

SEIU L1000 BU 1 - Analyst Reclassification



CalHR's Proposal

The Generalist Classification Series Consolidation will potentially reclassify over 40 job classifications.

New Analyst Series with 4 job classifications

Includes AGPA's and SSA's

Impacts 23,000 L1000 Represented Employees

New Job Classifications include a 12 month probation period

CalHR's Stated Objectives with Reclassification

Career Mobility

Facilitate career mobility and progression for analyst classes (SSA, AGPA positions).

Promotional Pathways

Establish direct vertical promotional pathways within the general analyst series.

Increased High-Level Positions

Generate more high-level non-management positions to foster career mobility in Unit 1.

Ensure Cost Neutrality

FAQ

What does "reclassification" mean?

Reclassification is the term CalHR is currently using in reference to the process of moving one or several job classifications with similar duties into a new or updated classification.

It aims to streamline or update job titles, duties, or requirements.

In government code, this is more often referred to as "reallocation" and is allowed per CalHR and the State Personnel Board's authority to revise classifications.

FAQ

Will the reclassification affect my pay?

Currently, no pay changes are being proposed by the State/CalHR as part of this reclassification. All current salary structures will be preserved according to the existing proposals.



FAQ

How does this process impact me right now?

The reclassification changes will not affect anyone immediately. We are in the “meet and confer” phase with CalHR, and the State Personnel Board must approve any outcomes.



FAQ

What if I am in a "promote-in-place" position?

Promotion in place, or PIP, is a regulated system defined by CalHR as "...the opportunity for an employee ready to assume a role of greater responsibility and more complex duties to advance by upgrading their current position."

The specifics of how reclassification will affect "promote-in-place" positions are still under review. We are working to gain clarity on this during our ongoing discussions with CalHR.



FAQ

Will the classification change affect probation periods?

The probation period changes will not affect anyone immediately. We are seeking further clarity from CalHR regarding any potential changes to probation periods after the State Personnel Board's approval, should it occur. We are in the "meet and confer" phase with CalHR and actively discussing this issue.



FAQ

Are there changes for specific positions like AGPA or SSA?

According to the current proposal, the only change is to the title of the classification and changes to the minimum qualifications (MQ). For example, the “AGPA” title will be changed to “Associate Analyst”. There will be no change in pay or bargaining unit status. Other specifics are still being discussed.



FAQ

What happens if I am close to a promotion under the current classification?

The timeline for changes is still under review, and we will seek to clarify how any upcoming reclassifications may impact promotions.



FAQ

Will certain positions become FLSA-exempt?

Currently, the proposal does not include making analyst classifications FLSA-exempt. We will continue to monitor this issue and seek clarity in our discussions.



FAQ

Who is part of our Meet & Confer Team?

Susan Rodriguez, Chief Negotiator and Chair Unit 1

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FAQ

**What are
Next Steps?**



Next Steps

The Meet and Confer Team will continue discussions with CalHR.

We Need Your Feedback! Take our Survey to share your concerns.

Stay informed by visiting our website for updates, attending our future townhalls, worksite and virtual meetings.

BECOME A MEMBER!!