

PAY LETTER: 23-23
ISSUE DATE: July 11, 2023

**CALIFORNIA DEPARTMENT OF HUMAN RESOURCES
SECTION I**

**SUMMARY OF REVISIONS
TO THE CALIFORNIA STATE CIVIL SERVICE PAY SCALES
LOCATED ON CALIFORNIA DEPARTMENT OF HUMAN RESOURCES (CALHR'S) PUBLIC
WEB SITE**

<http://www.calhr.ca.gov/state-hr-professionals/Pages/pay-scales.aspx>

For questions regarding Section I, personnel office designated liaisons should contact CalHR's Personnel Services Branch. Technical questions will be referred to the appropriate CalHR analyst.

The following changes are now updated on the electronic Pay Scales. Changes to the Alphabetical and Schematic Listings (Sections 15 and 17) will be updated within the first week of each month.

GENERAL SALARY INCREASES – RANK AND FILE

R02 and U02 (Rank-and-File Ranges)

CLASSES

Effective July 1, 2023, in compliance with an agreement between the State of California and Bargaining Unit (BU) 02, CalHR approved a 3-percent General Salary Increase. All rank-and-file ranges in classes designated R02 and U02 shall be increased by 3 percent.

EMPLOYEES

Effective July 1, 2023, all employees designated R02 in the above classes shall receive the 3-percent increase, including employees who separated from state service prior to July 1, 2023, and have lump sum payments that extend beyond July 1, 2023. The lump sum payments shall be adjusted to reflect the above salary increase.

R08

CLASSES

Effective July 1, 2023, in compliance with an agreement between the State of California and BU 8, CalHR approved a 2-percent General Salary Increase. All classes designated R08 shall be increased by 2 percent.

EMPLOYEES

Effective July 1, 2023, all employees designated R08 in the above classes shall receive the 2-percent increase, including employees who separated from state service prior to July 1, 2023, and have lump sum payments that extend beyond July 1, 2023. The lump sum payments shall be adjusted to reflect

the above increase.

R09 and U09 (Rank-and-File Ranges)

CLASSES

Effective July 1, 2023, in compliance with an agreement between the State of California and BU 09, CalHR approved a 3-percent General Salary Increase. All classes designated R09 and rank-and-file ranges in U09 shall be increased by 3 percent.

EMPLOYEES

Effective July 1, 2023, all employees designated R09 and E09 in the above classes shall receive the 3-percent increase, including employees who separated from state service prior to July 1, 2023, and have lump sum payments that extend beyond July 1, 2023. The lump sum payments shall be adjusted to reflect the above salary increase.

DOCUMENTATION:

The State Controller's Office (SCO) will process an Employment History (EH) mass update to implement the General Salary Increase (GSI) for eligible employees in the above bargaining units prior to Monthly (Master) Payroll Cutoff in July 2023.

For employees who separated from state service prior to July 1, 2023 and have lump sum payments that extend beyond July 1, 2023, departments shall adjust their lump sum to reflect the above salary changes.

An SCO Personnel Letter will follow with additional information.

GENERAL SALARY INCREASE - EXCLUDED

M01 – Class Code 7500

Effective July 1, 2023, employees in the following CEA positions with oversight of POFF classes identified in the chart below shall receive the 2-percent General Salary Increase.

<u>Position #</u>	<u>Position Title</u>	<u>Department</u>
542-003-7500-004	Deputy Director, Fire Protection	Forestry and Fire Protection
542-003-7500-005	Deputy Director, Resource Management	Forestry and Fire Protection
542-060-7500-001	Assistant Deputy Director, Fire Protection	Forestry and Fire Protection
542-101-7500-002	Region Chief, Northern Region	Forestry and Fire Protection
542-101-7500-004	Assistant Region Chief, Northern Region	Forestry and Fire Protection

