

TENTATIVE AGREEMENT

On December 7, 2022, the State Bar and SEIU Local 1000 reached a tentative agreement on the proposal below. Per the Ground Rules, all tentative agreements are subject to an overall agreement and an overall agreement is subject to approval by the Board of Trustees and the membership of the Union.

Tentative Agreement:

For the State Bar:

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Justice Israel	Date

For the Union:

<div style="display: flex; align-items: center;"> <div style="border-left: 1px solid black; border-top: 1px solid black; border-bottom: 1px solid black; padding: 2px 5px; margin-right: 5px;">DocuSigned by:</div> <div style="font-family: cursive; font-size: 1.2em; margin-right: 5px;">[Signature]</div> <div style="font-size: 0.8em; margin-left: 5px;">A4ADA3BD273E479...</div> </div>	12/9/2022
Brian Hoerber	Date

<div style="display: flex; align-items: center;"> <div style="border-left: 1px solid black; border-top: 1px solid black; border-bottom: 1px solid black; padding: 2px 5px; margin-right: 5px;">DocuSigned by:</div> <div style="font-family: cursive; font-size: 1.2em; margin-right: 5px;">Andrew Vasicek</div> <div style="font-size: 0.8em; margin-left: 5px;">B8D3BB36FE754C5...</div> </div>	12/9/2022
Andrew Vasicek	Date

Union #5, #17, and #18 Redline
Section 22. Wages and Classification (GU)
Time:

D. Employees shall receive the following salary adjustments:

1. On January 1, 2023, all salary range minimums and maximums for State Bar job classifications shall be adjusted upward by 5%. All salary ranges adjusted by this 5%, as well as any special salary adjustments provided for below/elsewhere, are reflected in Appendix B-1. Beginning January 1, 2023, all Employees shall receive 5% salary increases, except that no Employee may receive a salary increase that exceeds the maximum of their adjusted salary range. Employees whose salaries exceed the maximum of the adjusted range shall receive a lump sum payment equivalent to 2.5% of their annual salary in January 2023.

2. On January 1, 2024, all salary range minimums and maximums for State Bar job classifications shall be adjusted upward by 2.5%. All salary ranges adjusted by this 2.5%, as well as any special salary adjustments provided for below/elsewhere, are reflected in Appendix B-2. Beginning January 1, 2024, all Employees shall receive 2.5% salary increases, except that no Employee may receive a salary increase that exceeds the maximum of their adjusted salary range.

3. On January 1, 2025, all salary range minimums and maximums for State Bar job classifications shall be adjusted upward by 2.5%. All salary ranges adjusted by this 2.5%, as well as any special salary adjustments provided for below/elsewhere, are reflected in Appendix B-3. Beginning January 1, 2025, all Employees shall receive 2.5% salary increases, except that no Employee may receive a salary increase that exceeds the maximum of their adjusted salary range.

4. The State Bar will grant Employees regular merit salary increases for satisfactory performance. To effectuate this, effective on Employee anniversary dates in 2023, 2024, and 2025, and assuming a "Meets Requirements" or better overall performance rating on annual performance evaluations, Employees shall be granted a 5% increase to their salaries, except that any such increase shall be capped if it would cause the Employee's salary to exceed the maximum of their job classification's salary range.

E. In addition to the salary adjustments referenced in Section D, on January 1, 2023, the following classification and salary adjustments shall be made:

1. On January 1, 2023, the State Bar will create a new Program Specialist classification series comprised of three classifications: Program Specialist I, Program Specialist II, and Program Specialist III. The salary range for the Program Specialist I classification shall be equivalent to the existing Administrative Assistant I classification after factoring in the adjustments provided for in Section 22(D). The salary range for the Program Specialist II classification shall be equivalent to the existing Administrative Assistant II classification after factoring in the adjustments provided for in Section 22(D). The salary range for the Program Specialist III classification shall be equivalent to the existing Program Specialist classification after factoring in the adjustments provided for in Section 22(D).
2. All incumbents in Office Assistant II, Program Assistant II, and Administrative Assistant I positions shall be converted to Program Specialist I positions. If an incumbent's current salary is lower than the new Program Specialist I minimum, they shall receive the minimum of the new Program Specialist I salary range.
3. All incumbents in Program Assistant III and Administrative Assistant II positions, excluding any red-circled incumbents in Administrative Assistant II positions, shall be converted to Program Specialist II positions. If an incumbent's current salary is lower

than the new Program Specialist II minimum, they shall receive the minimum of the new Program Specialist II salary range.

