CSU/SUPA Tentative Agreement – Subject to Full Ratification
10/21/26

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Matt Kroner
Matt Kroner (Oct 21, 2026 15:10:11 PDT)

Jose J Cuervo
Jose J Cuervo (Oct 21, 2026 17:25:06 PDT)

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ARTICLE 8

RULES AND REGULATIONS

8.1 All employees shall comply with the rules and regulations of the CSU. The CSU shall have the right to promulgate and to change any rules and regulations so long as the rules are reasonable and are not in violation of this Agreement.

8.2 ~~The CSU shall maintain a~~ **CSU law enforcement policies are developed and maintained through Lexipol, a comprehensive policy management platform and maintained in an electronic** systemwide Public Safety Policy Manual. ~~This Manual shall be contained in Section 4000, Public Safety, of the State University Administrative Manual (SUAM).~~ The contents of such manual may be revised by the CSU. The Association shall be provided with a draft copy of any official revision and shall be given an opportunity to review and offer suggestions to the CSU prior to its implementation. Such policy manual shall be made available electronically to all employees. The contents of the manual shall not be subject to Article 7, Grievance Procedure, of this Agreement.

8.3 It is expressly understood that in the event of a conflict between the **CSU law enforcement policies** ~~provisions of the SUAM~~ and the provisions of this Collective Bargaining Agreement, the terms of this Agreement shall be controlling.

8.4 The CSU shall provide notification to the Association of proposed changes in written systemwide policies affecting wages, hours and conditions of employment during the term of this Agreement. Whenever possible, such notice shall be prior to the implementation of changes in such policies. Within fifteen (15) days of such notice, the Association may request to meet and confer regarding the impact of such changes. Upon request the CSU shall meet and confer regarding the impact of such changes.

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ARTICLE 13

HOURS OF WORK, OVERTIME AND SCHEDULING

Work Period

13.1 A work period is defined as an established and regularly recurring period of work.

13.2 After consulting with the SUPA representative on campus, the Chief of Police shall choose any of the following three (3) work periods:

a. For employees assigned a one week work period (7) days, the designated work period shall commence at 12:01 a.m. Sunday and shall end midnight the following Saturday

b. For employees assigned a two week work period (14 days), the designated work period shall commence at 12:01 a.m. Sunday and shall end midnight the Saturday of the second week, and

c. For employees assigned a twenty-eight (28) day work period, the designated work period shall commence at 12:01 a.m. Sunday and shall end midnight on Saturday twenty-eight (28) days later.

Work Schedule

13.3 A work schedule is defined as the number of days worked and the hours of work assigned within a work period.

13.4 Employees may be assigned by the CSU to one of the following five (5) standard work schedules:

a. five (5) days, eight (8) hours per day within a one week work period; or

b. four (4) days, ten (10) hours per day within a one week work period; or

c. 3/12 within a two week work period; or

d. 9/80 within a two week work period; or

e. 3/12.5 – only those on a 3/12.5 shall be on a 28 day work period.

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f. For those employees assigned a 3/12 work schedule, a schedule shall consist of a two week work period consisting of twelve (12) hour shifts on three (3) consecutive days during one week of the two week work period and three (3) twelve (12) hour shifts plus an additional eight (8) hour shift on consecutive days during the other week of the two week work period.

g. For those employees assigned a 9/80 work schedule, employees shall be on a two week work period consisting of nine (9) hour shifts on four (4) consecutive days during one week of the two week work period and four (4) nine (9) hour shifts plus an additional eight (8) hour shift on consecutive days during the other week of the two week work period.

h. For those employees assigned a twenty-eight (28) day work schedule, a schedule shall consist of three (3) days, twelve and one-half (12.5) hours per day for four (4) weeks, plus one scheduled ten (10) hour day in any of the four (4) weeks.

Work Shift

13.5 A work shift is defined as the days of the week and the time period during which a bargaining unit employee is at work.

a. After consulting with the SUPA representative on campus the Chief of Police or designee shall determine the duration of the work shift assignment, which may be three (3) to twelve (12) months in length. If there is no agreement, the Chief of Police shall make the final decision.

b. After consulting with the SUPA representative on campus the Chief of Police or designee shall determine the procedure on the campus for determining work shift assignments. If there is no agreement, the Chief of Police shall make the final decision. Employees may remain on the same shift for a maximum of one (1) year, or longer at the discretion of the Chief of Police. Procedures at a minimum must consider seniority in rank as a primary factor in shift selections however the Chief of Police may override the seniority factor for the following reasons:

1) Needs of probationary employees;

1) Special assignments;

2) Documented performance related discipline as defined in POBR (excluding oral reprimands);

3) Performance Improvement Plans (PIP); and

4) An employee who has worked the same days of the week and/or time period for three years or more.

5) A 2/3 majority of affected employees at a campus, in the same assignment or rank (i.e. patrol, detectives, motors) agree to alter the schedule rotation (e.g. rotating seniority sign-ups, schedule rotations every six months, etc.). The campus SUPA representative shall have the opportunity to re-establish the 2/3 majority every two years.

Ties in seniority shall be broken by ranking at the time of recruitment. The campus SUPA Director may request a list of seniority within the bargaining unit for that campus.

c. All work shifts shall be prepared in written form and normally posted no less than twenty-one (21) or not less than twenty-eight (28) days (for those with 28 day work periods) prior to any regularly scheduled shift change.

d. No employee shall have his/her regularly scheduled shifts or days off changed without receiving a minimum of twenty-one (21) or twenty-eight (28) days (for those with 28 day work periods) prior written notification of such change, except in emergency situations or by mutual agreement.

The twenty-one (21) and twenty-eight (28) day notice pertains only to work shifts and not to the assignment of overtime.

13.6 In situations where, due to the absence of Unit 8 and/or Police Dispatcher employees and when the relevant notice is not possible [twenty-one (21) or twenty-eight (28) days notice] the Chief of Police may use one of the following options:

a. Offer or assign the work to employees as overtime; or

b. Assign employees to extend their shift on overtime; or

c. Offer employees the opportunity to take off their scheduled shifts and work the shifts of the absent employee with agreement of the employee; or

d. Reassign an employee who is already on duty during the absence to do the necessary work due to the absence.

Employees will not be required to work split shifts unless the Chief of Police has exhausted the above options.

Procedures for Shift Swapping

13.7 Two bargaining unit members may agree to swap shifts provided:

a. They both sign the designated form agreeing to work the shift and day designated;

b. The Chief of Police or designee approves the swap;

c. Both days of the swap occur within the applicable period, as defined in Provision 13.2;

d. Shift trades cannot result in any employee working more than 16 hours straight and there are at least 8 hours between the end of one shift and the beginning of the next shift;

e. Hours worked as a result of the voluntary shift trade are not subject to night differential pay pursuant to Provisions 21.16 – 21.17 of the Collective Bargaining Agreement;

f. Shift trades cannot result in overtime; and

g. Once the trade is approved by the Chief of Police or designee, Officers who fail to report to duty will be subject to discipline pursuant to applicable Articles under this Agreement and department operational guidelines.

13.8 No employee shall be required to work more than sixteen (16) consecutive hours as a result of shift change, except in emergency situations.

Emergency

13.9 In emergency situations, all days off and shift assignments may be canceled or changed as needed to address the emergency. The decision for each cancellation shall be made by the Chief of Police or designee. Employees may be required to work on their home campus or another campus.

Meal and Rest Periods

13.10 Meal periods shall count as time worked, except when an employee attends a training or conference where attendees are given a meal break. In such a case, meal periods may be unpaid at the discretion of the Chief of Police of each campus.

13.11 Rest periods of fifteen (15) minutes once during each work period of four (4) hours or more shall be granted to employees at a time and place arranged by the Chief of Police. Employees who regularly work a four (4) day, ten (10) hour or three (3) day, twelve (12) hour shift shall be entitled to one (1) additional rest period, not to exceed ten (10) minutes. The rest period shall not be taken at the beginning or end of a work period, and time not used for rest periods shall not be accumulated and used at a later date. Rest periods may be cancelled by the Chief of Police during emergencies.

Overtime

13.12 For employees on a twenty-eight (28) day work period, employees shall be paid overtime for authorized time worked in excess of one hundred sixty (160) hours in a twenty-eight (28) day work period. For employees on a one week work period, employees shall be paid overtime for authorized time worked in excess of forty (40) hours. For employees on a two week work period, employees shall be paid overtime for authorized time worked in excess of eighty (80) hours. Paid holiday, paid sick leave, paid vacation, and compensatory time off shall be counted as time worked for purposes of this Article. Employees may not be awarded or receive flex time in lieu of CTO or pay for time worked.

13.13 Overtime shall be assigned by the Chief of Police or designee in the following manner:

a. For overtime related to special and/or planned events, the Chief of Police or designee shall first determine the number of officers needed to staff an event. ~~A percentage of these officers, as set forth below, shall be on campus bargaining unit members. However, if five officers or less are needed to staff an event, one campus bargaining unit member may be assigned to work the event pursuant to sections (1) and (2) below.~~ Overtime assignments shall be offered in the following order:

1. Voluntary Sign-Up by On-Campus Bargaining Unit Members

~~1)~~ **Overtime shall be first offered** to bargaining unit members on the campus at least seventy-two (72) hours in advance. Said overtime shall be offered, assigned, and distributed in an equitable and impartial manner to the extent possible.

2. Mandatory Assignment to On-Campus Bargaining Unit Members (Up to 20%)

If an insufficient number of on-campus bargaining unit members voluntarily accept the overtime, the Chief of Police or designee may assign overtime to on-campus bargaining unit members so that up to twenty percent (20%) of the total number of officers needed for the event are on-campus bargaining unit members. Such overtime shall be assigned and distributed in an equitable and impartial manner. Employees may not decline these assignments.

If five (5) or fewer officers are needed to staff an event, one (1) on-campus bargaining unit member may be assigned pursuant to this section.

~~i. If 20% or more of the available overtime has been filled by on-campus bargaining unit members, the remaining~~

~~overtime opportunities shall be offered to bargaining unit members on other campuses as set forth in section (3) below.~~

~~ii. If less than 20% of the available overtime has not been filled by on campus bargaining unit members, the Chief of Police or designee may assign overtime to bargaining unit members on campus pursuant to section (2) below.~~

~~1) The Chief of Police or designee, as far as practicable, shall assign overtime to bargaining unit members on the campus so a maximum of 20% of the number of officers needed to staff an event are bargaining unit members on the campus. Such overtime shall be assigned and distributed in an equitable and impartial manner at least seventy-two (72) hours in advance. Employees may not decline such overtime assignments.~~

~~2) Once the number of on campus bargaining unit members needed to staff an event has been met and~~

3. Offer Remaining Overtime to Other CSU Campuses

If overtime opportunities are still available, said overtime shall then be offered to bargaining unit members on other campuses for a period of seventy-two (72) hours. The Chief of Police or designee at the campus offering such overtime shall make the overtime assignment.

i. Bargaining unit members shall notify the Chief of Police or designee at their home campus in writing (email) within twenty-four (24) hours of when they accept an overtime assignment at another campus. If the bargaining unit member accepts the overtime assignment less than twenty-four (24) hours before the event, the bargaining unit member shall notify the Chief of Police at their home campus in writing (email) before working the shift.

If an employee fails to follow the procedure above in this section, the employee may be excluded from future overtime opportunities at other campuses.

If the Chief of Police determines that the overtime assignment can reasonably be expected to adversely affect the employee's work performance during an assigned shift at the employee's home campus, then he/she may direct the employee not to work the overtime assignment.

ii. The Chief of Police or designee at the campus offering overtime may decline to make an overtime assignment to a bargaining unit member on another campus due to documented performance or behavioral issue(s) observed during previous overtime worked at the campus offering overtime.

iii. Absent specific direction, the bargaining unit member shall adhere to home campus policies.

4. Offer Remaining Overtime to Non-CSU Agencies (Optional)

~~3)~~ If, at the end of the 72-hour period, there are an insufficient number of bargaining unit members on other campuses desiring to work the overtime, the Chief of Police or designee may offer said overtime to non-CSU agencies.

