

Exempt Salary Schedule

January 2021



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Preface

The Exempt Salary Schedule provides salary information for positions in the Executive Branch:

- Elected state officers whose salaries are established by the California Citizens Compensation Commission,
- "Statutory" exempt state officers in the Executive Branch whose salaries are fixed by law, and
- "Non-statutory" exempt positions whose salaries are recommended by the appointing power and approved by the Department of Human Resources under the authority of Government Code §19825.

(For additional information see the section entitled "Salary Setting in the Executive Branch") Salaries are subject to change as the duties, responsibilities, and organizational relationships of many of the positions listed may change during the year. Personnel Offices are notified via the Exempt Pay Letter whenever the salaries of exempt positions assigned to their department are changed and approved by the Department of Human Resources (CalHR). State personnel staff may review the latest information through the State Controller's California State Pay (CSP) screen in the automated payroll system which changes daily or through the Human Resources Network (HR Net) on the CalHR web site which is updated monthly as the *Exempt Salary Schedule*.

If you have any questions, please contact:

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1 – Salary-setting in the Executive Branch (Non-civil service)

The Constitution of the State of California provides that appointees of the Governor and one appointee of each Governor's appointee shall be exempt from civil service. The salaries of elected and appointed officials not in the Civil Service are known as exempt positions (exempt from Civil Service). Below are the types of exempt positions in the State of California.

Elected Officials

The California Citizens Compensation Commission (CCCC) meets annually in the spring to review and establish salaries and benefits for elected officials in the Executive and Legislative branches. The Commission consists of seven members appointed by the Governor, three representing the public and two each in the business community and labor organizations. Salaries become effective the first day of the new legislative session, the first Monday of December. CalHR provides staff support to the Commission. Information for the CCCC can be found at [the Commission's website](http://www.calhr.ca.gov/cccc/Pages/home.aspx). (<http://www.calhr.ca.gov/cccc/Pages/home.aspx>.)

Statutory Officers

The salaries of most top-level state officers (Agency Secretaries and Department Directors) who are appointed by the Governor are set in Chapter 6, Part 1, Division 3, of Title 2 of the Government Code. Although each section of this chapter lists a salary and the positions that are to receive that salary, the Department of Human Resources may adjust some of these salaries per Government Code §19825.5. Any adjustments must be reported to the Legislature within 30 days of the effective date.

The State Senate must confirm every appointee to a position listed in this chapter.

Chapter 6 also includes provisions that most of the salaries listed will increase in any fiscal year in which a general salary increase is provided for state employees. The amount of the increase shall not exceed the percentage of the general salary increases provided for state employees.

Most part-time board and commission members receive a per diem salary (a daily rate) of one hundred dollars (\$100) unless a greater amount is specified in the law.

Department of Human Resources Exempts

Per Government Code §19825, exempts that do not fall under the categories of statutory officer or elected state official (above) come under the salary approval authority of CalHR. For these employees, CalHR approves the salary range for each position. These positions normally receive the same general salary increase provided to civil service positions.

Please see “Authority” in the [Explanatory Notes](#) below for an explanation of the various exempt appointments.

Exempt v. Excluded Employees

The term “exempt” is often confused with “excluded”, however they are different. An exempt employee is exempt from the civil service law and rules. An excluded employee is excluded from collective bargaining under the collective bargaining statutes (the Dills Act). For instance, the teachers in the special schools under the Department of Education are exempt from civil service but are included under the Dills Act.

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2 – Work Week Group Definitions

Work Week Group 2:

(Effective 10/1/85)

Overtime for employees in classes not eligible for exemption under Section 7K of the Fair Labor Standards Act (FLSA) is defined as all hours worked in excess of 40 hours in a period of 168 hours or seven consecutive 24-hour periods.

Hours Worked

For the purpose of identifying hours worked under the provisions of the FLSA, only the time that is controlled or required by the State and pursued for the benefit of the State need be counted. Thus paid leave such as vacation, sick leave, holidays, compensating time off, etc., need not be included when determining if overtime hours have been worked under the FLSA. However, under applicable State regulations, paid leave is considered time worked and when an employee works more than 40 hours in a week that includes paid leave, an overtime payment obligation is incurred.

Work Periods

A work period for WWG 2 employees is defined as a fixed and regularly occurring period of 168 hours - seven consecutive 24-hour periods. The appointing power determines the work week which may begin on any day at any hour. Once the beginning time of an employee's work week is established and noted in the records, it remains fixed regardless of the schedule of hours worked. The beginning of a work week may be changed if the change is intended to be permanent and it is not designed to evade the overtime provision of the FLSA.

In order to qualify for the Section 7K exemption, the employer must note in records applicable to each employee affected the 7K exemption is claimed and indicate the length of the work period, the starting day of the work period and the starting time of the day.

Overtime Authorization

An employee shall not work overtime unless ordered to do so by his supervisor. A supervisor shall not allow an employee to perform overtime work without prior authorization and shall take affirmative steps to prevent unauthorized overtime from being worked.

Overtime Credit

Overtime will be credited on a one-quarter of an hour basis with a full quarter hour credit to be granted if half or more of the period is worked. Smaller fractional units will not be accumulated; however, if an employee regularly works overtime in increments of less than 7 1/2 minutes, periodic adjustments shall be made so that, over a period of time, the employee will be compensated for all hours actually worked.

Overtime Compensation

The method of compensation (cash or compensating time off) for FLSA overtime worked shall be at the discretion of the appointing power in accordance with the following:

- Compensating time off on a one and one-half time basis may be authorized in lieu of cash compensation, if granted within the pay period.
- Cash compensation may be authorized and the rate of cash compensation paid for overtime shall be one and one-half times the hourly equivalent of the employee's salary as of the time the overtime was worked. FLSA overtime remaining at the end of the pay period shall be compensated in cash.

Determination of Coverage under FLSA

The provisions of Work Week Group 2 are made applicable to all classes that are determined by the CalHR Director to include positions subject to FLSA.

Work Week Group "E"

Work Week Group "E" includes classes that are exempted from coverage under the FLSA because administrative, executive, professional exemptions. To be eligible for this exemption a position must meet both the "salary basis" and the "duties" test.

Exempt (WWG E) employees are paid on a "salaried" basis and the regular rate of pay is full compensation for all hours worked to perform assigned duties. However, these employees shall receive up to 8 hours holiday credit when authorized to work on a holiday. Work Week Group E employees shall not receive any form of additional compensation, whether formal or informal, unless otherwise provided by the provisions of this work week group.

Consistent with the "salaried" nature of such a position, the employee:

- Shall not be charged any paid leave for absences in less than whole day increments;
- Shall not be docked for absences of less than a work period.
- Shall not be subject to a disciplinary action suspension of less than full work week increments unless there is a violation of a major safety rule; and
- Shall not be required to document hours worked for payroll purposes.
- For represented exempt positions, refer to the appropriate collective bargaining agreement for specific provisions that may otherwise be addressed and not contained in the above work week group definition.

Work Week Group "SE" (Physicians, Attorneys, Teachers)

Work Week Group "SE" applies to classes and positions with an average work week of 40 hours. The regular rate of pay is full compensation for all time that is required for the employee to perform the duties of the position. However, these employees shall receive up to eight hours of holiday credit when ordered to work on a holiday. Hours of work in excess of the average work

week are not compensable, and shall not be deemed overtime. If an employee in this subgroup is not required by the appointing power to work a normal workday or part thereof, the employee nevertheless shall receive the regular rate of pay without deduction for the entire pay period.

Consistent with the “salaried” nature of such a position, the employee:

- Shall not be charged any paid leave for absences in less than whole day increments;
- Shall not be docked for absences of less than a work period.
- Shall not be subject to a disciplinary action suspension of less than full work week increments unless there is a violation of a major safety rule; and
- Shall not be required to document hours worked for payroll purposes.
- For represented exempt positions, refer to the appropriate collective bargaining agreement for specific provisions that may otherwise be addressed and not contained in the above work week group definition.
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3 – The Exempt Position Request

The Exempt Position Request (EPR) form was designed to provide the Governor's Office (GO), the State Controller's Office (SCO), and CalHR with the information needed to process the documents associated with the following:

- an exempt appointment;
- changes to an exempt classification (such as, change in title, WWG, or reporting structure);
- establishment of an exempt classification;
- conversion of a civil service position (GC 12010.6); or
- salary changes to exempt classifications.

Completing the EPR Form:

The EPR form can be found in the Exempt Salary Schedule, available on the [CalHR Website](#). The following is an explanation of sections on the EPR form that need to be filled out by the requesting department:

1. a. Appointee Information:

- Proposed Appointee
- Proposed Effective Date, Salary, Salary Range & Level

If an appointee is a current State employee, fill in the following:

Class Code, Monthly Salary & Current Class & Employing Department

1. b. Exempt Pay Scale Information:

- Current Schem Code, Class Code & Title
- Fill in "Current": If no changes to Class Code
- Fill in "Proposed": If changes are being made to Class Code
- If a civil service position is being converted to exempt under GC 12010.6, the civil service class title and the position number must be listed.

EPR Package Process:

Departments, Agencies, Boards, and Commissions must forward a complete EPR package to the Governor's Appointments Unit and CalHR, simultaneously. A complete EPR package consists of the EPR form with a proposed salary, justification memo explaining the request, duty statement, and organizational chart indicating the exempt appointee's reporting relationships to both subordinate and executive staff. Departments reporting directly to an Agency should send EPR package to Agency for approval, and then forwarded to the GO and CalHR.

Upon review and approval of the EPR package by the GO and/or CalHR, an Exempt pay letter will be prepared and sent to SCO for processing. For appointment packages, CalHR will approve the bottom of the EPR with the CalHR approval stamp.

Exempt Salary Increase Requests:

A department may request a salary increase for an exempt appointee by submitting a complete EPR package that includes, an Exempt Position Request (EPR) form which may be found on the [CalHR web sit](#), a justification indicating the reason for the salary increase, a duty statement, and organizational charts indicating the exempt appointee's reporting relationships both to subordinate and executive staff. Departments, Agencies, Boards, and Commissions should forward the complete EPR package to the GO and CalHR, simultaneously.

Refer to Online HR Manual section 1301 for additional information regarding the process for requesting Exempt salary increases. The

If any further information is needed, the CalHR Exempt Program can be reached at

EPR@calhr.ca.gov.

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Exempt Position Request

Instructions: Complete and send through the agency (if appropriate) to the Appointments Unit of the Governor's Office who will forward it to CalHR. An advance copy should be sent to CalHR.

I.a. Appointee Information

Proposed Appointee	Effective Date	Salary	Salary Range	Level
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If the appointee is currently a state employee:

Class Code	Monthly Salary	Current Class & Employing Department
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I.b. Exempt Pay Scale Information

Current Information and Proposed Changes, if any: (Current information is available on Controller's CSP Screen or the Human Resources Network (HR NET))

	Schem Code	Class Code	Title
Current:			
Proposed:			

	Monthly Sal Rg.	Exempt Level	Authority/Entitlement	WWG	MCR	CBID	Footnotes
Current:							
Proposed:							

- New exempt class based on new legislation (attach a copy of the legislation).
- New exempt class based on the conversion of a civil service managerial position under Gov. Code 12010.6.

If new conversion, Civil Service Class to be Converted	Position Number
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Definitions of Commonly Used Appointing Authorities:

- C – Constitution Officer or Appointee (Not Gov. or Lt. Gov.)
- D – Board or Commission Member
- E – Appointee of a Board or Commission
- F – Governor's (or Lt. Gov.'s) Appointee
- G – Appointee of a Governor's Appointee

CBID: E97 – Confidential; E98 – Supervisory; E99 – Managerial; E79 – Managerial Specialist (Non-supervisory)

I.c. Requesting Department

Requester's Title	Department	
Requester's Signature	Telephone Number	Date

II. Agency Approval

Name and Title of Approving Official	Agency Name	
Signature of Approving Official	Telephone Number	Date

III. Governor's Office Approval (GO Appointments Unit, Attn. Diana Essex)

Comments	(For CalHR Use Only)
Name and Title of Approving Official Diana Essex, Appointments Administrator	Telephone Number (916) 445-4541
Signature of Approving Official	Date

The Conversion Process

This process is provided for by Government Code section 12010.6 and is available to line agency departments only, i.e., departments whose directors are directly appointed by the Governor. Converted positions must be approved by the GO.

To convert a civil service position to an exempt position, the department must identify a vacant managerial position or a vacant position that can appropriately be reclassified to a managerial position. Once the position is identified, departments will follow the Exempt Position Request Process to convert the position. Departments must indicate on the EPR form the position number of the civil service position.

Please note, an approval for the conversion from civil service to an Exempt, will be approved upon appointment of the appointee. Once the appointment is approved, the GO will notify CalHR to convert the civil service position by approving the EPR form. CalHR will issue an Exempt Pay Letter to be distributed to the GO, SCO, and the requesting department.

