCL TRIMIN 11

| | | | | | |
|---|---------------|-------|--------|--------|--------|
| 1 | INCL TRIM IIA | 01-05 | 2,070 | 2,160 | 2,250 |
| 2 | INCL TRIM IIA | 01-05 | 24,840 | 25,920 | 27,000 |
| 3 | INCL TRIM IIC | 01-05 | 1,725 | 1,800 | 1,882 |
| 4 | INCL TRIM IIC | 01-05 | 20,700 | 21,600 | 22,500 |

01/20/84

THE CALIFORNIA STATE UNIVERSITY.
SALARY SCHEDULE
BY COLLECTIVE BARGAINING ID
PIMS REPORT 651301-1
(EFFECTIVE TEST 1/90)

COLLECTIVE BARGAINING ID ROS

| CLASS RNG | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|-----------|-------------|-----------------|-------|--|--|--|--|
|-----------|-------------|-----------------|-------|--|--|--|--|

1508 WAREHOUSE WORKER

| | | | | | | | |
|---|-----------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | WAREHOUSE WKR-A | 01-05 | 1,788 21,456 | 1,865 22,380 | 1,945 23,340 | 2,028 24,336 | 2,117 25,404 |
| 8 | WAREHOUSE WKR-C | 01-05 | 1,490 17,880 | 1,554 18,648 | 1,621 19,452 | 1,690 20,280 | 1,764 21,168 |

2013 WINDOW CLEANER

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | WINDOW CLNR-A | 01-05 | 1,803 21,636 | 1,880 22,560 | 1,962 23,544 | 2,045 24,540 | 2,134 25,632 |
| 8 | WINDOW CLNR-C | 01-05 | 1,503 18,036 | 1,547 18,804 | 1,635 19,620 | 1,704 20,448 | 1,780 21,360 |

01/20/89

THE CALIFORNIA STATE UNIVERSITY
SALARY SCHEDULE
BY COLLECTIVE BARGAINING ID
PIMS REPORT GS1301-1
(EFFECTIVE 12/31/1990)

COLLECTIVE BARGAINING ID 807

CLASS RNC CLASS TITLE SALARY STEPS - - - - - RANGE - - - - -

1741 ACCOUNTING TECHNICIAN II

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | ACVG TCH II-A | 01-05 | 2,001 24,012 | 2,084 25,008 | 2,175 26,100 | 2,270 27,240 | 2,369 28,420 |
| 0 | ACVG TCH II-C | 01-05 | 1,668 20,076 | 1,737 20,844 | 1,813 21,756 | 1,892 22,704 | 1,974 23,688 |

1740 ACCOUNTING TECHNICIAN III

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | ACTE TCH IIIA | 01-05 | 2,291 27,492 | 2,392 28,704 | 2,503 30,036 | 2,620 31,440 | 2,743 32,916 |
| 0 | ACTE TCH IIIC | 01-05 | 1,909 22,908 | 1,993 23,916 | 2,086 25,032 | 2,183 26,196 | 2,286 27,432 |

1131 ADMINISTRATIVE SECRETARY

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | ADMIN SECIV-A | 01-05 | 2,229 26,748 | 2,327 27,924 | 2,431 29,172 | 2,545 30,540 | 2,665 31,980 |
| 0 | ADMIN SECIV-C | 01-05 | 1,858 22,296 | 1,939 23,268 | 2,026 24,312 | 2,121 25,452 | 2,221 26,652 |

1693 ASSISTANT CASHIER-CLERK

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | AST CSH-CLK-A | 01-05 | 1,572 18,864 | 1,637 19,644 | 1,707 20,484 | 1,778 21,336 | 1,855 22,260 |
| 0 | AST CSH-CLK-C | 01-05 | 1,310 15,720 | 1,364 16,368 | 1,423 17,076 | 1,482 17,784 | 1,546 18,552 |

06/20/89

THE CALIFORNIA STATE UNIVERSITY,
SALARY SCHEDULE
BY COLLECTIVE BARGAINING ID
PIMS REPORT C51301-1
(EFFECTIVE TEST 1/90)

COLLECTIVE BARGAINING ID F07

| CLASS RNG | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|-----------|-------------|-----------------|-------|--|--|--|--|
|-----------|-------------|-----------------|-------|--|--|--|--|

2099 BOOK REPAIRER I

| | | | | | | | |
|---|--------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | BOOK REP I-A | 01-05 | 1,718 20,616 | 1,790 21,480 | 1,863 22,356 | 1,943 23,316 | 2,024 24,288 |
| 8 | BOOK REP I-C | 01-05 | 1,432 17,184 | 1,492 17,904 | 1,553 18,636 | 1,619 19,428 | 1,687 20,244 |

2098 BOOK REPAIRER II

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | BOOK REP II-A | 01-05 | 1,863 22,356 | 1,943 23,316 | 2,024 24,288 | 2,112 25,344 | 2,204 26,448 |
| 8 | BOOK REP II-C | 01-05 | 1,553 18,636 | 1,619 19,428 | 1,687 20,244 | 1,760 21,120 | 1,837 22,044 |

1445 BOOKKEEPING MACHINE OPERATOR I

| | | | | | | | |
|---|--------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | BKPG M/C I-A | 01-05 | 1,497 17,964 | 1,559 18,708 | 1,623 19,476 | 1,692 20,304 | 1,764 21,168 |
| 8 | BKPG M/C I-C | 01-05 | 1,248 14,976 | 1,299 15,588 | 1,353 16,236 | 1,410 16,920 | 1,470 17,640 |

1443 BOOKKEEPING MACHINE OPERATOR II

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | BKPG M/C II-A | 01-05 | 1,611 19,332 | 1,679 20,148 | 1,749 20,988 | 1,824 21,888 | 1,900 22,800 |
| 8 | BKPG M/C II-C | 01-05 | 1,343 16,116 | 1,399 16,788 | 1,458 17,496 | 1,520 18,240 | 1,583 19,096 |

01/20/89

THE CALIFORNIA STATE UNIVERSITY
SALARY SCHEDULE
BY COLLECTIVE BARGAINING ID
PMS REPORT 851301-1
(EFFECTIVE TEST 1/90)

COLLECTIVE BARGAINING ID 607

CLASS RNG CLASS TITLE SALARY STEPS - - - - - RANGE - - - - -

0352 CAMPUS GUARD

| | | | | | | | |
|---|--------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | CAMP GUARD-A | 01-05 | 1,831 21,972 | 1,909 22,908 | 1,993 23,916 | 2,079 24,948 | 2,169 26,028 |
| 8 | CAMP GUARD-C | 01-05 | 1,526 18,312 | 1,591 19,092 | 1,661 19,932 | 1,733 20,796 | 1,808 21,696 |

1125 CLERICAL ASSISTANT I

| | | | | | | | |
|---|--------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | CA I-A | 01-05 | 1,498 17,976 | 1,560 18,720 | 1,623 19,476 | 1,691 20,292 | 1,760 21,120 |
| 2 | CA I-B | 01-05 | 1,497 17,964 | 1,559 18,708 | 1,623 19,476 | 1,692 20,304 | 1,764 21,168 |
| 8 | CA I-C | 01-05 | 1,248 14,976 | 1,300 15,600 | 1,353 16,236 | 1,409 16,908 | 1,467 17,624 |
| 9 | CA I-D | 01-05 | 1,248 14,976 | 1,299 15,588 | 1,353 16,236 | 1,410 16,920 | 1,470 17,640 |

1126 CLERICAL ASSISTANT II

| | | | | | | | |
|---|---------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | CA II-A | 01-05 | 1,607 19,284 | 1,676 20,112 | 1,745 20,940 | 1,819 21,828 | 1,897 22,764 |
| 2 | CA II-B | 01-05 | 1,611 19,332 | 1,679 20,148 | 1,749 20,988 | 1,824 21,888 | 1,900 22,800 |
| 8 | CA II-C | 01-05 | 1,339 16,068 | 1,397 16,764 | 1,454 17,448 | 1,516 18,192 | 1,581 18,972 |
| 9 | CA II-D | 01-05 | 1,343 16,116 | 1,399 16,788 | 1,458 17,496 | 1,520 18,240 | 1,583 18,996 |

06/20/89

THE CALIFORNIA STATE UNIVERSITY
SALARY SCHEDULE
BY COLLECTIVE BARGAINING 10
PIMS REPORT 6513C1-1
EFFECTIVE TEST 1/90 1

COLLECTIVE BARGAINING 10 R07

| CLASS | RNG | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|-------|-----|-------------|--------------|-------|--|--|--|--|
|-------|-----|-------------|--------------|-------|--|--|--|--|

1127 CLERICAL ASSISTANT III

| | | | | | | | |
|---|----------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | CA III-A | 01-05 | 1,801 21,412 | 1,878 22,536 | 1,958 23,496 | 2,042 24,504 | 2,132 25,500 |
| 2 | CA III-B | 01-05 | 1,801 21,412 | 1,878 22,536 | 1,958 23,496 | 2,044 24,528 | 2,133 25,596 |
| 3 | CA III-C | 01-05 | 1,501 18,012 | 1,565 18,780 | 1,632 19,584 | 1,702 20,424 | 1,777 21,324 |
| 9 | CA III-D | 01-05 | 1,501 18,012 | 1,565 18,780 | 1,632 19,584 | 1,703 20,436 | 1,778 21,336 |

1128 CLERICAL ASSISTANT IV

| | | | | | | | |
|---|---------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | CA IV-A | 01-05 | 1,996 23,952 | 2,081 24,996 | 2,174 26,088 | 2,271 27,252 | 2,375 28,500 |
| 8 | CA IV-C | 01-05 | 1,663 19,956 | 1,736 20,832 | 1,812 21,744 | 1,893 22,716 | 1,979 23,748 |

1120 CLERICAL TRAINEE

| | | | | | | |
|---|------------------|--|----------|----|------------|-----------|
| 0 | CLERICAL TRAINEE | | \$590.00 | TO | \$1,410.00 | PER MONTH |
|---|------------------|--|----------|----|------------|-----------|

1911 COMPUTER OPERATOR

| | | | | | | | |
|---|------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | COMP OPR-A | 01-05 | 1,824 21,888 | 1,900 22,800 | 1,983 23,796 | 2,070 24,840 | 2,160 25,920 |
| 8 | COMP OPR-C | 01-05 | 1,520 18,240 | 1,583 18,996 | 1,653 19,836 | 1,725 20,700 | 1,800 21,600 |

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THE CALIFORNIA STATE UNIVERSITY
SALARY SCHEDULE
BY COLLECTIVE BARGAINING ID
PIMS REPORT 651301-1
EFFECTIVE TEST 1/90 1

COLLECTIVE BARGAINING ID P07

| CLASS RNG | CLASS TITLE | SALARY STEPS | RANGE | | |
|-----------|-------------|--------------|-------|--|--|
|-----------|-------------|--------------|-------|--|--|

1919 COMPUTER OPERATOR TRAINEE

| | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|
| 1 | COMP OP TRN-A | 01-03 | 1,632 15,504 | 1,700 20,400 | 1,771 21,252 |
| 8 | COMP OP TRN-C | 01-03 | 1,360 16,320 | 1,417 17,004 | 1,476 17,712 |

1927 DATA CONTROL TECHNICIAN

| | | | | | | | |
|---|-----------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | D/C TCH-A | 01-05 | 1,700 20,400 | 1,771 21,252 | 1,842 22,164 | 1,924 23,112 | 2,008 24,096 |
| 8 | D/C TCH-C | 01-05 | 1,417 17,004 | 1,476 17,712 | 1,539 18,468 | 1,605 19,260 | 1,673 20,076 |

1918 DATA ENTRY OPERATOR

| | | | | | | | |
|---|-----------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | D/E DPR-A | 01-05 | 1,546 18,552 | 1,611 19,332 | 1,679 20,148 | 1,749 20,988 | 1,824 21,888 |
| 8 | D/E DPR-C | 01-05 | 1,288 15,456 | 1,343 16,116 | 1,399 16,788 | 1,458 17,496 | 1,520 18,240 |

1921 DATA ENTRY OPERATOR TRAINEE

| | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|
| 1 | D/E DPR TRN-A | 01-03 | 1,415 16,980 | 1,473 17,676 | 1,535 18,420 |
| 8 | D/E DPR TRN-C | 01-03 | 1,179 14,148 | 1,228 14,736 | 1,279 15,348 |

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THE CALIFORNIA STATE UNIVERSITY
SALARY SCHEDULE
BY COLLECTIVE BARGAINING ID
PIMS REPORT 651301-1
EFFECTIVE TEST 1/90 1

