



DOJ

# DEPARTMENT OF JUSTICE SPECIAL AGENT, SPECIAL AGENT TRAINEE, AND SPECIAL AGENT SUPERVISOR

BARGAINING UNIT 7 PAY AND BENEFIT SUMMARY AS OF 07/01/2022

## PAY

MONTHLY BASE PAY Effective 07/01/22

**Special Agent Trainee** – Class Code 8514

\$4,795 - \$6,468

**Special Agent** – Class Code 8482

Range B \$6,956- \$8,944

Range C \$8,018 - \$11,088

**Special Agent Supervisor** – Class Code 8524

\$8,793 - \$12,178

◆ Longevity Pay monthly increase based on years of state service effective 10/01/20:

17-18 years: 2%

19 years: 4%

20 years: 5%

21 years: 6%

22-24 years: 7%

25 years: 9%

◆ Education Incentive, per pay period\*

◆ \$50 POST Intermediate Certificate, or

◆ \$75 Associate Degree, or

◆ \$100 POST Advanced Certificate, or

◆ \$125 Bachelor's Degree

\*Special Agent Trainee is eligible for these pay differentials.



## WHAT'S INSIDE:

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**PAY DIFFERENTIALS** (Available if the employee and/or position meets the qualifying criteria)

◆ Bilingual Premium\* \$200 per pay period

◆ Field Training Officer Pay One Step or 5% over base salary per pay period

◆ Flight Pay 10% over base salary per pay period

◆ Task Force Commander Pay \$250 per pay period

## LIMITED-TERM APPOINTMENTS

Limited-Term appointments shall not exceed two years (GC 18530).

Employees may be separated at their or the departments request at any time prior to the expiration of the term (2 CCR 282).

No time served in Limited Term appointment may count toward permanent status (2 CCR 281).

Employees with Limited Term status are not afforded the opportunity to participate in seniority based transfers BU-7 MOU Article 16.4.

Limited Term appointments are not automatically transferred to permanent status. Individuals must apply for, and be list

eligible for appointment into a permanent position with the Department of Justice.

## DIRECT DEPOSIT

Direct Deposit is a convenient method to automatically deposit your net earnings into the financial institution of your choice. Once you enroll, all of your paychecks are transferred to your financial institution.

This includes regular pay and supplemental pay, such as overtime. Employees are eligible to sign up for direct deposit upon hire.

Employees may enroll into Direct Deposit via the State Controller's Cal Employee Connect Portal:

<https://connect.sco.ca.gov>

Refer to the Bargaining Unit 7 Memorandum of Understanding (MOU) located at [www.calhr.ca.gov](http://www.calhr.ca.gov) for details.

- This summary is effective as of 07/01/22
- Information may change in accordance with collective

## RETIREMENT BENEFITS

Retirement benefit formulas and contribution rates for State employees are specified in the California Government Code. CalPERS determines the appropriate retirement formula for each state employee based on a combination of the individual's first hire date with the state and prior CalPERS membership. This is accomplished through completion of the Member Reciprocal Self-Certification, form number PERS-EAMD-801 (revised 06/18).

CalPERS publication 16 provides information on the rights and benefits afforded to eligible CalPERS members in conjunction with certain other public retirement systems in California.

For more information regarding retirement, reach out to CalPERS at 1-888-225-7377

**Retirement Category:** Peace Officer/Firefighter (PO/FF) BU7 MOU, Article 11.1

**Transfer from another state agency** – continuous employment in peace officer classification; no change

**New-to-State** – considered Public Employees' Pension Reform Act of 2013 (PEPRA); depending on reciprocal rights, may be designated as "Classic" by CalPERS.

**NOTE:** *Special Agent classifications do not pay into Social Security.*

**Prefunding of Post-retirement Health Benefits (OPEB)** - prefund retiree healthcare, all benefit eligible employees must contribute 4.0% of the pensionable compensation.

## FACTORS CONTRIBUTING TO RETIREMENT FORMULA

The CalPERS representatives will need to know the following to be able to provide an accurate response:

1. Your current CalPERS membership status (active or last day with a CalPERS employer)
2. 1st date employed **with the State** in the PO/FF retirement category (e.g., CHP, CDCR, etc.)
3. Appointing into PO/FF (Special Agent series)
4. Bargaining unit: R07 (Special Agent series)
5. Pays into Medicare
6. Does not pay Social Security
7. Tenure: Permanent, or Limited Term and number of months (appointment must be 6 months or greater)
8. Time base: 1/2 time or greater

## RETIREMENT FINAL COMPENSATION FORMULAS—PO/FF

Determining which retirement formula you are eligible for is based on your **actual first hire date with the State of California:**