5. **Mandatory Assignment of Remaining Overtime to On-Campus Bargaining Unit Members**

~~4)~~ If overtime opportunities still exist, the Chief of Police or designee, as far as practicable, shall assign and distribute overtime to bargaining unit members on the campus in an equitable and impartial manner. Employees may not decline such overtime assignments. Such overtime assignments shall not be assigned to bargaining unit members who have already been approved for vacation on the day of the scheduled event.

b. For overtime related to patrol shifts the Chief of Police shall offer the overtime to bargaining unit members on the campus. Said overtime shall be offered, assigned, and distributed in an equitable and impartial manner to the extent possible. If there is an insufficient number of bargaining unit members on campus desiring to work the overtime the Chief of Police or designee, as far as practicable, shall assign and distribute overtime to bargaining unit members on the campus in an equitable and impartial manner. Employees may not decline such overtime assignments. The Chief of Police may, instead of involuntarily assigning unit members on the campus, seek unit members from other campuses if, in the Chief's sole discretion, doing so is practical under the circumstances.

c. In emergency situations, as defined in Article 2, employees may not decline overtime assignments.

13.14 When overtime is offered to bargaining unit members at other campuses as per Provision 13.13.

a. The decision by the employee to accept or reject the overtime assignment at another campus is entirely voluntary, except in emergency situations. Once the employee accepts the overtime assignment, the employee must work or provide satisfactory coverage (eligibility and rank, if applicable) for the shift absent an emergency situation or illness.

b. The employee shall remain an employee of his/her home campus, the campus where the employee has a daily schedule.

c. The hours worked by the employee shall be calculated by the host campus (the campus where the employee worked the overtime) and reported to the home campus for inclusion on the employee's monthly Time and Attendance Report.

d. Neither campus is required to pay the employee travel time or travel expenses for any voluntary overtime on another campus, provided the employee does not perform any work while traveling. At the host campus' discretion, the host campus may compensate the employee for the travel time and/or expenses, provided the travel time is paid at the minimum of twice the California minimum wage.

e. If the employee works overtime at another campus, and utilizes sick hours at their home campus on the same day, their overtime will be converted to straight time.

13.15 All overtime hours worked shall be compensable by cash or compensatory time off (CTO), as determined by the Chief of Police, subject to provision 13.17 below, at a rate of one and one-half (1 ½) times the straight rate of pay for authorized overtime work. When practicable, such determination shall be made prior to requesting employees to work overtime. If any subsequent changes are necessary, the Chief of Police shall consult with the affected employee prior to the implementation of this change.

13.16 Nothing contained in this Agreement shall be interpreted as requiring duplication or pyramiding of holiday, vacation, daily or weekly overtime payments involving the same hours of work.

Compensatory Time Off (CTO)

13.17 Unit members who have less than 80 hours in his/her compensatory time bank may instead of overtime payment elect to earn Compensatory Time Off. A unit member may have a maximum of 480 hours of accumulated Compensatory time off in his/her leave bank. This maximum accrual may be reduced as determined by the Chief of Police on each campus but may not be reduced below 80 hours.

13.18 Compensatory time off shall be taken on a date mutually agreed upon by the employee and the Chief of Police, with due consideration given to the efficient operation of the department and current departmental workload. In cases where an employee has accumulated more than two hundred (200) hours of compensatory time off and the parties are unable to reach mutual agreement on dates to take CTO, the Chief of Police may, upon reasonable notice to the employee, specify a date(s) on which the employee shall take earned CTO. Such directed days off shall be scheduled in conjunction with other regularly scheduled days off subject to the needs of the department. Employee requests to take compensatory time off shall not be unreasonably denied by the Chief of Police.

Call-back Work

13.19 Call-back work is work, including non-scheduled work directed by the Chief of Police or designee and performed at a time outside of and not continuous with an employee's assigned regular work schedule. An employee called back to work shall receive a minimum of four (4) hours of call-back pay. Only hours spent performing call-back work shall be counted as time worked for the purpose of computing overtime. The hours credited but not worked shall be paid at the straight time rate of pay. Call-back pay shall not apply to hours contiguous with an employee's normal work shift.

Standby and Court Appearances

13.20 An employee required to be on standby for court appearance must notify the Chief of Police or the Chief of Police's designee as soon as the employee receives notice of the standby requirement. The employee must advise the Chief of Police or designee the date of the standby requirement for court, the anticipated court time and any additional relevant information that is available. If requested to be on standby for an additional day (s) the employee must contact the Chief of Police or designee for authorization to remain on standby. Failure to do so will result in standby pay being denied.

13.21 An employee shall receive a minimum of two (2) hours compensation or compensatory time off at straight time rate for required standby time for court appearances outside a unit member's regular schedule. Employees may be required, as directed by the Chief of Police or designee, to inquire with the party issuing the subpoena regarding the continuing need of standby status.

13.22 An employee shall receive a minimum of four (4) hours at the overtime rate of pay for required court appearances outside an employee's regular schedule. Court appearance pay shall not apply to hours contiguous with an employee's regular work shift.

T.A.
8/21/26

FOR SUPA

CSV
8/21/26

Matt Kroner
Matt Kroner (Oct 21, 2026 15:10:11 PDT)

Jose J Cuervo
Jose J Cuervo (Oct 21, 2026 17:25:06 PDT)

ARTICLE 17

BENEFITS

Eligibility

17.1 The term "eligible employees" as used in this Article shall mean that an employee must be appointed half time or more for more than six (6) months. Those excluded from health, dental, vision and life and AD&D benefits include any employee paid wholly from funds not controlled by the CSU, or from revolving or similar funds from which a regular State share payment of the insurance premium cannot be made.

17.2 The term "eligible family members" as used in this Article shall mean the eligible employee's legal spouse, registered Domestic Partner, and children from birth to the end of the month in which the dependent children reach age twenty-six (26). An adopted child, stepchild, natural child recognized by the parent, or a child living with the employee in a parent-child relationship, as certified by the employee at the time of enrollment of the child and annually thereafter, up to the age of 26 is also eligible. A family member who is a disabled child over age twenty-six (26) may also be enrolled if, at the time of initial enrollment of the employee, satisfactory evidence of such disability is presented to the carrier consistent with the carrier's requirements. Upon attaining age twenty-six (26), a disabled child who is already enrolled may be continued in enrollment if satisfactory evidence of that disability is filed with the carrier in accordance with the carrier's criteria. Eligibility for family members is defined by CalPERS.

Health

17.3 Eligible employees and eligible family members as defined by CalPERS shall continue to receive health benefits offered through the CalPERS system for the life of this Agreement. Payment for these benefits shall be based on rates established by CalPERS for participating members.

The parties acknowledge the importance of maintaining high-quality, affordable health benefits for employees, dependents, and eligible

retirees, and share an interest in preserving the long-term value and stability of the health benefits program for current and future employees.

The parties further acknowledge that health care costs have continued to increase significantly over time, and that the Employer's contribution toward health benefits represents a substantial and important component of the total compensation package provided to employees.

In recognition of these shared interests, the parties agree to establish a Health Benefits Review Work Group.

Following ratification of this Agreement, the Employer shall convene the Health Benefits Review Work Group. The purpose of the Work Group shall be to promote a shared understanding of health benefit costs, enrollment trends, employee plan selection, employer contribution levels, employee out-of-pocket costs, utilization trends, and comparable public employer practices. The Work Group may also review information and options intended to support the continued availability of high-quality, affordable health benefits in a sustainable manner.

Each CSU union participating in the health benefits program may appoint up to two (2) representatives to the Work Group, provided that such representatives must be enrolled in a CSU-sponsored health benefit plan at the time of their appointment and throughout their service on the Work Group. The Employer may designate an equal number of overall representatives.

The Employer shall schedule meetings of the Work Group as appropriate to review and discuss relevant information concerning the health benefits program. The parties may exchange information reasonably necessary to carry out the Work Group's purpose. Participation in the work group qualifies for non-reimbursable release time.

The parties acknowledge that the Work Group is advisory in nature and shall not have the authority to modify any collective bargaining agreement or alter the Employer's contribution toward health benefits during the term of this Agreement. The information developed through the Work Group may be used to assist the parties in developing a common understanding of health benefit costs and may inform future discussions regarding the

health benefits program in bargaining.

Pursuant to Provision 21.4(c), the parties may initiate re-opener negotiations over Article 17 (Benefits). The parties acknowledge that Government Code Section 22871 permits negotiations concerning Employer and Employee contributions toward the cost of health benefits. The parties further agree that the existing contributions shall remain unchanged at least through December 31, 2028. These acknowledgments and commitments do not otherwise alter or expand the existing rights or obligations of either party under applicable law.

Health Premium Conversion Program (TAPP)

17.4 All bargaining unit employees who contribute toward health benefits pursuant to provision 17.1 shall be entitled to participate in the CSU Health Premium Conversion Program. The terms of this program shall be determined by the CSU. All administrative costs for participation shall be paid by participating employees.

Dental

17.5 For the life of this Agreement, the dental benefits provided by the CSU through the insurer(s) selected by CSU for its indemnity and prepaid dental plans shall be offered to eligible employees and eligible family members as defined in provisions 17.1 and 17.2. The CSU Enhanced Level II Indemnity Dental Plan and the CSU Enhanced Prepaid Dental Plan shall be offered to eligible employees and eligible family members. The Employer's contribution to such plans shall equal one hundred percent (100%) of the basic monthly premium.

Vision Care

17.6 For the life of this Agreement, the vision care benefits provided by the CSU through carriers selected by the CSU shall be offered to eligible employees and eligible family members as defined in provisions 17.1 and 17.2. The Employer's contribution to such plans shall equal one hundred percent (100%) of the basic monthly premium.

Dependent Care Reimbursement

17.7 All bargaining unit employees shall be entitled to participate in the CSU Dependent Care Reimbursement Program. The terms of this program shall be determined by the CSU in accordance with IRS regulations. All administrative costs for participation shall be paid by participating employees.

Enhanced 1959 Survivors Benefit

17.8 Eligible employees as defined under the Public Employees' Retirement System shall receive the improved 1959 Survivors Benefit as provided in Government Code Section 21574.7. Bargaining unit employees will continue to pay a premium of two dollars ($2.00) per month for this benefit. All monthly premiums in excess of the contribution of employees will be paid by the CSU.

Information Regarding Benefits

17.9 The campus Human Resources Office shall provide information concerning an individual employee's rights under NDI, IDL, Temporary Disability, Social Security, and/or CalPERS retirement options.

Industrial Disability Leave

17.10 Upon written notification to the CSU by an eligible employee, he/she may elect to supplement IDL payments with charges to his/her accrued sick leave. Such an election shall be made no later than fifteen (15) days after the report of the injury for which IDL is being paid.

17.11 Such supplement shall continue until the employee has exhausted his/her accrued sick leave or until the employee provides to the CSU written notification he/she wishes to discontinue the supplement. Such a notice shall be provided fifteen (15) days prior to the effective date of such a discontinuation.

17.12 Such a supplement to IDL payments shall not result in the employee receiving a payment in excess of his/her regular salary or wage.

17.13 All payments received by an employee while on IDL shall be subject to mandatory and authorized voluntary deductions except tax-sheltered annuities and deferred compensation plans.

Enhanced Industrial Disability Leave (EIDL or Labor Code 4816 Benefit)

17.14 Whenever any sworn bargaining unit employee is disabled by injury or illness arising out of and in the course of his/her duties, he/she shall be entitled to enhanced industrial disability leave (EIDL) benefits, regardless of his/her period of service with the University.

17.15 The EIDL benefit will be equivalent to the injured employee's net take home salary on the date of occurrence of the injury. EIDL eligibility and benefits may continue for no longer than one (1) year after the date of occurrence of the injury. For the purposes of this EIDL section, "net take home salary" is defined as the amount of salary received after federal income tax, state income tax and employee's retirement contribution has been deducted from the employee's gross salary.

17.16 This EIDL benefit shall not be applied to presumptive, stress-related disabilities, any psychiatric disability, or any physical disability arising from a psychiatric injury.

17.17 The final decisions as to whether an employee is eligible for, or continues to be eligible for EIDL, shall rest with the Employer. The Employer may periodically review the employee's condition by any means necessary to determine an employee's eligibility for EIDL.

17.18 Other existing rules regarding the administration of IDL will be followed in the administration of EIDL.

17.19 This section relating to EIDL will not be subject to the arbitration procedure of this MOU.

Uniform Replacement Allowance

17.20 Eligible employees who are required to wear a uniform shall earn a uniform allowance of $57.00 per qualifying month of service.

17.21 Employees shall be responsible for the purchase and maintenance of uniforms required for employment.

17.22 The uniform allowance shall be paid monthly.

Uniform allowance payments are taxable and reportable. In addition, each monthly payment is subject to Medicare withholding, and is includable in calculations for overtime and NDI/IDL payments. These payments are reportable to CalPERS as compensation toward retirement only for Classic members.

