

An act to amend Section 19826 of the Government Code, relating to state government.

SECURED
COPY



231617092061BILL

THE PEOPLE OF THE STATE OF CALIFORNIA DO ENACT AS FOLLOWS:

SECTION 1. Section 19826 of the Government Code is amended to read:

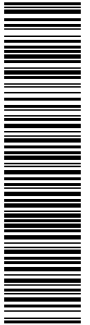
19826. (a) The department shall establish and adjust salary ranges for each class of position in the state civil service subject to any merit limits contained in Article VII of the California Constitution. The salary range shall be based on the principle that like salaries shall be paid for comparable duties and responsibilities. In establishing or changing these ranges, consideration shall be given to the prevailing rates for comparable service in other public employment and in private business. The department shall make no adjustments that require expenditures in excess of existing appropriations that may be used for salary increase purposes. The department may make a change in salary range retroactive to the date of application of this change.

(b) Notwithstanding any other ~~provision of law~~, the department shall not establish, adjust, or recommend a salary range for any employees in an appropriate unit where an employee organization has been chosen as the exclusive representative pursuant to Section 3520.5.

~~(c) At least six months before the end of the term of an existing memorandum of understanding or immediately upon the reopening of negotiations under an existing memorandum of understanding, the department shall submit~~ (1) On February 1, 2025, and biennially thereafter, the department shall submit to the parties meeting and conferring pursuant to Section 3517 and to the Legislature, a report containing the department's findings relating to the salaries of employees in comparable occupations in private industry and other governmental agencies. agencies for Bargaining Units 2, 5, 6, 7, 9, 10, 12, 13, 16, 18, and 19.

(2) On February 1, 2026, and biennially thereafter, the department shall submit to the parties meeting and conferring pursuant to Section 3517 and to the Legislature a report containing the department's findings relating to the salaries of employees in comparable occupations in private industry and other governmental agencies for Bargaining Units 1, 3, 4, 5, 8, 11, 14, 15, 17, 20, and 21.

~~(d) If the provisions of this section are~~ this section is in conflict with the provisions of a memorandum of understanding reached pursuant to Section 3517.5, the memorandum of understanding shall be controlling without further legislative action, except that if the provisions of a memorandum of understanding require the expenditure of funds, the provisions shall not become effective unless approved by the Legislature in the annual Budget Act.



LEGISLATIVE COUNSEL'S DIGEST

Bill No.
as introduced, _____.

General Subject: State government: personnel: administration of salaries.

Existing law establishes the Department of Human Resources and requires the director of the department to, among other duties, be responsible for the management of the department and administer and enforce the laws pertaining to personnel. Existing law requires the department to establish and adjust salary ranges for each class of position in the state civil service, as specified, and to submit a report containing its findings relating to the salaries of employees in comparable occupations in private industry and other governmental agencies at least 6 months before the end of the term of an existing memorandum of understanding or immediately upon the reopening of negotiations under an existing memorandum of understanding.

This bill would instead require that the department submit this report biennially beginning on either February 1, 2025, or February 1, 2026, as specified based on the bargaining units included in the report.

Vote: majority. Appropriation: no. Fiscal committee: yes. State-mandated local program: no.