Once the civil service position is converted to an exempt position, it can no longer be filled. If a department wishes to return an exempt position to a civil service classification, they must obtain the approval of the GO. Once notification is received from the GO, CalHR will process a pay letter to abolish the Exempt classification. Additionally, once the exempt classification has been abolished, it can no longer be used as an Exempt position. If a department wishes to return the civil service classification to an Exempt position, it will require a new EPR request.

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4 – Appointments

All exempt appointments must be reviewed and approved by the Governor’s Appointments Unit (except appointees of other *elected* officials). Departments must send a cover memo of explanation, an Exempt Position Request (EPR) form, a current duty statement, and organizational chart through the Governor’s Appointments Unit with a copy to to the CalHR Exempt Program at CalHR.

If there is a change in duties or organizational structure, an EPR package which includes, EPR form, current and proposed duty statement, and organizational chart must be submitted with the EPR to the GO Appointments Unit and the CalHR Exempt Program.

5 – Salaries of Exempt Classes

By law, CalHR must approve the salary of each exempt position unless the law specifically states the approval of CalHR is not required. CalHR consults with the Governor's Office Appointments Unit in reviewing specific requests to change exempt position salaries. Approval of changes in salary levels for exempt positions must be obtained from CalHR and the Governor’s Office prior to discussion of salary with potential appointees. Upon initial appointment, the exempt appointee is entitled to the rate, within the salary range, five percent (5%) above the rate last received or the minimum of the exempt salary range. New appointees are normally hired at the minimum of the range and if a higher starting rate is thought to be necessary, a request to hire above the minimum salary rate must be approved in advance by the Governor’s Office, Appointments Unit and CalHR by following the Exempt Position Request (EPR) process.

Salaries which are established in statute (“statutory exemptions”) do not require approval by CalHR. However, CalHR must be provided the EPR package to process the EPR form and Exempt Pay Letter.

Positions whose salaries are fixed by the appointing power must be processed through the EPR process. Most of these require CalHR approval and others may have a methodology prescribed in law that must be approved by CalHR. SCO will not process salary changes without CalHR review and approval.

Exceptions to the above may apply, please contact the Exempt Program for further details.

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6 – Footnote Key

- S1 Statutory salary (annual salary set by statute).
- S2 Statutory salary with specified limitations.
- S4 Not eligible for general salary increases.
- S5 Elected Constitutional State Officer for whom salary and benefits are established by the California Citizens Compensation Commission.
- S6 Salary based (in law) on another salary set in statute as follows:
1. SP00/8409 – The Adjutant General, Military Department—limited by §5308 of Title V, U.S. Code to Level V of the Executive Schedule. Same pay and allowances as Lieutenant General in U.S. Army. (Pay and Allowances – Military Department).
 2. SP00/8844 – The Assistant Adjutant General, Military Department-limited by §5308 of Title V, U.S. Code to Level V of the Executive Schedule. Same pay and allowances as Brigadier General in U.S. Army. (Pay and Allowances – Military Department).
 3. VJ01/5070 - Member, California Citizens Compensation Commission is tied to NN00/ Member, Fair Political Practices Commission .
- S8 Statutory positions that earn and use annual leave per GC §19849.16 and CCR 599.752.1.
- E1 Classes excluded from minimum wage coverage under the Fair Labor Standards Act (FLSA).
- E2 Salary rate parallels civil service class.
- E3 Salary rate is determined as provided herein:
6082 - Secretary/Chief Counsel, Unemployment Insurance Appeals Board is tied to Chief Administrative Law Judge, Unemployment Insurance Appeals Board, CEA.
- E4 Salary has a statutorily set maximum per Government Code §12001:
- Not to exceed amount specified in Government Code §11550:
 - 5310 Executive Secretary to the Governor
 - Not to exceed amount specified in Government Code §11552:
 - 5315 Sr. Assistant to the Governor
 - 5314 Assistant to the Governor
 - 5101 Staff Assistant to the Governor
 - 9604 Senior Advisor
- E5 Exempt Class receiving a pay differential or bonus.

- E6 For Summer School rates, apply provisions of Chart II.
- E7 Salary authorized to be established by the appointing power.
- LT00/9295 President, State Compensation Insurance Fund, Gov. Code §19825.
- NH00/2909 Director, Postsecondary Education Commission, Education Code § 66905.
- SL00/5744 Legislative Counsel
- All type "P" classes
- E8 Exempt appointment under provisions of Government Code §12010.6.
- E9 Positions loaned from the authorized agency to another with the approval of the Governor and under the authority of Government Code §12010.5.
- A1 Positions (in addition to Statutory positions) that do not earn or use vacation, annual leave or sick leave per Government Code § 19857.
- G1 A position no longer funded in its respective department's budget but the entitlement remains in law.

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7 – Exempt Salary Chart

July 2019

Exempt Category	Level Definitions	Salaries in Statute		CalHR Established Exempt Salaries				Civil Service Excluded		
		Monthly Salary	Annual Salary	Monthly Min.	Monthly Max.	Annual Min.	Annual Max.	Level Definition	Monthly Min.	Monthly Max.
I. Management Positions:										
A.	Cabinet	14,753.29	177,039		18,107.67		217,296	(CEA Restricted Zone		
	All Others at Level A			13,715	- 15,279	164,580	- 183,348	A, E, P, S)		17,513
B.	Tier II Department Director	13,837.57	166,051	14,363	- 15,532	172,356	- 186,384			
	All Others at Level B			12,865	- 14,334	154,380	- 172,008			
C.	Chair - Major Boards	13,227.18	158,726	12,298	- 13,698	147,576	- 164,376			
	Member - Major Boards	12,819.91	153,839	11,917	- 13,277	143,004	- 159,324			
D.	Major Chief Dep. (CEA C Equiv.)			11,760	- 13,098	141,120	- 157,176	CEA C	11,505	- 13,063
E.	Tier I Department Director	12,209.42	146,513	13,678	- 14,793	164,136	- 177,516			
	All Others at Level E			11,351	- 12,644	136,212	- 151,728			
F.	CEA B Equivalent			11,109	- 12,377	133,308	- 148,524	CEA B	10,360	- 12,341
G.	Ex. Officers, Major Boards			10,822	- 12,056	129,864	- 144,672			
	Chair - Medium Boards	11,599.14	139,190	10,784	- 12,009	129,408	- 144,108			
H.	Maj. Dept. Deputy Director			10,591	- 11,799	127,092	- 141,588			
	Small DD & Mbr. Med. Bds.	11,192.29	134,307	10,405	- 11,587	124,860	- 139,044			
I.	Asst. Agency Secretary I			10,087	- 11,243	121,044	- 134,916			
J.	Asst. Director (Line Program)			9,626	- 10,721	115,512	- 128,652	CEA A	7,442	- 10,696
K.	Asst. Agency Secretary II			9,180	- 10,227	110,160	- 122,724			
L.	CEA A Equivalent			8,753	- 9,750	105,036	- 117,000			
M.	SSM III Equivalent			8,344	- 9,294	100,128	- 111,528	SSM III	8,173	- 9,280
N.	SSM II/III Equivalent			7,961	- 8,870	95,532	- 106,440			
O.	SSM II Equivalent			7,592	- 8,456	91,104	- 101,472	SSM II (M)	7,442	- 8,453
II. Non-management Positions										
P1.				7,420	- 8,020	89,040	- 96,240			
P2.	SSM I (Supervisory) Equiv.			7,030	- 7,643	84,360	- 91,716		5,945	- 7,608
P2A	SSM I (Non-supervisory)			6,744	- 7,240	80,928	- 86,880			
P3.				6,436	- 6,946	77,232	- 83,352			
P4.	Assoc./AA II Level			5,333	- 6,628	63,996	- 79,536		5,149	- 6,640
P5.	SSA - Rg. C/AA I			4,432	- 5,493	53,184	- 65,916		4,281	- 5,521
P6.	SSA - Rg. B			3,701	- 4,565	44,412	- 54,780		3,571	- 4,603
P7.	SSA - Rg. A			3,399	- 4,161	40,788	- 49,932		3,298	- 4,255
P8.	Mgt. Svcs. Tech.			2,895	- 3,502	34,740	- 42,024		2,921	- 3,768
P9.	(Grad) Student Assistant			2,507	- 2,983	30,084	- 35,796		2,105	- 2,836
Q1.	Executive Secretary II			3,976	- 4,976	47,712	- 59,712		3,849	- 4,961
Q2.	Executive Secretary I			3,562	- 4,663	42,744	- 55,956		3,533	- 4,559
Q3.	Secretary			3,171	- 4,049	38,052	- 48,588		3,144	- 4,054

8 – Lump Sum Payments to Statutory Officers

Background

Certain Statutory Officers (Governor’s appointees and elected officials whose salaries are set in statute) do not earn or use sick leave, vacation, or annual leave. An individual with prior state service, exempt or civil service, who is appointed to a position earning a statutory salary, may elect to receive a full or partial lump sum payment for accrued vacation or annual leave just prior to being appointed to or during the appointment to the statutory position. Lump sum payments for any accrued leave credits are not eligible to transfer to Savings Plus unless an individual has a bona fide separation from employment (S05 transactions are not considered a bona fide separation). If the appointee chooses not to receive a lump sum payment at that time, the amount of leave is “banked” and is available if the individual returns to a position where leave is accrued or leaves state service.

When a statutory officer elects to receive a lump sum payment, the rate of pay must be at the salary rate of the position where leave was last earned and adjusted for general salary increases that would have been received (as though the individual had remained in the former position). The last department in which leave was earned is responsible for the payment although there is no prohibition on the current department making the payment if it chooses to do so.

Please note, if the former position was to a civil service classification, the individual is reinstated to the former position allowing a lump sum payment at the current rate of pay of the former position. If the former position was an exempt, the individual would be reinstated to the former exempt position, however, since the salary range may change over time, the department must receive an approval from CalHR before being reinstated to the exempt position.

Procedures for Full Lump Sum Payment

Send CalHR Exempt Program a memo with the exempt employee’s name, last four of their social security number, date they vacated the position (where vacation or annual leave was earned, class code, title of the position, and the salary they received at that time). Include the calculation of what the present day salary would be with general salary increases.

CalHR will verify the salary information and provide an approval to the department. If the approved salary is not within the current exempt salary rate, the department must reach out to CalHR.

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Procedures for Partial Lump Sum Payment

In some cases, the statutory officer who “banked” their leave credits may later request a partial lump sum payment during their statutory appointment, before leaving state service. The lump sum payment must be made based on the salary of the position in which leave was last earned. CalHR approval must be obtained by following the procedures above.

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9 – Explanatory Notes

In the following pay scale section of the salary schedule, classes are listed in a schematic arrangement to show departmental/agency groupings. Each exempt position has been assigned a schematic code consisting of two letters and two digits that immediately precede the class code. The schematic code is used to organize classes by agency and department in the pay scales.

Each exempt position has also been assigned a four digit class code number that immediately precedes the class title. This number is used for payroll and transaction purposes.

Title

Each exempt position is assigned a title. More than one department may have a class with the same title, but each class will have a different class and schematic code.

Entitlement

The California Legal Code Section that authorizes the exempt position. Please be sure to notify the CalHR Exempt Program of any entitlement changes, as this affects the employee's appointment and may delay processing by State Controller's Office.

Compensation

The rate of pay assigned to that position. Unless otherwise specified, all rates of pay are quoted in dollars per month and are for fulltime employment.

Exempt Levels

The standard exempt levels with monthly and annual salary rates are listed in the [Exempt Salary Chart](#).

Work Week Group

"WWG" is the abbreviation for workweek group. The definitions of the workweek groups to which positions are assigned appear in the Workweek Group Definition Section of the Pay Scale.

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Collective Bargaining Identifier

“CBID” is the abbreviation for Collective Bargaining Identifier. All classes with a CBID beginning with "E" are excluded from collective bargaining. They receive benefits equivalent to the following categories:

- E99 Management -Exempt managerial positions which supervise staff.
- E98 Supervisory- Supervisory positions in excluded organizations or employees of the California Department of Human Resources in the class of Labor Relations Analyst or Labor Relations Specialist I. (Except Legislative Counsel Bureau)
- E97 Confidential- Exempt positions that are not designated managerial or supervisory.
- E79 Non-supervisory management- Exempt managerial positions which meet class concepts, but do not supervise staff.
- E50 Management level positions receiving an annual statutory salary (may work less than full-time).
- E Not eligible for benefits (statutory daily rate board members)

Authority

Authority for all appointments is found in the Constitution, Article VII, Section 4. The following are the authority explanations (lettering coincides with that of the Constitution):

- A. Legislative officers and employees.
- B. Judicial Branch officers and employees.
- C. Elected officials plus a deputy and an employee selected by each elected officer.
- D. Members of boards and commissions.
- E. A deputy or employee selected by each board or commission.
- F. State officers appointed by the Governor or the Lieutenant Governor.
- G. A deputy or employee selected by each officer under Section 4(f).
- H. University of California and California State College officers and employees.
- I. Teaching staff of schools under Department of Education — or Superintendent of Public Instruction jurisdiction.
- J. Member, inmate, and patient help in State homes, charitable or correctional institutions, and State facilities for mentally ill or retarded persons.
- K. Members of the militia while engaged in military service.
- L. District agricultural association officers and employees, employed less than six months in a calendar year.