All deductions from the lump-sum payment for uniform allowance and/or reimbursement shall be in accordance with state and federal law.

Travel Reimbursement

17.23 Employee expenses incurred as a result of travel on official CSU business shall be reimbursed in accordance with the rates set by the CSU, except that the parties must negotiate on any CSU proposal to decrease such reimbursement allowances.

Parking

17.24 An employee wishing to park on any CSU facility shall pay the parking fee as determined by the CSU. The CSU shall provide for payroll deductions for this purpose upon written authorization by the employee.

403(b)

17.25 All members of the bargaining unit shall be eligible to participate in the 403(b) program in accordance with regulations and procedures as established by the California State University and according to IRS regulations.

Physical Education Facilities

17.26 Employees shall have access to campus Physical Education facilities during non-scheduled work hours unless the President has determined that such access interferes with the authorized use of the facilities. The standard

campus fee may be charged for the use of CSU-operated facilities. The use of campus Physical Education facilities by employees shall be wholly voluntary and shall not be considered as time worked.

FlexCash Plan

17.27 All employees eligible for either health insurance or dental, pursuant to provision 17.1 of the Agreement, shall be entitled to participate in the CSU FlexCash Plan. A participating employee may waive health and/or dental insurance coverage in exchange for the following monthly payments:

1. Waive medical & dental $140 per month
2. Waive medical only $128 per month
3. Waive dental only $12 per month

In order to participate in the Plan, an employee will be required to request participation and certify that he/she has alternate non-CSU group coverage in the insurance being waived. The terms of this Plan shall be determined by the CSU. All administrative costs for participation shall be paid by the participating employees.

Life Insurance

17.28 The CSU shall provide eligible employees as defined in Provision 17.1 with life and accidental death and dismemberment insurance at no cost to the employee. This program shall provide insurance during the term of employment in the amount of fifty thousand dollars ($50,000).

CalPERS Contribution

17.29 The employee shall pay 100% (i.e., 8.0% of 8.0%) of his/her contribution to the California Public Employees Retirement System (CalPERS).

CalPERS Benefit

17.30 The employee shall be placed into CalPERS membership and the appropriate retirement benefit formula based on eligibility provisions cited in the Government Code.

Matt Kroner
Matt Kroner (Oct 21, 2026 15:10:11 PDT)

Jose J Cuervo
Jose J Cuervo (Oct 21, 2026 17:25:06 PDT)

ARTICLE 19

HOLIDAYS

19.1 The following paid holidays, except as provided in Provision 19.3 below, shall be observed on the day specified:

a. January 1

b. July 4

c. First Monday in September

d. Thanksgiving Day

e. December 25

f. Third Monday in January (Martin Luther King, Jr., Day)

g. March 31 (~~**Cesar Chavez Day**~~ **Farmworkers' Day**)

h. November 11 (Veteran's Day)

i. June 19 (Juneteenth)

19.2 The paid holidays listed in this provision shall be observed on the day specified unless they fall on a Saturday or Sunday, or are rescheduled for observance on another day by the President.

a. Third Monday in February (President's Birthday)

b. February 12 (Lincoln's Birthday)

c. Last Monday in May (Memorial Day)

d. Admission Day

e. Second Monday in October (Columbus Day)

19.3 Any holiday listed in Provision 19.1 or 19.2 above which falls on a Saturday shall be observed on the preceding Friday, and any holiday in Provision 19.1 or 19.2 above which falls on a Sunday shall be observed the following Monday.

19.4 An employee in pay status on the day a holiday is officially observed shall be entitled to the holiday. The number of hours of the holiday shall be determined by the hours the employee is normally scheduled to work on the day the holiday is observed. An employee on a leave of absence without pay or other nonpay status on a day a holiday is officially observed shall not be entitled to the holiday.

a. Holidays on Scheduled Days Off **-** If an employee's regularly scheduled day off falls on the day the holiday is observed, the employee shall be entitled to holiday time off in an amount equal to their normal workday. This holiday time is not considered CTO. This compensation at the amount equal to their normal workday may be in the form of cash (salary) or Holiday Credit, which shall be included with the one hundred (100) hours that may be accrued under provision 19.4 b. below.

b. Holiday on Scheduled Work Days - An employee who is scheduled to work and works on the day a holiday is officially observed shall receive his/her normal compensation for that day and shall also receive compensation at the overtime rate of one and one-half (1 and ½) times their normal rate of pay for each hour actually worked. This compensation at the rate of one and one-half (1 and ½) times their normal rate of pay for each hour actually worked may be in the form of cash (salary) or Holiday Credit.

1. The method of payment for compensation shall be determined by the Chief of Police, and it shall be made before the holiday is worked and/or observed when practicable. However, employees with one-hundred (100) or more accrued hours of Holiday Credit may select in writing the method of payment for holiday compensation.

c. Holiday Credit shall be used or paid out within one (1) year of the Holiday Credit being earned.

19.5 If a holiday falls on a scheduled workday during an employee's vacation or within a period of absence chargeable to sick leave, the employee will not be charged sick leave or vacation time.

19.6 A campus yearly calendar shall be provided to the Association Director at least thirty (30) days before its effective date.

19.7 Each employee is entitled to a Personal Holiday which must be taken during the calendar year. If the employee fails to take the Personal Holiday before the end of the calendar year, the holiday shall be forfeited. The use of the Personal Holiday shall be coordinated with and authorized by the Chief of Police.

19.8 When a holiday is observed pursuant to Provision 19.3 and an employee is not scheduled to work on the day the holiday is observed, but is required to work on the calendar date of such a holiday, he/she shall receive holiday compensation only for time worked on the calendar date of the holiday. Such compensation shall be provided pursuant to Provision 19.4 b. of this Article.

19.9 A unit member who has been required to work on the same specific holiday for two consecutive years, shall have the right to request not to be assigned to work that specific holiday the following year. If such a request is made twenty-eight (28) days or more prior to the date of the holiday, every reasonable effort will be made to grant the request.

Matt Kroner
Matt Kroner (Oct 21, 2026 15:10:11 PDT)

Jose J Cuervo
Jose J Cuervo (Oct 21, 2026 17:25:06 PDT)

ARTICLE 21

SALARY

21.1 Increases in the base pay of bargaining unit employees may occur only in those fiscal years for which the parties have specifically agreed to provide increases by way of one or more of the following five (5) categories:

a. General salary increases which shall be subject to negotiations between the parties;

b. Service-based performance step increases, pursuant to provisions 21.5 through 21.8 of this Article, in an amount which shall be subject to negotiations between the parties;

c. Performance-based step increases or one-time lump sum bonuses, pursuant to provisions 21.9 through 21.13 of this Article, in an amount which shall be subject to negotiations between the parties;

d. Step Increases pursuant to provision 21.14; and/or

e. Experience Step Increases pursuant to provision 21.30.

21.2 The salary schedule that pertains to the bargaining unit employees and this Agreement shall be found in Appendix A and incorporated by reference.

21.3 An employee shall be assigned to a step or half-step within the salary range appropriate to his/her classification**.** The differential between full steps in the ranges shall be approximately four and six-tenths percent (4.6%). The differential between half-steps in the ranges shall be approximately two and three-tenths percent (2.3%).

General Salary Increase

21.4 A General Salary Increase (GSI) is a percentage increase applied to the individual salary rates of all bargaining unit members and to the Salary Schedule as provided in 21.2 above.

a. **For fiscal year 2026-27, effective July 1, 2026, all bargaining unit employees who are in active status (or on leave) as of November 13, 2026, shall receive a GSI of 4%.**

b. **For fiscal year 2027-28, effective July 1, 2027, all bargaining unit employees who are in active status (or on leave) shall receive a GSI of 4%.**

c. **For fiscal year 2028-29, the parties shall have the option to re-open negotiations on both Articles 17 and 21 (Benefits and Salary) by providing a written request to the other party. A request to open one Article automatically opens both. This re-opener can only be requested after the Governor has released the May Revise, but prior to July 31, 2028.**

~~**For fiscal year 2022-23, effective July 1, 2022, all bargaining unit employees in active pay status (or on leave) as of that date shall receive a General Salary Increase (GSI) of seven percent (7%).**~~

~~**Employees will be eligible for an additional one percent (1%) for a total of eight percent (8%), depending on the State budget allocation to the CSU.**~~

~~**A calculation will be conducted based on the State of California's final Budget Act of 2022, which has an expected enactment date between June 27, 2022, and September 30, 2022. This calculation will determine the new, unallocated, ongoing funding for the CSU from the State.**~~

~~**If the new, unallocated, ongoing funding from the State for fiscal year 2022/2023 is increased to $300,000,000 or more, then a one percent (1%) GSI will be added to the seven percent (7%) increase set forth above for a total of an eight percent (8%) increase effective July 1, 2022.**~~

d. ~~**For fiscal year 2023-24, effective July 1, 2023, all bargaining unit employees in active pay status (or on leave) as of that date shall**~~

~~**receive a GSI of five percent (5%).**~~

~~**If the CSU agrees to provide another CSU bargaining unit with a General Salary Increase at 6.75% or higher for fiscal year 2023-24, then the Union may request to re-open negotiations on Provision 21.4 for fiscal year 2023-24. The request must be made within 60 days of ratification of such an agreement. A General Salary Increase is understood to be an across-the-board percentage increase, in the same amount, for all employees in that bargaining unit.**~~

e. ~~**For fiscal year 2024-25, effective July 1, 2024, all bargaining unit employees in active pay status (or on leave) as of that date shall receive a GSI of five percent (5%).**~~

~~**The 2024-2025 GSI is contingent upon the State of California's final Budget Act of 2024 containing a new, unallocated, ongoing appropriation to the CSU not less than the 2023 compact allocation of $227 million. While the multi-year compact for 2024 calls for a 5% increase over the 2023 allocation, the 2023 allocation amount will be used for this contingency. The final Budget Act of 2024 has an expected enactment date between June 27, 2024, and September 30, 2024. Because of this requirement, the processing of the GSI may not occur until the budget is finalized.**~~

~~**If the above contingency is not met then the Union and CSU shall re-open negotiations on Article 21 (Salary) and Article 17 (Benefits).**~~

~~**If the CSU agrees to provide another CSU bargaining unit with a General Salary Increase at 6.75% or higher for fiscal year 2024-25, then the Union may request to re-open negotiations on Provision 21.4 for fiscal year 2024-25. The request must be made within 60 days of ratification of such an agreement. A General Salary Increase is understood to be an across-the-board percentage increase, in the same amount, for all employees in that bargaining unit.**~~

f. ~~**For fiscal year 2025-26, effective July 1, 2025, all bargaining unit employees in active pay status (or on leave) as of that date shall receive a GSI of five percent (5%).**~~

~~**The 2025-2026 GSI is contingent upon the State of California's final Budget Act of 2025 containing a new, unallocated, ongoing appropriation to the CSU not less than the 2023 compact allocation of $227 million. While the multi-year compact for 2025 calls for a 5% increase over the 2024 allocation, the 2023 allocation amount will be used for this contingency. The final Budget Act of 2025 has an expected enactment date between June 27, 2025, and October 15, 2025. Because of this requirement, the processing of the GSI may not occur until the budget is finalized.**~~

~~**If the above contingency is not met then the Union and CSU shall re-open negotiations on Article 21 (Salary) and Article 17 (Benefits).**~~

~~**If the CSU agrees to provide another CSU bargaining unit with a General Salary Increase at 6.75% or higher for fiscal year 2025-26, then the Union may request to re-open negotiations on Provision 21.4 for fiscal year 2025-26. The request must be made within 60 days of ratification of such an agreement. A General Salary Increase is understood to be an across-the-board percentage increase, in the same amount, for all employees in that bargaining unit.**~~

Service-Based Performance Step Increase

21.5 A service-based performance step increase (SBSI) is movement between steps or half-steps in the salary range, up to the SBSI maximum of Step 20 as set forth in Appendix A, based upon service and satisfactory performance.