<u>Position #</u>	<u>Position Title</u>	<u>Department</u>
542-101-7500-005	Assistant Region Chief, Northern Region	Forestry and Fire Protection
542-401-7500-003	Region Chief, Southern Region	Forestry and Fire Protection
542-401-7500-002	Assistant Region Chief, Southern Region	Forestry and Fire Protection
542-401-7500-004	Assistant Region Chief, Southern Region	Forestry and Fire Protection
542-720-7500-002	Assistant Deputy Director, Resource Protection & Improvement	Forestry and Fire Protection
542-730-7500-001	Assistant Deputy Director, Forest Practice	Forestry and Fire Protection
542-003-7500-006	Deputy Director, Cooperative Fire	Forestry and Fire Protection
542-060-7500-003	Assistant Deputy Director, Cooperative Fire	Forestry and Fire Protection
542-060-7500-002	Assistant Deputy Director, Aviation and Mobile Equipment	Forestry and Fire Protection
542-003-7500-007	Deputy Director, Emergency Incident Awareness	Forestry and Fire Protection
542-060-7500-004	Assistant Deputy Director, Training, Safety, and Emergency Medical Services	Forestry and Fire Protection

M02, S02, R02 (Excluded Ranges) and U02 (Supervisory Ranges)

CLASSES

Effective July 1, 2023, CalHR approved a 3-percent General Salary Increase. All classes designated M02, S02, excluded ranges L, M, N, or O tied to Alternate Range Criteria 285 in R02, and supervisory ranges in U02 shall be increased by 3 percent.

EMPLOYEES

Effective July 1, 2023, all employees designated M02, S02, C02, E48, E59, E97, E98 and E99 in the above classes shall receive the 3-percent increase, including employees who separated from state service prior to July 1, 2023, and have lump sum payments that extend beyond July 1, 2023. The lump sum payments shall be adjusted to reflect the above salary increase.

M08 and S08

CLASSES

Effective July 1, 2023, CalHR approved a 2-percent General Salary Increase. All classes designated M08 and S08 shall be increased by 2-percent.

EMPLOYEES

Effective July 1, 2023, all employees designated M08 and S08 in the above classes shall receive the 2-percent increase, including employees who separated from state service prior to July 1, 2023, and have lump sum payments that extend beyond July 1, 2023. The lump sum payments shall be adjusted to reflect the above salary increase.

M09, S09, and U09 (Supervisory Ranges)

CLASSES

Effective July 1, 2023, CalHR approved a 3-percent General Salary Increase. All classes designated M09, S09, and supervisory ranges in U09 shall be increased by 3 percent.

EMPLOYEES

Effective July 1, 2023, all employees designated M09, S09, E48, and E59 in the above classes shall receive the 3-percent increase, including employees who separated from state service prior to July 1, 2023, and have lump sum payments that extend beyond July 1, 2023. The lump sum payments shall be adjusted to reflect the above salary increase.

M18 and S18

CLASSES

Effective July 1, 2023, CalHR approved a 4-percent General Salary Increase. All classes designated M18 and S18 shall be increased by 4 percent.

EMPLOYEES

Effective July 1, 2023, all employees designated M18, S18, and E48 in the above classes shall receive the 4-percent increase, including employees who separated from state service prior to July 1, 2023, and have lump sum payments that extend beyond July 1, 2023. The lump sum payments shall be adjusted to reflect the above salary increase.

E97, E98, and E99 tied to Bargaining Unit 2

CLASSES

Effective July 1, 2023, CalHR approved a 3-percent General Salary Increase for the classes identified in the chart below.

<u>CBID</u>	<u>Class Code</u>	<u>Class Title</u>
E97	6039	Special Assistant Inspector General
E98	6040	Senior Assistant Inspector General
E99	5745	Chief Deputy Legislative Counsel C.E.A.
E99	6041	Chief Assistant Inspector General

EMPLOYEES

Effective July 1, 2023, all employees in the above E97, E98, and E99 classes shall receive the 3-percent increase, including employees who separated from state service prior to July 1, 2023, and have lump sum payments that extend beyond July 1, 2023. The lump sum payments shall be adjusted to reflect the above salary increase.

DOCUMENTATION:

SCO will process an EH mass update to implement the GSI for eligible employees in the above bargaining units prior to Master Payroll Cutoff in July 2023.

For employees who separated from state service prior to July 1, 2023 and have lump sum payments that extend beyond July 1, 2023, departments shall adjust their lump sum to reflect the above salary changes.