M. In addition, the Attorney General may appoint or employ six deputies or employees, the Public Utilities Commission may appoint or employ one deputy or employee, and the Legislative Council may appoint or employ two deputies or employees.

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10 – Pay and Allowances – Military Department

1. *The Adjutant General*

Base Pay for The Adjutant General Is Same Pay and Allowances
as for a Lieutenant General (O-9) in the U.S. Army

Effective: January 1, 2021
Department: Military
Schem Code: SP00
Class Code: 8409
Entitlement: F/MV162 & 164.1

Titles	With Dependents	Without Dependents
Basic Pay	\$ 16,608.30	\$ 16,608.30
Personal	\$ 41.67	\$ 41.67
Total Taxable	\$16,649.97	\$ 16,649.97
Basic Allowance – Housing	\$2,853.00	\$ 2493.00
Basic Allowance - Subsistence	\$266.18	\$ 266.18
Total Non-taxable	\$3,119.18	\$ 2,759.18
Total Compensation	\$19,769.15	19,409.15

2. *The Deputy Adjutant General*

Base Pay for The Deputy Adjutant General Is Same Pay and Allowances
as for Brigadier General (O-7) in the U.S. Army

Effective: January 1, 2021
Department: Military
Schem Code: SP00
Class Code: 8844
Entitlement: F/MV161

Titles	With Dependents	Without Dependents
Basic Pay	\$ 14,065.80	\$ 14,065.80
Total Taxable	\$14,065.80	\$ 14,065.80
Basic Allowance - Housing	\$ 2,877.00	\$ 2445.00
Basic Allowance - Subsistence	\$ 266.18	\$ 266.18
Total Non-Taxable	\$ 3143.18	\$ 2711.18
Total Compensation	\$ 17,208.98	\$ 16,776.98

Note: Basic pay for an O-7 to O-10 is limited by Level II of the Executive Schedule which is \$16,441.80. Other allowances may be provided and may be found online at the [Defense Finance and Accounting Service \(DFA\) website](#).

(Select the latest year.)

3. Active duty Personnel

Active duty personnel are paid based on their military rank – plus they receive housing, subsistence and other allowances as appropriate. **Basic pay is listed in the Exempt Pay Scale.** The DFAS website above lists additional allowances. See Exempt Pay Differentials, Military for additional information.

Military pay is reported to the State Controller by the Military Department based on the latest information from the DFAS. CalHR reviews the information provided.

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11 – Alternate Salary Ranges

Alternate Range Criteria 001

Assistant to Board Member/Board of Equalization/Class Code 4272

- Range A. This range applies to all incumbents not meeting the criteria for Range B.
- Range B. This range applies to those incumbents who are members of the California State Bar or who possess a Doctorate, and serve as a high-level advisor to the Board Member.

Alternate Range Criteria 002

Office Assistant (Typing)/Various Departments

- 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 satisfactorily completed one year of experience equivalent to that of an Office Assistant (Typing), Range A. Education may be substituted for the experience if approved by the Department of Human Resources Exempt Program.

Alternate Range Criteria 003

Junior Staff Analyst/Office of Planning and Research/Class Code 2128

- 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 persons who have satisfactorily completed the equivalent of six months of experience as a Junior Staff Analyst; and may apply to persons who have six months of experience outside of State service performing analytical duties similar to those of a Junior Staff Analyst, Range A.

Alternate Range Criteria 004

Technical Specialist I/Governor's Office, OPR/Class Code 0331

- Range A. This range shall apply to incumbents who do not meet the criteria for payment in Range B or C.
- Range B. This range shall apply to persons who have satisfactorily completed the equivalent of six months experience as a Technical Specialist I; and may apply to persons who have six months of experience outside of State service performing duties similar to those of a Technical Specialist I.

Range C. This range shall apply to persons who have satisfactorily completed the equivalent of twelve months experience as a Technical Specialist I (Range B) or eighteen months experience as Technical Specialist; and may apply to persons who have eighteen months of experience outside of State service performing duties similar to those of a Technical Specialist I.

Alternate Range Criteria 005

Classes in the Governor's Office.

Application of Alternate Range Criteria is delegated to the Governor's Office.

Alternate Range Criteria 006

Abolished

Established August 1, 1990

(Replaces Range 104 of the Civil Service Pay Scales)

Abolished June 30, 1996

Alternate Range Criteria 007

Established April 1, 1991

Various Classes

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 satisfactorily completed one year of experience performing duties typical of the class. Education may be substituted for the experience if approved by the Department of Human Resources.

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Alternate Range Criteria 008

Established May 31, 1991.

Revised January 1, 2000.

Teaching Classes in the Special Schools of the Department of Education

Range A. This range shall apply to incumbents of teaching classes employed by the State Special Schools of the California Department of Education who work a regular school year as defined in their contract.

Range B. This range shall apply to incumbents of teaching classes employed by the California Schools for the Deaf and the California School for the Blind who are appointed to work an extended school year.

Alternate Range Criteria 009

Established January 1, 2000

Supervising Teacher III

Range A. This is the monthly rate for incumbents in the classes of Supervising Teacher III, School for the Blind and Supervising Teacher III, School for the Deaf whose contract covers a 204-day school year.

Range B. This is the monthly rate for incumbents in the classes of Supervising Teacher III, School for the Blind and Supervising Teacher III, School for the Deaf whose contract cover a full-time, 260-day year.

Alternate Range Criteria 010***Abolished***

Established July 31, 1992 (Rev. June 7, 1995)

Abolished June 30, 1996

Alternate Range Criteria 011

Established October 5, 1992

Real Estate Officer, Department of General Services

(See Civil Service Alt. Rg. 287)

Alternate Range Criteria 012***Abolished***

Established January 30, 1998

Abolished May 1, 2004

(Positions in the Trade and Commerce Agency used in Foreign Trade Offices)

Alternate Range Criteria 013

Effective January 1, 1998

(Number changed from 012 effective March 2, 2000)

Executive Director, Fair Political Practices Commission, Class Code 5028

Range A. This range applies to all incumbents not meeting the Criteria for Range B.

Range B. This range applies if the incumbent is a member of the California State Bar.

Alternate Range Criteria 014

Effective July 1, 2004

Advisor to Board Member, Integrated Waste Management Board, Class Code 7511

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

Range B. Upon recommendation by the Board Member, this range may apply to incumbents who have satisfactorily completed the equivalent of 12 months experience as Advisor to Board Member, IWMB, Range A. Education or experience outside of state service may be substituted if approved by the Department of Human Resources.

Range C. Upon recommendation by the Board Member, this range may apply to incumbents who have satisfactorily completed the equivalent of 12 months experience as Advisor to Board Member, IWMB, Range B. Education or experience outside of state service may be substituted if approved by the Department of Human Resources.

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12 – Exempt Pay Differentials

1 – All Exempts (Type “F” & “L”)

1.1 – Voluntary Personal Leave Program

Effective: July 1, 2004

Revised: August 17, 2004 (Effective July 1, 2004)

Department: All departments-

Schem Code: All type “F” classes with class

Class Title: All exempt excluded classes (Class Type F) with a CBID of E79, E97, E98 or E99 except those that do not receive paid leave per Government Code Section 19857.

Rate/Earnings ID: Minus 4.62% (1 day) Earnings ID – 8VL1

Minus 9.23% (2 days) Earnings ID – 8VL2

Criteria:

All employees participating in the Voluntary Personal Leave Program shall have their salary reduced by the above rates and shall accrue a personal leave day or two (or a portion if working less than full-time) the first of the following pay period.

If Applicable, Should Pay Differential Be:

- Pro-rated
 - Permanent Full-time OnlyYes
 - Part-time/IntermittentNo
- Subject to qualifying pay periodNo
- All time bases and tenure eligibleNo
- Subject to PERS deductionNA

Inclusion in Rate to Calculate the Following Benefit Pay

- OvertimeNo
- IDLNo
- EIDLNo
- NDINo
- Lump sum:
 - VacationNo
 - Sick LeaveNo
 - Extra Hours.....No

1.2 - Exempt Personal Leave Program 2020

Effective: July 1, 2020

a) All departments (except those listed below).

All Non-Statutory Exempt Classes (Class Type F) with a CBID of E50, E79, E97, E98, or E99 and,

b) Department of Education: School for the Blind, School for the Deaf, and Diagnostic Centers

All Exempt Classes with a CBID of R03, S03, M03, and R20

Rate: -9.23% Earnings ID: 8PH2

c) Department of Corrections and Rehabilitation

E99 - 0320 Undersecretary, Operations
E99 - 0321 Chief, Office of Correctional Safety
E99 - 0322 Director, Division of Adult Institutions
E99 - 0533 Director, Division of Adult Parole Operations
E99 - 0912 Chief Deputy Director, Division of Juvenile Justice
E99 - 4167 Undersecretary of Administration
E99 - 5033 Associate Director, High Security (Males)
E99 - 5507 Deputy Director, Facility Support, Division of Adult Institutions
E99 - 6281 Director, Correctional Policy Research and Internal Oversight
E99 - 6298 Associate Director, Female Offender Program and Services
E99 - 6581 Director, Division of Juvenile Justice
E99 - 7018 Chief Deputy, Offender Investigations and Screening Division
E99 - 7642 Associate Director, Reception Center Institutions
E99 - 9077 Associate Director, General Population, Males Division of Adult Institutions
E99 - 9081 Deputy Director, Operations and Programs, Division of Juvenile Justice
E99 - 9380 Deputy Director, Internal Affairs
E99 - 9593 Superintendent
E99 - 9625 Warden
E99 - 9649 Chief, Contract Beds Unit
E99- 9657 Deputy Director, Facility Operations

d) Office of the Inspector General

E99 - 9915 Chief Deputy Inspector General

e) California Highway Patrol

E99 - 9042 Law Enforcement Liaison
E99 - 9678 Detail Leader Specialist

Rate: -4.62% Earnings ID: 8PH1

*The following departments are exceptions to the Personal Leave Program 2020:

- Military Department
- Bureau of State Audits
- Legislative Counsel Bureau

Refer to the Statutory Exempt Personal Leave Program 2020 Pay Differential for statutory exempt employees.

Criteria:

All exempt employees participating in the Personnel Leave Program (PLP) 2020 shall have their gross pay reduced by the above rates. With the exception of the Director, Emergency Medical Services Authority and the Director, Arts Council, full-time employees shall accrue sixteen (16) hours of PLP the first day of each pay period for the next 12 consecutive months. Part-time employees shall be subject to the same conditions as full-time employees, on a prorated basis. Proration shall be determined based on the employee's time base consistent with the chart below:

Time Base	PLP 2020 Credit (prorated based on 16 hours)
1/10	1.60
1/8	2.00
1/5	3.20
1/4	4.00
3/10	4.80
3/8	6.00
2/5	6.40
1/2	8.00
3/5	9.60
5/8	10.00
7/10	11.20
3/4	12.00
4/5	12.80
7/8	14.00
9/10	14.40

Exempt classes designated R03 and R20 participating in the PLP 2020 shall have their gross pay reduced by the above rate for the next 24 consecutive months. Exempt classes designated S03 and M03 shall have their gross pay reduced by the above rate for the next 12 consecutive months.

Full-time exempt Bargaining Unit (BU) 3 employees on a 173.33 average work schedule shall accrue sixteen (16) hours of PLP and those employees who work academic calendars shall accrue PLP leave credits as shown below based on the calendar worked:

Days per Academic Year	Full-Time Accrual Rate
176	10.84
184	11.32
194	11.94
204	12.55
209	12.86
219	13.48
220	13.54
224	13.78

CDCR and OIG exempt employees tied to BU 6 participating in the PLP 2020 shall have their gross pay reduced by the above rate. Full-time employees shall accrue ten (10) hours of PLP the first day of each pay period for the next 12 consecutive months.

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Part-time employees shall be subject to the same conditions as full-time employees, on a prorated basis. Proration shall be determined based on the employee's time base consistent with the chart below:

Time Base	PLP 2020 Credit (prorated based on 10 hours)
1/10	1.00
1/8	1.25
1/5	2.00
1/4	2.50
3/10	3.00
3/8	3.75
2/5	4.00
1/2	5.00
3/5	6.00
5/8	6.25
7/10	7.00
3/4	7.50
4/5	8.00
7/8	8.75
9/10	9.00

CHP exempt employees tied to BU 5 participating in the PLP 2020 shall have their gross pay reduced by the above rate. Full-time employees shall accrue nine (9) hours of PLP the first day of each pay period for the next 12 consecutive months.

