The Union proposes the following language:

**11.1.1 Special Salary Adjustments (Unit 1)**

Effective the first day of the pay period following ratification, but no sooner than July 1, 2020, SEIU Local 1000 represented employees in the following classifications shall receive a special salary adjustment of 5%:

1. Hearing Reporter (1229);
2. Hearing Reporter, Public Utilities Commission (1221);
3. Senior Payroll Specialist (1315);
4. Payroll Specialist (1311);
5. Senior Personnel Specialist (1317)
6. Personnel Specialist (1303);
7. Health Program Auditor II, DHS (4254);
8. Health Program Auditor III, DHS (4252);
9. Health Program Auditor IV, DHS (4249);
10. General Auditor III (4285);
11. Associate Management Auditor (4159);
12. Associate Program Auditor, CalPERS (4059);
13. Staff Management Auditor (Specialist), State Controller’s Office (4155);
14. Associate Program Auditor (Specialist), State Controller’s Office (4084);
15. Staff Program Auditor (Information Systems), CalPERS (4085);
16. Program Auditor, CalPERS (4057);
17. Staff Program Auditor, CalPERS (4061);
18. Staff Services Management Auditor (5841);
19. General Auditor II (4287);
20. Investigative Auditor II, Department of Justice (4203);
21. Investigative Auditor III, Department of Justice (4215);
22. Investigative Auditor IV, Department of Justice (4224);
23. Insurance Rate Analyst (4441);
24. Associate Insurance Rate Analyst (4438);
25. Insurance Claims Specialist (4417);
26. Senior Insurance Rate Analyst (4435);
27. Transportation Analyst (4513);
28. Associate Transportation Representative (8699);
29. Computer Operator (1353);
30. Information Systems Technician (1360);
31. Information Technology Technician (1400);
32. Information Technology Associate (1401);
33. Information Technology Specialist I (1402);
34. Information Technology Specialist II (1414);
35. Driver Safety Hearing Officer (8287);
36. Environmental Planner (4640);
37. Environmental Planner (Archeology) (4617);
38. Environmental Planner (Architectural History) (4618);
39. Environmental Planner (Natural Sciences) (4635);
40. Associate Environmental Planner (4711);
41. Associate Environmental Planner (Archeology) (4634);
42. Associate Environment Planner (Architectural History) (4642);
43. Associate Environmental Planner (Natural Sciences) (4680);
44. Associate Environmental Planner (Socioeconomic) (4682);
45. Right of Way Agent (4959);
46. Associate Right of Way Agent (4965);
47. Transportation Planner (4768);
48. Associate Transportation Planner (4721);
49. State Historian I (2801);
50. State Historian II (2800);
51. Financial Institutions Examiner (4101);
52. Senior Financial Institution Examiner (4102).

Effective July 1, 2020, SEIU Local 1000 represented employees in the following classifications shall receive the following special salary adjustment:

1. Corporation Examiner, range A (4443) (10.25%) (4443);
2. Corporation Examiner, range B (4443) (10.23%) (4443);
3. Corporation Examiner, range C (4443) (10.25%);
4. Corporation Examiner, range D (4443) (10.25%);
5. Corporation Examiner IV (Specialist), range A (4452) (10.26%);
6. Corporation Examiner IV (Specialist), range C (4452) (10.25%).

On July 1, 2017 SEIU Local 1000 represented employees in the following classifications shall receive the specified salary increase in addition to the General Salary Increase:
The Union proposes the following language:

11.1.3 Special Salary Adjustments (Unit 3)

Effective July 1, 2020, SEIU Local 1000 represented employees in the following classifications shall receive special salary adjustments of 5%:

1. 2945 Senior Librarian – Correctional Facility
2. 2952 Librarian – Correctional Facility
3. 7546 Senior Librarian (Specialist) (Residential Care Centers)
4. 7548 Librarian (Residential Care Centers)
5. 2840 Instructor, Military Department
6. 2275 Teacher, State Hospitals (Adult Education)
7. 2337 Teacher, State Hospitals (Communication Handicapped)
8. 2334 Teacher, State Hospitals (Speech Development and Correction)
9. 2273 Teacher, State Hospitals (Learning Handicapped, Mentally Disabled)
10. 2277 Teacher, State Hospitals (Severely Handicapped - Developmentally Disabled - Safety)
11. 2272 Teacher, State Hospitals (Severely Handicapped, Developmentally Disabled)
12. 9180 Teacher, School for the Deaf
13. 9151 Teacher, School for the Blind
14. 9191 Teacher Specialist, School for the Deaf
15. 9153 Teacher Specialist, School for the Blind
16. 9200 Teacher Specialist, Diagnostic Center
17. 2328 Teacher, Orientation Center for the Blind - Typing and Braille
18. 2329 Teacher, Orientation and Mobility for the Blind
19. 2372 Vocational Instructor (Industrial Arts)
20. 2376 Teacher - Home Economics
21. 2407 Vocational Instructor (Upholstering - Safety)
22. 2436 Vocational Instructor (Landscape Gardening - Safety)
23. 7586 Vocational Instructor (Computer and Related Technologies)
24. 7587 Vocational Instructor (Culinary Arts)
25. 7590 Vocational Instructor (Mill and Cabinet Work)
26. 7592 Vocational Instructor (Printing/Graphic Arts)
27. 7593 Vocational Instructor (Carpentry - Safety)
The Union proposes the following language:

11.1.4 Special Salary Adjustments (Unit 4)

On July 1, 2017 July 1, 2020, SEIU Local 1000 represented employees in the following classifications shall receive the specified salary increase in addition to the General Salary Increase:

1. Dispatcher Clerk, Caltrans (3710) three percent (3%)

2. Program Technician Classification Series
   a. Program Technician (9927) two percent (2%);
   b. Program Technician II (9928) two percent (2%); and
   c. Program Technician III (9929) two percent (2%).

1. Control Cashier (Motor Vehicle Services), Department of Motor Vehicles Series
   a. Control Cashier I (Motor Vehicle Services), Department of Motor Vehicles (8736) – five percent (5%);
   b. Control Cashier II (Motor Vehicle Services), Department of Motor Vehicle (8737) – five percent (5%);
2. **Control Cashier (Vehicle Registration), Department of Motor Vehicles Series**
   a. **Control Cashier I (Vehicle Registration), Department of Motor Vehicle (8738) – five percent (5%)**;
   b. **Control Cashier II (Vehicle Registration), Department of Motor Vehicle (8739) – five percent (5%)**;

4. **Motor Vehicle Representative (1897) – five percent (5%)**;

5. **Senior Motor Vehicle Technician (1890) – five percent (5%)**.

[Signatures and initials]
The Union proposes the following language:

11.1.11 Special Salary Adjustments (Unit 11)

Effective July 1, 2020, SEIU Local 1000 represented employees in the following classifications shall receive a special salary adjustment of 5%:

- 7878 Senior Laboratory Assistant
- 7884 Laboratory Assistant
- 7890 Supervising Laboratory Assistant I
- 9265 Laboratory Assistant, Correctional Facility
- 9266 Senior Laboratory Assistant, Correctional Facility
- 0777 Fish Habitat Specialist
- 0780 Fish Habitat Assistant
- 0903 Wildlife Habitat Supervisor I
- 0904 Wildlife Habitat Assistant
- 0916 Fish and Wildlife Technician
- 3042 Water Resources Engineering Associate
(Specialist)

3124  Civil Engineering Associate
3202  Bridge Architectural Associate
3381  Materials and Research Engineering

Associate (Specialist)

Effective July 31, 2020, the following classifications and alternate ranges shall be provided the following Special Salary Adjustments (SSAs).

<table>
<thead>
<tr>
<th>Classification</th>
<th>Range</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>3906 Safety Engineering Technician, range A</td>
<td>-</td>
<td>0.02%</td>
</tr>
<tr>
<td>3906 Safety Engineering Technician, range B</td>
<td>-</td>
<td>0.01%</td>
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<tr>
<td>3906 Safety Engineering Technician, range C</td>
<td>-</td>
<td>0.01%</td>
</tr>
<tr>
<td>3873 Air Resources Technician II</td>
<td>-</td>
<td>7.21%</td>
</tr>
</tbody>
</table>

On July 1, 2017 SEIU Local 1000 represented employees in the following classifications shall receive the specified salary increase in addition to the General Salary Increase:

1. Laboratory Assistant Classification Series
   a. Laboratory Assistant (Correctional Facility)
      (9265) five percent (5%);
b. Senior Laboratory Assistant (Correctional Facility) (9266)—five percent (5%); 

e. Laboratory Assistant (7884)—five percent (5%); 

d. Senior Laboratory Assistant (7878)—five percent (5%); and 

e. Supervising Laboratory Assistant I (7890)—five percent (5%). 