An SCO Personnel Letter will follow with additional information.

EXCEPTIONS TO THE GENERAL SALARY INCREASE - EXCLUDED

M02 – CALPERS

CLASSES

Pursuant to Government Code section 20098, the following CalPERS class will not receive the General Salary Increase:

Class	
<u>Code</u>	<u>Class Title</u>
4067	General Counsel, Public Employees' Retirement System

EMPLOYEES

Pursuant to Government Code section 20098, CalPERS employees in the above-referenced classification will not receive the General Salary Increase.

M02 – CALSTRS

CLASSES

Pursuant to Education Code section 22212.5 the following CalSTRS class will not receive the General Salary Increase:

Class	
<u>Code</u>	<u>Class Title</u>
4064	General Counsel, California State Teachers' Retirement System

EMPLOYEES

Pursuant to Education Code section 22212.5, CalSTRS employees in the above-referenced classification will not receive the General Salary Increase.

SPECIAL SALARY ADJUSTMENT

R02, M02 and S02

CLASSES

Effective July 1, 2023, in compliance with an agreement between the State of California and BU 02, in addition to the GSI, CalHR approved a 4.5-percent Special Salary Adjustment at the maximum of the salary range for the classes identified in the chart below.

EMPLOYEES

Effective July 1, 2023, all employees designated R02, S02, M02, C02, and E97 in the following classes who have been at the old maximum salary rate for a minimum of 12 qualifying pay periods shall receive a 4.5-percent increase.

Employees who have been at the old maximum salary rate for less than 12 qualifying pay periods shall receive a new salary anniversary date based on qualifying service [qualifying service towards the 12 qualifying pay periods shall be in accordance with CalHR Rules 599.682(b) and 599.687].

Employees that have separated from state service and have lump sum payments that extend beyond July 1, 2023, and who have been at the old maximum salary rate for a minimum of 12 qualifying pay periods shall receive a 4.5-percent increase. The lump sum payments shall be adjusted to reflect the above salary increase.

All other employees shall retain their salary and salary anniversary dates.

<u>CBID</u>	<u>Class Code</u>	<u>Class Title</u>	<u>Rg</u>	<u>GSI Min</u>	<u>GSI Max</u>	<u>SSA Min</u>	<u>SSA Max</u>
R02	6016	Administrative Law Judge	A	\$10,280	\$12,933	\$10,280	\$13,515
			B	\$10,782	\$13,569	\$10,782	\$14,180
			L	\$10,280	\$12,933	\$10,280	\$13,515
			M	\$10,782	\$13,569	\$10,782	\$14,180
R02	6103	Administrative Law Judge, Public Utilities Commission	A	\$10,280	\$12,933	\$10,280	\$13,515
			B	\$10,782	\$13,569	\$10,782	\$14,180
R02	6132	Senior Administrative Law Judge	A	\$11,154	\$14,236	\$11,154	\$14,877
			L	\$11,154	\$14,236	\$11,154	\$14,877
S02	6017	Supervising Administrative Law Judge		\$11,816	\$14,947	\$11,816	\$15,620
M02	6101	Assistant Chief Administrative Law Judge, Public Utilities Commission		\$12,416	\$14,947	\$12,416	\$15,620

DOCUMENTATION:

Departments must key a SAL transaction effective 07/01/23 for eligible employees and correct any resulting out-of-sequence transactions.

For employees who separated from state service prior to July 1, 2023 and have lump sum payments that extend beyond July 1, 2023, departments shall adjust their lump sum to reflect the above salary changes.

Departments must key a 330 transaction effective 07/01/23 to assign a new salary anniversary date for those employees who have been at the old maximum salary for less than 12 qualifying pay periods as described above.

R05, M05 and S05

CLASSES

Effective July 1, 2023, in compliance with an agreement between the State of California and BU 05, CalHR approved a 1-percent Special Salary Adjustment. All classes designated R05, S05 and M05 shall be increased by 1 percent.