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Part-time employees shall be subject to the same conditions as full-time employees, on a prorated basis. Proration shall be determined based on the employee's time base consistent with the chart below:

Time Base	PLP 2020 Credit (prorated based on 9 hours)
1/10	.90
1/8	1.13
1/5	1.80
1/4	2.25
3/10	2.70
3/8	3.38
2/5	3.60
1/2	4.50
3/5	5.40
5/8	5.63
7/10	6.30
3/4	6.75
4/5	7.20
7/8	7.88
9/10	8.10

Employees in exempt classifications in a CBID identified above, who are not eligible for state-sponsored health benefits enrollment in a CalPERS health plan, shall not be subject to the PLP.

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If Applicable, Should Pay Differential Be:

Pro-rated	
-Full time/part time	Yes
-Intermittent	N/A
Subject to qualifying pay period	No
All time bases and tenure eligible	Yes/No*
Subject to PERS deduction	No

Inclusion in Rate to Calculate the Following Benefit Pay

Overtime	N/A
IDL	No
EIDL	No
NDI	No
Lump sum	No
Vacation	No
Sick Leave	No
Extra Hours	No

*Retired Annuitant appointed under Government Code sections 19144, 21154, 21223, 21224, 21225, and 21227 are not included in the Personal Leave Program 2020.

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1.3 – Statutory Exempt Personal Leave Program 2020

Effective: July 1, 2020

Revised: August 21, 2020

- 1. All Statutory Exempt Classes (Class Type L) with a CBID of E50 and E99 in all departments.**

Rate: -9.23% Earnings ID: 8PH2

- 2. The following classes:**

Class Code Class Title/Department

0318 Secretary, Department of Corrections and Rehabilitation

7912 Inspector General/Office of the Inspector General

8373 Commissioner/Department of California Highway Patrol

Rate: -4.62% Earnings ID: 8PH1

The following statutory exempt classes are exceptions to the Personal Leave Program 2020:

- 9102 – Member, California Unemployment Insurance Appeals Board, EDD
- 9105 – Chair, California Unemployment Insurance Appeals Board
- 1571 – Chairperson, Agricultural Labor Relations Board
- 5716 – Member, Agricultural Labor Relations Board
- 5027 – Chairman/Fair Political Practices Commission
- 5029 – Member/Fair Political Practices Commission
- 1572 – Chairperson, Energy Resources Conservation and Development Commission
- 5004 – Member, State Energy Resources Conservation and Development Commission
- 1573 – Chairperson, Public Employment Relations Board
- 5052 – Board Member/Public Employment Relations Board
- 1574 – Chairperson, Workers Compensation Appeals Board
- 9234 – Member, Workers' Compensation Appeals Board, Department of Industrial Relations
- 3250 – Member, State Water Resources Control Board
- 3253 – Chairman/State Water Resources Control Board
- 8927 – Member, Cannabis Control Appeals Panel
- 8930 – Chair, Cannabis Control Appeals Panel
- 3488 – Commissioner, Public Utilities Commission
- 9621 – Director, California Department of Public Health
- 8670 – Member, Alcoholic Beverage Control Appeals Board
- 5129 – Board Member/State Personnel Board
- 0624 – Chairperson, Air Resources Board
- 3831 – Board Member, Air Resources Board
- 3272 – Board Member, Central Valley Flood Protection Board
- 9229 – Administrative Director of the Division of Workers' Compensation/Dept. of Industrial Relations
- 9294 – Member, Board of Directors/State Compensation Insurance Fund

****The following departments are exceptions to the Personal Leave Program 2020:**

- Military Department
- Legislative Counsel Bureau
- Bureau of State Audits

Criteria:

All statutory exempt employees participating in the Personal Leave Program (PLP) 2020 shall have their gross pay reduced by the above rate for the next 12 consecutive months.

Employees in exempt classifications in a CBID identified above, who are not eligible for state-sponsored health benefits enrollment in a CalPERS health plan, shall not be subject to the PLP.

If Applicable, Should Pay Differential Be:

Pro-rated	
-Full time/part time	Yes
-Intermittent	N/A
Subject to qualifying pay period	No
All time bases and tenure eligible	Yes/No*
Subject to PERS deduction	No

Inclusion in Rate to Calculate the Following Benefit Pay

Overtime	N/A
IDL	No
EIDL	No
NDI	No
Lump sum	No
Vacation	No
Sick Leave	No
Extra Hours	No

*Retired Annuitant appointed under Government Code sections 19144, 21154, 21223, 21224, 21225, and 21227 are not included in the Personal Leave Program 2020.

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1.4 – Improving Affordability and Access to Health Care Pay Differential

Effective: July 1, 2020
Department: All Departments
Schem Code: All
Class Title: All exempt classes with a CBID of R03, S03, M03, R20, E50, E79, E97, E98, and E99
Rate: \$260 per month
Earnings ID: xxxxx

Criteria:

Exempt employees in a CBID identified above, who are eligible for a state-sponsored health benefits, as identified in the table below, shall receive a differential of \$260, per month. This payment will be provided commencing on July 1, 2020 pay period, expiring after the June 2022 pay period.

Exempt employees on medical leave who maintain eligibility for a state sponsored health benefit will maintain eligibility for payment.

This pay differential shall not be part of the exempt employee’s base salary for the purpose of computing salary adjustments.

Exempt employees who receives this pay differential are not eligible for Flex or Coben Cash.

Permanent Tenure:

Full-time.....Yes
 Part-time
 Half-time or moreYes
 Less than half-time.....No
 Intermittent (PI)
 480 or more paid hours /Control Periods (or 960 paid hours in two consecutive Control Periods to qualify to continue coverage).....Yes
 Less than 480 paid hours/Control PeriodNo

Limited-Term

Less than 6 months (Time base N/A)No
 6 months or more
 Full-timeYes
 Part-time, half-time or moreYes
 Part-time, less than half-timeNo
 IntermittentNo

Temporary (TAU)

Less than 6 months (Time base N/A).....	No
6 months or more	
Full-time	Yes
Half-time or more	Yes
Less than half-time.....	No
Intermittent	No

Exempt employees’ classifications tied to BU 5, 6, and 7 listed below are not eligible to receive this pay differential.

- 0318 – Secretary, Department of Corrections and Rehabilitation
- 0320 – Undersecretary, Operations
- 0321 – Chief, Office of Correctional Safety
- 0322 – Director, Division of Adult Institutions
- 0533 – Director, Division of Adult Parole Operations
- 0912 – Chief Deputy Director, Juvenile Justice
- 1680 – Deputy Director, Security and Law Enforcement
- 4167 – Undersecretary of Administration
- 4469 – Chief, Fire and Rescue
- 4850 – Director/Department of Forestry
- 4851 – Chief Deputy Director, Department of Forestry
- 5033 – Associate Director, High Security (Males)
- 5507 – Deputy Director, Facility Support, Division of Adult Institutions
- 6281 – Director, Correctional Policy Research and Internal Oversight
- 6298 – Associate Director, Female Offender Program and Services
- 6581 – Director, Division of Juvenile Justice
- 7018 – Chief Deputy, Offender Investigations and Screening Division
- 7642 – Associate Director, Reception Center Institutions
- 7912 – Inspector General/Office of the Inspector General
- 8373 – Commissioner, CHP
- 8667 – Director, Department of Alcoholic Beverage Control
- 8668 – Chief Deputy Director/Department of Alcoholic Beverage Control
- 8963 – Assistant State Fire Marshal
- 8964 – State Fire Marshal
- 9042 – Law Enforcement Liaison
- 9077 – Associate Director, General Population – Males Division of Adult Institutions
- 9081 – Deputy Director, Operations and Programs, Division of Juvenile Justice
- 9380 – Deputy Director, Internal Affairs
- 9404 – Deputy Commissioner, Enforcement/Chief of the Bureau
- 9593 – Superintendent
- 9625 – Warden
- 9649 – Chief, Contract Beds Unit
- 9657 – Deputy Director, Facility Operations
- 9678 – Detail Leader Specialist
- 9915 – Chief Deputy Inspector General/Office of the Inspector General

If Applicable, Should Pay Differential Be:

- Pro-rated
 - Full time/part time.....No
 - IntermittentNo
- Subject to qualifying pay periodNo
- All time bases and tenure eligibleYes/No**
- Subject to PERS deductionNo

**Retired Annuitants are not eligible for this pay differential unless appointed under Government Code Section 21232

Inclusion in Rate to Calculate the Following Benefit Pay

- OvertimeYes
 - IDLNo***
 - EIDLNo***
 - NDINo***
- Lump sum
- VacationNo
 - Sick LeaveNo
 - Extra Hours.....No

***Employees on a leave of absence, NDI, IDL, and Military leave are eligible for the \$260 as long as eligibility for a state-sponsored health benefits continues.

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2 – Corrections and Rehabilitation

2.1 – CDCR Compaction and Retention

Effective Date: January 31, 2007

Department: Department of Corrections and Rehabilitation

Schem Code: ID00

Title of class: Exempt Appointees in the Department of Corrections and Rehabilitation

Class Code: Various

CB/ID: E99

Rates and Earning IDs:

- 0.5 % of Monthly Salary8005
- 1.0 % of Monthly Salary8010
- 2.0 % of Monthly Salary8020
- 3.0 % of Monthly Salary8030
- 4.0 % of Monthly Salary8040
- 5.0 % of Monthly Salary8050
- 6.0 % of Monthly Salary8060
- 7.0 % of Monthly Salary8070
- 8.0 % of Monthly Salary8080
- 9.0 % of Monthly Salary8090
- 10.0 % of Monthly Salary8100
- 11.0 % of Monthly Salary8110
- 12.0 % of Monthly Salary8120
- 13.0 % of Monthly Salary8130
- 14.0 % of Monthly Salary8140
- 15.0 % of Monthly Salary8150

Pro-rated:.....Yes

Flat rate:.....No

Subject to qualifying pay period:No

Subject to PERS deduction:.....No

Please indicate if all time bases and tenures are eligible: Yes

Inclusion in rate to calculate the following benefit pay:

OvertimeN/A

IDLYes

EIDLYes, if applicable

NDINo

Lump Sum:

Vacation/Annual LeaveNo

Sick LeaveNo

Extra Hours.....No

Other:

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2.2 – CDCR Retention Incentive Differential

Effective Date: July 1, 2017

Revised Date: June 18, 2018, December 14, 2018, July 3, 2019

Department: Department of Corrections and Rehabilitation

Schem Code: ID00

Class Code	Title of class	CB/ID
0320	Undersecretary, Operations	E99
0321	Chief, Office of Correctional Safety	E99
0322	Director, Division of Adult Institution	E99
0533	Director, Division of Adult Parole Operations	E99
4167	Undersecretary, Administration	E99
5033	Associate Director, High Security (Males)	E99
5507	Deputy Director, Facility Support, Division of Adult Institutions	E99
6281	Director, Division of Correctional Policy Research and Internal Oversight Eff.	E99
6298	Associate Director, Female Offender Program and Services	E99
6581	Director, Division of Juvenile Justice	E99
7018	Chief Deputy, Offender Investigations and Screening Division	E99
7642	Associate Director, Reception Center Institutions	E99
9077	Associate Director, General Population –Males Division of Adult Institutions	E99
9081	Deputy Director, Operations and Programs, Division of Juvenile Justice	E99
9380	Deputy Director, Internal Affairs	E99
9593	Superintendent	E99
9625	Warden/Department of Corrections	E99
9649	Chief, Contract Beds Unit	E99
9657	Deputy Director, Facility Operations	E99

Rates and Earnings ID:

Rate (Refer to appropriate rate criteria to determine eligibility)	Earnings ID
1. 2% Non-PERSable	8HS1
2. 4% Non-PERSable	8HS2
3. 6% Non-PERSable	8HS3
4. 6% PERSable	8HS4

Effective July 1, 2017, employees appointed to an eligible classification who meet the service

criteria listed below shall be eligible to receive this Pay Differential based on qualifying time in the above mentioned classifications. Time served in eligible classifications prior to July 1, 2017, does not count towards eligibility for this pay differential. Employees are not eligible to receive more than one rate.

Rate Criteria:

1. Employees in one of the eligible classifications on July 1, 2017, shall receive 2% of base salary (non-PERSable) for the first 12 cumulative qualifying pay periods in any of the classifications listed above or the classifications listed in Pay Differential 420. Employees hired after July 1, 2017, shall be eligible upon the first qualifying pay period.
2. Employees in an eligible classification shall receive 4% of base salary (non- PERSable) per pay period if they have worked 13 to 24 cumulative qualifying pay periods in any of the classifications listed above or the classifications listed in Pay Differential 420.
3. Employees in an eligible classification shall receive 6% of base salary (non-PERSable) per pay period if they have worked more than 24 qualifying pay periods in any classifications listed above or the classifications listed in Pay Differential 420.
4. Employees in an eligible classification shall receive 6% of base pay (PERSable) per pay period after 24 cumulative qualifying pay periods in the same eligible classification.

Compensation Terms:

- An employee who serves on an Out of Class or acting assignment from an ineligible classification to an eligible classification, is not eligible to receive this pay differential.
- If an employee is placed on a leave of absence, the qualifying pay periods immediately preceding and following a break in service shall be accumulated toward the pay differential. However, no time will be accumulated toward the pay differential during the leave of absence.