Formula	How Determined	Final Compensation
<b>PO/FF Formula A</b> (3% at age 50) G.C. 21363.8	Unit 7 employees of the Peace Officer/Fire Fighter (PO/FF) retirement plan who are employed on or after January 1, 2004, and prior to January 15, 2011, shall be subject to 3% @ 50 service retirement formula	Unit 7 PO/FF employee, who is employed by the State for the first time and becomes a member of CalPERS prior to January 15, 2011, is based on the <b>highest average monthly pay rate during twelve (12) consecutive months of employment.</b>
<b>PO/FF Formula B</b> (2.5% at age 55) G.C. 21363	PO/FF retirement members first employed by the State on and after January 15, 2011, and prior to January 1, 2013, and qualify for CalPERS membership are subject to PO/FF Formula B.  Exception: (below are subject to PO/FF Formula A) <ul style="list-style-type: none"> <li>◆ Former state employees who return to state service on or after January 15, 2011</li> <li>◆ State employees hired prior to January 15, 2011, and were subject to Alternate Retirement Program (ARP)</li> <li>◆ State employee on approved LOA prior to January 15, 2011, who return to active status on or after January 15, 2011</li> <li>◆ Persons who are already a member or annuitants of CalPERS as a <u>State</u> employee prior to January 15, 2011</li> </ul>	Unit 7 PO/FF employee, who is employed by the State for the first time and becomes a member of CalPERS on or after January 15, 2011, is based on the <b>highest average monthly pay rate during thirty-six (36) consecutive months of employment.</b>
<b>PO/FF PEPRA</b> (2.5% at age 57) G.C. 7522.25 (c)	Employees brought into CalPERS Membership for the first time on and after January 1, 2013, and who are not eligible for reciprocity with another California public employer as provided in GC 7522.02 (c) shall be subject to PEPRA Retirement Formula	

# DEPARTMENT OF JUSTICE

## CONSOLIDATED BENEFITS AND CASH IN LIEU OF BENEFITS

Rather than receiving three separate state contributions for medical, dental, and vision benefits, employees eligible for Consolidated Benefits (CoBen) receive a single monthly contribution to pay for all three benefits. CoBen eligibility is determined through the collective bargaining process. Currently, employees in Bargaining Units 2, 7, 8, 16, 17, 18, and 19 are under CoBen.

If the CoBen allowance exceeds the total cost of the medical, dental, and vision plans an eligible employee has chosen, the employee receives the excess amount as additional taxable income each month.

If the CoBen allowance is less than the total cost of the benefit plans the employee has chosen, the employee pays the difference through pre-tax payroll deductions.

Cash Option in lieu of health and dental benefits *refer to CoBen Handbook, page 10*

Employees with qualifying group health and dental coverage through another source, such as a spouse or domestic partner, may elect to receive cash in lieu of enrollment in a state health and dental benefit. This additional cash is treated as taxable income.

Enrollment in the cash option for dental only is not allowed.



## HEALTH AND DENTAL BENEFITS

**Transfer from another state agency to DOJ:** benefits are uninterrupted; no changes allowed unless there is a permitting event. For example, change of geographical location may be a permitting event (i.e., San Diego to Sacramento).

**New-to-State Benefit Eligibility Criteria – all employees who meet the below criteria are eligible upon hire**

- Permanent - Full Time
- Permanent - ½ Time or greater
- Limited Term - Full Time, when initial appointment is in excess of 6 months
- Permanent - Intermittent (not eligible upon appointment; must meet specific criteria)

See the CalPERS website for health insurance options for state employees: [www.calpers.ca.gov](http://www.calpers.ca.gov), select: active members; health; plans & rates, 2023, and “state” for current options.

R07 employees are eligible for Consolidated Benefits and may enroll in Delta Dental insurance upon appointment in a benefit eligible position.

See the CalHR website for dental and vision options for state employees: <https://benefitsprogram.info>

## POST-RETIREMENT HEALTH AND DENTAL VESTING

Employees first hired by the State after January 1, 1989, who retire from the state and have **20** or more years of **CalPERS** time will receive 100% of the state's share for health premiums.

Employees first hired by the State after January 1, 2017, who retire from the state and have **25** or more years of **State** time will receive 100% of the state's share for health premiums.

If the health plan premium is more than the state's share, the retiree will be responsible to pay any amount above that. Out of pocket cost will depend on which type of coverage the employee selects.

Please refer to the Bargaining Unit 7 contract located on the CalHR website for additional information or clarification.

## BASIC VISION OR PREMIER VISION

Enrollment into the state's Basic Vision Plan for eligible employees and their eligible dependents is automatic.

Employees wanting to enroll into the Premier Vision Plan must positively elect to enroll. Once enrolled into the Premier plan, the employee will be required to maintain their enrollment for a 12-month minimum enrollment period.

The adjacent chart shows a brief comparison of the vision benefit plans, see the CalHR website for full descriptions.

