



## Civil Service Improvement Project

### Information Technology Classification Consolidation

Union Proposal 3

Time 6:51 pm

Date 9-1-17

### SECONDARY PLACEMENT FOR CSI IT CLASSIFICATION CONSOLIDATION

- A. Following initial placement into the newly created classification and alternate range, employees will be assessed to ensure appropriate alternate range placement based on education and experience. This assessment ~~shall~~ould be performed within ~~thirty~~ sixty (3060) business ~~days of adoption of the board item~~ after initial placement.
- B. If it is found the employee meets the criteria to qualify for a higher alternate range, the new placement shall occur within ~~forty-five~~ sixty (4560) business days of that determination ~~days of adoption of the Board item~~ and be effective the date of adoption of the Board item.

SEIU 1000

TA'd 7:56 PM  
9-1-17

Margaret Muck  
Brenda Muck

9/1/2017 6:45 PM

Danilo C. Cruz  
Joey R. Phillips  
Laura Bellin

TA 7:55 PM  
9-1-17

L. Gary  
Pam Norville  
Jamie Indersheim  
Elaine

Page 1 of 1



## Civil Service Improvement Project

### Information Technology Classification Consolidation

Union Proposal 3

Time \_\_\_\_\_

Date \_\_\_\_\_

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9-1-17  
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#### ALTERNATE RANGE PLACEMENT APPEAL FOR CSI IT CLASSIFICATION CONSOLIDATION

Accurate alternate range placement is the shared goal of the parties who will collaborate in implementing an appeals process. To this end, employees will have the right to challenge the result of placement into the alternate range, moving through the following process:

##### 1. Placement Appeal – Step 1

Employees may challenge their alternate range placement to their immediate supervisor within ninety (90) days of their placement. Supervisors will review the appeal and issue a written decision within thirty (30) days. If it is determined that an employee meets a different alternate range criteria they will be placed as appropriate. No decision rendered will result in automatic movement to Step 2.

##### 2. Placement Appeal – Step 2

Employees may challenge the decision rendered by their immediate supervisor to the department head or designee within thirty (30) days of receipt of the supervisor's written response. Within thirty (30) days of the challenge the department will issue a written decision based on a review of the employee's education and experience. If it is determined that an employee meets the criteria

they will be placed in the new alternate range. No decision rendered will result in automatic movement to Step 3.

### 3. Placement Appeal – Step 3

The decision of the department may be challenged to CalHR within thirty (30) days of receipt of the department's written response. CalHR will have thirty (30) days to review the appeal and issue a written decision. If it is determined that an employee meets the criteria they will be placed accordingly.

No probationary period will be required for the new classification allocated through the appeals process.

SEIU Local 1000

TA'd 9-1-17 7:35p

Margate Malden

Bundy Mob

89

OK

Danilyn Creel

Jerry R. Phillips

Edward Ballin

9/1/2017 6:14 PM

State TA 735 p  
9-1-17

Tom Manwiller

Timothy Elwood

Phyllis M. Elwood

L. Doy

Ally

Jamie Underbaker

Stephelin





## Civil Service Improvement Project

### Information Technology Classification Consolidation

Union Proposal 1

Time \_\_\_\_\_

Date \_\_\_\_\_

### IMPLEMENTATION REPORT FOR CSI IT CLASSIFICATION CONSOLIDATION

A. Six (6) months following placement of employees into the newly established Information Technology Classification Series, the State shall provide SEIU Local 1000 ~~with an~~ electronic reports that shall contain data by department and ~~work location~~ payroll code with the following information including, but not limited to:

1. A list that includes the movement between the current classification to the new classification, alternate range and domain.
2. List of employees receiving a secondary placement between ranges. Data shall include classification, alternate range, and domain.
3. Number of promotions by classification, alternate range, and domain.
4. Number of alternate range placement appeals processed, granted, and denied.
5. Number of new hires by classification, range, and domain.

9/1/2017 8:45 PM

Page 1 of 1

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THA 9-1-17  
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mays  
maled  
Brenda  
Dan Ryan  
Joseph Phillips  
Jewell Ballin



Civil Service Improvement Project  
Information Technology Classification Consolidation

Union Proposal 5

Time 2:46 pm

Date 11-1-17

TA 2:46 PM  
11-1-17  
Pam Manville  
Janice Anderson  
[Signature]

SEIU  
TAd 11/1/17 2:46

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**INCLUSION OF ADDITIONAL CLASSIFICATIONS**

- A. The establishment of the Information Technology Technician (1400) classification shall include the following classifications:

Column I  
(Existing Class)

Column II  
(New Class)

1360 Information Systems Technician,  
Range C

1400 Information Technology Technician,  
Range A

1353 Computer Operator, Range C

1400 Information Technology Technician,  
Range A

Computer Operators and Information Systems Technician, Ranges A and B shall remain in their current classification and Ranges until they are eligible to move into a higher Alternate Range, based on Alternate Range Criteria 280 and 281. At the point they are moved into Range C, they shall be reallocated into Information Technology Technician, Range A.

At that point, they shall be afforded all rights through the IT Reclass agreement between the State of California and SEIU Local 1000. Timelines for Secondary Placement rights shall begin upon reallocation to the Information Technology Technician classification.

There shall be no additional Implementation Report generated for individuals reallocated after the initial six (6) months of the classification consolidation.

SE14 TAD  
11/1/17 2:46p

Robert M. [Signature]

Mark [Signature]

[Signature]

For R. [Signature]

Dan [Signature]

James Ballis [Signature]

TA 2:46 p-

11-1-17.10

John Manville  
James [Signature]  
Frank Elbert





Civil Service Improvement Project

Information Technology Classification Consolidation

Union Proposal 4

Time \_\_\_\_\_

Date \_\_\_\_\_

INCLUSION OF ADDITIONAL CLASSIFICATION

A. The establishment of the Information Technology Technician (1400) classification shall include the following classifications:

Column I  
(Existing Class)

Column II  
(New Class)

1479 Assistant Information Systems  
Analyst, Range A

1400 Information Technology  
Technician, Range A

1479 Assistant Information Systems  
Analyst, Range B

1400 Information Technology  
Technician, Range B

B. The establishment of the Information Technology Associate (1401) classification shall include the following classification:

Column I  
(Existing Class)

Column II  
(New Class)

1479 Assistant Information Systems  
Analyst, Range B

1401 Information Technology  
Associate, Range B