COLLECTIVE BARGAINING ID R07

| CLASS | RNG | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|-------|-----|-------------|-----------------|-------|--|--|--|--|
|-------|-----|-------------|-----------------|-------|--|--|--|--|

1082 DEPARTMENTAL SECRETARY II, DICTATING MACHINE TRANSCRIBING

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | DS II-A (DMT) | 01-05 | 1,981 23,772 | 2,067 24,804 | 2,157 25,884 | 2,250 27,000 | 2,348 28,176 |
| 0 | DS II-C (DMT) | 01-05 | 1,651 19,812 | 1,723 20,676 | 1,798 21,576 | 1,875 22,500 | 1,957 23,484 |

1081 DEPARTMENTAL SECRETARY II, STENOGRAPHY

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | DS II-A (S/M) | 01-05 | 1,981 23,772 | 2,067 24,804 | 2,157 25,884 | 2,250 27,000 | 2,348 28,176 |
| 0 | DS II-C (S/M) | 01-05 | 1,651 19,812 | 1,723 20,676 | 1,798 21,576 | 1,875 22,500 | 1,957 23,484 |

1090 DEPARTMENTAL SECRETARY III

| | | | | | | | |
|---|----------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | DS III-A | 01-05 | 2,169 26,028 | 2,264 27,168 | 2,363 28,356 | 2,468 29,616 | 2,582 30,984 |
| 0 | DS III-C | 01-05 | 1,808 21,696 | 1,887 22,644 | 1,969 23,628 | 2,057 24,684 | 2,152 25,824 |

1092 DEPARTMENTAL SECRETARY III, DICTATING MACHINE TRANSCRIBING

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | DS III-A(DMT) | 01-05 | 2,169 26,028 | 2,264 27,168 | 2,363 28,356 | 2,468 29,616 | 2,582 30,984 |
| 0 | DS III-C(DMT) | 01-05 | 1,808 21,696 | 1,887 22,644 | 1,969 23,628 | 2,057 24,684 | 2,152 25,824 |

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THE CALIFORNIA STATE UNIVERSITY
SALARY SCHEDULE
BY COLLECTIVE BARGAINING ID
PMS REPORT 651301-1
(EFFECTIVE TEST 1/90 1

COLLECTIVE BARGAINING ID 007

| CLASS RRG | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|-----------|-------------|--------------|-------|--|--|--|--|
|-----------|-------------|--------------|-------|--|--|--|--|

1091 DEPARTMENTAL SECRETARY III, STENOGRAPHY

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | DS III-A(S/H) | 01-05 | 2,169 26,028 | 2,264 27,168 | 2,363 28,356 | 2,468 29,616 | 2,582 30,984 |
| 9 | DS III-C(S/H) | 01-05 | 1,808 21,696 | 1,887 22,644 | 1,969 23,628 | 2,057 24,684 | 2,152 25,824 |

9692 DORMITORY SUPERVISOR

| | | | | | | | |
|---|--------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | DORM SUPVP-A | 01-05 | 1,572 18,864 | 1,637 19,644 | 1,707 20,484 | 1,778 21,336 | 1,855 22,260 |
| 8 | DORM SUPVR-C | 01-05 | 1,310 15,720 | 1,364 16,368 | 1,423 17,076 | 1,482 17,784 | 1,546 18,552 |

3022 DRAFTING AID

| | | | | | | | |
|---|-------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | DRAFT AID-A | 01-05 | 1,795 21,540 | 1,870 22,440 | 1,950 23,400 | 2,035 24,420 | 2,124 25,488 |
| 8 | DRAFT AID-C | 01-05 | 1,496 17,952 | 1,558 18,696 | 1,625 19,500 | 1,696 20,352 | 1,770 21,240 |

3023 DRAFTING TECHNICIAN I

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | DRAFT TCH I-A | 01-05 | 2,115 25,380 | 2,208 26,496 | 2,310 27,720 | 2,417 29,004 | 2,531 30,372 |
| 8 | DRAFT TCH I-C | 01-05 | 1,763 21,156 | 1,840 22,080 | 1,925 23,100 | 2,014 24,168 | 2,109 25,308 |

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THE CALIFORNIA STATE UNIVERSITY-
SALARY SCHEDULE
BY COLLECTIVE BARGAINING 10
PMS REPORT 6513C1-1
EFFECTIVE TEST 1/90 1

COLLECTIVE BARGAINING 10 R07

| CLASS RNG | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|-----------|-------------|--------------|-------|--|--|--|--|
|-----------|-------------|--------------|-------|--|--|--|--|

3024 DRAFTING TECHNICIAN II

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | DRAFT TCH IIA | 01-05 | 2,531 30,372 | 2,650 31,000 | 2,776 33,312 | 2,900 34,496 | 3,046 36,552 |
| 2 | DRAFT TCH IIC | 01-05 | 2,109 25,308 | 2,208 26,496 | 2,313 27,756 | 2,421 29,076 | 2,530 30,456 |

1450 DUPLICATING MACHINE OPERATOR I

| | | | | | | | |
|---|-------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | DUP M/C I-A | 01-05 | 1,546 18,552 | 1,611 19,332 | 1,679 20,148 | 1,749 20,988 | 1,824 21,888 |
| 2 | DUP M/C I-C | 01-05 | 1,298 15,456 | 1,343 16,116 | 1,399 16,788 | 1,450 17,496 | 1,520 18,240 |

1467 DUPLICATING MACHINE OPERATOR II, DIRECT IMPRESSION

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | DP MCH OP IIA | 01-05 | 1,658 19,896 | 1,721 20,724 | 1,801 21,612 | 1,878 22,536 | 1,958 23,496 |
| 2 | DP MCH OP IIC | 01-05 | 1,382 16,584 | 1,439 17,268 | 1,501 18,012 | 1,565 18,780 | 1,632 19,584 |

1466 DUPLICATING MACHINE OPERATOR II, OFFSET

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | DP MCH OP IIA | 01-05 | 1,720 20,640 | 1,795 21,540 | 1,870 22,440 | 1,950 23,400 | 2,035 24,420 |
| 2 | DP MCH OP IIC | 01-05 | 1,433 17,196 | 1,496 17,952 | 1,558 18,696 | 1,625 19,500 | 1,696 20,352 |

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THE CALIFORNIA STATE UNIVERSITY
SALARY SCHEDULE
BY COLLECTIVE BARGAINING ID
PIPS REPORT GS1301-1
EFFECTIVE 1ES1 1/90 1

COLLECTIVE BARGAINING ID R07

| CLASS | RNG | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|-------|-----|-------------|-----------------|-------|--|--|--|--|
|-------|-----|-------------|-----------------|-------|--|--|--|--|

1144 DUPLICATING MACHINE SUPERVISOR I

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | DP MCH SUP 1A | 01-05 | 1,926 23,112 | 2,008 24,096 | 2,097 25,164 | 2,188 26,256 | 2,289 27,468 |
| 2 | DP MCH SUP 1C | 01-05 | 1,605 19,260 | 1,673 20,076 | 1,740 20,976 | 1,823 21,876 | 1,908 22,896 |

1140 EDITORIAL AID

| | | | | | | | |
|---|------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | EDIT AID-A | 01-05 | 1,878 22,536 | 1,958 23,496 | 2,044 24,528 | 2,133 25,596 | 2,228 26,736 |
| 2 | EDIT AID-C | 01-05 | 1,565 18,780 | 1,632 19,584 | 1,703 20,436 | 1,778 21,336 | 1,857 22,284 |

1132 EXECUTIVE SECRETARY

| | | | | | | | |
|---|-------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | EXEC SECY-A | 01-05 | 2,278 27,336 | 2,385 28,620 | 2,497 29,944 | 2,615 31,380 | 2,738 32,856 |
| 2 | EXEC SECY-C | 01-05 | 1,898 22,776 | 1,988 23,856 | 2,081 24,972 | 2,179 26,148 | 2,282 27,384 |

1413 GRAPHICS SPECIALIST I

| | | | | | | | |
|---|--------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | GRPH SPC I-A | 01-05 | 1,801 21,612 | 1,878 22,536 | 1,958 23,496 | 2,044 24,528 | 2,133 25,596 |
| 2 | GRPH SPC I-C | 01-05 | 1,501 18,012 | 1,565 18,780 | 1,632 19,584 | 1,703 20,436 | 1,778 21,336 |

06/20/89

THE CALIFORNIA STATE UNIVERSITY
SALARY SCHEDULE
BY COLLECTIVE BARGAINING ID
PIMS REPORT 651301-1
(EFFECTIVE TEST 1/90)

COLLECTIVE BARGAINING ID 807

CLASS RNL CLASS TITLE SALARY STEPS - - - - - PANGE - - - - -

1919 GRAPHICS SPECIALIST II, GRAPHICS ART/TECHNICAL

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | GR A/T SP IIA | 01-05 | 1,958 23,496 | 2,049 24,528 | 2,133 25,596 | 2,228 26,736 | 2,311 27,972 |
| 0 | GR A/T SP IIC | 01-05 | 1,632 19,584 | 1,703 20,436 | 1,778 21,336 | 1,857 22,284 | 1,943 23,316 |

9688 HEAD RESIDENT I

| | | | | | | | |
|---|--------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | HEAD RES I-A | 01-05 | 1,995 23,940 | 2,080 24,960 | 2,168 26,016 | 2,263 27,156 | 2,361 28,332 |
| 0 | HEAD RES I-C | 01-05 | 1,663 19,956 | 1,733 20,796 | 1,807 21,684 | 1,886 22,632 | 1,968 23,616 |

9687 HEAD RESIDENT II

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | HEAD RES II-A | 01-05 | 2,206 26,472 | 2,303 27,636 | 2,403 28,836 | 2,508 30,096 | 2,621 31,452 |
| 0 | HEAD RES II-C | 01-05 | 1,838 22,056 | 1,919 23,028 | 2,003 24,036 | 2,090 25,080 | 2,184 26,208 |

5210 HEALTH SERVICES ASSISTANT

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | HLTH SV AST-A | 01-05 | 2,417 29,004 | 2,531 30,372 | 2,650 31,800 | 2,776 33,312 | 2,928 34,896 |
| 0 | HLTH SV AST-C | 01-05 | 2,014 24,168 | 2,109 25,308 | 2,208 26,496 | 2,313 27,756 | 2,423 29,076 |

01/20/89

THE CALIFORNIA STATE UNIVERSITY
SALARY SCHEDULE
BY COLLECTIVE BARGAINING ID
PIMS REPORT 691301-1
EFFECTIVE TEST 1/90 1

COLLECTIVE BARGAINING ID 007

| CLASS | RNG | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|-------|-----|-------------|-----------------|-------|--|--|--|--|
|-------|-----|-------------|-----------------|-------|--|--|--|--|

1733 INTERMEDIATE ACCOUNT CLERK

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | INT ACT CLR-A | 01-05 | 1,572 18,864 | 1,637 19,644 | 1,707 20,404 | 1,770 21,336 | 1,855 22,260 |
| 8 | INT ACT CLR-C | 01-05 | 1,310 15,720 | 1,364 16,360 | 1,423 17,076 | 1,482 17,784 | 1,546 18,552 |

1853 INVENTORY CLERK

| | | | | | | | |
|---|----------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | INVENTORY CL-A | 01-05 | 1,585 19,020 | 1,653 19,836 | 1,720 20,640 | 1,795 21,540 | 1,870 22,440 |
| 6 | INVENTORY CL-C | 01-05 | 1,321 15,852 | 1,378 16,536 | 1,433 17,196 | 1,496 17,952 | 1,550 18,696 |

1915 LEAD GRAPHICS SPECIALIST

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | LD GRPH SPC-A | 01-05 | 1,950 23,496 | 2,044 24,520 | 2,133 25,596 | 2,228 26,736 | 2,331 27,972 |
| 8 | LD GRPH SPC-C | 01-05 | 1,632 19,584 | 1,703 20,436 | 1,770 21,336 | 1,857 22,284 | 1,943 23,316 |

2906 LIBRARY ASSISTANT 1

| | | | | | | | |
|---|-------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | LIB AST 1-A | 01-05 | 1,855 22,260 | 1,933 23,196 | 2,010 24,216 | 2,105 25,260 | 2,199 26,380 |
| 8 | LIB AST 1-C | 01-05 | 1,546 18,552 | 1,611 19,332 | 1,682 20,184 | 1,754 21,048 | 1,833 21,996 |