4. All incumbents in Senior Administrative Assistant positions and existing Program Specialist positions, as well as any red-circled incumbents in Administrative Assistant II positions, shall be converted to Program Specialist III positions. If an incumbent's current salary is lower than the new Program Specialist III minimum, they shall receive the minimum of the new Program Specialist III salary range.
5. In 2023, the State Bar shall provide at least one Program Specialist III Training and Development (T&D) opportunity to an incumbent in the existing Administrative Assistant II classification.
6. All incumbents in Administrative Supervisor positions shall be converted to Program Supervisor positions. If an incumbent's current salary is lower than the new Program Supervisor minimum, they shall receive the minimum of the new Program Supervisor salary range.
7. The Public Service Representative I classification shall be retitled to "Public Trust Representative I" and all incumbents in Public Service Representative I positions shall be converted to Public Trust Representative I positions. The salary range minimum and maximum for Public Trust Representative I shall be adjusted upward by 29% from the Public Service Representative I classification. All incumbents in Public Service Representative I positions shall receive a one-time salary adjustment of 29%, except that no Employee may receive a salary increase that exceeds the maximum of their adjusted salary range.
8. The Public Service Representative II classification shall be retitled to "Public Trust Representative II" and all incumbents in Public Service Representative II positions shall be converted to Public Trust Representative II positions. The salary range minimum and maximum for Public Trust Representative II shall be adjusted upward by 29% from the Public Service Representative II classification. All incumbents in Public Service Representative II positions shall receive a one-time salary adjustment of 29%, except that no Employee may receive a salary increase that exceeds the maximum of their adjusted salary range.
9. The Public Service Representative III classification shall be retitled to "Public Trust Representative III" and all incumbents in Public Service Representative III positions shall be converted to Public Trust Representative III positions. The salary range minimum and maximum for Public Trust Representative III shall be adjusted upward by 23% from the Public Service Representative III classification. All incumbents in Public Service Representative II positions shall receive a one-time salary adjustment of 23%, except that no Employee may receive a salary increase that exceeds the maximum of their adjusted salary range.

10. The State Bar shall create a new Senior Paralegal classification. The salary range minimum and maximum for Senior Paralegals shall be 15% higher than the salary range minimum and maximum of the Paralegal salary range.
11. The Court Specialist classification shall be retitled "Court Clerk" and all incumbents in the Court Specialist positions shall be converted to Court Clerk positions.
12. On January 1, 2023, the salary range minimum and maximum for Clinical Rehabilitation Coordinators shall be adjusted upward to be made equivalent to the Program Analyst salary range.
13. Effective January 1, 2023, the Clinical Rehabilitation Coordinator classification will be retitled "Clinical Monitoring Analyst." The Position Description for the Clinical Monitoring Analyst classification will include a minimum qualification of having a professional mental health license that allows the licensee to assess and diagnose participants, including but not limited to the following:
 - a. Licensed Clinical Social Worker
 - b. Licensed Marriage and Family Therapist
 - c. Licensed Professional Clinical Counselor
 - d. Licensed Psychologist
14. On January 1, 2023, the salary range minimum and maximum for Probation Case Specialists shall be adjusted upward to be made equivalent to the Program Coordinator salary range. On January 1, 2023, incumbent Probation Case Specialists shall also receive a 2.5% salary adjustment.
15. The Probation Case Specialist classification shall be retitled "Probation Case Coordinator."

F. On January 1, 2023, the State Bar shall discontinue the use of the following classifications: Office Assistant I, Office Assistant II, Office Assistant III, Program Assistant I, Program Assistant II, Program Assistant III, Administrative Assistant I, Administrative Assistant II, Senior Administrative Assistant, Administrative Supervisor, Public Service Representative I, Public Service Representative II, Public Service Representative III, Probation Case Specialist, Clinical Rehabilitation Coordinator, and Court Specialist.