EMPLOYEES

Effective July 1, 2023, all employees designated R05, S05 and M05 in the above classes shall receive the 1-percent increase, including employees who separated from state service prior to July 1, 2023, and have lump sum payments that extend beyond July 1, 2023. The lump sum payments shall be adjusted to reflect the above salary increase.

DOCUMENTATION:

SCO will process EH mass updates to increase the salary rate for eligible R05, S05, and M05 employees prior to Master Payroll Cutoff in July 2023.

For employees who separated from state service prior to July 1, 2023 and have lump sum payments that extend beyond July 1, 2023, departments shall adjust their lump sum to reflect the above salary changes.

An SCO Personnel Letter will follow with additional information.

R13

CLASSES

Effective July 1, 2023, in compliance with an agreement between the State of California and BU 13, CalHR approved a 4-percent Special Salary Adjustment at the maximum of the salary range. All classes designated R13 shall be increased by 4 percent at the maximum of the salary range.

EMPLOYEES

Effective July 1, 2023, all employees designated R13 in the above classes who have been at the old maximum salary rate for a minimum of 12 qualifying pay periods shall receive a 4-percent increase.

R13 employees at the old maximum salary rate for less than 12 qualifying pay periods shall receive a new salary anniversary date based on qualifying service [qualifying service towards the 12 qualifying pay periods shall be in accordance with CalHR Rules 599.682(b) and 599.687].

Employees that have separated from state service and have lump sum payments that extend beyond July 1, 2023, and who have been at the old maximum salary rate for a minimum of 12 qualifying pay periods shall receive a 4-percent increase. The lump sum payments shall be adjusted to reflect the above salary increase.

All other employees shall retain their salary and their salary anniversary date.

DOCUMENTATION:

Departments must key a SAL transaction effective 07/01/23 for eligible employees, and correct any resulting out-of-sequence transactions.

For employees who separated from state service prior to July 1, 2023 and have lump sum payments that extend beyond July 1, 2023, departments shall adjust their lump sum to reflect the above salary changes.

Departments must key a 330 transaction effective 07/01/23 to assign a new salary anniversary date for those employees who have been at the old maximum salary for less than 12 qualifying pay periods as described above.

S13

CLASSES

Effective July 1, 2023, CalHR approved a 4-percent Special Salary Adjustment. All classes designated S13 shall be increased by 4 percent.

EMPLOYEES

Effective July 1, 2023, all employees designated S13 in the above classes shall receive the 4-percent increase, including employees who separated from state service prior to July 1, 2023, and have lump sum payments that extend beyond July 1, 2023. The lump sum payments shall be adjusted to reflect the above salary increase.

DOCUMENTATION:

SCO will process EH mass updates to increase the salary rate for eligible S13 employees prior to Master Payroll Cutoff in July 2023.

For employees who separated from state service prior to July 1, 2023 and have lump sum payments that extend beyond July 1, 2023, departments shall adjust their lump sum to reflect the above salary changes.

An SCO Personnel Letter will follow with additional information.

R18

CLASSES

Effective July 1, 2023, in compliance with an agreement between the State of California and BU 18, CalHR approved a 4-percent Special Salary Adjustment at the maximum of the salary range. All classes designated R18 shall be increased by 4 percent at the maximum of the salary range.

EMPLOYEES

Effective July 1, 2023, all employees designated R18 in the above classes who have been at the old maximum salary rate for a minimum of 12 qualifying pay periods shall receive a 4-percent increase.

R18 employees at the old maximum salary rate for less than 12 qualifying pay periods shall receive a new salary anniversary date based on qualifying service [qualifying service towards the 12 qualifying pay periods shall be in accordance with CalHR Rules 599.682(b) and 599.687].

Employees that have separated from state service and have lump sum payments that extend beyond July 1, 2023, and who have been at the old maximum salary rate for a minimum of 12 qualifying pay periods shall receive a 4-percent increase. The lump sum payments shall be adjusted to reflect the above salary increase.

All other employees shall retain their salary and their salary anniversary date.

DOCUMENTATION:

Departments must key a SAL transaction effective 07/01/23 for eligible employees and correct any resulting out-of-sequence transactions.