Upon movement to another eligible classification:

Salary determinations shall be calculated using base salary only. Employees moving from one eligible classification to another eligible classification will retain qualifying time accrued toward this pay differential, however, qualifying time towards PERSability will reset when changing between eligible classifications.

Upon return to an eligible classification:

Salary determinations shall be calculated using base salary only. Employees moving from one

eligible classification to an ineligible classification will retain qualifying time accrued toward this pay differential when returning to an eligible classification, however, qualifying time towards PERSability will only be retained when returning to the same eligible classification.

If applicable, should pay differential be:

- Pro-rated:No
- Flat rate:No
- Subject to qualifying pay period:Yes
- All time bases and tenures eligibleYes
- Subject to PERS deduction:See Rates

Inclusion in rate to calculate the following benefit pay:

- OvertimeNo
- IDLYes
- EIDLYes
- NDIYes

Lump Sum:

- Vacation/Annual LeaveYes
- Sick LeaveYes
- Extra Hours.....Yes
- Other:

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3 – Covered California

3.1 – Covered California Administrative Incentive Award

Effective date: June 1, 2014 (Payable in each following Fiscal Year)
July 1, 2016 (Inactive)

Department: Covered California
Schem Code: KL00
Title of class: Executive Director
Class Code: 9856
CB/ID: E99
Earnings ID: 9I1
Rate: 0-40% of base salary

Criteria:

Payable once a year upon certification to the State Controller's Office by the Covered California five-member board, and the amount specified for each individual has been approved by this board.

*Per Government Code 100503, the Board has salary setting authority over this Exempt position.

If applicable, should pay differential be:

Pro-ratedNo
Flat RateYes
Subject to qualifying pay periodNo
All time bases and tenures eligibleNo
Subject to PERS deductionNo

Inclusion in rate to calculate the following benefit pay:

OvertimeNo
IDLNo
EIDLNo
NDINo

Lump Sum:

Vacation/Annual LeaveNo
Sick LeaveNo
Extra Hours.....No

3.2 – Covered California Recruitment

Effective date: May 1, 2015
Department: Covered California
Schem Code: KL00
Earnings ID: 9K4
Rate: Up to 60% of First Year’s Annual Base Salary

Title of Class:

- Director, Individual and Small Business Sales
- Chief Technology Officer
- Chief Financial Officer
- Information Technology, Project Director
- Chief Deputy Executive Director, Operations
- Director of Marketing
- Director, Plan Management
- Executive Director¹
- Chief Deputy Executive Director
- General Counsel
- Communications and Public Relations, Director

Criteria:

This is a recruitment differential for purposes of attracting and retaining high level executives in the above named classifications.

It is a one-time, up-front payment made upon appointment to an eligible classification. It is available only to those hired from outside State Service. The amount of the differential in each case would be specific to the individual executive’s personal circumstances.

- For all classifications, the Board will approve the differential based on the individual’s personal circumstances, not to exceed 60 percent of the new hire’s first year’s base salary.
- For all classifications, repayment of part or all of the differential would be required in the event the executive does not continue employment with HBEX/CC for two years, based upon the following prorated schedule:
 - 0 to less than 12 months 100 percent payback
 - 12 to 24 months 50 percent payback

¹ Per Government Code 100503, the Board has salary-setting authority over this Exempt position.

If applicable, should pay differential be:

- Pro-RatedNo
- Flat RateYes
- Subject to qualifying pay periodNo
- All time bases and tenures eligibleNo
- Subject to PERS deductionNo

Inclusion in rate to calculate the following benefit pay:

- OvertimeNo
- IDLNo
- EIDLNo
- NDINo

Lump Sum:

- Vacation/Annual LeaveNo
- Sick LeaveNo
- Extra Hours.....No

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3.3 – Covered California Retention Pay Differential

Effective: July 1, 2017
Revised: December 1, 2020

Department: California Health Benefit Exchange
Schem Code: KL00
Class Title: Chief Medical Officer
Class Code: 6618
CBID: E99
Earnings ID: 9K6

Criteria:

The purpose of this retention pay differential is to ensure that individuals hired into the Chief Medical Officer position are provided with sufficient incentive to remain employed with Covered California.

The retention pay differential shall only apply to the Exempt classification of Chief Medical Officer, as indicated above.

The retention pay differential will provide \$50,000 per year of employment for years 1, 2, and 3 from the appointment effective date to the incumbent Chief Medical Officer. \$50,000 will be paid out to the incumbent upon completion of each year of service, limited to the first 3 years of employment as Chief Medical Officer.

Compensation Terms:

- If the employee voluntarily separates, transfers, or is dismissed with or without cause prior to completing a year of service within the first 3 consecutive years of employment, there will be no pro rate payment for that year.

*Per Government Code 100503, the Board has salary setting authority over this Exempt position.

If applicable, should pay differential be:

Pro-ratedNo
 Flat RateYes
 Subject to qualifying pay periodNo
 All time bases and tenures eligibleNo
 Subject to PERS deductionNo

Inclusion in rate to calculate the following benefit pay:

- OvertimeNo
- IDLNo
- EIDLNo
- NDINo

Lump Sum:

- Vacation/Annual LeaveNo
- Sick LeaveNo
- Extra Hours.....No

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Extenuating Circumstances Pay Differential

4 – District Agricultural Associations

4.1 – DAA Retention Pay

Effective: July 1, 2004
Revised: July 1, 2005, October 1, 2007, January 1, 2014, December 1, 2017

Department: Food and Agriculture
Schem Code: NX00
Class Title: Secretary-Manager VII, 22nd District – Del Mar Fair
 Secretary-Manager VII, 32nd District – Orange County
Rate: Up to 25%
Earnings ID: SL

Class Title: Secretary-Manager VII, 22nd District – Del Mar Fair
 Secretary-Manager VII, 32nd District – Orange County
 Secretary-Manager V, 50th Division – Lancaster Fair
Rate: Up to 20%
Earnings ID: SL

Class Title: Secretary-Manager V, 1a District – Cow Palace
Rate: Up to 15%
Earnings ID: SL

Criteria:

Effective July 1, 2004, the Boards of the 22nd District Agricultural Associations may grant by resolution, a retention differential to its own respective Secretary-Manager VII when it determines that the incumbent has achieved expected performance objectives and that such a differential is necessary for retention purposes.

Effective July 1, 2005, the Boards of the 32nd District Agricultural Associations may grant by resolution, a retention differential to its own respective Secretary-Manager VII when it determines that the incumbent has achieved expected performance objectives and that such a differential is necessary for retention purposes.

Effective October 1, 2007, the Boards of the 50th Division District Agricultural Associations may grant by resolution, a retention differential to its own respective Secretary-Manager V when it determines that the incumbent has achieved expected performance objectives and that such a differential is necessary for retention purposes.

Effective January 1, 2014, the Boards of the 1a District Agricultural Associations may grant by resolution, a retention differential to its own respective Secretary-Manager V when it determines that the incumbent has achieved expected performance objectives and that such a differential is necessary for retention purposes.

Effective December 1, 2017, the Boards of the 22nd and 32nd District Agricultural Associations may grant by resolution, a retention differential to its own respective Secretary-Manager VII when it determines that the incumbent has achieved expected performance objectives and that such a differential is necessary for retention purposes.

If Applicable, Should Pay Differential Be:

Pro-rated

-Full time/part time.....Yes

-IntermittentN/A

Subject to qualifying pay periodNo

All time bases and tenure eligibleYes

Subject to PERS deductionYes

Inclusion in Rate to Calculate the Following Benefit Pay

OvertimeN/A

IDLYes

EIDLYes

NDIYes

Lump sum

VacationYes

Sick LeaveYes

Extra Hours.....Yes

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5 – Education and Special Schools

5.1 – Site Superintendent R & R Differential

Effective date: July 1, 1998

Revised: July 1, 2000

Department: Education, School for the Deaf

Schem Code: NE10

Title of class: Site Superintendent, California School for the Deaf

Class Code: 8742

CB/ID: M03

Rate: \$250, \$500, \$750, \$1000, \$1250, \$1500 per pay period

Criteria:

Any employee appointed to an exempt position performing the duties of a Site Superintendent at the California School for the Deaf will be eligible for this rate differential upon certification by the department that the following criteria are met:

1. The employee must be appointed to a full time position as Site Superintendent at the Fremont or Riverside School for the Deaf.
2. The rate step upon appointment for an employee recruited from outside the State civil service shall be the minimum amount required to recruit a qualified incumbent. The department shall retain documentation in support of any rate step above the minimum authorized at the time of appointment.
3. Upon appointment from a California civil service position to a qualifying exempt position, an employee receiving a differential rate may, at the discretion of the department, move to a rate one step above his or her current differential rate.
4. An incumbent may, at the discretion of the department, receive one rate step increase in each consecutive 12-month period of employment up to the top rate of the differential. In the event an employee receives and the department confirms a bona fide offer of employment above the combined maximum base salary rate plus the differential, the department may authorize payment of a differential rate at the step needed to match the job offer, up to the maximum differential rate.
5. An employee who receives the differential must remain in a qualifying position for a minimum of 24 consecutive months after the effective date of this differential. Should an employee terminate employment prior to conclusion of the 24 month period other than for reasons of serious illness, death, or other reasons determined by the appointing power to be beyond the employee's control, he or she shall be required to reimburse the department for all monies paid under this provision.

- 6. The differential shall terminate upon the employee’s transfer or reassignment to a non-qualifying assignment.
- 7. An employee receiving this differential must be evaluated at least once in each 12-month period of employment and meet or exceed performance criteria.
- 8. To compute the appointment salary rate upon movement to another classification in State service, compensation under this pay differential shall not be included in computing the employee’s new salary rate.

If applicable, should pay differential be:

Pro-rated:No
 Subject to qualifying pay period:Yes
 Are all time bases and tenures are eligible?.....No
 Subject to PERS deduction:.....No

Inclusion in rate to calculate the following benefit pay:

OvertimeNo
 IDLNo
 EIDLNo
 NDINo

Lump Sum:

Vacation/Annual LeaveNo
 Sick LeaveNo
 Extra Hours.....No
 Other:

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5.2 – Special Schools and Diagnostic Center

Effective date: January 1, 2002 (Replaces prior Pay Differential effective August 1, 1999)

Department: Department of Education Special Schools or Diagnostic Centers

Class Code	Schem Code	Class Titles	CB/ID
9149	NE05	SUBSTITUTE TEACHER, SCHOOL FOR THE BLIND	R03
9151	NE05	TEACHER, SCHOOL FOR THE BLIND	R03
9153	NE05	TEACHER SPECIALIST, SCHOOL FOR THE BLIND	R03
9154	NE05	SUPERVISING TEACHER I, SCHOOL FOR THE BLIND	S03
9170	NE05	SUPERVISING TEACHER II, SCHOOL FOR THE BLIND	S03
9173	NE05	SUPERVISING TEACHER III, SCHOOL FOR THE BLIND	S03
9174	NE05	ASSISTANT SITE SUPERINTENDENT, SCHOOL FOR THE BLIND	M03
9176	NE05	SITE SUPERINTENDENT, SCHOOL FOR THE BLIND	M03
9731	NE05	SUPERVISING TEACHER I, SCHOOL FOR THE BLIND, FISCAL YEAR	S03
9732	NE05	SUPERVISING TEACHER II, SCHOOL FOR THE BLIND, FISCAL YEAR	S03
9145	NE05	SUPERVISING TEACHER III, SCHOOL FOR THE BLIND, FISCAL YEAR	S03
9178	NE10	SUBSTITUTE TEACHER, SCHOOL FOR THE DEAF	R03
9180	NE10	TEACHER, SCHOOL FOR THE DEAF	R03
9191	NE10	TEACHER SPECIALIST, SCHOOL FOR THE DEAF	R03
9192	NE10	SUPERVISING TEACHER I, SCHOOL FOR THE DEAF	S03
9193	NE10	SUPERVISING TEACHER II, SCHOOL FOR THE DEAF	S03
9195	NE10	SUPERVISING TEACHER III, SCHOOL FOR THE DEAF	S03
9196	NE10	ASSISTANT SITE SUPERINTENDENT, SCHOOL FOR THE DEAF	M03
9199	NE10	SITE SUPERINTENDENT, SCHOOL FOR THE DEAF	M03
9733	NE10	SUPERVISING TEACHER I, SCHOOL FOR THE DEAF, FISCAL YEAR	S03
9734	NE10	SUPERVISING TEACHER II, SCHOOL FOR THE DEAF, FISCAL YEAR	S03
9146	NE10	SUPERVISING TEACHER III, SCHOOL FOR THE DEAF, FISCAL YEAR	S03
9200	NE15	TEACHER SPECIALIST, DIAGNOSTIC CENTER	R03
9202	NE15	SUPERVISING TEACHER, DIAGNOSTIC CENTER	S03
9203	NE15	DIAGNOSTIC CENTER DIRECTOR	M03

Locations: California School for the Blind – Fremont
California School for the Deaf – Fremont
Diagnostic Center – North (Fremont)

Rate: \$700/month or \$32.31/day

Earnings ID: 8k67

Locations: All other special schools of the Department of Education

Rate: \$400/month or \$18.46/day

Earnings ID: 8k24

Criteria:

1. All employees in the above classes at the Department of Education Special Schools or Diagnostic Centers shall receive the appropriate differential for their primary appointment only. Part-time employees shall receive a pro rata share of the differential based on their time base. Intermittent employees shall receive the daily rate.
2. Full-time and part-time employees receiving additional appointments to teach summer school sessions shall not be eligible to receive a second differential.