21.6 Eligibility Rules and Service Requirements

a. Upon written authorization of the appropriate administrator, subject to the terms and conditions of this Article, employees may receive an SBSI effective on the first day of the monthly pay period following completion of the required qualifying service after (a) appointment, (b)

last SBSI, or (c) movement between classes that resulted in a salary increase of one (1) or more steps or half-steps.

b. The required qualifying service for a twelve (12) month employee is the completion of twelve (12) pay periods and twelve (12) months of qualifying service.

c. A qualifying month of service is defined as 8 days on pay status in a pay period.

d. Anniversary dates are adjusted for non-qualifying pay periods such as those due to unpaid leaves of absence, including NDI.

e. Such increases shall not automatically occur upon the completion of the required qualifying service. Pursuant to provision 21.1 above, such increases shall be available to eligible employees subject to negotiations between the parties.

21.7 Upon determination by the appropriate administrator, the SBSI shall be authorized or denied in writing. The employee shall be provided with a copy of the written authorization or denial.

21.8 During fiscal years **2026/27, 2027/28 and 2028/29** ~~**2022/23, 2023/24, 2024/25, and 2025/26**~~ there shall be no SBSI's awarded.

Performance-Based Salary Increase

21.9 A performance-based salary increase (PBSI) is movement between steps or half-steps in the salary range, up to the PBSI maximum of Step 20 as set forth in Appendix A, or a one-time lump sum bonus, based upon individual merit and effective employee performance as determined by the President. A PBSI shall be a permanent increase to an employee's base salary or a one-time lump sum bonus based on a percentage of the employee's actual annual gross salary. An employee may receive a PBSI in addition to an SBSI under provisions 21.5 through 21.8 above or at any time at the sole discretion of the President. The amount of funds dedicated to providing PBSIs shall be subject to negotiations between the parties. The decision to grant or deny a PBSI, including the number of steps granted and/or the amount of a bonus, is at the

discretion of the President and shall not be subject to Article 7, Grievance Procedure.

21.10 There shall be no funds dedicated for PBSIs in fiscal years **2026/27, 2027/28 and 2028/29** ~~**2022/23, 2023/24, 2024/25 or 2025/26**~~. The amount of funds dedicated to performance-based step increases in this program of PBSIs in fiscal years, excluding associated benefits costs, shall be as provided in this Article when negotiated by the parties. The funds dedicated in each fiscal year may only be spent on performance-based step increases and not on one-time lump sum bonuses, with the exception of bonuses for employees at the maximum of the range. In addition to this negotiated amount, PBSI funds may be increased by an additional amount from campus funds as determined by and at the sole discretion of the President. During each fiscal year, a campus may not award a one-time lump sum bonus from campus funds unless it has completely expended its fiscal year performance pool allocation.

21.11 The funds identified for this program of PBSIs shall be effective July 1 of each fiscal year. In any fiscal year in which both a systemwide PBSI pool and a SBSI are provided, the processing of a PBSI will be deferred for those employees on the full-step or half-step below the Service Maximum until after the employee's anniversary date. PBSIs provided solely from campus funds, however, may be effective at any time and are separate from PBSIs awarded from negotiated funds. The amount of funds dedicated to this program on each campus in each fiscal year shall be based on the number of filled full-time equivalent bargaining unit positions. There shall be no requirement to expend all funds negotiated for such increases. Any portion of the funds not expended in any fiscal year for PBSIs shall automatically be added to the PBSI pool for the ensuing fiscal year. For each fiscal year in which PBSIs are implemented, the CSU shall provide to the Union no later than March 1 of each year a list by campus of individual employees receiving PBSIs and the amount of each increase.

21.12 Upon determination by the appropriate administrator, a PBSI shall be authorized in writing. The employee shall be provided with a copy of the written authorization.

21.13 Upon written request to the Chief of Police, an employee who is at or above the SBSI Maximum and who has not been awarded a PBSI may meet to

discuss criteria used for determining the award of PBSIs at the campus. The meeting may also include, but shall not be limited to, a discussion of the employee's performance and what the employee may do to enhance the possibility of receiving a PBSI in the future. Such a meeting is not a guarantee the employee will receive a PBSI in the future**.** Upon request, any employee shall receive from the Chief of Police a copy of the criteria used for awarding PBSIs to bargaining unit employees at that campus.

Step Increase

21.14 An increase in an employee's pay rate to a higher step or half-step due to increased responsibilities and skills of the employee, or for market or pay equity reasons, or for performance reasons, is referred to as a step increase. When a step increase is awarded, the appropriate salary step or half-step increase shall be determined by the President. All increases shall result in the employee's pay rate remaining on either a step or half-step rate**.** Such increases shall be campus funded. This provision shall not be subject to Article 7, Grievance Procedure. The decision of the President to award or not award a step increase under this provision and the amount of such increase shall be final and non-grievable.

The name, classification, and campus of each recipient of a Step Increase and the dollar amount of the Step Increase shall be reported to SUPA two times per year. A report shall be issued twice during each fiscal year, in January with information for the fiscal year as of the end of the month prior to the report and August to capture information for the entire closing fiscal year.

The report shall be issued from the Chancellor's Office.

21.15 [Reserved for future use.]

Bonus Plans

21.16 A bonus is a lump sum payment that is not a permanent increase to the salary base of the individual and may be granted at the discretion of the President. A bonus may be awarded at any time and may be used for a variety of salary adjustments including, but not limited to, the following:

a. Recognition of exceptional performance of a bargaining unit employee shall be in the form of a bonus.

b. A retention bonus may be awarded to an employee for staying with the CSU and who is in a position in a classification that is critical to the ongoing operations of the CSU, or is in short supply in the labor market, and/or is a difficult to recruit for classification. The requirements for the retention bonus must be in writing. The minimum time period that an employee must commit to stay with the CSU in order to receive a retention bonus is twelve (12) months.

c. The decision of the President, made in accordance with this provision, regarding the award of a bonus shall be final and shall not be subject to Article 7, Grievance Procedure.

d. The bonuses in sub-provisions (a) and (b) shall be campus funded.

e. All bonus awards must be based on a percentage of the annual gross salary.

Shift Differential

21.17 An eligible employee who works four (4) or more hours between 6:00 p.m. and midnight (exclusive of overtime) shall be paid a shift differential of twenty-three cents (23¢) per hour for the employee's entire shift.

21.18 An eligible employee who works four (4) or more hours between midnight and 6:00 a.m. (exclusive of overtime) shall be paid a shift differential of two dollars twenty ($2.20) per hour for the employee's entire shift.

21.19 An eligible employee working a shift that begins between 6:00 p.m. and midnight and that continues for at least four (4) hours beyond midnight shall be paid a shift differential in accordance with provision 21.18. Such hours shall be exclusive of overtime.

21.20 Notwithstanding provision 13.10, a shift differential paid to an eligible employee shall be included along with the employee's regular salary for the purposes of calculating overtime.

P.O.S.T. Certification Stipends

21.21 For achievement of an Intermediate P.O.S.T. Certification, an employee shall receive a monthly stipend of two hundred **and fifty** dollars ($2**50**~~**00**~~.00). ~~**In addition, f**~~For achievement of an Advanced P.O.S.T. Certification, an employee shall receive a monthly stipend of ~~**two**~~ **five** hundred **and** fifty dollars ($~~**2**~~**5**50.00). **Employees who receive the Advanced P.O.S.T Certification shall not receive the stipend for Intermediate P.O.S.T. Certification.** Payment of the monthly stipend shall begin within thirty (30) days after the employee has demonstrated that he/she has obtained the certification. These stipends shall not be subject to provision 30.~~**4**~~ **3**.

~~**Effective July 1, 2024, an Intermediate P.O.S.T. Certification monthly stipend will increase to two hundred and fifty dollars ($250.00).**~~

~~**Effective July 1, 2025, an Advanced P.O.S.T. Certification monthly stipend will increase to three hundred dollars ($300.00).**~~

21.22 P.O.S.T. certification stipends shall be included in the basic rate for the purposes of calculating overtime in accordance with Article 13.

Special Assignment Stipend

21.23 Employees in all classifications/ranks shall receive a stipend to perform one or more special assignments. The stipend shall be paid on a month-to-month basis for the duration of the special assignment and in addition to those which may be paid in accordance with provision 21.21.

This provision shall not continue after the expiration of this contract unless the parties agree during successor bargaining to continue this provision.

21.24 Special assignments shall be based on campus needs as determined by the Chief of Police. Special assignments shall be made in writing to affected employees by the Chief of Police in order for the employee to be eligible to receive the stipend. Employees shall not be given more than four (4) special assignments**, excluding a special assignment as a certified emergency medical technician and bilingual pay.**

21.25 An employee shall be eligible for the special assignment stipend if as part of their primary, regular duties, they are routinely and consistently assigned duties as set forth in provisions 21.26 or 21.27. The special assignment stipend recognizes the additional responsibilities regularly assigned as part of the employee's classification and is paid on an ongoing basis as long as the duties are assigned and performed.

21.26 ~~**Employees shall receive a $100 to $250 stipend for each of the following special assignments:**~~ **All employees assigned to the special assignments listed below shall be eligible to receive a special assignment stipend in the amount set forth in the Special Assignment Stipend Chart, Appendix X, applicable to the employee's assigned work location. The stipend set forth in Appendix X shall be no less than one hundred dollars ($100) and no greater than two hundred fifty dollars ($250) per month for all employees.**

Eligible special assignments under this section include:

a. range master; **all employees who are routinely and consistently assigned to supervise the target range facilities and all related activities shall receive the Rangemaster Premium in the amount identified in Appendix X.**

b. defensive tactics instructor; **all employees who are routinely and consistently assigned to train employees in defensive tactics shall receive the Training Premium in the amount identified in Appendix X.**

c. special evidence technician; **all employees who are routinely and consistently assigned to analyze, investigate and explore a crime scene shall receive the Crime Scene Investigator Premium in the amount identified in Appendix X.**

d. crime prevention specialist; **all employees who are routinely and consistently assigned to be a liaison between students, faculty, other members of the campus community and the campus police department in an effort to prevent crime shall receive the Police Liaison Premium in the amount identified in Appendix X.**

e. ~~**community relations programs**~~; **all employees who are routinely and consistently assigned to be a liaison between students, faculty, other members of the campus community and the campus police**

department shall receive the Police Liaison Premium in the amount identified in Appendix X.

f. ~~**specialized training and role in special reaction teams (e.g., sexual assault, gangs, emergency medical, DUI, narcotics);**~~ **master police officer; all employees who meet the following requirements shall receive the Master Police Officer Incentive in the amount identified in Appendix X.**

- **Employed with at least two years of sworn experience; and**
- **Possess a Basic POST Certificate; and**
- **Have at least 20 college units; and**
- **Maintain a satisfactory or above annual performance review; and**
- **Assigned at least one of the following specialty assignments**

  * **sexual assault task force**, **evidence technician, unmanned aircraft system, threat management, fleet manager**;

g. Critical Response Unit (CRU) team member; **all employees who are routinely and consistently perform hazardous activities to implement safety procedures during protests, demonstrations and other critical events shall receive the Hazard Premium in the amount identified in Appendix X.**

h. bicycle patrol, when ridden at least 25 hours per month; a**ll employees who are routinely and consistently assigned to perform the hazardous duty of riding bicycles while implementing safety procedures shall receive the Hazard Premium in the amount identified in Appendix X.**

i. traffic **officer; all employees who are routinely and consistently assigned to direct traffic shall receive Traffic Detail Premium in the amount identified in Appendix X.**

j. **police administrator officer; all employees who are routinely and consistently provide support to the police chief and command staff in the operation of the police department shall receive Police Administrator Officer Premium in the amount identified in Appendix X.**

k. **DUI traffic officer: all employees who are routinely and consistently assigned to enforce Driving Under the Influence (DUI) of alcohol or drug laws shall receive DUI Traffic Officer Premium in the amount identified in Appendix X.**

l. **gang task force; all employees who are routinely and consistently assigned to enforce laws relating to a group of individuals banded**

together for unlawful activities shall receive Gang Detail Assignment Premium in the amount identified in Appendix X.

m. **narcotics task force; all employees who are routinely and consistently assigned to drug enforcement shall receive Narcotic Division Premium in the amount identified in Appendix X.**

n. ~~**Assignments requiring proficient bilingual communication in a second language critical to the operation of the department, including sign language, in a month when translation is noted with an incident, case or event number. To be considered proficient in a second language, an employee must be conversational in the second language as determined by one of the following:**~~

~~**i. certification from a local community college;**~~

~~**ii. a campus faculty member who teaches a course in the second language;**~~

~~**iii. certification from a school district bilingual proficiency assessment program;**~~

~~**iv. certification from a foreign language center;**~~

~~**v. a Chief of Police who speaks the second language.**~~

21.27 ~~**Employees shall receive a $200 to $350 stipend for each of the following special assignments:**~~ **All employees assigned to the special assignments listed below shall be eligible to receive a special assignment stipend in the**

amount set forth in the Special Assignment Stipend Chart, Appendix X, applicable to the employee's assigned work location. The stipend set forth in Appendix X shall be no less than two hundred dollars ($200) and no greater than three hundred fifty dollars ($350) per month for all employees.

a. canine handler; **all employees who are routinely and consistently assigned to handle, train and board a canine shall receive Canine Officer/Animal Premium in the amount identified in Appendix X.**

b. field training officer (FTO), in a month when training a newly hired officer, an officer pursuant to the return to duty transition plan or an officer on a performance improvement plan; **all employees who are routinely and consistently assigned to train employees shall receive the Training Premium in the amount identified in Appendix X.**

c. investigator/detective; **all employees who are routinely and consistently assigned to a detective or investigative division and conduct investigations shall receive the Detective Division Premium in the amount identified in Appendix X.**

d. officer in charge, when assigned to fill in for the designated shift supervisor for more than one month~~.~~

e. motorcycle patrol**; all employees who are routinely and consistently assigned to operate and/or patrol on a motorcycle shall receive Motorcycle Patrol Premium in the amount identified in Appendix X.**

f. lead officer; all employees who are routinely and consistently assigned to a lead position over other employees shall receive Lead Worker/Supervisor Premium in the amount identified in Appendix X.