For employees who separated from state service prior to July 1, 2023 and have lump sum payments that extend beyond July 1, 2023, departments shall adjust their lump sum to reflect the above salary changes.

Departments must key a 330 transaction effective 07/01/23 to assign a new salary anniversary date for those employees who have been at the old maximum salary for less than 12 qualifying pay periods as described above.

M10 and S10 – Class Codes 0753, 0756, 0759, 0760, 0764, 0769, 0783, 0784, 0785, 3062, 3081, 3749, 3841, 3852, 4058, 4599, 4805, 4813, 4940, 6231, 9320, and 9362

CLASSES

Effective July 1, 2023, CalHR approved a 3-percent Special Salary Adjustment for the classes identified in the chart below.

EMPLOYEES

Effective July 1, 2023, all employees designated M10, S10, E48, and E59 in the following classes shall receive the 3-percent increase, including employees who separated from state service prior to July 1, 2023, and have lump sum payments that extend beyond July 1, 2023. The lump sum payments shall be adjusted to reflect the above salary increase.

<u>Class Code</u>	<u>Class Title</u>
0753	Integrated Waste Program Manager
0756	Environmental Program Manager I (Supervisory)
0759	Supervising Integrated Waste Management Specialist I
0760	Environmental Program Manager I (Managerial)
0764	Senior Environmental Scientist (Supervisory)

<u>Class Code</u>	<u>Class Title</u>
0769	Environmental Program Manager II
0783	Program Manager I, California Bay-Delta Authority
0784	Program Manager II, California Bay-Delta Authority
0785	Program Manager III, California Bay-Delta Authority
3062	Land and Water Use Program Manager I
3081	Senior Land and Water Use Scientist
3749	Senior Seismologist
3841	Supervising Industrial Hygienist
3852	Senior Industrial Hygienist
4058	Energy Commission Supervisor II (Technology Evaluation and Development)
4599	Energy Commission Supervisor II (Forecasting)
4805	Energy Resource Specialist III (Managerial)
4813	Energy Resources Specialist III (Supervisory)
4940	Energy Commission Supervisor II (Efficiency)
6231	Supervising Industrial Hygiene Specialist, State Compensation Insurance Fund
9320	Senior Industrial Hygiene Specialist, State Compensation Insurance Fund
9362	Senior Ergonomic Specialist, State Compensation Insurance Fund

DOCUMENTATION:

SCO will process EH mass updates to increase the salary rate for eligible M10, S10, E48, and E59 employees in the above classes prior to Master Payroll Cutoff in July 2023.

For employees who separated from state service prior to July 1, 2023 and have lump sum payments that extend beyond July 1, 2023, departments shall adjust their lump sum to reflect the above salary changes.

An SCO Personnel Letter will follow with additional information.

SECTION 05: HIRING-ABOVE-MINIMUM AUTHORIZATION

R09 and S18 classes are updated. (Effective 07/01/23)

DOCUMENTATION:

Departments must key a GEN transaction effective July 1, 2023, for eligible employees with plus salary.

SECTION 08: VARIABLE COMPENSATION

- Red Circle Rate section for R08 is amended to reflect an adjustment to the base pay and red circle rate for the Battalion Chief. (Effective 07/01/23)

SECTION 14: PAY DIFFERENTIALS

1. PAY DIFFERENTIAL 463
LONGEVITY PAY – BARGAINING UNIT 18 AND EXCLUDED
EMPLOYEES is amended: (Effective 07/01/23)

The rate and criteria sections are amended to reflect the following:

- 2% of base salary for 17, 18, or 19 years of state service
- 3% of base salary for 20 or more years of state service

DOCUMENTATION:

Departments should process a 350 transaction effective 07/01/23 to lock-in earnings ID 8LG2 or 8LG3 for eligible employees or process the payment via PIP.

2. PAY DIFFERENTIAL 461
PUBLIC SAFETY RECOGNITION PAYMENT – BARGAINING UNIT 08 AND RELATED
EXCLUDED EMPLOYEES is abolished. (Effective 07/01/23)

DOCUMENTATION:

Departments must not use EID 9RP1 to issue Pay Differential 459 payments effective 07/01/23.