If applicable, should pay differential be:

Pro-rated:No
 Subject to qualifying pay period:No
 Are all time bases and tenures are eligible?Yes
 Subject to PERS deduction:Yes

Inclusion in rate to calculate the following benefit pay:

OvertimeNo
 IDLNo
 EIDLYes
 NDINo

Lump Sum:

Vacation/Annual LeaveNo
 Sick LeaveNo
 Extra Hours.....No

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5.3 – Coaching/Advisor Differential Pay**Effective:** 7/1/2018**Department:** Department of Education- State Special Schools and Diagnostic Centers**Schem Code:** NE05, NE10, NE15**Class Title:** Exempt Special School Teachers**Class Code:** Various**CB/ID:** BU 3 exempt employees**Earnings ID:** Please see civil service Pay Differential 29 for Earnings ID**Rate:** Please see civil service Pay Differential 29 for Rate**Criteria:** Please see civil service Pay Differential 29**Return to:** [Contents](#)

5.4 – Bilingual Differential Pay**Effective:** 7/1/2018**Department:** Department of Education- State Special Schools and Diagnostic Centers**Schem Code:** NE05, NE10, NE15**Class Title:** Various**Class Code:** Various**CB/ID:** BU 3 exempt employees**Earnings ID:** Please see civil service Pay Differential 14 for Earnings ID**Rate:** Please see civil service Pay Differential 14 for Rate**Criteria:** Please see civil service Pay Differential 14**Return to:** [Contents](#)

6 – High Speed Rail

6.1 – High Speed Rail Recruitment Differential (Program Manager)

Effective date: December 3, 2012

Department: High Speed Rail Authority

Schem Code: CE00

Class Title: Chief Program Manager, High Speed Rail Authority

Class Code 6155

CB/ID E99

Earnings ID: 9K2

Rate: Up to 5.5% of the First Year’s Annual Base Salary

Criteria:

This is a recruitment differential for the purposes of attracting and retaining high level executive’s in the above-named classification. It is a one-time, up-front payment made upon appointment to the classification. It is available only to those hired from outside State service. The amount of the differential in each case will be specific to the individual executive’s personal circumstances.

The Authority will approve the differential based on the individual candidate’s personal circumstances.

Repayment of part or all of the differential will be required in the event the Chief Program Manager does not continue employment with the High Speed Rail Authority for two years, based upon the following prorated schedule.

0-less than 12 months	100 percent payback
12-24 months	50 percent payback

If applicable, should pay differential be:

- Pro-rated:Yes
- Flat rate:No
- Subject to qualifying pay period:No
- Are all time bases and tenures are eligible:.....No
- Subject to PERS deduction:.....No
- Inclusion in rate to calculate the following benefit pay:
 - OvertimeNo
 - IDLNo
 - EIDLNo
 - NDINo

Lump Sum:

- Vacation/Annual LeaveNo
- Sick LeaveNo
- Extra Hours.....No
- Other:No

Departments can key a 671 transaction via the Payroll Input Process (PIP) system using Earnings ID 9K2, if applicable.

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6.2 – High Speed Rail Recruitment Differential (Executive Director)

Effective date: June 18, 2012

Department: High Speed Rail Authority

Schem Code: CE00

Title of class Executive Director, High Speed Rail Authority

Class Code: 9568

CB/ID: E99

Earnings ID: 9K3

Rate: \$25,000 at the end of the first and second year of service.

Criteria:

This is a recruitment differential for purposes of attracting and retaining high level executives in the above-named classification. It is a one-time payment equal to \$25,000 made at the end of the first year of service if certain performance metrics are achieved to the satisfaction of the Authority by the deadlines proposed.

An additional one-time payment equal to \$25,000 will be made at the end of the second year of service if performance metrics, later to be determined by the Authority, are achieved to the satisfaction of the Authority. Both payments are subject to the 5% salary reduction currently imposed by the State Administration and Legislature and is inclusive of any future reductions proposed by the State Administration or Legislature.

If applicable, should pay differential be:

Pro-rated:No

Flat rate:Yes

Subject to qualifying pay period:No

Are all time bases and tenures are eligible?.....No

Subject to PERS deduction:.....No

Inclusion in rate to calculate the following benefit pay:

OvertimeNo

IDLNo

EIDLNo

NDINo

Lump Sum:

Vacation/Annual LeaveNo

Sick LeaveNo

Extra Hours.....No

Other

Departments can key a 671 transaction via the Payroll Input Process (PIP) system using Earnings ID 9K3, if applicable.

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7 – Military Department**7.1- Basic Allowance for Housing (BAH)****Effective:** March 1, 1998**Revised:** April 21, 2020 (Eff. January 1, 2013)**Department:** Military Department**Schem Code:** SP00**Earn ID:** Classic: S8

PEPRA: GC7

Class Title: (“Class” shows the pay level of each rank. Actual titles may vary.)

Officers			Warrant Officers			Enlisted		
CBID	Class	Class Code	CBID	Class	Class Code	CBID	Class	Class Code
E99	O10	9156	E97	W5	8365	E97	E9	7746
E99	O9	9157	E97	W4	8366	E97	E8	7747
E99	O8	9158	E97	W3	8367	E97	E7	7748
E99	O7	9159	E97	W2	8368	E97	E6	7749
E99	O6	9160	E97	W1	8369	E97	E5	7750
E99	O5	9161				E97	E4	7751
E99	O5A	9162				E97	E3	7752
E98	O4	9163				E97	E2	7753
E98	O4A	9164				E97	E1	7754
E97	O3	9166						
E97	O2	9167						
E97	O1	9168						

Rate: In accordance with the Federal Schedule for BAH.**Criteria:** Employees in the above classes are eligible for BAH.**Subject to PERS Deduction:** Classic: Yes

PEPRA: No

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7.2 – Basic Allowance for Subsistence (BAS)**Effective:** March 1, 1998**Revised:** April 21, 2020 (Eff. January 1, 2013)**Department:** Military Department**Schem Code:** SP00**Earn ID:** Classic: S7

PEPRA: GC8

Class Title: (“Class” shows the pay grade of each rank. Actual titles may vary.)

Officers			Warrant Officers			Enlisted		
CBID	Class	Class Code	CBID	Class	Class Code	CBID	Class	Class Code
E99	O10	9156	E97	W5	8365	E97	E9	7746
E99	O9	9157	E97	W4	8366	E97	E8	7747
E99	O8	9158	E97	W3	8367	E97	E7	7748
E99	O7	9159	E97	W2	8368	E97	E6	7749
E99	O6	9160	E97	W1	8369	E97	E5	7750
E99	O5	9161				E97	E4	7751
E99	O5A	9162				E97	E3	7752
E98	O4	9163				E97	E2	7753
E98	O4A	9164				E97	E1	7754
E97	O3	9166						
E97	O2	9167						
E97	O1	9168						

Rate:

- Officers \$266.18
- Enlisted \$386.50
- BAS II \$773.00 BAS II is the monthly rate that may be payable to enlisted members on duty at a permanent station and assigned to single (unaccompanied) Government quarters., which do not have adequate food storage or preparation facilities, and where a Government mess is not available, and the Government cannot otherwise make meals available. It must be authorized by the Secretary of the Military Department concerned. (See the [Defense Finance and Accounting Service Website](#) website.)

Criteria: Employees in the above classes are eligible for BAS.**Subject to PERS Deduction:** Classic – Yes
PEPRA – No**Return to:** [Contents](#)

7.3 – ConUS COLA

Effective: July 1, 2001

Department: Military Department

Schem Code: SP00

Class Title: (“Class” shows the pay grade of each rank. Actual titles may vary.)

Officers			Warrant Officers			Enlisted		
CBID	Class	Class Code	CBID	Class	Class Code	CBID	Class	Class Code
E99	O10	9156	E97	W5	8365	E97	E9	7746
E99	O9	9157	E97	W4	8366	E97	E8	7747
E99	O8	9158	E97	W3	8367	E97	E7	7748
E99	O7	9159	E97	W2	8368	E97	E6	7749
E99	O6	9160	E97	W1	8369	E97	E5	7750
E99	O5	9161				E97	E4	7751
E99	O5A	9162				E97	E3	7752
E98	O4	9163				E97	E2	7753
E98	O4A	9164				E97	E1	7754
E97	O3	9166						
E97	O2	9167						
E97	O1	9168						

Rate: In accordance with the Federal Schedule for ConUS COLA

Criteria: Employees in the above classes are eligible for the ConUS COLA.

Subject to PERS Deduction:...Yes

Subject to Withholding:Yes

Processing:

The department should process F671 transactions using Payment Type A Suffix D and enter the gross amount.

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8 – Office of the Inspector General

8.1 – Physical Fitness Incentive Pay

Effective: July 1, 2002

Revised: June 1, 2016

Department: Office of the Inspector General

Schem Code: TD00

Class Title: Exempt Peace Officers who are in the Peace Officer/Firefighter retirement category (except Department Directors).

CB/ID: E99

Rate/Earnings ID:

- | | |
|-------------------------|--|
| 1. \$130 per pay period | Earnings ID: 8PF1 (Full-time, Part-time) |
| | Earnings ID: 8PF2 (Intermittent) |
| 2. \$65 per pay period | Earnings ID: 8PF3 (Full-time, Part-time) |
| | Earnings ID: 8PF4 (Intermittent) |

Criteria:

1. Effective 07/01/02, eligible employees as defined above must have 60 or more qualifying pay periods of State service and have an annual physician’s certification of having passed the physical fitness exam.
1. Effective 07/01/02, eligible employees as defined above with less than 60 qualifying pay periods of State service must have an annual physician’s certification of having passed the annual physical fitness exam.

If Applicable, Should Pay Differential Be:

- Pro-rated
- Full time/part time.....Yes
 - IntermittentNo
 - Subject to qualifying pay periodNo
 - All time bases and tenure eligibleYes
 - Subject to PERS deduction.....No

Inclusion in Rate to Calculate the Following Benefit Pay:

OvertimeNo/Yes (FLSA)

IDLYes

EIDLYes

NDIYes

Lump sum:

VacationNo

Sick LeaveNo

Extra hoursNo

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9 – Public Utilities Commission

9.1 – National Judicial College Pay Differential

Effective: 04/12/18

Department: California Public Utilities Commission

Schem Code: VV00

Class Title: Chief Administrative Law Judge, PUC

Class Code: 9543

CB/ID: E99

Earnings ID: 8NJC

Rate: Monthly five percent (5%) of incumbent salary

Criteria:

Possession of a certificate from the National Judicial College (NJC) for completion of a minimum of two and one half days of "A" designated training courses. "A" designated courses are those which the National Judicial College recognizes as pertaining to administrative law adjudication skills. Internate training received may be recognized if approved in writing by the California Department of Human Resources (CalHR) before the differential is paid.

If Applicable, Should Pay Differential Be:

- Pro-ratedYes
- Full time/part time.....Yes
- IntermittentN/A
- Subject to qualifying pay periodNo
- All time bases and tenure eligibleYes
- Subject to PERS deductionYes

Inclusion in Rate to Calculate the Following Benefit Pay

- Overtime..... N/A
- IDL..... Yes
- EIDL..... N/A
- NDI..... Yes
- Lump sum..... Yes
- Vacation..... Yes
- Sick Leave..... Yes
- Extra Hours..... N/A

10 – Public Employees’ Retirement System

10.1 – CalPERS Administrative Incentive Award

Effective date: July 1, 1998 (Payable in each following Fiscal Year)

Revised: July 1, 2004

Department: Public Employees’ Retirement System

Schem Code: DF00

Title of class: Chief Executive Officer

Class Code: 4278

CB/ID: E99

Rate: 0-40% of base salary

Criteria:

Payable once a year upon certification to the State Controller's Office¹ by the President of the Board of Administration of the California Public Employees Retirement System that the procedures in the "Compensation Policies and Procedures for Exempt Positions", as initially adopted November 1997, or as may be subsequently amended by the Board of Administration, have been followed, and the amount specified for each individual has been approved by this Board.

If applicable, should pay differential be:

Pro-rated:.....No

Flat rate:.....Yes

Subject to qualifying pay period:No

Are all time bases and tenures are eligible?.....No

Subject to PERS deduction:.....No

Inclusion in rate to calculate the following benefit pay:

OvertimeNo

IDLNo

EIDLNo

NDINo

Lump Sum:

Vacation/Annual LeaveNo

Sick LeaveNo

¹ A copy will be forwarded to the Department of Human Resources.