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THE CALIFORNIA STATE UNIVERSITY
SALARY SCHEDULE
BY COLLECTIVE BARGAINING ID
PIMS REPORT GS1301-1
(EFFECTIVE 1/1/90)

COLLECTIVE BARGAINING ID P07

CLASS RNG CLASS TITLE SALARY STEPS RANGE -----

2905 LIBRARY ASSISTANT II

| | | | | | | | |
|---|--------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | LIN AST II-A | 01-05 | 2,097 25,164 | 2,188 26,254 | 2,289 27,468 | 2,396 28,752 | 2,510 30,120 |
| 8 | LTD AST II-C | 01-05 | 1,748 20,976 | 1,823 21,876 | 1,908 22,896 | 1,997 23,964 | 2,092 25,104 |

2907 LIBRARY ASSISTANT III

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | LIB AST III-A | 01-05 | 2,278 27,336 | 2,385 28,620 | 2,497 29,964 | 2,615 31,380 | 2,738 32,856 |
| 8 | LTD AST III-C | 01-05 | 1,898 22,776 | 1,988 23,856 | 2,081 24,972 | 2,179 26,148 | 2,282 27,384 |

1505 MAIL CLERK

| | | | | | | | |
|---|--------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | MAIL CLERK-A | 01-05 | 1,643 19,716 | 1,713 20,556 | 1,786 21,432 | 1,862 22,344 | 1,944 23,328 |
| 8 | MAIL CLERK-C | 01-05 | 1,369 16,428 | 1,428 17,136 | 1,488 17,856 | 1,552 18,624 | 1,620 19,440 |

1504 MAIL SERVICES SUPERVISOR I

| | | | | | | | |
|---|--------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | MAIL SUP I-A | 01-05 | 1,839 22,068 | 1,918 23,016 | 2,001 24,012 | 2,088 25,056 | 2,180 26,160 |
| 8 | MAIL SUP I-C | 01-05 | 1,533 18,396 | 1,598 19,176 | 1,668 20,016 | 1,740 20,880 | 1,817 21,804 |

6/20/89

THE CALIFORNIA STATE UNIVERSITY
SALARY SCHEDULE
BY COLLECTIVE BARGAINING ID
PINS REPORT GS1301-1
(EFFECTIVE TEST 1/90 1

COLLECTIVE BARGAINING ID 607

| CLASS | RNG | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|-------|-----|-------------|-----------------|-------|--|--|--|--|
|-------|-----|-------------|-----------------|-------|--|--|--|--|

1142 MEDICAL SECRETARY

| | | | | | | | |
|---|-------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | MED SECTY-A | 01-05 | 2,008 24,096 | 2,097 25,164 | 2,188 26,256 | 2,289 27,400 | 2,396 28,752 |
| 0 | MED SECTY-C | 01-05 | 1,673 20,076 | 1,748 20,976 | 1,823 21,876 | 1,908 22,896 | 1,997 23,960 |

1144 MEDICAL TRANSCRIBER

| | | | | | | | |
|---|-------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | MED TRANS-A | 01-05 | 1,720 20,640 | 1,795 21,540 | 1,878 22,440 | 1,950 23,400 | 2,035 24,420 |
| 0 | MED TRANS-C | 01-05 | 1,433 17,196 | 1,496 17,952 | 1,558 18,696 | 1,625 19,500 | 1,696 20,352 |

1426 MICROGRAPHICS TECHNICIAN

| | | | | | | | |
|---|-------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | MCRD TECH-A | 01-05 | 1,801 21,612 | 1,878 22,536 | 1,958 23,496 | 2,044 24,528 | 2,133 25,596 |
| 0 | MCRD TECH-C | 01-05 | 1,501 18,012 | 1,565 18,780 | 1,632 19,584 | 1,703 20,436 | 1,778 21,336 |

1424 MICROGRAPHICS TECHNICIAN TRAINEE

| | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|
| 1 | MCRD TM TRN-A | 01-03 | 1,611 19,332 | 1,679 20,148 | 1,749 20,988 |
| 0 | MCRD TM TRN-C | 01-03 | 1,343 16,116 | 1,399 16,788 | 1,458 17,496 |

06/26/89

THE CALIFORNIA STATE UNIVERSITY
SALARY SCHEDULE
BY COLLECTIVE BARGAINING ID
PIMS REPORT 651401-1
EFFECTIVE TEST 1/90 1

COLLECTIVE BARGAINING ID R07

| CLASS | RNG | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|-------|-----|-------------|--------------|-------|--|--|--|--|
|-------|-----|-------------|--------------|-------|--|--|--|--|

0391 PARKING GARAGE SUPERVISOR

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | PRG GAR SUP-A | C1-05 | 1,926 23,112 | 2,008 24,096 | 2,097 25,164 | 2,188 26,256 | 2,289 27,468 |
| 8 | PRG GAR SUP-C | 01-05 | 1,405 19,260 | 1,673 20,076 | 1,748 20,976 | 1,823 21,876 | 1,908 22,896 |

0351 PARKING OFFICER

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | PARKING OFF-A | 01-05 | 1,831 21,972 | 1,909 22,908 | 1,993 23,916 | 2,079 24,948 | 2,169 26,028 |
| 8 | PARKING OFF-C | 01-05 | 1,526 18,312 | 1,591 19,092 | 1,661 19,932 | 1,733 20,796 | 1,808 21,696 |

1100 PAYROLL TECHNICIAN I

| | | | | | | | |
|---|-------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | PAY TECH IA | C1-05 | 1,686 20,232 | 1,757 21,084 | 1,831 21,972 | 1,909 22,908 | 1,993 23,916 |
| 8 | PAY TECH IC | C1-05 | 1,405 16,860 | 1,464 17,568 | 1,526 18,312 | 1,591 19,092 | 1,661 19,932 |

1101 PAYROLL TECHNICIAN II

| | | | | | | | |
|---|--------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | PAY TECH IIA | 01-05 | 1,958 23,496 | 2,044 24,528 | 2,133 25,596 | 2,228 26,736 | 2,331 27,972 |
| 8 | PAY TECH IIC | 01-05 | 1,632 19,584 | 1,703 20,436 | 1,778 21,336 | 1,857 22,284 | 1,943 23,316 |

06/20/89

THE CALIFORNIA STATE UNIVERSITY
SALARY SCHEDULE
BY COLLECTIVE BARGAINING ID
PIMS REPORT GS1301-1
(EFFECTIVE TEST 1/90)

COLLECTIVE BARGAINING ID R07

| CLASS RNG | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|-----------|-------------|--------------|-------|--|--|--|--|
|-----------|-------------|--------------|-------|--|--|--|--|

1102 PAYROLL TECHNICIAN III

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | PAY TECH IIIA | 01-05 | 2,228 26,736 | 2,331 27,972 | 2,440 29,200 | 2,559 30,448 | 2,675 32,100 |
| 8 | PAY TECH IIIC | 01-05 | 1,857 22,294 | 1,943 23,316 | 2,033 24,396 | 2,128 25,536 | 2,229 26,748 |

1199 PAYROLL TECHNICIAN TRAINEE

| | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|
| 3 | PAY TECH IIRN | 01-03 | 1,480 17,760 | 1,540 18,980 | 1,605 19,260 |
|---|---------------|-------|-----------------|-----------------|-----------------|

1409 POWER KEYBOARD OPERATOR

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | PWR KEY OPR-A | 01-05 | 1,135 20,820 | 1,400 21,696 | 1,886 22,432 | 1,968 23,616 | 2,053 24,636 |
| 8 | PWR KEY OPR-C | 01-05 | 1,446 17,352 | 1,507 18,084 | 1,572 18,864 | 1,640 19,680 | 1,711 20,532 |

1408 POWER KEYBOARD OPERATOR TRAINEE

| | | | | | |
|---|----------------|-------|-----------------|-----------------|-----------------|
| 1 | PWR KEY IIRN-A | 01-03 | 1,411 19,332 | 1,679 20,144 | 1,749 20,988 |
| 8 | PWR KEY IIRN-C | 01-03 | 1,343 16,116 | 1,399 16,788 | 1,458 17,496 |

4703 PROCUREMENT ASSISTANT

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | PROCHT ASST-A | 01-05 | 2,362 28,344 | 2,473 29,676 | 2,590 31,080 | 2,713 32,556 | 2,841 34,092 |
| 8 | PROCHT ASST-C | 01-05 | 1,968 23,616 | 2,061 24,732 | 2,158 25,848 | 2,261 27,132 | 2,368 28,416 |

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THE CALIFORNIA STATE UNIVERSITY
SALARY SCHEDULE
BY COLLECTIVE BARGAINING ID
PIMS REPORT 651301-1
EFFECTIVE 1/1/90 1

COLLECTIVE BARGAINING ID 607

| CLASS RMC | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|-----------|-------------|--------------|-------|--|--|--|--|
|-----------|-------------|--------------|-------|--|--|--|--|

1550 PROPERTY CLERK I

| | | | | | | | |
|---|--------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | PROP CLK I-A | 01-05 | 1,839 22,068 | 1,918 23,016 | 2,001 24,012 | 2,088 25,056 | 2,180 26,160 |
| 8 | PROP CLK I-C | 01-05 | 1,533 18,396 | 1,598 19,176 | 1,668 20,016 | 1,740 20,880 | 1,817 21,804 |

1549 PROPERTY CLERK II

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | PROP CLK II-A | 01-05 | 2,088 25,056 | 2,180 26,160 | 2,278 27,336 | 2,385 28,620 | 2,497 29,964 |
| 8 | PROP CLK II-C | 01-05 | 1,740 20,880 | 1,817 21,804 | 1,898 22,776 | 1,988 23,856 | 2,081 24,972 |

8349 PUBLIC SAFETY DISPATCHER

| | | | | | | | |
|---|-------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | P/S DISPR-A | 01-05 | 1,801 21,612 | 1,878 22,536 | 1,958 23,496 | 2,044 24,528 | 2,133 25,596 |
| 8 | P/S DISPR-C | 01-05 | 1,501 18,012 | 1,565 18,780 | 1,632 19,584 | 1,703 20,436 | 1,778 21,336 |

8348 PUBLIC SAFETY DISPATCHER, TYPING

| | | | | | | | |
|---|----------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | P/S DSP, TYP-A | 01-05 | 1,801 21,612 | 1,878 22,536 | 1,958 23,496 | 2,044 24,528 | 2,133 25,596 |
| 8 | P/S DSP, TYP-C | 01-05 | 1,501 18,012 | 1,565 18,780 | 1,632 19,584 | 1,703 20,436 | 1,778 21,336 |

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THE CALIFORNIA STATE UNIVERSITY
SALARY SCHEDULE
BY COLLECTIVE BARGAINING ID
PIMS REPORT 651301-1
(EFFECTIVE TEST 1/90)

COLLECTIVE BARGAINING ID P07

| CLASS | RNG | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|-------|-----|-------------|--------------|-------|--|--|--|--|
|-------|-----|-------------|--------------|-------|--|--|--|--|

1135 PURCHASING AGENT

| | | | | | | | |
|---|-------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | PURCH AGT-A | 01-05 | 1,993 23,916 | 2,079 24,948 | 2,169 26,020 | 2,266 27,192 | 2,374 28,408 |
| 8 | PURCH AGT-C | 01-05 | 1,661 19,932 | 1,733 20,796 | 1,800 21,696 | 1,888 22,656 | 1,970 23,736 |

1472 REPRODUCTION PROCESSES ASSISTANT

| | | | | | | | |
|---|--------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | REPRO ASST-A | 01-05 | 1,855 22,260 | 1,933 23,196 | 2,010 24,216 | 2,105 25,260 | 2,199 26,308 |
| 8 | REPRO ASST-C | 01-05 | 1,596 18,552 | 1,611 19,332 | 1,682 20,184 | 1,754 21,048 | 1,833 21,996 |

1471 REPRODUCTION PROCESSES SUPERVISOR 1

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | REPRO SUP 1-A | 01-05 | 2,097 25,164 | 2,188 26,256 | 2,289 27,468 | 2,396 28,752 | 2,510 30,120 |
| 8 | REPRO SUP 1-C | 01-05 | 1,748 20,976 | 1,823 21,876 | 1,900 22,896 | 1,997 23,964 | 2,092 25,104 |