2. Public Utilities Commission Classification Series 

a. Associate Railroad Equipment Inspector, Public Utilities Commission (3934)—five percent (5%); 

b. Associate Railroad Track Inspector, Public Utilities Commission (3941)—five percent (5%); 

c. Associate Signal and Train Control Inspector (3947)—five percent (5%); 

d. Senior Transportation Operations Supervisor, Public Utilities Commission (3921)—five percent (5%); and
e. Associate Transportation Operations
Supervisor, Public Utilities Commission
(3923) five percent (5%).
The Union proposes the following language:

11.1.14 Special Salary Adjustments (Unit 14)

Effective the first day of the pay period following ratification, but no sooner than July 1, 2020, SEIU Local 1000 represented employees in the following classifications shall receive a special salary adjustment of 5%:

1. Graphic Designer Series
   a. Graphic Designer I (2884);
   b. Graphic Designer II (2885); and
   c. Graphic Designer III (2886).

2. Digital Composition Specialist Series
   a. Digital Composition Specialist I (7255)
   b. Digital Composition Specialist II (7256)
   c. Digital Composition Specialist III (7258)

3. Printing Process and Operations Planner (7230)

4. Printing Operations Assistant (7233)
The State rejects the special salary adjustments for the following classifications:

1. Book Binder Series
   a. Book Binder II (7402) –
   b. Book Binder III (7401) – and
   c. Book Binder IV (7399).

2. Digital Print Operator Series
   a. Digital Print Operator I (1411) and
   b. Digital Print Operator II (1412)

3. Exhibit Designer Series
   a. Exhibit Technician (2813)
   b. Exhibit Designer/Installer (2812)
   c. Exhibit Designer/Coordinator (2814)

4. Offset Press Assistant (7335)

5. Printer, SCIF Series
   a. Printer I, SCIF (7442) and
   b. Printer II, SCIF (7441)
6. Printing Plant Machinist (7431)

7. Printing Trades Assistant Series
   a. Printing Trades Assistant I (7438)
   b. Printing Trades Assistant II (7437)

8. Printing Trade Production Coordinator Series
   a. Printing Trade Production Coordinator (1473)

9. Proofreader (7265)

10. Sheetfed Offset Press Operator Series
    a. Sheetfed Offset Press Operator I (7323)
    b. Sheetfed Offset Press Operator II (7324)
    c. Sheetfed Offset Press Operator III (7327)
    d. Sheetfed Offset Press Operator IV (7329)
    e. Sheetfed Offset Press Operator V (7330)
11. Webfed Offset Press Operator Series

a. Webfed Offset Press Operator I (7322)
b. Webfed Offset Press Operator II (7331)
c. Webfed Offset Press Operator III (7332)
d. Webfed Offset Press Operator IV (7333)
Union Proposal
Bargaining Unit 15

Date

Proposal No: 2

The Union proposes the following language:

11.1.15 Special Salary Adjustments (Unit 15)

On July 1, 2017 July 1, 2020 SEIU Local 1000 represented employees in the following classifications shall receive the specified salary increase in addition to the General Salary Increase:

1. Custodian Classification Series
   a. Custodian (2011) three percent (3%);
   b. Lead Custodian (2003) three percent (3%);
   c. Custodian (Correctional Facility) (2006) three percent (3%);
   d. Lead Custodian (Correctional Facility) (2005) three percent (3%);
   e. Custodian Limited Service (2017) three percent (3%);
f. Museum Custodian (2042) — three percent (3%);

g. Armory Custodian I (1956) — three percent (3%);

h. Armory Custodian II (1953) — three percent (3%); and

i. Armory Custodian III (1950) — three percent (3%);

j. Service Assistance (Custodian) (2016) — three percent (3%).