21.28 ~~**Employees shall receive a special assignment stipend in an amount at or between one hundred dollars ($100) and five hundred dollars ($500), as determined by the Chief of Police, for a special assignment as a certified emergency medical technician.**~~ **All Employees assigned to a special assignment as a certified Emergency Medical Technician (EMT) and who**

maintain their certification shall receive a special assignment stipend in the amount set forth in the Special Assignment Stipend Chart, Appendix X, applicable to the employee's assigned location. The stipend set forth in Appendix X shall be no less than one hundred dollars ($100) and no greater than five hundred dollars ($500) per month for all employees.

21.29 Special assignment stipends shall be included in the basic rate for the purposes of calculating overtime in accordance with Article 13.

Experience Step Increase

21.30 For Fiscal Years **2026/27, 2027/28 and 2028/29** ~~**2022/23, 2023/24, 2024/25 and 2025/26**~~ all employees who are below step 20 and who attain 10 years continuous service in the Bargaining Unit, and who have received a satisfactory performance evaluation, shall receive a step increase of approximately 2.3% effective on the first day of the monthly pay period following completion of the required qualifying service. Continuous service includes time served as a temporary, probationary or permanent employee and is counted from the date of appointment to the current class held, plus any service in classes of equal or higher rank on the campus which has not been interrupted by a break in service. An employee who has separated and returned to a campus pursuant to Articles 12.12 -12.13 of this Agreement shall be considered to have been in continuous service for the purposes of eligibility for an Experience Step Increase.

Police Cadet

21.31 Following successful graduation from P.O.S.T. Basic Academy training or equivalent and upon being sworn in as a peace officer, a Police Officer Cadet shall be appointed to Police Officer, effective immediately.

Bilingual Pay

21.32 An employee who (1) is certified by the Employer as proficient in a language frequently spoken by the campus community, and (2) as a regular part of their assigned duties, interacts with the public, shall receive a monthly stipend. The stipend amount for bilingual pay, shall be set forth

in Appendix X, and shall be no less than one hundred dollars ($100) and no greater than two hundred fifty dollars ($250) per month for all employees.

Eligible languages shall always include Spanish and American Sign Language (ASL), as well as any other language designated by the Chief of Police.

To be considered proficient in a second language, an employee must be conversational in the second language as determined by one of the following:

i. **certification from a local community college;**

ii. **a campus faculty member who teaches a course in the second language or another individual designated by the President who is qualified to assess the employee's proficiency in the second language;**

iii. **certification from a school district bilingual proficiency assessment program;**

iv. **certification from a foreign language center.**

Appendix A

Class	Class Title	Min Salary	Max Salary	Eliminate upon ratification Step 5	Eliminate upon ratification Step 6	Eliminate 7/1/2028 Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Optional Step 21	Optional Step 22	Optional Add upon ratification Step 23	Optional Add upon ratification Step 24
8350	POLICE OFFICER	$6,418.00	$9,468.00	6418	6568	6715	6875	7034	7193	7361	7532	7705	7888	8069	8254	8445	8644	8843	9047	9256	9468	9686	9909
8354	SERGEANT	$7,763.00	$11,449.00	7763	7940	8124	8314	8504	8702	8903	9110	9322	9539	9759	9988	10215	10453	10692	10941	11193	11449	11712	11981
8365	CORPORAL	$7,056.00	$10,404.00	7056	7219	7385	7560	7734	7912	8097	8280	8470	8671	8869	9074	9285	9498	9717	9942	10170	10404	10643	10888

ates shown are as of 6/30/2026. GSI's effective after 6/30/2026 will affect rates showr

SBSI Maximum Step: 20
PBSI Maximum Step: 20

Steps 1 through 7 are eliminated, but steps are not renumbered.

Matt Kroner
Matt Kroner (Oct 21, 2026 15:10:11 PDT)

Jose J Cuervo
Jose J Cuervo (Oct 21, 2026 17:25:06 PDT)

Appendix X

Matt Kroner
Matt Kroner (Oct 21, 2026 15:10:11 PDT)

Jose J Cuervo
Jose J Cuervo (Oct 21, 2026 17:25:06 PDT)

Bakersfield

Special Assignment Stipend	Proposed Stipend Amount
Ranger Master	$200.00
Defensive Tactics Instructor	$100.00
Special Evidence Technician	$100.00
Crime Prevention Specialist	$100.00
Community Relations Programs	$100.00
Master Police Officer	$100.00
DUI Traffic Officer	$100.00
Gang Task Force	$100.00
Narcotics Task Force	$100.00
Critical Response Unit (CRU)	$100.00
Bicycle Patrol	$150.00
Bilingual Assignments	$150.00
Canine Handler	$200.00
Field Training Officer	$200.00
Investigator/Detective	$200.00
Officer in Charge	$200.00
Motorcycle Patrol	$100.00
Certified Emergency Medical Technician	$200.00
Proposed New Stipend	
Traffic Officer	$100.00

Channel Islands

Special Assignment Stipend	Proposed Stipend Amount
Ranger Master	$100.00
Defensive Tactics Instructor	$100.00
Special Evidence Technician	$100.00
Crime Prevention Specialist	$100.00
Community Relations Programs	$100.00
Master Police Officer	$100.00
DUI Traffic Officer	$100.00
Gang Task Force	$100.00
Narcotics Task Force	$100.00
Critical Response Unit (CRU)	$100.00
Bicycle Patrol	$100.00
Bilingual Assignments	$100.00
Canine Handler	$200.00
Field Training Officer	$200.00
Investigator/Detective	$200.00
Officer in Charge	$200.00
Motorcycle Patrol	$200.00
Certified Emergency Medical Technician	$500.00

Chico

Special Assignment Stipend	Proposed Stipend Amount
Ranger Master	$250.00
Defensive Tactics Instructor	$250.00
Special Evidence Technician	$250.00
Crime Prevention Specialist	$250.00
Community Relations Programs	$250.00
Master Police Officer	$250.00
DUI Traffic Officer	$250.00
Gang Task Force	$250.00
Narcotics Task Force	$250.00
Critical Response Unit (CRU)	$250.00
Bicycle Patrol	$250.00
Bilingual Assignments	$250.00
Canine Handler	$350.00
Field Training Officer	$350.00
Investigator/Detective	$350.00
Officer in Charge	$350.00
Motorcycle Patrol	$350.00
Certified Emergency Medical Technician	$500.00

Dominguez Hills

Special Assignment Stipend	Proposed Stipend Amount
Ranger Master	$100.00
Defensive Tactics Instructor	$100.00
Special Evidence Technician	$100.00
Crime Prevention Specialist	$100.00
Community Relations Programs	$100.00
Master Police Officer	$100.00
DUI Traffic Officer	$100.00
Gang Task Force	$100.00
Narcotics Task Force	$100.00
Critical Response Unit (CRU)	$100.00
Bicycle Patrol	$100.00
Bilingual Assignments	$100.00
Canine Handler	$200.00
Field Training Officer	$200.00
Investigator/Dectective	$350.00
Officer in Charge	$200.00
Motorcycle Patrol	$200.00
Certified Emergency Medical Technician	$100.00

East Bay

Special Assignment Stipend	Proposed Stipend Amount
Ranger Master	$100.00
Defensive Tactics Instructor	$100.00
Special Evidence Technician	$100.00
Crime Prevention Specialist	$100.00
Community Relations Programs	$100.00
Master Police Officer	$100.00
DUI Traffic Officer	$100.00
Gang Task Force	$100.00
Narcotics Task Force	$100.00
Critical Response Unit (CRU)	$100.00
Bicycle Patrol	$100.00
Bilingual Assignments	$100.00
Canine Handler	$200.00
Field Training Officer	$200.00
Investigator/Detective	$200.00
Officer in Charge	$200.00
Motorcycle Patrol	$200.00
Certified Emergency Medical Technician	$200.00

Fresno

Special Assignment Stipend	Proposed Stipend Amount
Ranger Master	$100.00
Defensive Tactics Instructor	$100.00
Special Evidence Technician	$100.00
Crime Prevention Specialist	$100.00
Community Relations Programs	$100.00
Master Police Officer	$100.00
DUI Traffic Officer	$100.00
Gang Task Force	$100.00
Narcotics Task Force	$100.00
Critical Response Unit (CRU)	$100.00
Bicycle Patrol	$100.00
Bilingual Assignments	$100.00
Canine Handler	$200.00
Field Training Officer	$200.00
Investigator/Detective	$200.00
Officer in Charge	$200.00
Motorcycle Patrol	$200.00
Certified Emergency Medical Technician	$100.00
Proposed New Stipend	
Police Administrative Officer	$100.00

Fullerton

Special Assignment Stipend	Proposed Stipend Amount
Ranger Master	$250.00
Defensive Tactics Instructor	$250.00
Special Evidence Technician	$250.00
Crime Prevention Specialist	$250.00
Community Relations Programs	$250.00
Master Police Officer	$250.00
DUI Traffic Officer	$250.00
Gang Task Force	$250.00
Narcotics Task Force	$250.00
Critical Response Unit (CRU)	$250.00
Bicycle Patrol	$250.00
Bilingual Assignments	$250.00
Canine Handler	$350.00
Field Training Officer	$350.00
Investigator/Detective	$350.00
Officer in Charge	$250.00
Motorcycle Patrol	$350.00
Certified Emergency Medical Technician	$250.00
Proposed New Stipends	
Police Administrative Officer	$250.00

Humboldt

Special Assignment Stipend	Proposed Stipend Amount
Ranger Master	$250.00
Defensive Tactics Instructor	$250.00
Special Evidence Technician	$250.00
Crime Prevention Specialist	$250.00
Community Relations Programs	$200.00
Master Police Officer	$250.00
DUI Traffic Officer	$250.00
Gang Task Force	$250.00
Narcotics Task Force	$250.00
Critical Response Unit (CRU)	$250.00
Bicycle Patrol	$200.00
Bilingual Assignments	$250.00
Canine Handler	$300.00
Field Training Officer	$350.00
Investigator/Detective	$250.00
Officer in Charge	$350.00
Motorcycle Patrol	$250.00
Certified Emergency Medical Technician	$250.00
Proposed New Stipend	
Lead Worker/Supervisor Premium	$250.00
Master Police Officer	$250.00

Long Beach

Special Assignment Stipend	Proposed Stipend Amount
Ranger Master	$100.00
Defensive Tactics Instructor	$100.00
Special Evidence Technician	$200.00
Crime Prevention Specialist	$200.00
Community Relations Programs	$200.00
Master Police Officer	$100.00
DUI Traffic Officer	$100.00
Gang Task Force	$100.00
Narcotics Task Force	$100.00
Critical Response Unit (CRU)	$100.00
Bicycle Patrol	$100.00
Bilingual Assignments	$100.00
Canine Handler	$200.00
Field Training Officer	$200.00
Investigator/Detective	$200.00
Officer in Charge	$200.00
Motorcycle Patrol	$200.00
Certified Emergency Medical Technician	$200.00