1129 SECRETARY

| | | | | | | | |
|---|-------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | SECRETARY A | 01-05 | 1,861 22,332 | 1,940 23,280 | 2,023 24,276 | 2,110 25,320 | 2,203 26,436 |
| 2 | SECRETARY B | 01-05 | 1,861 22,332 | 1,940 23,280 | 2,023 24,276 | 2,111 25,332 | 2,203 26,436 |
| 8 | SECRETARY C | 01-05 | 1,551 18,612 | 1,617 19,404 | 1,686 20,232 | 1,750 21,096 | 1,836 22,032 |
| 9 | SECRETARY D | 01-05 | 1,551 18,612 | 1,617 19,404 | 1,686 20,232 | 1,759 21,108 | 1,836 22,032 |

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COLLECTIVE BARGAINING ID R07

CLASS RNG CLASS TITLE SALARY STEPS ----- RANGE -----

1730 SENIOR ACCOUNT CLERK

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | SR ACCT CLK-A | 01-05 | 1,824 21,888 | 1,900 22,800 | 1,983 23,796 | 2,070 24,840 | 2,160 25,920 |
| 8 | SR ACCT CLK-C | 01-05 | 1,520 18,240 | 1,583 18,996 | 1,653 19,836 | 1,725 20,700 | 1,800 21,600 |

1690 SENIOR CASHIER-CLERK

| | | | | | | | |
|---|--------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | SR CSH-CLK-A | 01-05 | 1,824 21,888 | 1,900 22,800 | 1,983 23,796 | 2,070 24,840 | 2,160 25,920 |
| 8 | SR CSH-CLK-C | 01-05 | 1,520 18,240 | 1,583 18,996 | 1,653 19,836 | 1,725 20,700 | 1,800 21,600 |

1910 SENIOR COMPUTER OPERATOR

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | SR COM OPP-A | 01-05 | 2,070 24,840 | 2,160 25,920 | 2,258 27,096 | 2,362 28,344 | 2,473 29,676 |
| 8 | SR COMP OPR-C | 01-05 | 1,725 20,700 | 1,800 21,600 | 1,882 22,584 | 1,968 23,616 | 2,061 24,732 |

1520 SENIOR DATA CONTROL TECHNICIAN

| | | | | | | | |
|---|--------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | SR D/C TCH-A | 01-05 | 1,909 22,908 | 1,993 23,916 | 2,079 24,948 | 2,169 26,028 | 2,266 27,192 |
| 9 | SR D/C TCH-C | 01-05 | 1,591 19,092 | 1,661 19,932 | 1,733 20,796 | 1,808 21,696 | 1,888 22,656 |

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THE CALIFORNIA STATE UNIVERSITY
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BY COLLECTIVE BARGAINING ID
PIPS REPORT 651301-1
EFFECTIVE TEST 1/90 1

COLLECTIVE BARGAINING ID R07

| CLASS | RNG | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|-------|-----|-------------|--------------|-------|--|--|--|--|
|-------|-----|-------------|--------------|-------|--|--|--|--|

1016 SENIOR DATA ENTRY OPERATOR

| | | | | | | | |
|---|-------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | SR D/E DP-A | CI-05 | 1,727 20,724 | 1,801 21,612 | 1,876 22,536 | 1,950 23,496 | 2,024 24,528 |
| 8 | SR D/E DP-C | 01-05 | 1,839 17,768 | 1,501 18,012 | 1,565 18,780 | 1,632 19,504 | 1,703 20,436 |

1130 SENIOR SECRETARY

| | | | | | | | |
|---|------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | SP SECTY-A | 01-C5 | 2,036 24,432 | 2,125 25,500 | 2,210 26,616 | 2,316 27,792 | 2,423 29,076 |
| 8 | SR SECTY-C | 01-05 | 1,697 20,364 | 1,771 21,252 | 1,848 22,176 | 1,930 23,160 | 2,019 24,228 |

1102 SHIPPING AND RECEIVING ASSISTANT 1

| | | | | | | | |
|---|-------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | SR ASST 1-A | CI-05 | 1,839 22,068 | 1,918 23,016 | 2,001 24,012 | 2,088 25,056 | 2,180 26,160 |
| 8 | SR ASST 1-C | 01-05 | 1,533 18,396 | 1,598 19,176 | 1,668 20,016 | 1,740 20,880 | 1,817 21,804 |

2535 SLIDE CURATOR 1

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | SLIDE CUR 1-A | 01-05 | 2,088 25,056 | 2,180 26,160 | 2,278 27,336 | 2,385 28,620 | 2,497 29,964 |
| 8 | SLIDE CUR 1-C | 01-05 | 1,740 20,880 | 1,817 21,804 | 1,898 22,776 | 1,988 23,856 | 2,081 24,972 |

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SALARY SCHEDULE
BY COLLECTIVE BARGAINING ID
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COLLECTIVE BARGAINING ID R07

CLASS RNG CLASS TITLE SALARY STEPS - - - - - RANGE - - - - -

2936 SLIDE CURATOR II

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | SLIDE CUR IIA | 01-05 | 2,385 28,620 | 2,497 29,964 | 2,615 31,380 | 2,738 32,856 | 2,867 34,404 |
| 8 | SLIDE CUR IIC | 01-05 | 1,988 23,856 | 2,081 24,972 | 2,179 26,148 | 2,282 27,384 | 2,389 28,668 |

1509 STOCK CLERK

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | STOCK CLERK-A | 01-05 | 1,707 20,484 | 1,778 21,336 | 1,855 22,260 | 1,933 23,196 | 2,018 24,216 |
| 8 | STOCK CLERK-C | 01-05 | 1,423 17,076 | 1,482 17,784 | 1,546 18,552 | 1,611 19,332 | 1,682 20,184 |

1506 STOREKEEPER I

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | STOREKEEP I-A | 01-05 | 1,839 22,068 | 1,910 23,016 | 2,001 24,012 | 2,088 25,056 | 2,180 26,160 |
| 8 | STOREKEEP I-C | 01-05 | 1,533 18,396 | 1,598 19,176 | 1,668 20,016 | 1,740 20,880 | 1,817 21,804 |

1727 SUPERVISING ACCOUNT CLERK I

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | S.ACCY CLK IA | 01-05 | 2,001 24,012 | 2,088 25,056 | 2,180 26,160 | 2,278 27,336 | 2,385 28,620 |
| 8 | S.ACCY CLK-IC | 01-05 | 1,668 20,016 | 1,740 20,880 | 1,817 21,804 | 1,898 22,776 | 1,988 23,856 |

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BY COLLECTIVE BARGAINING ID
PIMS REPORT 651301-1
EFFECTIVE TEST 1/90

COLLECTIVE BARGAINING ID R07

| CLASS RNG | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|-----------|-------------|--------------|-------|--|--|--|--|
|-----------|-------------|--------------|-------|--|--|--|--|

1020 SUPERVISING MICROGRAPHICS TECHNICIAN I

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | S,MCRG TH I-A | 01-05 | 1,950 23,496 | 2,044 24,520 | 2,133 25,594 | 2,228 26,734 | 2,331 27,972 |
| 0 | S,MCRG TH I-C | 01-05 | 1,632 19,504 | 1,703 20,436 | 1,778 21,336 | 1,857 22,204 | 1,943 23,316 |

1030 SUPERVISING MICROGRAPHICS TECHNICIAN II

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | S,MCRG TH IIA | 01-05 | 2,133 25,594 | 2,228 26,734 | 2,331 27,972 | 2,440 29,200 | 2,554 30,640 |
| 0 | S,MCRG TH IIC | 01-05 | 1,778 21,336 | 1,857 22,204 | 1,943 23,316 | 2,033 24,396 | 2,124 25,536 |

0353 SUPERVISING PARKING OFFICER

| | | | | | | | |
|---|--------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | S,PARK OFF-A | 01-05 | 1,909 22,908 | 1,993 23,916 | 2,079 24,948 | 2,169 26,020 | 2,266 27,192 |
| 0 | S,PARK OFF-C | 01-05 | 1,591 19,092 | 1,661 19,932 | 1,733 20,796 | 1,808 21,696 | 1,888 22,656 |

1020 SUPERVISING TELEPHONE OPERATOR

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | S,PHONE OPR-A | 01-05 | 1,727 20,724 | 1,801 21,612 | 1,878 22,536 | 1,958 23,496 | 2,044 24,520 |
| 0 | S,PHONE OPR-C | 01-05 | 1,439 17,268 | 1,501 18,012 | 1,565 18,780 | 1,632 19,584 | 1,703 20,436 |

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THE CALIFORNIA STATE UNIVERSITY
SALARY SCHEDULE
BY COLLECTIVE BARGAINING ID
PIMS REPORT GS1301-1
EFFECTIVE TEST 1/90 1

COLLECTIVE BARGAINING ID P07

| CLASS RNC | CLASS TITLE | SALARY | | RANGE | |
|-----------|-------------|--------|--|-------|--|
| | | STEPS | | | |

1635 TELEPHONE OPERATOR

| | | | | | | | |
|---|-------------|-------|--------|--------|--------|--------|--------|
| 1 | PHONE OPR-A | 01-05 | 1,527 | 1,592 | 1,658 | 1,727 | 1,801 |
| | | | 18,329 | 19,104 | 19,896 | 20,729 | 21,612 |
| 8 | PHONE OPR-C | 01-05 | 1,273 | 1,327 | 1,382 | 1,439 | 1,501 |
| | | | 15,276 | 15,924 | 16,584 | 17,260 | 18,012 |

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THE CALIFORNIA STATE UNIVERSITY-
SALARY SCHEDULE
BY COLLECTIVE BARGAINING ID
PIMS REPORT ES13C1-1
EFFECTIVE 10/01/90 1

COLLECTIVE BARGAINING ID P09

| CLASS RNG | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|-----------|-------------|--------------|-------|--|--|--|--|
|-----------|-------------|--------------|-------|--|--|--|--|

2867 ACCOMPANIST 1

| | | | | | | | |
|---|------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | ACCOMP 1-A | 01-05 | 1,795 21,540 | 1,870 22,440 | 1,950 23,400 | 2,035 24,420 | 2,124 25,488 |
| 0 | ACCOMP 1-C | 01-05 | 1,496 17,952 | 1,550 18,496 | 1,625 19,500 | 1,696 20,352 | 1,770 21,240 |

2866 ACCOMPANIST 11

| | | | | | | | |
|---|-------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | ACCOMP 11-A | 01-05 | 2,208 26,496 | 2,310 27,720 | 2,417 29,004 | 2,531 30,372 | 2,650 31,800 |
| 0 | ACCOMP 11-C | 01-05 | 1,840 22,080 | 1,925 23,100 | 2,014 24,168 | 2,109 25,308 | 2,208 26,496 |

9555 ACCOUNTANT 1

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | ACCOUNTANT 1A | 01-05 | 2,732 32,784 | 2,862 34,344 | 2,997 35,964 | 3,140 37,680 | 3,288 39,456 |
| 0 | ACCOUNTANT 1C | 01-05 | 2,277 27,324 | 2,385 28,620 | 2,498 29,976 | 2,617 31,404 | 2,740 32,880 |

5341 ADMINISTRATIVE OPERATIONS ANALYST 1

| | | | | | | | |
|---|--------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | ADA 1A | 01-05 | 2,289 27,468 | 2,396 28,752 | 2,510 30,120 | 2,627 31,524 | 2,751 33,012 |
| 0 | ADA 1C | 01-05 | 1,908 22,896 | 1,997 23,964 | 2,092 25,104 | 2,189 26,268 | 2,293 27,516 |

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THE CALIFORNIA STATE UNIVERSITY
SALARY SCHEDULE
BY COLLECTIVE BARGAINING ID
PIMS REPORT 651101-1
(EFFECTIVE TEST 1/90)

COLLECTIVE BARGAINING ID R09

| CLASS RNG | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|-----------|-------------|--------------|-------|--|--|--|--|
|-----------|-------------|--------------|-------|--|--|--|--|

5342 ADMINISTRATIVE OPERATIONS ANALYST II

| | | | | | | | |
|---|---------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | ADA IIA | C1-05 | 2,713 32,556 | 2,841 34,092 | 2,974 35,712 | 3,117 37,404 | 3,267 39,204 |
| 0 | ACA IIC | 01-05 | 2,261 27,132 | 2,348 28,416 | 2,480 29,760 | 2,598 31,176 | 2,723 32,676 |

5343 ADMINISTRATIVE OPERATIONS ANALYST III

| | | | | | | | |
|---|----------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | ADA IIIA | G1-05 | 3,267 39,204 | 3,421 41,052 | 3,586 43,032 | 3,759 45,108 | 3,930 47,256 |
| 0 | ADA IIIC | C1-05 | 2,723 32,676 | 2,851 34,212 | 2,980 35,856 | 3,133 37,596 | 3,282 39,384 |