1. Baker I (2223) — five percent (5%);

2. Assistant Seamer (2079) — five percent (5%);

3. Seamer (2076) — five percent (5%);

4. Barber (Correctional Facility) (2086) — five percent (5%);

5. Barbershop Manager (2083) — five percent (5%);

6. Beauty Shop Manager (2091) — five percent (5%).
The Union proposes the following language:

11.1.17 Special Salary Adjustments (Unit 17)

Effective July 1, 2020, SEIU Local 1000 represented employees in the following classifications shall receive a special salary adjustment of five percent (5%):

1. Health Services Specialist (8160)
2. Health Services Specialist (Safety) (9699)
3. Health Facilities Evaluator Nurses (8011)
4. Nurse Evaluator I, Health Services (8143)
5. Nurse Evaluator II, Health Services (8144)
6. Public Health Nurse I, Correctional Facility (9274)
7. Public Health Nurse I, (8213)
8. Public Health Nurse I, Departments of Mental Health and Development Services (8297)
9. Nurse Consultant I (8197)
10. Nurse Consultant II (8195)
11. Nurse Consultant III (Specialist) (8181)

On July 1, 2017, SEIU Local 1000 represented employees in the following classification shall receive the specified...
salary increase in addition to the General Salary Increase:

1. Registered Nurse (8165) — California Department of Education — five percent (5%) — Health Services
Union Proposal
Bargaining Unit 17
Date _________________

Proposal No: 1

The Union proposes the following language:

11.1.17 School For the Deaf and Blind Pay Differential (Unit 17)

Effective July 1, 2020, SEIU Local 1000 represented employees of the State Special Schools in the listed classification and working at the facilities identified below shall receive a recruitment and retention differential of 5% per month.

1. Registered Nurse (8165), School for the Deaf/Fremont

2. Registered Nurse (8165), School for the Deaf/Riverside

3. Registered Nurse (8165), School for the Blind

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Page 1 of 1 8/28/2019 3:30 PM
The Union proposes the following language:

11.1.20 Special Salary Adjustments (Unit 20)

Effective July 1, 2020, SEIU Local 1000 represented employees in the following classifications shall receive a special salary adjustment of five percent (5%):

9663  Night Attendant, School For The Deaf
9664  Counselor, School For The Deaf
9676  Counselor Orientation Center For The Blind
9712  Night Attendant, School For The Blind
9713  Counselor, School For The Blind
6400  Teaching Assistant (Correctional Facility)
8244  Teaching Assistant, School For The Blind
8246  Teaching Assistant, School For The Deaf
8263  Teaching Assistant (Safety)
8298  Teaching Assistant, Departments Of Mental Health And Developmental Services
On July 1, 2017 SEIU Local 1000 represented employees in the following classifications shall receive the specified salary increase in addition to the General Salary Increase:

1. Licensed Vocational Nurse Classification Series
   a. Licensed Vocational Nurse (8249)—eleven and a quarter percent (11.25%);
   b. Licensed Vocational Nurse, (Safety) (8274)—eleven and a quarter percent (11.25%);
   c. Licensed Vocational Nurse, Correctional Facility (8257)—eleven and a quarter percent (11.25%); and
   d. Licensed Vocational Nurse, Department of Mental Health and Developmental Services (8286)—eleven and a quarter percent (11.25%).
Union Proposal
Bargaining Unit 21
Date 8/28/19

Proposal No: 2

The Union proposes the following language:

11.1.21 Special Salary Adjustments (Unit 21)

On July 1, 2020 SEIU Local 1000 represented employees in the following classifications shall receive the specified salary increase in addition to the General Salary Increase:

1. Transportation Programs Consultant, Department of Education (2683) – five percent (5%)

2. Archivist-Classification Series
   a. Archivist-I (2806) – five percent (5%); and
   b. Archivist-II (2804) – five percent (5%).

2. Nutrition Education Consultant, (2261) – five percent (5%).

3. Agricultural Education Consultant (2513) – five percent (5%).
4. Health Careers Education Consultant (2514) – five percent (5%).
5. Consultant in Teacher Preparation (Examinations and Research) (2618) – five percent (5%).
6. Consultant in Teacher Preparation (Program Evaluation and Research) (2635) – five percent (5%).
7. Education Research and Evaluation Consultant (2643) – five percent (5%).
8. Education Programs Consultant (2656) – five percent (5%).
9. American Indian Education Consultant (2719) – five percent (5%).
10. Bilingual/Migrant Education Consultant (2758) – five percent (5%).
11. Special Education Consultant (2764) – five percent (5%).
12. School Health Education Consultant (2772) – five percent (5%)
13. Child Development Consultant (2834) – five percent (5%).
14. Education Fiscal Services Consultant (2898) – five percent (5%).
15. Library Programs Consultant (2958) – five percent (5%).