Extra Hours.....No

Other:

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10.2 – CalPERS Recruitment Differential

Effective Date: August 18, 2004

Department: Public Employees’ Retirement System

Schem Code: DF00

Title of class Chief Executive Officer

Class Code 4278

CB/ID E99

Earnings ID: GC

Rate: Up to 60% of the first year’s annual base salary

Criteria:

This is a recruitment differential for purposes of attracting and retaining high level executives in the above-named classification. It is a one-time, up-front payment made upon appointment to the classification. It is available only to those hired from outside State service. The amount of the differential in each case will be specific to the individual executive’s personal circumstances.

The Board of Administration, upon recommendation of the Performance and Compensation Committee, will approve the differential based on the individual candidate’s personal circumstances, not to exceed 60 percent of the new hire’s first year’s base salary.

Repayment of part or all of the differential will be required in the event the Chief Executive Officer does not continue employment with CalPERS for two years, based upon the following prorated schedule:

0-less than 12 months	100 percent payback
12-24 months	50 percent payback

Any exception to the repayment schedule requires the approval of the Board of Administration, upon the recommendation of the Performance and Compensation Committee.

If applicable, should pay differential be:

- Pro-rated:.....No
- Flat rate:.....Yes
- Subject to qualifying pay period:No
- Are all time bases and tenures are eligible?.....No
- Subject to PERS deduction:.....No
- Inclusion in rate to calculate the following benefit pay:
 - OvertimeNo
 - IDLNo
 - EIDLNo
 - NDINo

Lump Sum:

Vacation/Annual LeaveNo

Sick LeaveNo

Extra Hours.....No

Other:

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11 – State Teachers’ Retirement System

11.1 – CalSTRS Performance Recognition Pay

Effective: July 1, 2007
Revised: July 1, 2019
Revised: July 1, 2020

Department: California State Teachers’ Retirement System
Schem Code: DG00
Class Title: Chief Executive Officer, CalSTRS
Class Code: 4256
CB/ID: E99
Earnings ID: 98
Rate: 150% of Annual Base Salary

Criteria:

Employees who have been designated in Education Code Section 22212.5 and who have been evaluated in accordance with the Teachers’ Retirement Board Compensation Policies and Procedures for Chief Executive Officer. The employee shall receive the performance recognition pay once each fiscal year, based on performance during the preceding fiscal year.

If applicable, should pay differential be:

Pro-Rated:No
 Full-time/part-time:Yes
 Intermittent:N/A
 Flat Rate:No
 Subject to qualifying pay period:No
 All time bases and tenures eligible:Yes
 Subject to PERS deduction:No

Inclusion in rate to calculate the following benefit pay:

OvertimeNo
 IDLNo
 EIDLNo
 NDINo

Lump sum:

VacationNo
 Sick leave.....No
 Extra Hours.....No

11.2 – CalSTRS Recruitment Differential

Effective: January 1, 2018

Department: California State Teachers’ Retirement System

Schem Code: DG00

Class Title: Chief Executive Officer

Class Code: 4256

CB/ID: E99

Earnings ID: 9K1

Rate: up to 60% of First Year’s Annual Base Salary

Criteria:

This is a recruitment differential for purposes of attracting and retaining high level executives in the above-named classification designated in Education Code Section 22212.5. It is a one-time, up-front payment made upon appointment to the Chief Executive Officer exempt classification. It is available only to those hired from outside state service or to state employees who are incentive eligible. The amount of the differential in each case will be specific to the individual executive’s personal circumstances. The Teachers’ Retirement Board will approve the recruitment differential based on the individual candidate’s personal circumstances, not to exceed 60 percent of the new hire’s first year’s base salary.

Repayment of part or all of the differential will be required in the event the Chief Executive Officer does not continue employment with CalSTRS for two years, based upon the following prorated schedule:

- 0-less than 12 months: 100 percent payback
- 12-24 months: 50 percent payback

Any exception to the repayment schedule requires the approval of the Teachers’ Retirement Board.

If Applicable, Should Pay Differential Be:

Pro-rated

-Full time/part time.....	No
-Intermittent	N/A
Subject to qualifying pay period	No
All time bases and tenure eligible	No
Subject to PERS deduction	No
Inclusion in Rate to Calculate the Following Benefit Pay	
Overtime	No
IDL	No

EIDL	No
NDI	No
Lump sum	
Vacation	No
Sick Leave	No
Extra Hours.....	No

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12 – State Compensation Insurance Fund

12.1 – State Compensation Insurance Fund Bonus Program

Effective date: January 1, 2009, (Payable in each following Fiscal Year)

Revised date: December 12, 2013

Department: State Compensation Insurance Fund

Schem Code: LT00

Class Code	Class Title	CB/ID
9295	President, State Compensation Insurance Fund	E99
9727	Chief Financial Officer, State Compensation Insurance Fund	E99
9728	Chief Information Officer, State Compensation Insurance Fund	E99
9775	Chief Investment Officer, State Compensation Insurance Fund	E99
9725	Chief Operating Officer, State Compensation Insurance Fund	E99
9726	Chief Risk Officer, State Compensation Insurance Fund	E99
9730	General Counsel, State Compensation Insurance Fund	E99
6383	Chief Claims Operations Officer, SCIF	E99
6399	Chief of Internal Affairs, SCIF	E99
6388	Chief Medical Officer, SCIF	E99
6497	Chief Actuarial Officer, SCIF	E99

Rate: 0 – 40 % of base salary

Earnings IDs: 9M

Criteria:

At the discretion of the State Compensation Insurance Fund Board of Directors’, exempt appointees may be granted a Bonus in the amount specified by the Board up to the maximum above pursuant to the following Criteria.

1. This differential will be available only to exempt appointees to the above named positions.
2. The amount of the bonus will be specific to each individual executive’s personal circumstances and designed as a bonus for performance against pre-established goals.
3. Each bonus will require approval of the State Fund Board of Directors.

If applicable, should pay differential be:

Pro-rated:No

Flat rate:No

Subject to qualifying pay period:No

Are all time bases and tenures are eligible:.....Yes

Subject to PERS deduction:.....No

Inclusion in rate to calculate the following benefit pay:

OvertimeNo

IDLNo

EIDLNo

NDINo

Lump Sum:

Vacation/Annual LeaveNo

Sick LeaveNo

Extra Hours.....No

Other:N/A

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12.2 – State Compensation Insurance Fund Recruitment Differential

Effective Date: August 1, 2007

Department: Compensation Insurance Fund, State

Schem Code: LT00

Class Title: President of the State Compensation Insurance Fund

Class Code: 9295

CB/ID: E99

Earnings ID: 9K

Rate: Up to 60% of the First Year’s Annual Base Salary

Criteria:

This differential is intended to be a onetime up-front payment made upon appointment, pursuant to the provisions of Insurance Code section 11785 which authorizes the State Compensation Insurance Fund (SCIF) Board to fix the compensation for the President. The differential would be available only to a President hired from outside State Service. The amount of the differential would be specific to the executive’s personal circumstances, and would be designed as an incentive to accept a job offer at a salary and incentive award schedule. In no case would this pay differential exceed 60% of the new hire’s first year’s annual base salary. Each differential would require the approval of the Board. Repayment of part or the entire differential would be required in the event the executive does not continue employment with SCIF for two years, based upon the following prorated schedule:

- 100 percent if employed less than 6 months
- 75 percent if employed 6 months but less than 12 months
- 50 percent if employed 12 months but less than 18 months
- 25 percent if employed 18 months but less than 2 years

Any exceptions to the repayment schedule require the approval of the SCIF Board and are to be determined on a case by case basis.

If applicable, should pay differential be:

Pro-rated:No

Flat rate:Yes

Subject to qualifying pay period:No

Are all time bases and tenures are eligible?.....No

Subject to PERS deduction:No

Inclusion in rate to calculate the following benefit pay:

OvertimeNo
IDLNo
EIDLNo
NDINo

Lump Sum:

Vacation/Annual LeaveNo
Sick LeaveNo
Extra Hours.....No
Other:

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12.3 – State Compensation Insurance Fund Recruitment and Retention**Effective Date:** September 29, 2008**Revised date:** February 23, 2009

August 2, 2010

December 12, 2013

Department: Compensation Insurance Fund, State**Schem Code:** LT00

Class Code	Class Title	CB/ID
9295	President, State Compensation Insurance Fund (SCIF)	E99
9727	Chief Financial Officer, SCIF	E99
9725	Chief Operating Officer, SCIF	E99
9728	Chief Information Officer, SCIF	E99
9726	Chief Risk Officer, SCIF	E99
9730	General Counsel, SCIF	E99
9775	Chief Investment Officer, SCIF	E99
6383	Chief Claims Operations Officer, SCIF	E99
6399	Chief of Internal Affairs, SCIF	E99
6388	Chief Medical Officer, SCIF	E99
6497	Chief Actuarial Officer, SCIF	E99

Rate and Earnings ID:

0.4% of Monthly Salary8N04

0.5 % of Monthly Salary8N05

1.0% of Monthly Salary8N1

2.0% of Monthly Salary8N2

3.0% of Monthly Salary8N3

4.0% of Monthly Salary8N4

5.0% of Monthly Salary8N5

6.0% of Monthly Salary8N6

7.0% of Monthly Salary8N7

8.0% of Monthly Salary8N8

9.0% of Monthly Salary8N9

10.0% of Monthly Salary8N10

11.0% of Monthly Salary8N11

12.0% of Monthly Salary8N12

13.0% of Monthly Salary8N13

14.0% of Monthly Salary8N14

15.0% of Monthly Salary8N15

Criteria:

At the discretion of the State Compensation Fund (SCIF) Board of Directors', exempt appointees may be granted a combination of the percentage rates listed above pursuant to the following Criteria:

- This Pay Differential shall be used by SCIF as a recruitment and retention tool to attract and retain executive talent.
- This Pay Differential shall be available only to Exempt Appointees to the above named positions.
- The amount of the Pay Differential will be specific to each individual Exempt Appointee's personal circumstances and shall be designed and approved by the State Fund Board of Directors.
- This Pay Differential shall not exceed 25% of the Exempt Appointee's monthly base salary rate.
- Each differential shall require approval of the State Fund Board of Directors.
- At the discretion of the State Fund Board of Directors, this Pay Differential shall continue until the Exempt Appointee transfers to a position not eligible for the Pay Differential.

If applicable, should pay differential be:

Pro-rated:Yes
 Flat rate:No
 Subject to qualifying pay period:No
 Are all time bases and tenures are eligible?Yes
 Subject to PERS deduction:No

Inclusion in rate to calculate the following benefit pay:

OvertimeNo
 IDLNo
 EIDLNo
 NDINo

Lump Sum:

Vacation/Annual LeaveNo
 Sick LeaveNo
 Extra Hours.....No
 Other:N/A

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12.4 – SCIF Board Meeting Attendance Pay

Effective: January 1, 2009
Revised: **October 31, 2018**

Department: State Compensation Insurance Fund
Schem Code: LT00
Class Title: Member, Board of Directors/SCIF
Class Code: 9294
CBID: E50
Rate: \$100 per board meeting attended
Earnings ID: 8BMA

Criteria:

Under the provisions of Assembly Bill 1874 (chaptered September 26, 2008) and Insurance Code section 11770, each voting member of the Board of Directors shall receive \$100.00 per day for each board meeting attended.

If Applicable, Should Pay Differential Be:

Pro-rated

- Full time/part time.....Yes
- IntermittentN/A
- Subject to qualifying pay periodNo
- All time bases and tenure eligibleYes
- Subject to PERS deductionNo

Inclusion in Rate to Calculate the Following Benefit Pay

- OvertimeNo
- IDLNo
- EIDLNo
- NDINo

Lump sum

- VacationNo
- Sick LeaveNo
- Extra Hours.....No

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13 - California Community Colleges

13.1 Chancellor - Recruitment Differential

Effective: December 19, 2016

Department: California Community Colleges

Schem Code: LA00

Class Code: 2716

Class Title: Chancellor

CBID: E99

Rate: \$15,000 at the end of each year up to four years

Earnings ID: 9K5

Criteria:

This is a recruitment differential for purposes of rewarding longevity in the Chancellor position. This is an annual payment equal to \$15,000 per year, payable in advance, on or about December 19th of each year up to four years.

Repayment of part or the entire longevity pay differential would be required in the event that the Chancellor does not continue employment with the Board for four full years, based upon the following prorated schedule:

- \$15,000 if employed fewer than 24 months.
- \$10,000 if employed more than 24 but fewer than 36 months.
- \$5,000 if employed more than 36 but fewer than 48 months.

If Applicable, Should Pay Differential Be:

Pro-ratedNo
 Flat rateYes
 Subject to qualifying pay periodNo
 All time bases and tenure eligibleNo
 Subject to PERS deductionNo

Inclusion in Rate to Calculate the Following Benefit Pay

OvertimeN/A
 IDLNo
 EIDLNo
 NDINo

Lump sum

VacationNo
 Sick LeaveNo
 Extra Hours.....No

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13 – Exempts Tied to Statutory Salary Levels

The State Auditor

(TA00/9096)

GC 8543.7. (a) The annual salary for the State Auditor shall be equal to that of agency secretaries of the executive branch of government pursuant to [*Government Code*] Section 11550.

