

ALTERNATE RANGE CRITERIA 474

Established 07/01/09, Pay Letters 09-14 and 09-15

Range A. This range shall apply to incumbents who do not meet the criteria for payment in Range B.

Range B. This range shall apply to incumbents who have 18 months of satisfactory experience in the California state service performing duties comparable to a Labor Relations Analyst (Range A). or

Two years of experience acquired in one or a combination of the following types of employer-employee relations work:

Labor relations research in unit determination, election certification procedures, preparation or negotiations, fact-finding, or grievance arbitration; or

Resolution of grievances arising under labor agreements; or

Negotiations or preparation of labor agreements; or

Consultation, meet and confer, and resolution of conflict in public sector employer-employee relations; or

Conciliation, mediation, or arbitration of labor disputes; or

Administration and/or the investigation and settlement of violation complaints in regard to State or Federal labor management relations laws. And

Education: Equivalent to graduation from a recognized four-year accredited college or university. (Qualifying experience may be substituted for the required education on a year-for-year basis.)

When the requirements for the particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of DPA Rule 599.674, except that upon movement to Range B, the provisions of DPA Rule 599.676 shall apply.

Experience gained outside of State service may be credited only if the appointing power believes the experience was satisfactory and comparable in type and quality to that of a Labor Relations Analyst.