Los Angeles

Special Assignment Stipend	Proposed Stipend Amount
Ranger Master	$250.00
Defensive Tactics Instructor	$150.00
Special Evidence Technician	$250.00
Crime Prevention Specialist	$200.00
Community Relations Programs	$200.00
Master Police Officer	$200.00
DUI Traffic Officer	$200.00
Gang Task Force	$200.00
Narcotics Task Force	$200.00
Critical Response Unit (CRU)	$250.00
Bicycle Patrol	$150.00
Bilingual Assignments	$100.00
Canine Handler	$250.00
Field Training Officer	$200.00
Investigator/Detective	$200.00
Officer in Charge	$350.00
Motorcycle Patrol	$250.00
Certified Emergency Medical Technician	$250.00

Monterey Bay

Special Assignment Stipend	Proposed Stipend Amount
Ranger Master	$250
Defensive Tactics Instructor	$100
Special Evidence Technician	$150
Crime Prevention Specialist	$250
Community Relations Programs	$250
Master Police Officer	$250
DUI Traffic Officer	$250
Gang Task Force	$250
Narcotics Task Force	$250
Critical Response Unit (CRU)	$250
Bicycle Patrol	$250
Bilingual Assignments	$250
Canine Handler	$350
Field Training Officer	$350
Investigator/Detective	$350
Officer in Charge	$300
Motorcycle Patrol	$350
Certified Emergency Medical Technician	$250

Northridge

Special Assignment Stipend	Proposed Stipend Amount
Ranger Master	$200.00
Defensive Tactics Instructor	$200.00
Special Evidence Technician	$200.00
Crime Prevention Specialist	$200.00
Community Relations Programs	$200.00
Master Police Officer	$200.00
DUI Traffic Officer	$200.00
Gang Task Force	$200.00
Narcotics Task Force	$200.00
Critical Response Unit (CRU)	$200.00
Bicycle Patrol	$200.00
Bilingual Assignments	$200.00
Canine Handler	$200.00
Field Training Officer	$200.00
Investigator/Detective	$200.00
Officer in Charge	$200.00
Motorcycle Patrol	$200.00
Certified Emergency Medical Technician	$200.00

Pomona

Special Assignment Stipend	Proposed Stipend Amount
Ranger Master	$100.00
Defensive Tactics Instructor	$100.00
Special Evidence Technician	$100.00
Crime Prevention Specialist	$100.00
Community Relations Programs	$100.00
Master Police Officer	$100.00
DUI Traffic Officer	$100.00
Gang Task Force	$100.00
Narcotics Task Force	$100.00
Critical Response Unit (CRU)	$100.00
Bicycle Patrol	$100.00
Bilingual Assignments	$100.00
Canine Handler	$200.00
Field Training Officer	$200.00
Investigator/Detective	$200.00
Officer in Charge	$200.00
Motorcycle Patrol	$200.00
Certified Emergency Medical Technician	$100.00

Sacramento

Special Assignment Stipend	Proposed Stipend Amount
Ranger Master	$250.00
Defensive Tactics Instructor	$100.00
Special Evidence Technician	$200.00
Crime Prevention Specialist	$100.00
Community Relations Programs	$200.00
Master Police Officer	$200.00
DUI Traffic Officer	$200.00
Gang Task Force	$200.00
Narcotics Task Force	$200.00
Critical Response Unit (CRU)	$250.00
Bicycle Patrol	$100.00
Bilingual Assignments	$100.00
Canine Handler	$250.00
Field Training Officer	$350.00
Investigator/Detective	$200.00
Officer in Charge	$350.00
Motorcycle Patrol	$250.00
Certified Emergency Medical Technician	$100.00

San Bernardino

Special Assignment Stipend	Proposed Stipend Amount
Ranger Master	$200.00
Defensive Tactics Instructor	$100.00
Special Evidence Technician	$200.00
Crime Prevention Specialist	$200.00
Community Relations Programs	$200.00
Master Police Officer	$200.00
DUI Traffic Officer	$200.00
Gang Task Force	$200.00
Narcotics Task Force	$200.00
Critical Response Unit (CRU)	$100.00
Bicycle Patrol	$200.00
Bilingual Assignments	$200.00
Canine Handler	$200.00
Field Training Officer	$200.00
Investigator/Dectective	$200.00
Officer in Charge	$200.00
Motorcycle Patrol	$350.00
Certified Emergency Medical Technician	$100.00

San Diego

Special Assignment Stipend	Proposed Stipend Amount	Current Special Assignment
Ranger Master	$250.00	
Defensive Tactics Instructor	$200.00	
Special Evidence Technician	$200.00	
Crime Prevention Specialist	$200.00	
Community Relations Programs	$250.00	
Master Police Officer	$250.00	
DUI Traffic Officer	$200.00	
Gang Task Force	$200.00	
Narcotics Task Force	$200.00	
Critical Response Unit (CRU)	$200.00	
Bicycle Patrol	$100.00	
Bilingual Assignments	$200.00	
Canine Handler	$300.00	
Field Training Officer	$300.00	
Investigator/Detective	$300.00	
Officer in Charge	$350.00	
Motorcycle Patrol	$300.00	
Certified Emergency Medical Technician	$200.00	
Proposed New Stipend	$300.00	
Lead Worker/Supervisor Premium	$250.00	
Police Administrative Officer	$250.00	
Master Police Officer		

San Francisco

Special Assignment Stipend	Proposed Stipend Amount
Ranger Master	$100.00
Defensive Tactics Instructor	$100.00
Special Evidence Technician	$100.00
Crime Prevention Specialist	$100.00
Community Relations Programs	$100.00
Master Police Officer	$100.00
DUI Traffic Officer	$100.00
Gang Task Force	$100.00
Narcotics Task Force	$100.00
Critical Response Unit (CRU)	$100.00
Bicycle Patrol	$100.00
Bilingual Assignments	$100.00
Canine Handler	$200.00
Field Training Officer	$200.00
Investigator/Detective	$200.00
Officer in Charge	$200.00
Motorcycle Patrol	$200.00
Certified Emergency Medical Technician	$200.00

San José

Special Assignment Stipend	Proposed Stipend Amount
Ranger Master	$250.00
Defensive Tactics Instructor	$250.00
Special Evidence Technician	$250.00
Crime Prevention Specialist	$250.00
Community Relations Programs	$250.00
Master Police Officer	$250.00
DUI Traffic Officer	$250.00
Gang Task Force	$250.00
Narcotics Task Force	$250.00
Critical Response Unit (CRU)	$250.00
Bicycle Patrol	$250.00
Bilingual Assignments	$250.00
Canine Handler	$200.00
Field Training Officer	$350.00
Investigator/Dectective	$350.00
Officer in Charge	$350.00
Motorcycle Patrol	$250.00
Certified Emergency Medical Technician	$100.00

San Luis Obispo/Maritime

Special Assignment Stipend	Proposed Stipend Amount
Ranger Master	$250.00
Defensive Tactics Instructor	$250.00
Special Evidence Technician	$250.00
Crime Prevention Specialist	$250.00
Community Relations Programs	$250.00
Master Police Officer	$250.00
DUI Traffic Officer	$250.00
Gang Task Force	$250.00
Narcotics Task Force	$250.00
Critical Response Unit (CRU)	$250.00
Bicycle Patrol	$250.00
Bilingual Assignments	$250.00
Canine Handler	$350.00
Field Training Officer	$350.00
Investigator/Detective	$350.00
Officer in Charge	$350.00
Motorcycle Patrol	$250.00
Certified Emergency Medical Technician	$100.00

San Marcos

Special Assignment Stipend	Proposed Stipend Amount
Ranger Master	$250.00
Defensive Tactics Instructor	$250.00
Special Evidence Technician	$250.00
Crime Prevention Specialist	$250.00
Community Relations Programs	$250.00
Master Police Officer	$250.00
DUI Traffic Officer	$250.00
Gang Task Force	$250.00
Narcotics Task Force	$250.00
Critical Response Unit (CRU)	$250.00
Bicycle Patrol	$250.00
Bilingual Assignments	$250.00
Canine Handler	$350.00
Field Training Officer	$350.00
Investigator/Detective	$250.00
Officer in Charge	$350.00
Motorcycle Patrol	$250.00
Certified Emergency Medical Technician	$250.00

Sonoma

Special Assignment Stipend	Proposed Stipend Amount
Ranger Master	$100.00
Defensive Tactics Instructor	$100.00
Special Evidence Technician	$100.00
Crime Prevention Specialist	$100.00
Community Relations Programs	$100.00
Master Police Officer	$100.00
DUI Traffic Officer	$100.00
Gang Task Force	$100.00
Narcotics Task Force	$100.00
Critical Response Unit (CRU)	$100.00
Bicycle Patrol	$100.00
Bilingual Assignments	$150.00
Canine Handler	$200.00
Field Training Officer	$200.00
Investigator/Detective	$200.00
Officer in Charge	$200.00
Motorcycle Patrol	$200.00
Certified Emergency Medical Technician	$200.00

Stanislaus

Special Assignment Stipend	Proposed Stipend Amount
Ranger Master	$100.00
Defensive Tactics Instructor	$100.00
Special Evidence Technician	$100.00
Crime Prevention Specialist	$100.00
Community Relations Programs	$100.00
Master Police Officer	$100.00
DUI Traffic Officer	$100.00
Gang Task Force	$100.00
Narcotics Task Force	$100.00
Critical Response Unit (CRU)	$100.00
Bicycle Patrol	$100.00
Bilingual Assignments	$100.00
Canine Handler	$200.00
Field Training Officer	$200.00
Investigator/Detective	$200.00
Officer in Charge	$200.00
Motorcycle Patrol	$200.00
Certified Emergency Medical Technician	$100.00

ARTICLE 22

LEAVES OF ABSENCE WITH PAY

Sick Leave

22.1 Upon completion of one (1) month of full-time continuous service, each employee shall be allowed eight (8) hours of credit for sick leave with pay. Thereafter, for each additional qualifying month of full-time service, eight (8) hours of credit for sick leave with pay shall be accrued. If the employee is absent for three (3) consecutive days or there is an identifiable reason~~able~~ to suspect the absence, the Chief of Police may require the employee to submit substantiating evidence that the absence is for an authorized reason. In the case of illness, this may include certification from a physician. For purposes of computing sick leave, each full-time employee shall be considered to work not more than forty (40) hours each week.

22.2 Absences Chargeable to Sick Leave

The use of sick leave may be authorized only when an employee is absent because of:

a. illness, injury, or disability related to pregnancy;

b. exposure to contagious disease;

c. dental, eye, or other physical or medical examinations or treatments by a licensed practitioner;

d. illness or injury in the immediate family; and

Up to five (5) days of accrued sick leave credit may be used for family care during any one calendar year.

e. death of a person in the immediate family.

Up to five (5) days of accrued sick leave may be authorized at the discretion of the President for bereavement. When one or more deaths occur in a

calendar year, up to five (5) days of accrued sick leave credits may be authorized for each such death.

The five (5) days referred to in Provisions 22.2, d. and e. above, shall apply to five (5) days of the employee's regularly scheduled workdays up to a maximum of forty (40) hours.

22.3 Under no circumstances may sick leave be utilized prior to the day on which it is credited.

22.4 If an employee returns to CSU employment within six (6) months following a permanent separation, the employee's sick leave balance at the time of the separation shall be restored.

22.5 An employee who moves between campuses or between the Chancellor's Office and a campus, retains any accumulated sick leave credits. An employee who terminates employment with the University of California or another state agency in order to accept immediate employment with the CSU is eligible to transfer sick leave credits if the sick leave has been earned and credited on the same basis as that upon which it is credited in the CSU.

22.6 Sick leave may be accrued without limit and no additional sick leave with pay beyond that which is accrued shall be granted.

Immediate Family

22.7 The term "immediate family" as used in this article shall mean:

- The employee's spouse or domestic partner;
- The employee's, spouse's or domestic partner's: parent, sibling, grandparents, great-grandparent, child (including foster, adopted and step-child), grandchild, aunt, uncle, step-parent;
- The employee's son-in-law, daughter-in-law; and
- A relative of the employee, spouse or domestic partner who is living in the immediate household of the employee.

Bereavement Leave

22.8 For each death of an immediate family member as defined in provision 22.7 above, upon request to the President, the employee shall be granted five (5) days' leave with pay. The five (5) days shall apply to five (5) days of the employee's regularly scheduled workdays up to a maximum of forty (40) hours. The employee shall give notice to the Chief of Police as soon as possible and shall, if requested by the Chief of Police, provide substantiation for the request upon the employee's return to work.