5255 ADMINISTRATIVE TRAINEE

| | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|
| 1 | ADM TRAINEE-A | 01-03 | 1,983 23,796 | 2,070 24,840 | 2,160 25,920 |
| 0 | ADM TRAINEE-C | 01-03 | 1,653 19,836 | 1,725 20,700 | 1,800 21,600 |

0670 ANIMAL HEALTH TECHNICIAN

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | ANIMAL TECH-A | 01-05 | 2,531 30,372 | 2,650 31,800 | 2,776 33,312 | 2,908 34,896 | 3,046 36,552 |
| 0 | ANIMAL TECH-C | 01-05 | 2,109 25,308 | 2,208 26,496 | 2,313 27,756 | 2,423 29,076 | 2,538 30,456 |

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THE CALIFORNIA STATE UNIVERSITY
SALARY SCHEDULE
BY COLLECTIVE BARGAINING ID
PIMS REPORT 851301-1
EFFECTIVE TEST 1/90 1

COLLECTIVE BARGAINING ID R09

| CLASS RNG | CLASS TITLE | SALARY STEPS | PANGE | | | | |
|-----------|-------------|-----------------|-------|--|--|--|--|
|-----------|-------------|-----------------|-------|--|--|--|--|

5207 ASSISTANT BUDGET ANALYST

| | | | | | | | |
|---|--------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | AST BUD AA-A | 01-05 | 2,590 31,080 | 2,713 32,556 | 2,841 34,092 | 2,976 35,712 | 3,117 37,404 |
| 8 | AST BUD AA-C | 01-05 | 2,158 25,896 | 2,261 27,132 | 2,368 28,416 | 2,480 29,760 | 2,598 31,176 |

1002 ASSISTANT SYSTEMS ANALYST

| | | | | | | | |
|---|--------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | ASSIST S/A-A | 01-05 | 2,870 34,440 | 3,007 36,084 | 3,148 37,776 | 3,297 39,564 | 3,457 41,484 |
| 8 | ASSIST S/A-C | 01-05 | 2,392 28,704 | 2,506 30,072 | 2,623 31,476 | 2,748 32,976 | 2,881 34,572 |

1035 ASSISTANT SYSTEMS SOFTWARE SPECIALIST

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | AST SV/S SP-A | 01-05 | 2,870 34,440 | 3,007 36,084 | 3,148 37,776 | 3,297 39,564 | 3,457 41,484 |
| 8 | AST SV/S SP-C | 01-05 | 2,392 28,704 | 2,506 30,072 | 2,623 31,476 | 2,748 32,976 | 2,881 34,572 |

5204 ASSOCIATE BUDGET ANALYST

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | ASDC BUD AA-A | 01-05 | 3,117 37,404 | 3,267 39,204 | 3,421 41,052 | 3,586 43,032 | 3,759 45,108 |
| 9 | ASDC BUD AA-C | 01-05 | 2,598 31,176 | 2,723 32,676 | 2,851 34,212 | 2,988 35,856 | 3,133 37,596 |

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THE CALIFORNIA STATE UNIVERSITY
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BY COLLECTIVE BARGAINING ID
PIPS REPORT GS1301-1
EFFECTIVE TEST 1/90 1

COLLECTIVE BARGAINING ID 009

CLASS RNG CLASS TITLE SALARY STEPS - - - - - RANGE - - - - -

1901 ASSOCIATE SYSTEMS ANALYST

| | | | | | | | |
|---|-------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | ASSOC S/A-A | 01-05 | 3,457 41,484 | 3,621 43,452 | 3,794 45,528 | 3,977 47,724 | 4,167 50,004 |
| 0 | ASSOC S/A-C | 01-05 | 2,881 34,572 | 3,018 36,216 | 3,162 37,944 | 3,314 39,768 | 3,473 41,676 |

1936 ASSOCIATE SYSTEMS SOFTWARE SPECIALIST

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | ASC SV/S SP-A | 01-05 | 3,457 41,484 | 3,621 43,452 | 3,794 45,528 | 3,977 47,724 | 4,167 50,004 |
| 0 | ASC SV/S SP-C | 01-05 | 2,881 34,572 | 3,018 36,216 | 3,162 37,944 | 3,314 39,768 | 3,473 41,676 |

5784 ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES I

| | | | | | | | |
|---|---------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | AAEI IA | 01-05 | 2,935 35,220 | 3,074 36,888 | 3,221 38,652 | 3,375 40,500 | 3,536 42,432 |
| 0 | AAEI IC | 01-05 | 2,446 29,352 | 2,562 30,744 | 2,684 32,208 | 2,813 33,756 | 2,947 35,364 |

5782 ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES II

| | | | | | | | |
|---|----------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | AAEI IIA | 01-05 | 3,707 44,484 | 3,884 46,608 | 4,072 48,864 | 4,267 51,204 | 4,473 53,676 |
| 0 | AAEI IIC | 01-05 | 3,089 37,068 | 3,237 38,844 | 3,393 40,716 | 3,556 42,672 | 3,728 44,736 |

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THE CALIFORNIA STATE UNIVERSITY
SALARY SCHEDULE
BY COLLECTIVE BARGAINING ID
PIMS REPORT 851301-1
EFFECTIVE TEST 1/90 1

COLLECTIVE BARGAINING ID R09

| CLASS RNG | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|-----------|-------------|--------------|-------|--|--|--|--|
|-----------|-------------|--------------|-------|--|--|--|--|

9787 ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES III

| | | | | | | | |
|---|-----------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | AACT IIIA | 01-05 | 4,690 56,290 | 4,918 59,016 | 5,156 61,872 | 5,400 64,896 | 5,671 68,052 |
| 8 | AACT IIIC | 01-05 | 3,908 46,896 | 4,098 49,176 | 4,297 51,564 | 4,507 54,084 | 4,726 56,712 |

1539 ATHLETIC EQUIPMENT ATTENDANT I

| | | | | | | | |
|---|-------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | A/E/ATT I-A | 01-05 | 1,658 19,496 | 1,727 20,724 | 1,801 21,612 | 1,878 22,536 | 1,958 23,496 |
| 8 | A/E/ATT I-C | 01-05 | 1,382 16,584 | 1,439 17,268 | 1,501 18,012 | 1,565 18,780 | 1,632 19,584 |

1533 ATHLETIC EQUIPMENT ATTENDANT II

| | | | | | | | |
|---|--------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | A/E/ATT II-A | 01-05 | 1,862 22,344 | 1,944 23,328 | 2,024 24,312 | 2,115 25,380 | 2,208 26,496 |
| 8 | A/E/ATT II-C | 01-05 | 1,552 18,624 | 1,620 19,440 | 1,688 20,256 | 1,763 21,156 | 1,840 22,080 |

8980 CAMPUS FIRE APPARATUS ENGINEER

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | FIRE APP EG-A | 01-05 | 2,462 29,544 | 2,574 30,936 | 2,700 32,400 | 2,828 33,936 | 2,961 35,532 |
| 8 | FIRE APP EG-C | 01-05 | 2,052 24,624 | 2,148 25,776 | 2,250 27,000 | 2,357 28,284 | 2,468 29,616 |

06/20/89

THE CALIFORNIA STATE UNIVERSITY
SALARY SCHEDULE
BY COLLECTIVE BARGAINING ID
PIMS REPORT 651301-1
EFFECTIVE 12/31 1/90 1

COLLECTIVE BARGAINING ID 809

| CLASS | RNG | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|-------|-----|-------------|--------------|-------|--|--|--|--|
|-------|-----|-------------|--------------|-------|--|--|--|--|

6514 COSTUME TECHNICIAN I

| | | | | | | | |
|---|--------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | COST TCH I-A | 01-05 | 2,315 25,380 | 2,208 24,496 | 2,310 27,720 | 2,417 29,004 | 2,531 30,372 |
| 0 | COST TCH I-C | 01-05 | 1,763 21,156 | 1,840 22,080 | 1,925 23,100 | 2,014 24,168 | 2,109 25,308 |

6515 COSTUME TECHNICIAN II

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | COST TCH II-A | 01-05 | 2,310 27,720 | 2,417 29,004 | 2,531 30,372 | 2,650 31,800 | 2,776 33,312 |
| 0 | COST TCH II-C | 01-05 | 1,925 23,100 | 2,014 24,168 | 2,109 25,308 | 2,208 26,496 | 2,313 27,756 |

0640 CROP TECHNICIAN I

| | | | | | | | |
|---|--------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | CROP TECH IA | 01-05 | 2,237 26,844 | 2,341 28,092 | 2,451 29,412 | 2,568 30,816 | 2,688 32,256 |
| 0 | CROP TECH IC | 01-05 | 1,864 22,368 | 1,951 23,412 | 2,043 24,516 | 2,140 25,680 | 2,240 26,880 |

0651 CROP TECHNICIAN II

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | CROP TECH IIA | 01-05 | 2,451 29,412 | 2,568 30,816 | 2,688 32,256 | 2,814 33,768 | 2,947 35,364 |
| 0 | CROP TECH IIC | 01-05 | 2,043 24,516 | 2,140 25,680 | 2,240 26,880 | 2,345 28,140 | 2,456 29,472 |

01/20/89

THE CALIFORNIA STATE UNIVERSITY
SALARY SCHEDULE
BY COLLECTIVE BARGAINING ID
PIMS REPORT GS1361-1
EFFECTIVE YES 1/90 1

COLLECTIVE BARGAINING ID R09

| CLASS RNG | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|-----------|-------------|--------------|-------|--|--|--|--|
|-----------|-------------|--------------|-------|--|--|--|--|

6970 DIVING SAFETY OFFICER

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | DIVE SAF OF-A | 01-05 | 2,921 35,052 | 3,061 36,732 | 3,205 38,460 | 3,360 40,320 | 3,520 42,240 |
| 8 | DIVE SAF OF-C | 01-05 | 2,439 29,208 | 2,551 30,612 | 2,671 32,052 | 2,800 33,600 | 2,933 35,196 |

7000 EQUIPMENT MAINTENANCE ASSISTANT

| | | | | | | | |
|---|----------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | EQ M/TN ASST-A | 01-05 | 2,115 25,380 | 2,200 26,496 | 2,310 27,720 | 2,417 29,004 | 2,531 30,372 |
| 8 | EQ M/TN ASST-C | 01-05 | 1,763 21,156 | 1,840 22,080 | 1,925 23,100 | 2,014 24,168 | 2,109 25,308 |

7002 EQUIPMENT TECHNICIAN I, ELECTRO-MECHANICAL

| | | | | | | | |
|---|-----------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | ET 1A-E/M | 01-05 | 2,310 27,720 | 2,417 29,004 | 2,531 30,372 | 2,650 31,800 | 2,776 33,312 |
| 8 | ET 1C-E/M | 01-05 | 1,925 23,100 | 2,014 24,168 | 2,109 25,308 | 2,200 26,496 | 2,313 27,756 |

7003 EQUIPMENT TECHNICIAN I, ELECTRONIC

| | | | | | | | |
|---|------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | ET 1A,ELEC | 01-05 | 2,310 27,720 | 2,417 29,004 | 2,531 30,372 | 2,650 31,800 | 2,776 33,312 |
| 8 | ET 1,ELEC | 01-05 | 1,925 23,100 | 2,014 24,168 | 2,109 25,308 | 2,200 26,496 | 2,313 27,756 |

06/20/89

THE CALIFORNIA STATE UNIVERSITY
SALARY SCHEDULE
BY COLLECTIVE BARGAINING ID
PIMS REPORT GS1301-1
(EFFECTIVE 1/1/90)

COLLECTIVE BARGAINING ID R09

| CLASS RNG | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|-----------|-------------|--------------|-------|--|--|--|--|
|-----------|-------------|--------------|-------|--|--|--|--|

7001 EQUIPMENT TECHNICIAN I, MECHANICAL

| | | | | | | | |
|---|-------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | ET 1A, PECH | 01-05 | 2,310 27,720 | 2,417 29,004 | 2,531 30,372 | 2,650 31,800 | 2,776 33,312 |
| 8 | ET 1C, PECH | 01-05 | 1,925 23,100 | 2,014 24,168 | 2,109 25,308 | 2,208 26,496 | 2,313 27,756 |

7004 EQUIPMENT TECHNICIAN I, SPECIALIZED EQUIPMENT

| | | | | | | | |
|---|------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | ET 1A, S/E | 01-05 | 2,310 27,720 | 2,417 29,004 | 2,531 30,372 | 2,650 31,800 | 2,776 33,312 |
| 8 | ET 1C, S/E | 01-05 | 1,925 23,100 | 2,014 24,168 | 2,109 25,308 | 2,208 26,496 | 2,313 27,756 |