16. Nursing Education Consultant, Department of Consumer Affairs (8250) – five percent (5%).
The Union proposes the following new language:

11.XX Case Records Technician and Correctional Case Records Analyst: Recruitment and Retention Differential (Units 1 and Units 4)

Effective the first day of the pay period following ratification, but no sooner than January 1, 2020, Case Records Technicians and Correctional Case Records Analysts who are performing duties outlined in the class specifications and were employed for the previous twelve (12) consecutive qualifying pay periods, shall be eligible for this recruitment and retention differential of two thousand and four hundred dollars ($2,400). This recruitment and retention payment is payable within thirty (30) days following the completion of every twelve (12) consecutive qualifying pay periods.

A. If an employee terminates, transfers out of an eligible class, or is discharged prior to completing the twelve (12) consecutive pay periods, there will be no pro rata payment for those months.
B. Part-time and intermittent employees shall receive a pro rata share of the annual recruitment and retention pay differential based on the total number of hours worked excluding overtime during the twelve (12) consecutive pay periods.

C. If an employee is on an unpaid leave of absence or has a disqualifying pay period, only the time that qualifies before and after will count toward the qualifying time needed to satisfy the 12 consecutive pay period criteria.

D. This payment shall not be considered as "compensation" for purposes of retirement.

E. If either or both of these classifications are consolidated with other classifications, this pay differential will sunset upon the effective date of that classification consolidation.
The Union proposes the following language:

11.X NEW Labor Code 1182.12 Impact/Rollup

Effective the first day of the pay period following ratification, but no sooner than July 31, 2020, (beginning of August 2020 pay period), the following classifications and alternate ranges shall be provided the following Special Salary Adjustments (SSAs).

Unit 4

1323 Legislative Clerk, range A – 5.04%
1323 Legislative Clerk, range B – 5.03%
1379 Office Assistant (Typing), range A – 3.38%
1379 Office Assistant (Typing), range B – 3.37%
1181 Word Processing Technician, range A – 4.52%
1181 Word Processing Technician, range B – 4.53%
1733 Account Clerk II – 5.92%
1432 Support Services Assistant (General), range A – 5.04%
1432 Support Services Assistant (General), range B – 5.04%
1844 Service Assistant (DMV Operations) – 4.52%
6410 Benefit Program Specialist (CalPERS), range A – 4.52%
6410 Benefit Program Specialist (CalPERS), range B - 4.53%
6410 Benefit Program Specialist (CalPERS), range C - 4.52%
1898 Motor Vehicle Assistant, range A - 4.53%
1898 Motor Vehicle Assistant, range B - 4.53%
1973 Tax Technician I, Board of Equalization, range A - 4.52%
1973 Tax Technician I, Board of Equalization, range B - 4.53%
1974 Tax Technician II, Board of Equalization - 1.72%
6291 Personnel Selection Technician, range A - 4.52%
1635 Telephone Operator - 4.52%
1779 Mailing Machines Operator I, range A - 4.52%
1779 Mailing Machines Operator I, range B - 4.53%
1780 Mailing Machines Operator II - 2.37%
1897 Interagency Messenger - 4.52%
9587 Tax Program Technician I, Franchise Tax Board - 6.09%
9588 Tax Program Technician II, Franchise Tax Board - 2.43%

Unit 11
3906 Safety Engineering Technician, range A - 0.02%
3906 Safety Engineering Technician, range B - 0.01%
3906 Safety Engineering Technician, range C - 0.01%
3873 Air Resources Technician II - 7.21%

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Unit 15

1984 Lead Security Guard – 1.02%
2006 Custodian (Correctional Facility) – 5.04%
2005 Lead Custodian (Correctional Facility) – 3.04%
2011 Custodian, range A – 5.04%
2011 Custodian, range F – 5.04%
2003 Lead Custodian – 3.04%
1956 Armory Custodian I – 3.04%
2043 Housekeeper, range A – 5.07%
2043 Housekeeper, range F – 5.07%
2193 Food Service Technician II, range A – 7.51%
2193 Food Service Technician II, range F – 7.51%
2194 Food Service Technician I, range A – 5.14%
2194 Food Service Technician I, range F – 5.14%
2198 Food Service Worker I (Safety) range A – 5.14%
2198 Food Service Worker I (Safety) range F – 5.14%
2199 Food Service Worker II/SF (Safety) range A – 7.51%
2199 Food Service Worker II/SF (Safety) range F – 7.51%
The Union proposes the following language:

11.XX Recruitment and Retention Pay Differential – Personnel Specialist Series, Pay Differential #211

Alameda County will be added to the existing pay differential #211.