22.9 A leave granted in accordance with this provision may be supplemented in accordance with the sick leave bereavement provision.

Jury Duty

22.10 An employee who is absent from work in order to serve on jury duty shall receive his/her regular salary only if he/she remits the amount received for such duty to the CSU. Payment for travel expenses and subsistence received by the employee need not be remitted. If the employee elects to retain the jury duty fees, his/her time off for jury duty is not compensable. The employee may elect to use vacation or CTO to cover the time off.

22.11 An employee who receives initial notification that he/she is subject to jury duty shall notify the appropriate administrator.

22.12 The employee is required to notify the appropriate administrator in writing prior to taking leave for jury duty. The submittal of the appropriate jury service summons will satisfy this notification requirement. Verification of actual service for jury duty shall be provided by the employee when requested by the appropriate administrator.

Absence as a Witness

22.13 Employees serving as court-subpoenaed witnesses or expert witnesses in the interest of the CSU shall seek the payment of witness fees. Whenever possible, employees shall confer with the attorney requesting their appearance to determine whether certified copies of appropriate documents would be suitable and would eliminate the need for a court appearance.

22.14 An employee who is absent from work in order to appear in court either as a court-subpoenaed witness or as an expert witness in the interest of the CSU shall be paid the normal salary for the corresponding period of absence. No portion of the employee's salary shall be forfeited as the result of such an appearance; however, all court fees (except personal travel and/or subsistence payments) shall be remitted to the CSU. If an exceptional circumstance occurs whereby the employee does not remit such fees, an amount equal to the fees shall be deducted from the employee's salary. No vacation or compensatory time off (CTO) shall be used in such cases.

22.15 An employee who receives court fees in excess of regular earnings may keep the excess and need remit only an amount equal to the compensation paid the employee while on leave. If the employee chooses to retain the entire fee, then the time taken off shall be charged as vacation or CTO. If no vacation time or CTO is available, the employee shall be docked for the period of absence.

22.16 An employee serving as a court-subpoenaed witness or as an expert witness not serving in the interest of the CSU on a holiday or while on vacation or on compensatory time off (CTO) shall serve on his/her own time.

22.17 An employee who is an expert witness not serving in the interest of the CSU shall appear on his/her own time. The employee shall be charged vacation or CTO, and if no vacation time or CTO is available, the employee shall be docked for the period of absence.

22.18 An employee who is a party to a suit shall also appear on his/her own time unless he/she does so on behalf of the CSU and as a result of the exercise of his/her duties during working hours. The employee shall be charged vacation or CTO, and if no vacation time or CTO is available, the employee shall be docked for the period of absence.

22.19 An employee who is required to appear in court on behalf of the CSU at times outside of and not continuous with an employee's regular work schedule shall be compensated pursuant to the call-back pay requirements of Provision 13.19 of this Agreement only if he/she is required to appear in court as a result of the exercise of his/her duties during working hours. Call-back pay under this provision shall not be provided to employees who are a party to a suit, who serve as court-subpoenaed witnesses, or who serve as expert

witnesses unless he/she does so on behalf of the CSU and as a result of the exercise of his/her duties during working hours.

Military Leave

22.20 Emergency military leave, temporary military leave, and indefinite military leave shall be granted to eligible employees in accordance with state and federal law.

Industrial Disability Leave

22.21 The CSU shall make available to eligible employees Industrial Disability Leave Benefits in lieu of Workers' Compensation Temporary Disability Benefits for a period not exceeding fifty-two (52) weeks within two (2) years from the first day of disability.

Catastrophic Leave Donation Program

22.22 Any CSU employee who accrues vacation or sick leave credits may voluntarily donate either of those credits to any other CSU employee on the same campus, if the recipient employee has exhausted all accrued leave credits, i.e., sick leave, vacation, personal holiday and CTO due to catastrophic illness or injury, or whose principle place of residence has been impacted by a natural disaster/state of emergency. Catastrophic illness or injury is an illness or injury that has totally incapacitated the employee from work.

The following guidelines shall apply:

a. Catastrophic Injury or Illness

1) An employee, his/her representative or the employee's family member must request the employee's participation and provide appropriate verification of illness or injury as determined by the campus President. The President shall then determine the employee's eligibility to receive donations based upon the definition provided above.

2) An incapacitated employee may elect to defer a request to participate during a period of Industrial Disability Leave eligibility.

3) Employees may donate a maximum of forty (40) hours of leave credits per fiscal year in increments of one hour or more. Donations are irrevocable.

4) Donated leave credits may be used to supplement Industrial Disability Leave, Non-Industrial Disability Leave or Temporary Disability payments from the third party administrator upon the application for these benefit(s) by an eligible employee. The total amount of leave credits donated and used may not exceed an amount sufficient to ensure the continuance of the employee's regular monthly rate of compensation.

5) The total donated leave credits shall normally not exceed an amount necessary to continue the employee for three calendar months calculated from the first day of catastrophic leave within a twelve (12) month period. The President may approve an additional three (3) month period in exceptional cases. The leave should not be deemed donated until actually transferred by the campus record keeper to the record of the employee receiving leave credits.

6) For employees whose appointments have not been renewed, donated time may not be used beyond the employee's appointment expiration date in effect at the beginning of the disability.

7) Only vacation and sick leave credits may be donated.

8) Donated leave credits may not be used to receive service credit following a service or disability retirement.

9) Any CSU union may solicit leave donations from bargaining unit employees for direct transfer to employees eligible to receive such leave credits.

10) Catastrophic illness or injury may also include an incapacitated member of the employee's immediate family if this results in the employee being required to take time off for an extended period of time in order to care for the family member and the employee has exhausted both all of his/her accrued vacation credits and all of his/her accrued sick leave credits which may be used for family care in accordance with the appropriate collective bargaining Agreement. Only donated vacation credits may be used for such family care catastrophic leave. Immediate family member shall be defined in accordance with the definition contained in the sick leave provisions of the collective bargaining Agreement covering the recipient employee.

11) The provisions of this program shall be subject to the grievance procedure contained in the collective bargaining Agreement covering the grieving employee.

b. Natural Disaster and State of Emergency

1) Catastrophic leave for a natural disaster shall be leave for an employee who faces financial hardship because the employee has exhausted all of his/her accrued vacation credits; accrued sick leave credits; personal holiday credits; and C.T.O. credits; and is unable to work due to the effect of a natural disaster on the employee's **principal** ~~**principle**~~ residence.

2) The employee resides in one of the counties where a state of emergency exists as declared by the governor.

3) An employee, or his/her representative, must request the employee's participation and provide appropriate verification as determined by the campus President. The President shall then determine the employee's eligibility to receive donations based upon the definition provided above.

4) Employees may donate a maximum of forty (40) hours of leave credits per fiscal year in increments of one hour or more. Donations are irrevocable.

5) The total amount of leave credits donated and used may not exceed an amount sufficient to ensure the continuance of the employee's regular monthly rate of compensation.

6) The total donated leave credits shall normally not exceed an amount necessary to continue the employee for three calendar months calculated from the first day of catastrophic leave within a twelve (12) month period. The President may approve an additional three (3) month period in exceptional cases. The leave should not be deemed donated until actually transferred by the campus record keeper to the record of the employee receiving leave credits.

7) For employees whose appointments have not been renewed, donated time may not be used beyond the employee's appointment expiration date in effect at the beginning of the natural disaster/state of emergency.

8) Only vacation and sick leave credits may be donated.

9) Donated leave credits may not be used to receive service credit following a service or disability retirement.

10) Any CSU union may solicit leave donations from bargaining unit employees for direct transfer to employees eligible to receive such leave credits.

11) Pledged leave credits will be formally transferred to the recipient employee only at the end of a pay period, and then in chronological order of the dates actually pledged. This will insure that any unused leave credits are never actually transferred until they can in fact be used by the recipient employee. In the event that an employee is unable to use all pledged credits in a pay period, the most recently donated leave credits that cannot be utilized will then never formally be transferred, thereby guaranteeing that they are in no way lost by an employee who wants to donate them in order to help a co-worker who needs the credits.

12) The provisions of this program shall be subject to the grievance procedure contained in the collective bargaining Agreement covering the grieving employee.

22.23 A leave of absence with pay shall include compensation at the employee's regular rate of pay, continuance of all Benefits provided in this Agreement including the continued accrual of all appropriate leaves and seniority points.

Parental Leave

22.24 An employee shall be entitled to up to (240 hours) with pay for "parental leave," which leave shall commence within sixty (60) days after the arrival of the new child(ren). A maximum benefit of thirty (30) consecutive eight-hour workdays, or equivalent (not to exceed 240 hours) for employees on alternate work schedules, with pay in a twelve (12) month period shall be provided. **Employees who initiate parental leave the first day after full ratification, shall be entitled to up to (400 hours) with pay, which leave shall commence within sixty (60) days after the arrival of the new child(ren). A maximum benefit of fifty (50) consecutive eight-hour workdays, or equivalent (not to exceed 400 hours) for employees on alternate work schedules, with pay in a twelve (12) month period shall be provided.** Such leave runs concurrently with any other related leaves for which the employee is eligible. This benefit shall be provided in connection with the birth of one's child(ren) or placement of one or more children with the employee for the purpose of adoption or foster care or legal guardianship.

"Parental leave" shall refer to a leave for the purpose of caring for a new child. In order for the employee to be entitled to parental leave, the employee must be employed with the CSU prior to the birth or placement of a child(ren) with the employee.

Organ Donor Leave

22.25 Organ Donor and Bone Marrow Leave

Upon presentation of written verification that they are organ or bone marrow donors and there is a medical necessity for the donation, employees who have exhausted all available sick leave are eligible for the following leaves of absence with pay:

a. A paid leave of absence not exceeding 30 consecutive calendar days in any one-year period to any employee who is donating his or her organ to another person.

b. A paid leave of absence not exceeding five consecutive calendar days in any one-year period to any employee who is donating his or her bone marrow to another person.

Paid Administrative Leave

22.26 For reasons related to (a) the safety of persons or property, (b) the prevention of the disruptions of programs and/or operations, or (c) investigation for formal notice of disciplinary action, the President may temporarily reassign an employee to a location or duty assignment if the location or duty assignment falls within the employee's classification or place the employee on administrative leave with pay.

22.27 The President may terminate or extend the temporary reassignment or temporary administrative leave and shall notify the employee of any such extension and the anticipated completion date of the investigation, in writing. Notice may be provided by fax, electronic mail or regular mail, in addition to certified mail.

22.28 Employees on temporary administrative leave must provide the campus with a means or phone number for immediate communication with the campus. The employee must be available to contact the campus by phone or to report to the campus in person immediately upon request, as requested by the campus.

22.29 Paid Administrative Leave shall not be subject to Article 7, Grievance Procedure, unless the grievant alleges the terms of this Agreement have been violated, misinterpreted, or misapplied.

For the California State University:

Julie Doi

For SUPA:

6/4/26

Jose J. Cuervo

For the California State University:

Stefanie Gusha

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ARTICLE 27

NON-DISCRIMINATION

Non-Discrimination

27.1 The CSU prohibits discrimination on the basis of Age, Disability (physical and mental), Gender (or sex), Gender Identity (including nonbinary and transgender), Gender Expression, Genetic Information, Marital Status, Medical Condition, Nationality, Race or Ethnicity (including color, caste or ancestry), Religion (or Religious Creed), Sexual Orientation, and Veteran or Military Status, consistent with the definitions provided in the ~~Interim~~ CSU Policy Prohibiting Discrimination, Harassment, Sexual Misconduct, Sexual Exploitation, Dating Violence, Domestic Violence, Stalking, Or Retaliation, or its successors.

27.2 An employee, who alleges discrimination in violation of a CSU non-discrimination policy, shall file his/her complaint under one of the procedures described in the ~~Interim~~ CSU Policy Prohibiting Discrimination, Harassment, Sexual Misconduct, Sexual Exploitation, Dating Violence, Domestic Violence, Stalking, Or Retaliation, or in any superseding policy, if applicable. An employee may, at any time, file a complaint regarding the same incident with the Equal Employment Opportunity Commission and/or the Department of Fair Employment and Housing.

Whistleblowing

27.3 An employee, who wishes to file a disclosure of an improper governmental activity and/or a significant health or safety threat, shall file his/her complaint under the procedure described in Executive Order 1115, or in any superseding executive order, if applicable.