7012 EQUIPMENT TECHNICIAN II, ELECTRO-MECHANICAL

| | | | | | | | |
|---|-------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | ET 11A, E/M | 01-05 | 2,531 30,372 | 2,650 31,800 | 2,776 33,312 | 2,908 34,896 | 3,046 36,552 |
| 8 | ET 11C, E/M | 01-05 | 2,109 25,308 | 2,208 26,496 | 2,313 27,756 | 2,423 29,076 | 2,538 30,456 |

7013 EQUIPMENT TECHNICIAN II, ELECTRONIC

| | | | | | | | |
|---|--------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | ET 11A, ELEC | 01-05 | 2,531 30,372 | 2,650 31,800 | 2,776 33,312 | 2,908 34,896 | 3,046 36,552 |
| 8 | ET 11C, ELEC | 01-05 | 2,109 25,308 | 2,208 26,496 | 2,313 27,756 | 2,423 29,076 | 2,538 30,456 |

06/20/89

THE CALIFORNIA STATE UNIVERSITY
SALARY SCHEDULE
BY COLLECTIVE BARGAINING TO
PIMS REPORT 65130-1
EFFECTIVE TEST 1/90

COLLECTIVE BARGAINING ID R09

| CLASS RNG | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|-----------|-------------|--------------|-------|--|--|--|--|
|-----------|-------------|--------------|-------|--|--|--|--|

7011 EQUIPMENT TECHNICIAN II, MECHANICAL

| | | | | | | | |
|---|--------------|-------|--------|--------|--------|--------|--------|
| 1 | ET IIA, PECH | 01-05 | 2,531 | 2,650 | 2,776 | 2,900 | 3,046 |
| | | | 30,372 | 31,800 | 33,312 | 34,896 | 36,552 |
| 8 | ET IIC, PECH | 01-05 | 2,109 | 2,208 | 2,313 | 2,423 | 2,530 |
| | | | 25,308 | 26,496 | 27,756 | 29,076 | 30,456 |

7014 EQUIPMENT TECHNICIAN II, SPECIALIZED EQUIPMENT

| | | | | | | | |
|---|-------------|-------|--------|--------|--------|--------|--------|
| 1 | ET IIA, S/E | 01-05 | 2,531 | 2,650 | 2,776 | 2,900 | 3,046 |
| | | | 30,372 | 31,800 | 33,312 | 34,896 | 36,552 |
| 8 | ET IIC, S/E | 01-05 | 2,109 | 2,208 | 2,313 | 2,423 | 2,530 |
| | | | 25,308 | 26,496 | 27,756 | 29,076 | 30,456 |

7022 EQUIPMENT TECHNICIAN III, ELECTRO-MECHANICAL

| | | | | | | | |
|---|--------------|-------|--------|--------|--------|--------|--------|
| 1 | ET IIIA, E/M | 01-05 | 2,776 | 2,900 | 3,046 | 3,192 | 3,345 |
| | | | 33,312 | 34,896 | 36,552 | 38,304 | 40,140 |
| 8 | ET IIIC, E/M | 01-05 | 2,313 | 2,423 | 2,530 | 2,640 | 2,780 |
| | | | 27,756 | 29,076 | 30,456 | 31,920 | 33,456 |

7023 EQUIPMENT TECHNICIAN III, ELECTRONIC

| | | | | | | | |
|---|---------------|-------|--------|--------|--------|--------|--------|
| 1 | ET IIIA, ELEC | 01-05 | 2,776 | 2,900 | 3,046 | 3,192 | 3,345 |
| | | | 33,312 | 34,896 | 36,552 | 38,304 | 40,140 |
| 8 | ET IIIC, ELEC | 01-05 | 2,313 | 2,423 | 2,530 | 2,640 | 2,780 |
| | | | 27,756 | 29,076 | 30,456 | 31,920 | 33,456 |

06/20/89

THE CALIFORNIA STATE UNIVERSITY
SALARY SCHEDULE
BY COLLECTIVE BARGAINING ID
PMS REPORT 651301-1
(EFFECTIVE YES) 1/90 1

COLLECTIVE BARGAINING ID 00V

| CLASS RNG | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|-----------|-------------|-----------------|-------|--|--|--|--|
|-----------|-------------|-----------------|-------|--|--|--|--|

7021 EQUIPMENT TECHNICIAN III, MECHANICAL

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | ET IIIA, PECH | 01-05 | 2,776 33,312 | 2,908 34,896 | 3,046 36,552 | 3,192 38,304 | 3,345 40,140 |
| 0 | ET IIIC, PECH | 01-05 | 2,313 27,756 | 2,423 29,076 | 2,538 30,456 | 2,660 31,920 | 2,788 33,456 |

7024 EQUIPMENT TECHNICIAN III, SPECIALIZED EQUIPMENT

| | | | | | | | |
|---|--------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | ET IIIA, S/E | 01-05 | 2,776 33,312 | 2,908 34,896 | 3,046 36,552 | 3,192 38,304 | 3,345 40,140 |
| 0 | ET IIIC, S/E | 01-05 | 2,313 27,756 | 2,423 29,076 | 2,538 30,456 | 2,660 31,920 | 2,788 33,456 |

0638 FARM LABORER

| | | | | | | | |
|---|-------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | FARM LABR-A | 01-05 | 1,684 20,232 | 1,757 21,084 | 1,831 21,972 | 1,909 22,908 | 1,993 23,916 |
| 0 | FARM LABR-C | 01-05 | 1,405 16,860 | 1,464 17,568 | 1,526 18,312 | 1,591 19,092 | 1,661 19,932 |

0627 FARM SUPERVISOR I

| | | | | | | | |
|---|-------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | FARM SUP IA | 01-05 | 2,564 30,816 | 2,688 32,256 | 2,814 33,768 | 2,942 35,344 | 3,089 37,068 |
| 0 | FARM SUP IC | 01-05 | 2,140 25,680 | 2,240 26,880 | 2,345 28,140 | 2,456 29,472 | 2,574 30,888 |

01/20/89

THE CALIFORNIA STATE UNIVERSITY
SALARY SCHEDULE
BY COLLECTIVE BARGAINING ID
PIMS REPORT 631301-1
EFFECTIVE 12/31/1/90

COLLECTIVE BARGAINING ID 009

| CLASS | RNG | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|-------|-----|-------------|--------------|-------|--|--|--|--|
|-------|-----|-------------|--------------|-------|--|--|--|--|

5330 FEDERAL PROGRAMS COORDINATOR

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | FED PRG COO-A | 01-05 | 2,751 33,012 | 2,882 34,584 | 3,017 36,204 | 3,161 37,932 | 3,313 39,756 |
| 9 | FED PRG COO-C | 01-05 | 2,293 27,516 | 2,402 28,824 | 2,514 30,168 | 2,630 31,608 | 2,761 33,132 |

0687 FEED MILL OPERATOR

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | FEEDMILL OP-A | 01-05 | 2,451 29,412 | 2,568 30,816 | 2,688 32,256 | 2,814 33,768 | 2,947 35,364 |
| 8 | FEEDMILL OP-C | 01-05 | 2,043 24,516 | 2,140 25,680 | 2,240 26,880 | 2,345 28,140 | 2,456 29,472 |

6960 FISH HATCHERY MANAGER

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | FSH HCH MGR-A | 01-05 | 2,531 30,372 | 2,650 31,800 | 2,776 33,312 | 2,908 34,896 | 3,046 36,552 |
| 8 | FSH HCH MGR-C | 01-05 | 2,109 25,308 | 2,208 26,496 | 2,313 27,756 | 2,423 29,076 | 2,538 30,456 |

7512 GLASSBLOWER

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | GLASSBLOWER-A | 01-05 | 2,803 33,636 | 2,936 35,232 | 3,076 36,912 | 3,222 38,664 | 3,376 40,512 |
| 8 | GLASSBLOWER-C | 01-05 | 2,336 28,032 | 2,447 29,364 | 2,563 30,756 | 2,685 32,220 | 2,813 33,756 |

06/20/89

THE CALIFORNIA STATE UNIVERSITY
SALARY SCHEDULE
BY COLLECTIVE BARGAINING ID
PIMS REPORT 651301-1
(EFFECTIVE YEAR 1990)

COLLECTIVE BARGAINING ID 809

| CLASS RNG | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|-----------|-------------|--------------|-------|--|--|--|--|
|-----------|-------------|--------------|-------|--|--|--|--|

2929 GRAPHIC ARTIST I

| | | | | | | | |
|---|--------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | GRAPH ART IA | 01-05 | 2,299 27,580 | 2,407 28,880 | 2,520 30,240 | 2,640 31,680 | 2,763 33,156 |
| 0 | GRAPH ART IC | 01-05 | 1,916 22,992 | 2,006 24,072 | 2,100 25,200 | 2,200 26,400 | 2,303 27,636 |

2930 GRAPHIC ARTIST II

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | GRAPH ART IIA | 01-05 | 2,640 31,680 | 2,763 33,156 | 2,894 34,728 | 3,033 36,396 | 3,177 38,124 |
| 0 | GRAPH ART IIC | 01-05 | 2,200 26,400 | 2,303 27,636 | 2,412 28,944 | 2,528 30,336 | 2,648 31,776 |

1945 INSTRUCTIONAL COMPUTING CONSULTANT I

| | | | | | | | |
|---|--------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | IN CMP CN IA | 01-05 | 2,451 29,412 | 2,564 30,816 | 2,688 32,256 | 2,814 33,768 | 2,947 35,364 |
| 0 | IN CMP CN IC | 01-05 | 2,043 24,516 | 2,140 25,680 | 2,240 26,880 | 2,345 28,140 | 2,456 29,472 |

1946 INSTRUCTIONAL COMPUTING CONSULTANT II

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | IN CMP CN IIA | 01-05 | 2,921 35,052 | 3,041 36,732 | 3,205 38,460 | 3,360 40,320 | 3,520 42,240 |
| 0 | IN CMP CN IIC | 01-05 | 2,434 29,208 | 2,551 30,612 | 2,671 32,052 | 2,800 33,600 | 2,933 35,196 |

01/20/89

THE CALIFORNIA STATE UNIVERSITY
SALARY SCHEDULE
BY COLLECTIVE BARGAINING 10
PMS REPORT 651301-1
EFFECTIVE TEST 1/90 1

COLLECTIVE BARGAINING 10 R09

| CLASS RNG | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|-----------|-------------|--------------|-------|--|--|--|--|
|-----------|-------------|--------------|-------|--|--|--|--|

1947 INSTRUCTIONAL COMPUTING CONSULTANT III

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | 14 CP CN IIIA | 01-05 | 3,520 42,240 | 3,689 44,268 | 3,867 46,404 | 4,052 48,624 | 4,247 50,944 |
| 0 | 14 CP CN IIIC | 01-05 | 2,933 35,196 | 3,074 36,888 | 3,223 38,676 | 3,377 40,524 | 3,539 42,468 |

1577 INSTRUCTIONAL SUPPORT ASSISTANT I

| | | | | | | | |
|---|-------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | 1/S ASST IA | 01-05 | 1,658 19,896 | 1,727 20,724 | 1,801 21,612 | 1,878 22,536 | 1,958 23,496 |
| 0 | 1/S ASST IC | 01-05 | 1,382 16,544 | 1,439 17,268 | 1,501 18,012 | 1,565 18,780 | 1,632 19,584 |

1578 INSTRUCTIONAL SUPPORT ASSISTANT II

| | | | | | | | |
|---|--------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | 1/S ASST IIA | 01-05 | 1,862 22,344 | 1,944 23,328 | 2,026 24,312 | 2,115 25,380 | 2,208 26,448 |
| 0 | 1/S ASST IIC | 01-05 | 1,552 18,624 | 1,620 19,440 | 1,688 20,256 | 1,763 21,156 | 1,840 22,080 |

1579 INSTRUCTIONAL SUPPORT ASSISTANT III

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | 1/S ASST IIIA | 01-05 | 2,115 25,380 | 2,208 26,448 | 2,310 27,720 | 2,417 29,004 | 2,531 30,372 |
| 0 | 1/S ASST IIIC | 01-05 | 1,763 21,156 | 1,840 22,080 | 1,925 23,100 | 2,014 24,168 | 2,109 25,304 |

