

**APPENDIX D-6**

**SIDE LETTER OF AGREEMENT**

**Implementation of Steps**

1. CSU and Teamsters Local 2010 agree that the University shall implement a nine-step salary system for Unit 6 members that runs for 15 years, consistent with the findings and recommendations of the salary study authorized and completed for represented California State University nonfaculty staff employees that was developed pursuant to subprovision (k) of Provision 2.5 of Schedule (1) of Item 6610-001-0001 of Section 2.00 of the Budget Act of 2021 (Chapters 69 and 240 of the Statutes of 2021).
2. The nine-step salary system to be implemented pursuant to this section shall provide for annual step increases as follows:

<b>Step</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>
<b>Year</b>	0	1	2	3	5	7	9	12	15
<b>Increase</b>	-	5%	5%	5%	5%	5%	5%	5%	5%

3. The first step of each salary range implemented under this section shall be equal to or greater than the lowest pay rate in the existing pay range.
4. Under the nine-step salary system established pursuant to this section, each unit employee shall initially be placed on the step based on their existing years of employment as a represented California State University nonfaculty staff employee, or the step closest to but not lower than the employee’s existing pay rate, whichever is greater.
5. Effective July 1 of each calendar year, each unit employee shall receive a step increase, if applicable based on their years of employment as a represented California State University nonfaculty staff employee, in accordance with the above salary step system.
6. Such step increases shall be additional to General Salary Increases, and any other increases provided under the Collective Bargaining Agreement, University policy, or applicable law.
7. An employee who does not receive a step increase because they are at or above the top step, shall receive, in lieu of the step increase, a non-base-building lump-sum payment of 5% of annual salary.