The addition of Alameda County is effective August 26, 2019, for the Department of Industrial Relations and the first of the month following ratification for any other affected departments.
The Union proposes the following language:

44.39.4 11.XX.1 Hearing Reporters – California Public Utilities Commission (PUC) (Unit 4) (Unit 1)

Effective January 1, 2002, Hearing Reporters, in addition to their base salary, will receive three dollars and twenty-five cents ($3.25) for each "daily" or "expedited" page which is reported and/or proofread by that reporter as required. Hearing Reporters, in addition to their base salary, will receive one dollar and forty cents ($1.40) per page for each "daily" or "expedited" page which is scoped and/or proofread by that hearing reporter as required which may include completing final transcript and electronic (or otherwise) delivery thereof. A qualified Hearing Reporter, in addition to their base salary, will receive one dollar ($1.00) per page for setting up and reporting a "realtime" hearing. If more than one (1) reporter works on a hearing, their collective page total shall not exceed the total pages for that hearing.

A "daily transcript" is a transcript of a hearing of which the
presiding officer or the Chief Reporter or a person assigned by the Chief Administrative Law Judge has requested be delivered (in hard copy or electronic form) the same day that the hearing has occurred. An “expedited transcript” is a transcript of a hearing of which the presiding officer or the Chief Reporter or a person assigned by the Chief Administrative Law Judge has requested to be delivered (in hard copy or electronic form) within seven (7) calendar days of the hearing.

A “realtime transcript” is a transcript of a hearing that will be delivered to the presiding officer or a party contemporaneously via a Computer Assisted Transcription (CAT) system.

To qualify for per page rate pay all realtime, expedited and daily transcripts and respective page counts (reported or scoped) must be approved by the Chief Reporter or a person assigned by the Chief Administrative Law Judge and the transcripts must be ordered by a party agreeing to pay for these premium services. The above differential (page rates) shall be counted towards retirement.
Union Proposal
Bargaining Unit 1
Date 7/29/19

Proposal No: 2

The Union proposes the following language:

11.32.1 Research Data Program Specialist III (Demography)
Pay Differential (Unit 1)

Upon the ratification of the MOU, The Research Data Program Specialist III (Demography) (5770) shall continue to be eligible to receive be added to CalHR Pay Differential 412.

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7/29/2019 10:00 AM
The Union proposes the following language:

11.50.11 Phlebotomy Differential (Unit 11)

Unit 11 employees who are in the classifications of Laboratory Assistant, Laboratory Assistant, Correctional Facility or Senior Laboratory Assistant, Senior Laboratory Assistant, Correctional Facility who are certified as Laboratory Technicians I or II Certified Phlebotomy Technician I or II, and whose Individual Duty Statement requires that they draw blood shall receive a differential of $125 a month to be administered in accordance with the Stipulated Grievance-Settlement Agreement, DPA No. 04-11-0007, between SEIU Local 1000 and the State of California, Department of Corrections and Rehabilitation.
The Union proposes the following language:

12.16.1 Aviation Safety Officer Consultants (Unit 1)

The Department of Transportation (DOT) agrees to continue its practice of:

A. Reimbursing Aviation Safety Officer Consultants the cost of their annual second-class flight physical examinations.

B. Providing the biennial flight checks in DOT aircraft during or connected to regularly authorized operation of the aircraft for business purposes and utilizing DOT employees who are personally qualified and volunteer to conduct and certify the flight checks.
The Union proposes the following language:

11.29.1 Investment Officer III and II, Incentive Award Program (Unit 1)

California Public Employees' Retirement System (CalPERS) and the State Teachers' Retirement System (CalSTRS) agree to enhance continue the Investment Officer III, Incentive Award Program, which includes the addition of the Investment Officer II classifications, in addition to the Investment Officer III classifications, as eligible to receive the incentive award. The Incentive Award Program shall be administered in accordance with departmental policy and criteria, for Investment Officer III’s and II’s employed at the California Public Employees' Retirement System (CalPERS) and the State Teachers' Retirement System (CalSTRS).