06/20/89

THE CALIFORNIA STATE UNIVERSITY
SALARY SCHEDULE
BY COLLECTIVE BARGAINING ID
PIMS REPORT 651301-1
EFFECTIVE TEST 1/90 1

COLLECTIVE BARGAINING ID 809

| CLASS | RNG | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|-------|-----|-------------|-----------------|-------|--|--|--|--|
|-------|-----|-------------|-----------------|-------|--|--|--|--|

1615 INSTRUCTIONAL SUPPORT TECHNICIAN I

| | | | | | | | |
|---|-------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | I/S TECH 1A | 01-05 | 2,310 27,120 | 2,417 29,004 | 2,531 30,372 | 2,650 31,800 | 2,776 33,312 |
| 0 | I/S TECH 1C | 01-05 | 1,925 23,100 | 2,014 24,168 | 2,109 25,308 | 2,208 26,496 | 2,313 27,756 |

1617 INSTRUCTIONAL SUPPORT TECHNICIAN II

| | | | | | | | |
|---|--------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | I/S TECH 11A | 01-05 | 2,531 30,372 | 2,650 31,800 | 2,776 33,312 | 2,908 34,896 | 3,046 36,552 |
| 0 | I/S TECH 11C | 01-05 | 2,109 25,308 | 2,208 26,496 | 2,313 27,756 | 2,423 29,076 | 2,538 30,456 |

1619 INSTRUCTIONAL SUPPORT TECHNICIAN III

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | I/S TECH 111A | 01-05 | 2,776 33,312 | 2,908 34,896 | 3,046 36,552 | 3,192 38,304 | 3,345 40,140 |
| 0 | I/S TECH 111C | 01-05 | 2,313 27,756 | 2,423 29,076 | 2,538 30,456 | 2,660 31,920 | 2,788 33,456 |

7800 LABORATORY ASSISTANT I

| | | | | | | | |
|---|-------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | LAB AST 1-A | 01-05 | 1,491 17,892 | 1,554 18,648 | 1,616 19,392 | 1,686 20,232 | 1,757 21,084 |
| 0 | LAB AST 1-C | 01-05 | 1,243 14,916 | 1,295 15,540 | 1,347 16,164 | 1,405 16,860 | 1,464 17,568 |

06/20/89

THE CALIFORNIA STATE UNIVERSITY
SALARY SCHEDULE
BY COLLECTIVE BARGAINING ID
PIMS REPORT GS1301-1
EFFECTIVE TEST 1/90 1

COLLECTIVE BARGAINING ID R09

| CLASS | WNG | CLASS TITLE | SALARY STEPS | RANGE | | |
|-------|-----|-------------|-----------------|-------|--|--|
|-------|-----|-------------|-----------------|-------|--|--|

1079 LABORATORY ASSISTANT II

| | | | | | | | |
|---|--------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | LAB AST II-A | 01-05 | 1,597 19,164 | 1,665 19,900 | 1,735 20,620 | 1,800 21,696 | 1,866 22,632 |
| 0 | LAB AST II-C | 01-05 | 1,331 15,972 | 1,388 16,656 | 1,446 17,352 | 1,507 18,004 | 1,572 18,864 |

3030 LIBRARY SERIALS EDITOR

| | | | | | | | |
|---|--------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | SERIALS ED-A | 01-05 | 3,438 41,256 | 3,604 43,248 | 3,777 45,324 | 3,956 47,472 | 4,149 49,708 |
| 0 | SERIALS ED-C | 01-05 | 2,865 34,380 | 3,003 36,036 | 3,148 37,776 | 3,297 39,564 | 3,450 41,496 |

0663 LIVESTOCK TECHNICIAN I

| | | | | | | | |
|---|--------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | LVSTH TCH IA | 01-05 | 2,237 26,844 | 2,341 28,092 | 2,451 29,412 | 2,568 30,816 | 2,688 32,256 |
| 0 | LVSTH TCH IC | 01-05 | 1,864 22,368 | 1,951 23,412 | 2,043 24,516 | 2,140 25,680 | 2,240 26,880 |

0666 LIVESTOCK TECHNICIAN II

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | LVSTH TCH IIA | 01-05 | 2,451 29,412 | 2,568 30,816 | 2,688 32,256 | 2,814 33,768 | 2,947 35,364 |
| 0 | LVSTH TCH IIC | 01-05 | 2,043 24,516 | 2,140 25,680 | 2,240 26,880 | 2,345 28,140 | 2,456 29,472 |

06/20/89

THE CALIFORNIA STATE UNIVERSITY
SALARY SCHEDULE
BY COLLECTIVE BARGAINING ID
PIMS REPORT GS1301-1
EFFECTIVE TEST 1/90 1

COLLECTIVE BARGAINING ID P09

CLASS RING CLASS TITLE SALARY STEPS - - - - - RANGE - - - - -

7125 MEDIA PRODUCTION SPECIALIST I

| | | | | | | | |
|---|-------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | MED P/SP IA | 01-05 | 2,115 25,380 | 2,208 26,496 | 2,310 27,720 | 2,417 29,004 | 2,531 30,372 |
| 8 | MED P/SP IC | 01-05 | 1,763 21,156 | 1,890 22,080 | 1,925 23,100 | 2,019 24,168 | 2,109 25,308 |

7126 MEDIA PRODUCTION SPECIALIST II

| | | | | | | | |
|---|--------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | MED P/SP IIA | 01-05 | 2,531 30,372 | 2,650 31,800 | 2,776 33,312 | 2,908 34,896 | 3,046 36,552 |
| 8 | MED P/SP IIC | 01-05 | 2,109 25,308 | 2,208 26,496 | 2,313 27,756 | 2,423 29,076 | 2,538 30,456 |

7127 MEDIA PRODUCTION SPECIALIST III

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | MED P/SP IIIA | 01-05 | 2,908 34,896 | 3,046 36,552 | 3,192 38,304 | 3,345 40,140 | 3,504 42,048 |
| 8 | MED P/SP IIIC | 01-05 | 2,423 29,076 | 2,538 30,456 | 2,660 31,920 | 2,788 33,456 | 2,920 35,040 |

0706 NURSERY TECHNICIAN I

| | | | | | | | |
|---|--------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | NURSRY TM IA | 01-05 | 2,053 24,636 | 2,142 25,704 | 2,237 26,844 | 2,341 28,092 | 2,451 29,412 |
| 8 | NURSRY TM IC | 01-05 | 1,711 20,532 | 1,785 21,420 | 1,864 22,368 | 1,951 23,412 | 2,043 24,516 |

01/20/89

THE CALIFORNIA STATE UNIVERSITY
SALARY SCHEDULE
BY COLLECTIVE BARGAINING ID
PIMS REPORT 651301-1
EFFECTIVE TEST 1/90 1

COLLECTIVE BARGAINING ID R09

| CLASS RNG | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|-----------|-------------|--------------|-------|--|--|--|--|
|-----------|-------------|--------------|-------|--|--|--|--|

0703 NURSERY TECHNICIAN II

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | NURSRY TH IIA | 01-05 | 2,237 26,844 | 2,341 28,092 | 2,451 29,412 | 2,560 30,816 | 2,680 32,256 |
| 0 | NURSRY TH IIC | 01-05 | 1,864 22,368 | 1,951 23,412 | 2,043 24,516 | 2,140 25,680 | 2,240 26,880 |

5151 PERSONNEL ASSISTANT

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | PERSNL ASST-A | 01-05 | 2,160 25,920 | 2,250 27,096 | 2,362 28,344 | 2,473 29,676 | 2,590 31,080 |
| 0 | PERSNL ASST-C | 01-05 | 1,800 21,600 | 1,882 22,584 | 1,968 23,616 | 2,061 24,732 | 2,150 25,896 |

2845 PHOTOGRAPHER I

| | | | | | | | |
|---|-----------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | PHOTOG IA | 01-05 | 2,299 27,588 | 2,407 28,884 | 2,520 30,240 | 2,640 31,680 | 2,763 33,156 |
| 0 | PHOTOG IC | 01-05 | 1,916 22,992 | 2,006 24,072 | 2,100 25,200 | 2,200 26,400 | 2,303 27,636 |

2844 PHOTOGRAPHER II

| | | | | | | | |
|---|------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | PHOTOG IIA | 01-05 | 2,640 31,680 | 2,763 33,156 | 2,894 34,728 | 3,033 36,396 | 3,177 38,124 |
| 0 | PHOTOG IIC | 01-05 | 2,200 26,400 | 2,303 27,636 | 2,412 28,944 | 2,520 30,336 | 2,640 31,776 |

06/26/89

THE CALIFORNIA STATE UNIVERSITY
SALARY SCHEDULE
BY COLLECTIVE BARGAINING ID
PIMS REPORT GS1301-1
EFFECTIVE 1ES1 1/90 1

COLLECTIVE BARGAINING ID 009

| CLASS | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|-------|-------------|--------------|-------|--|--|--|--|
|-------|-------------|--------------|-------|--|--|--|--|

6950 PIANO TECHNICIAN I

| | | | | | | | |
|---|--------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | PIANO TM I-A | 01-05 | 2,310 27,720 | 2,417 29,004 | 2,531 30,372 | 2,650 31,800 | 2,776 33,312 |
| 8 | PIANO TM I-C | 01-05 | 1,925 23,100 | 2,014 24,160 | 2,109 25,308 | 2,208 26,496 | 2,313 27,756 |

6951 PIANO TECHNICIAN II

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | PIANO TM II-A | 01-05 | 2,531 30,372 | 2,650 31,800 | 2,776 33,312 | 2,908 34,896 | 3,046 36,552 |
| 8 | PIANO TM II-C | 01-05 | 2,109 25,308 | 2,208 26,496 | 2,313 27,756 | 2,423 29,076 | 2,538 30,456 |

6726 PLANNER/ESTIMATOR/SCHEDULER

| | | | | | | | |
|---|-----------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | PLANNER-A | 01-05 | 2,590 31,080 | 2,713 32,556 | 2,841 34,092 | 2,976 35,712 | 3,117 37,404 |
| 8 | PLANNER-C | 01-05 | 2,150 25,896 | 2,261 27,132 | 2,368 28,416 | 2,480 29,760 | 2,598 31,176 |

0697 POULTRY TECHNICIAN

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | POULTRY TCH-A | 01-05 | 2,346 28,152 | 2,448 29,376 | 2,554 30,648 | 2,667 32,004 | 2,791 33,492 |
| 8 | POULTRY TCH-C | 01-05 | 1,955 23,460 | 2,040 24,480 | 2,128 25,536 | 2,223 26,676 | 2,326 27,912 |

06/20/89

THE CALIFORNIA STATE UNIVERSITY
SALARY SCHEDULE
BY COLLECTIVE BARGAINING ID
PIMS REPORT 651901-1
(EFFECTIVE TEST 1/90 1

COLLECTIVE BARGAINING ID PC9

| CLASS RNG | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|-----------|-------------|--------------|-------|--|--|--|--|
|-----------|-------------|--------------|-------|--|--|--|--|

1908 PROGRAMMER I

| | | | | | | | |
|---|-----------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | PROGMR 1A | 01-05 | 2,451 25,412 | 2,568 30,814 | 2,688 32,254 | 2,814 33,768 | 2,947 35,364 |
| 0 | PROGMR 1C | 01-05 | 2,043 24,516 | 2,140 25,600 | 2,240 26,880 | 2,345 28,140 | 2,456 29,472 |

1907 PROGRAMMER II

| | | | | | | | |
|---|------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | PROGMR 11A | 01-05 | 2,921 35,052 | 3,061 36,732 | 3,205 38,460 | 3,360 40,220 | 3,520 42,240 |
| 0 | PROGMR 11C | 01-05 | 2,434 29,208 | 2,551 30,612 | 2,671 32,052 | 2,800 33,600 | 2,933 35,196 |

1906 PROGRAMMER III

| | | | | | | | |
|---|-------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | PROGMR 111A | 01-05 | 3,520 42,240 | 3,689 44,268 | 3,867 46,404 | 4,052 48,624 | 4,247 50,964 |
| 0 | PROGMR 111C | 01-05 | 2,933 35,196 | 3,074 36,888 | 3,223 38,616 | 3,377 40,324 | 3,539 42,468 |

1909 PROGRAMMER TRAINEE

| | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|
| 1 | PROGMR TRNE-A | 01-03 | 2,217 26,604 | 2,319 27,828 | 2,429 29,148 |
| 0 | PROGMR TRNE-C | 01-03 | 1,848 22,176 | 1,933 23,196 | 2,024 24,288 |