Basic Vision Plan	Premier Vision Plan
Frame: Once every calendar year - \$150 allowance - \$170 featured frame allowance	Frame: Once every calendar year - \$200 allowance - \$220 featured frame allowance - \$110 allowance at Walmart/Sam's Club/Costco
Copayments:  Eye exam: \$10.00 (up to \$39.00) Lenses and/or a frame: \$25.00	Copayments: Same as Basic  Additional: Polycarbonate lenses: \$15.00 Standard Progressive lenses: \$0 Premium Progressive lenses: \$40-\$50 Custom: \$95-\$120
Contact Lenses: A \$110 allowance will be provided towards the standard eye examination, contact lens evaluation examination, fitting costs, and materials.	Contact Lenses: A \$200 allowance will be provided towards the standard eye examination, contact lens evaluation examination, fitting costs, and materials.
Visually Necessary contact lenses are covered in full when prescribed by a VSP member doctor with prior authorization from VSP. Under both the Basic and Premier Vision plan	

With **Savings Plus** you can build a retirement 401 (k) and/or 457 account.

Automatic payroll deductions from your paycheck are invested in funds you select from the Savings Plus portfolio menu. Money from your paycheck that you invest this way is not taxed until you eventually withdraw it, generally during retirement.



## Office of the Attorney General

[WWW.OAG.CA.GOV/CAREERS](http://WWW.OAG.CA.GOV/CAREERS)

### PAYROLL AND BENEFIT SERVICES

Division of Operations (OPS)  
Office of Human Resources  
1300 I Street, Suite 720  
Sacramento, CA 95814

Phone: (916) 210-6021  
Fax: (916) 322-0112  
Payroll E-mail: [PBS@doj.ca.gov](mailto:PBS@doj.ca.gov)  
Benefits Email: [Benefits@doj.ca.gov](mailto:Benefits@doj.ca.gov)

### PAID LEAVE

**Paid Holidays for state employees are listed in the column to the right.**

State employees are provided paid leave in accordance with their bargaining unit contracts. State service and leave accruals are earned based on qualifying pay periods (QPP). Accruals are available for use the month following.

**Transfer from another state agency** – leave balances transferred to new agency except for CTO and Excess (these are cashed out). 2 Professional Development Days per fiscal year (if hours are exhausted at previous agency, employees must wait until July 1 for new accruals)

#### New to state

**Personal Holiday** – must be in a position that includes a probationary period

- ◆ Permanent Employees: accrue 1 unit upon completion of 6 months employment (one 8 hour day)
- ◆ Limited Term: not eligible

**Accrual Rates** for Rank-and-File Employees in Bargaining Unit 7

Length of Service	Vacation	Sick Leave	Annual Leave
1 month to 3 years	7 hours/month &	8 hours/month	11 hours/month
37 months to 10 years	10 hours/ month &	8 hours/month	14 hours/month
121 months to 15 years	12 hours/ month &	8 hours/month	16 hours/month
181 months to 20 years	13 hours/ month &	8 hours/month	17 hours/month
241 months and over	14 hours/ month &	8 hours/month	18 hours/month

### RESOURCES

#### Public Employees Retirement System (CalPERS)

[www.calpers.ca.gov](http://www.calpers.ca.gov) (Active Member Health and/or Retirement)

#### Health

- Benefit eligibility
- Eligible dependents
- Plans available for state employees

#### Retirement

- Changing Retirement Systems (i.e., from Public to State) (PUB 16)
- Peace Officer/Fire Fighter (R07 Sworn Peace Officers) (PUB 7)
- Safety (R07 Non-Peace Officers) (PUB 7)
- Miscellaneous (most DOJ employees) (PUB 6)
- Military Service Credit Options (PUB 15)

#### California Department of Human Resources (CalHR)

<https://benefitsprogram.info>

#### Dental

- Benefit eligibility
- Eligible dependents
- Plans available for state employees

#### Basic Vision and Premier Vision

- Benefit eligibility
- Eligible dependents
- Plan Description

#### Savings Plus *pre-tax deduction*

- 401 and 457

#### Additional optional benefits

### STATE HOLIDAYS

- ◆ New Year's Day (January 1)
- ◆ Martin Luther King Jr. Day (3rd Mon in Jan)
- ◆ President's Day (3rd Mon in February)
- ◆ Cesar Chavez Day (March 31)
- ◆ Memorial Day (last Mon in May)
- ◆ Independence Day (July 4)
- ◆ Labor Day (1st Mon in Sept)
- ◆ Veteran's Day (November 11)
- ◆ Thanksgiving Day (4th Thurs in November)
- ◆ Day after Thanksgiving
- ◆ Christmas (December 25)

#### Please note:

- ◆ If a holiday falls on Saturday, employees receive a floating holiday credit (except for Veteran's Day, in which case the holiday is observed Friday, Nov. 10)
- ◆ If a holiday falls on Sunday, it's observed the following Monday