27.4 An employee, who alleges that he/she suffered retaliation for making a protected disclosure of an improper governmental activity and/or a significant health or safety threat, shall file his/her complaint under the procedure described in Executive Order 1116, or in any superseding executive order, if applicable.

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ARTICLE 28

FAMILY AND MEDICAL LEAVE AND PREGNANCY DISABILITY LEAVE

28.1 The family and medical leave provisions in this Article incorporate both the federal Family and Medical Leave Act (FMLA) and the California Family Rights Act (CFRA) and will be denoted by FML.

Eligibility

28.2 An employee who has at least twelve (12) months of service, and has actually worked one thousand two-hundred and fifty hours in the twelve (12) months preceding the leave, is entitled to a family and medical leave without pay.

FML Entitlement

28.3 Eligible employees shall be granted up to a total twelve (12) weeks of family and medical leave (FML) in a 12-month period for the birth of a child of the employee; the placement of a child with an employee in connection with the adoption or foster care of the child by the employee; to care for a child, parent, spouse, ~~or~~ **registered** domestic partner**, sibling, grandparent, grandchild or Designated Person** of the employee who has a serious health condition; or for the employee's own serious health condition. FML is unpaid leave; however, employees shall utilize appropriate leave credits prior to being placed on any unpaid portion of FML.

As set forth in Government Code Section 12945.2, a Designated Person is any "individual related by blood or whose association with the employee is the equivalent of a family relationship." A Designated Person is identified at the time the employee requests the leave and is limited to one Designated Person per 12-month period.

28.4 The leave of absence of a temporary employee eligible for such leave pursuant to this Article shall terminate upon the expiration of that employee's temporary appointment.

28. 5 When FML is granted for an employee's own serious health condition, an employee shall use and exhaust all accrued sick leave, vacation,

compensating time off (CTO) and Personal Holiday beginning at the same time and running concurrently with FML, before going on any unpaid portion of FML. However, if the leave is due to the employee's own serious health condition and also qualifies as an Industrial Disability Leave (IDL), Temporary Disability, or Non-Industrial Disability Leave (NDI), the appropriate guidelines shall apply.

28.6 FML taken by an employee to care for an eligible family member shall be considered to be leave without pay except that an employee must use and exhaust all accrued vacation, Personal Holiday and compensating time off (CTO) that he/she is eligible to take beginning at the same time and running concurrently with FML, before going on any unpaid portion of FML.

28.7 An employee may use accrued sick leave during the period of FML, when the FML period is used to care for an eligible family member only upon mutual agreement between the employee and the appropriate administrator. Such requests for sick leave shall be made in accordance with Article 22 of this Agreement.

28.8 For FML taken for reason of the birth of a child or adoption/foster care of a child by an employee, this leave shall be initiated within one (1) year of the birth of a child or placement of a child with the employee in the case of adoption/foster care.

The period of FML granted to an employee for the birth of a child shall run concurrently with the period of leave available to an employee under Education Code Section 89519.

28.9 FML is separate and distinct from the right of a female employee to take a pregnancy disability leave under Government Code Section 12945, subdivision (b)(2). If a female employee takes part or all of the maximum four (4) months of pregnancy disability leave, she may also request up to twelve (12) weeks of FML for reason of the birth of the child, or to care for the new child, or due to her own or child's serious medical condition. FML and pregnancy disability leave shall run concurrently with the period of leave available under the provisions of Education Code Section 89519. FML shall not run concurrently with pregnancy disability leave under Government Code Section 12945.

28.10 The amount of family care and medical leave that may otherwise be granted under Article 23 may be reduced by the amount of FML granted to an employee for reasons set forth in this Article.

Request and Approval

28.11 When the appropriate administrator becomes aware that an employee has taken or intends to take time off for an FML qualifying reason pursuant to provision 28.3, the employee may be asked to provide acceptable documentation from a medical professional asserting that there is an FML qualifying reason. FML qualifying leaves may be designated as FML.

28.12 An employee shall provide the President with written notice of the need for FML as soon as the event necessitating the leave becomes known to the employee. In general, as much advance notice as is reasonably possible shall be provided and normally shall not be less than five (5) working days of the event giving rise to the need for leave.

28.13 If the employee's need for family and medical leave is foreseeable due to the employee's planned medical treatment or planned supervision of a child, parent, spouse, ~~or~~ **registered** domestic partner**, sibling, grandparent, grandchild or Designated Person** with a serious health condition, the employee shall provide the President with not less than ~~fourteen (14)~~ **twenty one (21)** days notice of the need for the leave. The employee shall consult with the appropriate administrator regarding the scheduling of the treatment or supervision so as to minimize disruption of the operations of the campus.

28.14 Before granting FML for the serious health condition of a child, parent, spouse, ~~or~~ **registered** domestic partner**, sibling, grandparent, grandchild or Designated Person**, the President may require acceptable certification of the serious health condition from the health care provider.

28.15 Upon expiration of the period which the health care provider originally estimated that the employee needed to care for the child, parent, spouse, ~~or~~ **registered** domestic partner**, sibling, grandparent, grandchild or Designated Person**, the President may require the employee to obtain acceptable recertification if additional leave is requested.

Return to Work

28.16 Approved FML assures the employee a right to return to his/her former position or an equivalent position upon expiration of the family and medical leave. If the former position and any equivalent position has ceased to exist due to legitimate business reasons unrelated to the leave, the campus shall make reasonable accommodation by alternative means that will not cause undue hardship to the campus. Such alternative means shall include, but not be limited to, offering the employee any other position which is available and for which the employee is qualified. FML shall not constitute a break in service for the purposes of length of service and/or seniority under this Agreement. An employee on FML shall retain employee status and shall continue to accrue seniority points pursuant to Article 25 of this Agreement during the period of the FML.

28.17 All benefits an employee has continue during any paid leave. During any unpaid remainder of the 12 weeks of the FML entitlement, the CSU pays its normal share of any medical, dental, and/or vision coverage. An account receivable will be set up for the employee's share of the premium, if any. If the employee wishes to discontinue medical coverage during the unpaid leave, the CSU will also suspend its medical premium payments but dental and vision will be continued. Suspended medical coverage will be reinstated upon return to active status.

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ARTICLE 29

PERFORMANCE EVALUATION

29.1 Permanent employees shall be subject to and receive annual performance evaluations. The evaluations must be given annually in accordance with campus procedures and timelines.

29.2 A sergeant or the immediate supervisor may draft and sign **or electronically acknowledge** the performance evaluation. A sworn MPP (employee in the Management Personnel Plan) shall review the performance evaluation as the approving authority prior to the performance evaluation being presented to the employee. At the completion of the evaluation discussions with the employee, a sworn MPP shall sign **or electronically acknowledge** the performance evaluation. If the sworn MPP is the immediate supervisor, then a non-sworn MPP shall review and sign **or electronically acknowledge** the performance evaluation.

29.3 A written record of the performance evaluation shall be placed in the employee's personnel file. The employee shall be provided with a copy of the written performance evaluation.

29.4 If an employee disagrees with the performance evaluation, the employee may submit a rebuttal statement within a maximum of thirty (30) days of receipt of the evaluation. The rebuttal statement shall be attached to the performance evaluation in the employee's personnel file. Within a maximum of twenty-one (21) days of receipt of the rebuttal statement, the Chief of Police shall review the performance evaluation and rebuttal statement. If this review results in revisions to the performance evaluation, the employee shall be provided with a copy of the revised performance evaluation for signature or **electronic acknowledgment** and inclusion in the employee's personnel file. The original performance evaluation and rebuttal statement shall be removed from the employee's personnel file. If the review does not result in revisions to the performance evaluation, the Chief of Police shall inform the employee in writing and include this notification in the employee's personnel file.

29.5 The content of performance evaluations shall not be subject to the provisions of Article 7, Grievance Procedure.

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FOR CSU
SUPA

ARTICLE 30

DURATION AND IMPLEMENTATION

30.1 This Agreement as amended shall remain in full force and effect from the date of ratification by both parties up to and including June 30, 202**9**~~6~~.

30.2 Subject to the provisions of HEERA, each party may exercise its right to present bargaining proposals for a successor Agreement no earlier than January 1, 202**9**~~6~~, and no later than February 1, 202**9**~~6~~.

30.3 Any term(s) of this Agreement which carry an economic cost except as specified in Article 21 shall not be implemented until the amount required therefore is appropriated and made available for expenditure for such purpose. If less than the amount needed to implement this Agreement is appropriated and made available to the CSU for expenditure, the term(s) of this Agreement deemed by the CSU to carry economic cost shall automatically be subject to the meet and confer process.

Matt Kroner
Matt Kroner (Oct 21, 2026 15:10:11 PDT)

Jose J Cuervo
Jose J Cuervo (Oct 21, 2026 17:25:06 PDT)

Side Letter Re: Fiscal Year 26/27 Increase

The following examples are intended to clarify the application of Provision 21.4 (a) and shall not limit the rights established by its operative provisions:

1. **Employee retiring after November 13:** An employee who is employed in a SUPA-represented position on November 13, 2026, and retires on December 31, 2026, is eligible for the four percent (4 %) General Salary Increase effective July 1, 2026, and shall receive all retroactive compensation owed for the applicable period of employment.

2. **Employee retiring before payroll implementation:** An employee who is employed in a SUPA-represented position on November 13, 2026, and retires before CSU implements the increase in payroll remains entitled to all retroactive compensation owed. CSU shall process payment after retirement if necessary and submit any required corrected CalPERS reports.

3. **Employee separating after November 13:** An employee who is employed in a SUPA-represented position on November 13, 2026, and subsequently resigns or otherwise separates from CSU employment remains eligible for the General Salary Increase and all retroactive compensation owed.

4. **Employee hired before the eligibility date:** An employee hired into a SUPA-represented position on November 1, 2026, who remains employed in that position on November 13, 2026, is eligible for the General Salary Increase effective November 1, 2026, and shall receive the applicable retroactive compensation for the period beginning on the date of hire.

5. **Employee who separates before the eligibility date:** An employee who retires or otherwise separates from CSU employment effective November 13, 2026 or earlier, is not eligible under this provision, even if the employee was employed in a SUPA-represented position on July 1, 2026.

6. **Employee hired after the eligibility date:** An employee first hired into a SUPA-represented position on November 14, 2026 or later, is not eligible under this provision.

Matt Kroner
Matt Kroner (Oct 21, 2026 15:10:11 PDT)

Jose J Cuervo
Jose J Cuervo (Oct 21, 2026 17:25:06 PDT)

CSU / SUPA
25/26 Salary & Benefits Reopener

The parties agree to the following:

1. All bargaining unit employees who were in active pay status (or on leave) on November 13, 2026, shall receive a one-time lump sum payment equal to 5% of their annual base pay, which will be calculated using their base pay rate as of November 13, 2026, not inclusive of any retroactive GSI's processed in fiscal year 2026/27.

2. Payment will be prorated based on the employee's timebase. Annual base pay does not include stipends or other special compensation received by the employee.

    a. The following is an example of a calculation: If an employee's base pay rate was $7,500 per month on November 13, 2026, and their timebase is full-time, then their one-time lump sum payment would be $4,500.
    ((7500 * 12) * 0.05) * 1.0

    b. If an employee was active on November 13, 2026, but does not have a timebase because they are intermittent, the following formula shall be used:

    The total number of hours worked by the employee for the twelve (12) pay periods from November 1, 2025 through October 31, 2026 divided by the number of total work hours in the twelve (12) month period of time (173.33 average state pay period hours x 12 months = 2080 hours) = FTE for twelve (12) month period.

    c. Pursuant to CalPERS regulations, employees who were retired annuitants on November 13, 2026, will not be eligible for the one-time lump sum payment.

3. Pursuant to CalPERS regulations, these payments will not be considered pensionable earnings; therefore, neither the employee nor the CSU makes a CalPERS contribution on this payment.

    As required by law, all standard payroll tax withholdings will still occur on this

payment.

4. SUPA agrees to withdraw, with prejudice, Unfair Labor Practice Charge No. SA-CE-444-H and Grievance R08-2025-211.

5. This agreement concludes the reopener negotiations described in Provisions 21.4d of the Collective Bargaining Agreement.

Matt Kroner
Matt Kroner (Oct 21, 2026 15:10:11 PDT)

Jose J Cuervo
Jose J Cuervo (Oct 21, 2026 17:25:06 PDT)