06/20/89

THE CALIFORNIA STATE UNIVERSITY
SALARY SCHEDULE
BY COLLECTIVE BARGAINING ID
PMS REPORT 651301-1
EFFECTIVE TEST 1/90 1

COLLECTIVE BARGAINING ID R09

| CLASS | RNG | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|-------|-----|-------------|--------------|-------|--|--|--|--|
|-------|-----|-------------|--------------|-------|--|--|--|--|

5597 PUBLIC AFFAIRS ASSISTANT I

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | PUB AF AST IA | 01-05 | 2,129 25,548 | 2,222 26,664 | 2,323 27,876 | 2,430 29,160 | 2,546 30,528 |
| 8 | PUB AF AST IC | 01-05 | 1,774 21,288 | 1,852 22,224 | 1,936 23,232 | 2,025 24,300 | 2,120 25,440 |

5598 PUBLIC AFFAIRS ASSISTANT II

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | PB AF AST IIA | 01-05 | 2,430 29,160 | 2,546 30,528 | 2,669 31,968 | 2,792 33,504 | 2,923 35,076 |
| 8 | PB AF AST IIC | 01-05 | 2,025 24,300 | 2,120 25,440 | 2,220 26,640 | 2,327 27,924 | 2,436 29,232 |

3801 RADIATION SAFETY OFFICER

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | RAD SFTY OF-A | 01-05 | 3,504 42,048 | 3,672 44,064 | 3,848 46,176 | 4,034 48,408 | 4,229 50,748 |
| 8 | RAD SFTY OF-C | 01-05 | 2,920 35,040 | 3,060 36,720 | 3,207 38,484 | 3,362 40,344 | 3,524 42,288 |

5683 RESEARCH TECHNICIAN I

| | | | | | | | |
|---|--------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | RSCH TECH IA | 01-05 | 2,160 25,920 | 2,258 27,096 | 2,362 28,344 | 2,473 29,676 | 2,590 31,080 |
| 8 | RSCH TECH IC | 01-05 | 1,800 21,600 | 1,882 22,584 | 1,968 23,616 | 2,061 24,732 | 2,158 25,896 |

06/20/89

THE CALIFORNIA STATE UNIVERSITY
SALARY SCHEDULE
BY COLLECTIVE BARGAINING ID
PIMS REPORT GS1301-1
EFFECTIVE TEST 1/90 1

COLLECTIVE BARGAINING ID R09

| CLASS RNG | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|-----------|-------------|--------------|-------|--|--|--|--|
|-----------|-------------|--------------|-------|--|--|--|--|

5601 RESEARCH TECHNICIAN II

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | RSCH TECH IIA | 01-05 | 2,590 31,080 | 2,713 32,556 | 2,841 34,092 | 2,976 35,712 | 3,117 37,404 |
| 0 | RSCH TECH IIC | 01-05 | 2,150 25,896 | 2,261 27,132 | 2,368 28,416 | 2,480 29,760 | 2,598 31,176 |

5600 RESEARCH TECHNICIAN III

| | | | | | | | |
|---|----------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | RSCH TECH IIIA | 01-05 | 3,117 37,404 | 3,267 39,204 | 3,421 41,052 | 3,586 43,032 | 3,759 45,108 |
| 0 | RSCH TECH IIIC | 01-05 | 2,598 31,176 | 2,723 32,676 | 2,851 34,212 | 2,980 35,856 | 3,113 37,596 |

6725 SENIOR PLANNER/ESTIMATOR/SCHEDULER

| | | | | | | | |
|---|--------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | SR PLANNER-A | 01-05 | 2,730 32,856 | 2,867 34,404 | 3,005 36,060 | 3,147 37,764 | 3,297 39,564 |
| 0 | SR PLANNER-C | 01-05 | 2,282 27,384 | 2,389 28,668 | 2,504 30,048 | 2,623 31,476 | 2,748 32,976 |

1090 SENIOR SYSTEMS ANALYST

| | | | | | | | |
|---|--------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | SENIOR S/A-A | 01-05 | 4,167 50,004 | 4,369 52,428 | 4,580 54,960 | 4,802 57,624 | 5,034 60,408 |
| 0 | SENIOR S/A-C | 01-05 | 3,473 41,676 | 3,641 43,692 | 3,817 45,804 | 4,002 48,024 | 4,195 50,340 |

06/20/89

THE CALIFORNIA STATE UNIVERSITY
SALARY SCHEDULE
BY COLLECTIVE BARGAINING ID
PIMS REPORT 651301-1
EFFECTIVE TEST 1/90 1

COLLECTIVE BARGAINING ID 809

| CLASS | RNG | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|-------|-----|-------------|-----------------|-------|--|--|--|--|
|-------|-----|-------------|-----------------|-------|--|--|--|--|

1938 SENIOR SYSTEMS SOFTWARE SPECIALIST

| | | | | | | | |
|---|--------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | SR SV/S SP-A | 01-05 | 4,167 50,004 | 4,369 52,428 | 4,580 54,960 | 4,802 57,624 | 5,030 60,408 |
| 8 | SR SV/S SP-C | 01-05 | 3,673 41,676 | 3,641 43,692 | 3,817 45,804 | 4,002 48,024 | 4,198 50,340 |

2572 SPACE AND FACILITIES UTILIZATION OFFICER

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | SCF UTL OFR-A | 01-05 | 3,421 41,052 | 3,586 43,032 | 3,759 45,108 | 3,938 47,256 | 4,128 49,536 |
| 8 | SCF UTL OFR-C | 01-05 | 2,851 34,212 | 2,988 35,856 | 3,133 37,596 | 3,282 39,384 | 3,440 41,280 |

5250 SPECIAL ASSISTANT, EOP

| | | | | | | | |
|---|-----------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | SPC ASST, EOP-A | 01-05 | 2,691 34,092 | 2,976 35,712 | 3,117 37,404 | 3,267 39,204 | 3,421 41,052 |
| 8 | SPC ASST, EOP-C | 01-05 | 2,160 28,416 | 2,440 29,760 | 2,598 31,176 | 2,723 32,676 | 2,851 34,212 |

1897 STAFF SYSTEMS ANALYST

| | | | | | | | |
|---|-------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | STAFF S/A-A | 01-05 | 3,194 45,528 | 3,977 47,724 | 4,167 50,004 | 4,369 52,428 | 4,580 54,960 |
| 8 | STAFF S/A-C | 01-05 | 3,162 37,944 | 3,314 39,768 | 3,473 41,676 | 3,641 43,692 | 3,817 45,804 |

04/2C/89

THE CALIFORNIA STATE UNIVERSITY
SALARY SCHEDULE
BY COLLECTIVE BARGAINING ID
PIMS REPORT 651301-1
EFFECTIVE TEST 1/90 1

COLLECTIVE BARGAINING ID P09

| CLASS RNG | CLASS TITLE | SALARY STEPS | RANGE | | | | |
|-----------|-------------|-----------------|-------|--|--|--|--|
|-----------|-------------|-----------------|-------|--|--|--|--|

1937 STAFF SYSTEMS SOFTWARE SPECIALIST

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | STF SY/S SP-A | 01-05 | 3,794 45,520 | 3,977 47,724 | 4,167 50,004 | 4,369 52,428 | 4,580 54,960 |
| 0 | STF SY/S SP-C | 01-05 | 3,162 37,944 | 3,314 39,768 | 3,473 41,676 | 3,641 43,692 | 3,817 45,804 |

6508 STAGE TECHNICIAN I

| | | | | | | | |
|---|--------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | STGE TCH I-A | 01-05 | 2,310 27,720 | 2,417 29,004 | 2,531 30,372 | 2,650 31,800 | 2,776 33,312 |
| 0 | STGE TCH I-C | 01-05 | 1,925 23,100 | 2,014 24,168 | 2,109 25,308 | 2,208 26,496 | 2,313 27,756 |

6507 STAGE TECHNICIAN II

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | STGE TCH II-A | 01-05 | 2,531 30,372 | 2,650 31,800 | 2,776 33,312 | 2,908 34,896 | 3,046 36,552 |
| 0 | STGE TCH II-C | 01-05 | 2,109 25,308 | 2,208 26,496 | 2,313 27,756 | 2,423 29,076 | 2,538 30,456 |

8901 SUPERVISING CAMPUS FIRE APPARATUS ENGINEER

| | | | | | | | |
|---|---------------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | S,FIRE P/EG-A | 01-05 | 2,700 32,400 | 2,828 33,936 | 2,961 35,532 | 3,102 37,224 | 3,250 39,000 |
| 0 | S,FIRE P/EG-C | 01-05 | 2,250 27,000 | 2,357 28,284 | 2,468 29,616 | 2,585 31,020 | 2,708 32,496 |

06/20/89

THE CALIFORNIA STATE UNIVERSITY
SALARY SCHEDULE
BY COLLECTIVE BARGAINING ID
PIMS REPORT 651301-1
EFFECTIVE TEST 1/90 1

COLLECTIVE BARGAINING ID R09

CLASS RNC CLASS TITLE SALARY STEPS - - - - - RANGE - - - - -

1521 TECHNICIAN TRAINEE

0 TECH TIME 8590.00 TO 91,910.00 PER MONTH

4910 TELECOMMUNICATION ANALYST

1 TELECOM AN-A 01-05 3,313 3,470 3,637 3,812 3,995
39,756 41,640 43,644 45,744 47,940

0 TELECOM AN-C 01-05 2,761 2,892 3,031 3,177 3,329
33,132 34,704 36,372 38,124 39,940

4912 TELEVISION ENGINEER

1 TV ENGINEER-A 01-05 3,504 3,672 3,848 4,034 4,229
42,048 44,064 46,176 48,408 50,748

0 TV ENGINEER-C 01-05 2,920 3,060 3,207 3,362 3,524
35,040 36,720 38,484 40,344 42,288

IN WITNESS WHEREOF, the parties hereto, by the authorized representatives,
have executed this Memorandum of Understanding this sixth day of July 1989.

The California State University

By Lee A. Grissom
Lee A. Grissom, Chair
Trustees' Committee on Collective
Bargaining

By Jacob M. Samit
Jacob M. Samit
Assistant Vice Chancellor
Employee Relations

By Laverne P. Diggs
Laverne P. Diggs
Chief Negotiator

By Tom Angell
Tom Angell

By Emily Gilbert
Emily Gilbert

By Robert M. Negranti
Robert M. Negranti

By Dale West
Dale West

California State Employees Association

By Robert E. Plankers
Robert E. Plankers, Chief Negotiator

By Varon Smith
Varon Smith, Division Director

By Beverly Scott
Beverly Scott - Unit 2

By Brian Young
Brian Young - Unit 6

By Shirley Lewis
Shirley Lewis - Unit 7

By Harold Horner
Harold Horner - Unit 9

By John E. Toland
John E. Toland, Division Administrator





Bureau of Labor Statistics
Collective Bargaining Studies

U.S. Department of Labor



830752

*This report is authorized by law 29 U.S.C. 2.
Your voluntary cooperation is needed to make
the results of this survey comprehensive,
accurate, and timely.*

Form Approved
O.M.B. No. 1220-0001
Approval Expires 1/31/90

APRIL 24, 1989

Department of Employee Relations
California State University
Suite 222 400 Golden Shore
Long Beach, CA. 90802

PREVIOUS AGREEMENT EXPIRED
JUNE 30, 1988

Respondent:

We have in our file of collective bargaining agreements a copy of your agreement(s):

California State Univ Units 2 5 7 9

WITH SERVICE EMPLOYEES
CALIFORNIA

Would you please send us a copy of your current agreement—with any supplements (e.g., employee-benefit plans) and wage schedules—negotiated to replace or to supplement the expired agreement. If your old agreement has been continued without change or if it is to remain in force until negotiations are concluded, a notation to this effect on this letter will be appreciated.

I should like to remind you that our agreement file is open for your use, except for material submitted with a restriction or public inspection. You may return this form and your agreement in the enclosed envelope which requires no postage.

Sincerely yours,

JANET L. NORWOOD
Commissioner

PLEASE RETURN THIS LETTER WITH
YOUR RESPONSE OR AGREEMENT(S).

If more than one agreement, use back of form for each document. (Please Print)

1. Approximate number of employees involved _____
2. Number and location of establishments covered by agreement _____
3. Product, service, or type of business _____
4. If your agreement has been extended, indicate new expiration date _____ No new agreement as of this date

Ramona Canas Administrative Operation Analyst

Your Name and Position

Area Code/Telephone

400 Golden Shore, Long Beach, 90802

Address

City/State/ZIP Code