(b) The State Auditor shall be repaid all actual expenses incurred or paid by him or her in the discharge of his or her duties.

Business and Professions Code Section:

Director and Members of the California Gambling Control Commission

(SB30/9082, 9085)

BP 19814A. (a) The director and the members of the commission shall receive the salary provided for by Section 11553.5 of the Government Code.

(b) This section shall become operative on the occurrence of one of the events specified in Section 66 of the act that added this section to the Business and Professions Code.

Chairman, Fair Political Practices Commission¹

(NN00/5027)

GC 83106. The chairman of the Commission shall be compensated at the same rate as the president of the Public Utilities Commission (VV00/3480). Each remaining member shall be compensated at the rate of one hundred dollars (\$100) for each day on which he engages in official duties. The members and chairman of the Commission shall be reimbursed for expenses incurred in performance of their official duties.²

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¹ Added per legal decision, Nov. 7, 2019.

² Added by initiative Proposition 9, June 4, 1974.

14 – Index by Department Name

Agency or Department Name	Dept. Code	Agency or Department Name	Dept. Code
ACCOUNTANCY, CALIFORNIA BOARD OF	AB01	CALIFORNIA SCIENCE CENTER	GZ10
ACHIEVING A BETTER LIFE EXPERIENCE	XO90	CALIFORNIA/MEXICO AFFAIRS, OFFICE OF	VB00
ACT BOARD		CALIFORNIA SECURE CHOICE	XO65
ACUPUNCTURE BOARD	AB22A	RETIREMENT SAVINGS INVESTMENT BOARD	
ADMINISTRATIVE LAW, OFFICE OF	DE00	CANCER ADVISORY COUNCIL	EM02
AFRICAN AMERICAN MUSEUM	GZ20	CENTRAL VALLEY FLOOD PROTECTION BOARD	GO01
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AGRICULTURAL LABOR RELATIONS BOARD	FB00	CHILDREN AND FAMILIES COMMISSION	ND50
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DISCIPLINARY REV COMM		COASTAL COMMISSION, CALIFORNIA	GD00
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ALCOHOL BEVERAGE CONTROL APPEALS BOARD	AI00	COLORADO RIVER BOARD	GF00
ALCOHOLIC BEVERAGE CONTROL, DEPARTMENT OF	AH00	COMMUNITY COLLEGES, CALIFORNIA	LA00
ALTERNATIVE ENERGY & ADVANCED TRANSPORTATION FINANCING AUTHORITY, CA	XO40	COMMUNITY SERVICES AND DEVELOPMENT	EF00
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APPRENTICESHIP STANDARDS, DIV. OF	FD05	CONSERVATION	GG00
ARCHITECTS BOARD, CALIFORNIA	AB02	CONSERVATION CORPS, CALIFORNIA	GA01
ARTS COUNCIL, CALIFORNIA	JC00	CONSTITUTION REVISION COMMISSION	LU00
ASIAN & PACIFIC ISLANDER AMERICAN AFFAIRS, COMM. ON	PD00	CONSUMER AFFAIRS	AB00
ATHLETIC COMMISSION, STATE	AB03	CONSUMER POWER & CONSERVATION FINANCING AUTHORITY	XN00
AUDITOR'S OFFICE, CALIFORNIA STATE	TA00	CONTRACTORS' STATE LICENSE BOARD	AB12
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B		CORRECTIONAL INDUSTRIES COMMISSION	ID30
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BARBERING AND COSMETOLOGY, BUREAU OF	AB36	COURT REPORTERS BOARD OF CA	AB30
BEHAVIORAL HEALTH PLANNING COUNCIL	EM03	CRIME CONTROL & VIOLENCE, CALIF. COMMISSION	LC00
BEHAVIORAL SCIENCES, BOARD OF	AB06	D	
BUILDING STANDARDS COMMISSION, STATE	AA20	DEBT ADVISORY COMMISSION, CALIFORNIA	XO60
BUSINESS OVERSIGHT, DEPARTMENT OF	AF00	DEBT LIMIT ALLOCATION COMMITTEE, CALIFORNIA	XO80
BUSINESS, CONSUMER SERVICES AND HOUSING AGENCY	AA00	DELTA PROTECTION COMMISSION	GS00
C			

Agency or Department Name	Dept. Code	Agency or Department Name	Dept. Code
DELTA STEWARDSHIP COUNCIL	GW00	FISCAL INFORMATION SYSTEM,	LG00
DENTAL BOARD OF CALIFORNIA	AB14	CALIFORNIA	
DEVELOPMENTAL DISABILITIES, AREA	EG00A	FISH AND GAME	GI00
BOARDS ON		FOOD AND AGRICULTURE	NX00
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COUNCIL ON		& FIRE MARSHAL, STATE	
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EDUCATION, SCHOOL FOR THE DEAF	NE10	HEALTH CARE SERVICES	EM00
ELECTRONIC & APPLIANCE REPAIR,	AB20	HEALTH FACILITIES FINANCING	XO30
HOME FURNISHINGS & THERMAL		AUTHORITY	
INSULATION, BUREAU OF		HEALTH MANPOWER COMMISSION	EV02
EMERGENCY MEDICAL SERVICES	EJ00	HEALTH PLANNING & DEVELOPMENT,	EV00
AUTHORITY		OFFICE OF STATEWIDE	
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EMPLOYMENT DEVELOPMENT	FC00	COMMISSION	
EMPLOYMENT TRAINING PANEL	FC02	HEALTH PROFESSIONS EDUCATION	EV04
ENERGY COMMISSION	GH00	FOUNDATION	
ENVIRONMENTAL HEALTH HAZARD	HC00	HIGH SPEED RAIL AUTHORITY	CE00
ASSESSMENT, OFFICE		HIGHWAY PATROL, CALIFORNIA	CJ00
ENVIRONMENTAL PROTECTION AGENCY	HA00	HORSE RACING BOARD	AJ00
EQUALIZATION, BOARD OF	NL00	HOUSING AND COMMUNITY	AD00
EXPOSITION AND STATE FAIR,	LE00	DEVELOPMENT	
CALIFORNIA		HOUSING FINANCE AGENCY, CA	AD50
EXPOSTION PARK (6 th DAA)	GZ00	HUMAN RESOURCES, DEPARTMENT OF	DC00
FAIR EMPLOYMENT & HOUSING	AG00	INDEPENDENT CITIZEN'S OVERSIGHT	SR00
FAIR EMPLOYMENT & HOUSING	AG02	COMMITTEE	
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FAIR POLITICAL PRACTICES	NN00	STATEWIDE	
COMMISSION		INDUSTRIAL DEVELOPMENT FINANCING	XO70
FILM COMMISSION, CALIFORNIA	PA51	ADV. COMMIS.	
FINANCE	NP00	INDUSTRIAL RELATIONS	FD00

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INFRASTRUCTURE BANK	PA53	NARCOTICS & DRUG ABUSE, ADV. COUNCIL ON	SQ00
INSPECTOR GENERAL, OFFICE OF THE	TD00	NATIVE AMERICAN HERITAGE COMMISSION	SS00
INSURANCE, DEPARTMENT OF	RD00	NATURAL RESOURCES AGENCY	GA00
JOINT VENTURE POLICY ADVISORY BOARD	ID10	NATUROPATHIC MEDICINE COMMITTEE	AB61
JUSTICE	SB00	NEW MOTOR VEHICLE BOARD	CP05
JUVENILE HEARINGS, BOARD OF	IQ00	OCCUPATIONAL SAFETY & HEALTH, DIV. OF	FD20
LABOR & WORKFORCE DEVELOPMENT AGENCY	FA00	OCCUPATIONAL THERAPY, BOARD OF	AB40
LABOR STANDARDS ENFORCEMENT, DIVISION OF	FD30	OCEAN PROTECTION COUNCIL	GA05
LABOR STATISTICS & RESEARCH, DIV. OF	FD35	OFFICE OF EMERGENCY SERVICES	PA55
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LEGISLATIVE COUNSEL BUREAU, LIBRARY, CALIFORNIA STATE	SL00	OSHA STANDARDS BOARD	FD45
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		POOLED MONEY INVESTMENT BOARD	XO10
		POSTSECONDARY EDUCATION COMMISSION, CALIFORNIA ¹	NH00
		PRISON INDUSTRY AUTHORITY	ID05

¹ This commission exists in the statutes but is not funded in the state budget.

Agency or Department Name	Dept. Code	Agency or Department Name	Dept. Code
PRIVATE POSTSECONDARY EDUCATION, BUREAU FOR	AB38	SCIENTIFIC REVIEW PANEL ON TOXIC AIR CONTAM	HB02
PRIVATE SECURITY SERVICES, ADVISORY BD.	AB08B	SECRETARY OF STATE, OFFICE OF THE SECURITY & INVESTIGATIVE SERVICES, BUREAU OF	XD00 AB08
PROFESSIONAL ENGINEERS & LAND SURVEYORS, AND GEOLOGISTS, BOARD OF	AB28	SEISMIC SAFETY COMMISSION	AL00
PROFESSIONAL FIDUCIARIES BUREAU	AB11	SIERRA NEVADA CONSERVANCY BOARD	GY00
PSYCHOLOGY, BOARD OF	AB37	SOCIAL SERVICES	ES00
PUBLIC BROADCASTING COMMISSION, CA ¹	-	SPEECH-LANGUAGE PATHOLOGY & AUDIOLOGY & HEARING AID DISPENSERS BOARD	AB34
PUBLIC DEFENDER, STATE	VS00	STATE AND COMMUNITY CORRECTIONS, BOARD OF	IG00
PUBLIC EMPLOYEES RETIREMENT SYSTEM	DF00	STATE HOSPITALS	EP00
PUBLIC EMPLOYMENT RELATIONS BOARD	FF00	STATE MANDATES, COMMISSION ON	LQ00
PUBLIC HEALTH	EN00	STATE PERSONNEL BOARD	DI00
PUBLIC UTILITIES COMMISSION	VV00	STATE REHABILITATION COUNCIL	EQ03
QUALITY EDUCATION COMMISSION	NE30	STATUS OF WOMEN, COMMISSION ON	XJ00
REAL ESTATE, BUREAU OF	AB51	STRUCTURAL PEST CONTROL BOARD	AB53
REAL ESTATE, DEPARTMENT OF	AP00	STUDENT AID COMMISSION	XK00
REGISTERED NURSING, BOARD OF	AB27	SUMMER SCHOOL FOR THE ARTS	NE20
REHABILITATION	EQ00	SYSTEMS INTEGRATION, OFFICE OF	EA02
RESOURCES, RECYCLING, AND RECOVERY	HH00	TAHOE CONSERVANCY, CALIFORNIA	GR00
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SACRAMENTO-SAN JOAQUIN DELTA CONSERVANCY	GP00	TAX FEE AND ADMINISTRATION	DK00
SAN DIEGO RIVER CONSERVANCY	GX00	TAX CREDIT ALLOCATION COMMISSION	XO20
SAN FRANCISCO BAY CONSV. & DEVEL. COMMISSION	GL00	TAX PREPARERS PROGRAM	AB10
SAN GABRIEL & LOWER LA RIVERS & MNTS CONSERVANCY	GV00	TEACHER CREDENTIALING, COMMISSION ON	XM00
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SCIENTIFIC ADV. COMMITTEE ON ACID DEPOSITION	HB01	TRANSPORTATION	CT00
		TRANSPORTATION AGENCY	CA00
		TRANSPORTATION COMMISSION	CD00
		TREASURER, STATE	XO00
		TRIBAL ADVISOR, OFFICE OF THE GOVERNOR'S	PA10
		UNDERGROUND FACILITIES SAFE EXCAVATION BOARD	GA10

¹ Ibid.

Agency or Department Name	Dept. Code	Agency or Department Name	Dept. Code
UNEMPLOYMENT INSURANCE APPEALS BOARD	FC01	VOCATIONAL REHABILITATION APPEALS BOARD	EQ01
UNIFORM STATE LAWS, COMMISSION ON	SL05	VOTING MACHINES & VOTE TABULATION DEVICES, CO	XT00
URBAN WATERFRONT RESTORATION FINANCING AUTH.	XO05	WATER COUNCIL, CALIFORNIA-WESTERN STATES	GQ00
VETERANS AFFAIRS	AV00	WATER RESOURCES	G000
VETERANS' HOME OF CALIFORNIA	AV01	WATER RESOURCES CONTROL BOARD	HG00
VETERINARY MEDICAL BOARD	AB32	WORKERS' COMPENSATION, DIVISION OF	FD15
VICTIM COMPENSATION CLAIMS BOARD	DJ00	WORKFORCE INVESTMENT BOARD, CA	FE00
VOCATIONAL EDUC. & TECH. TRG., ADV. COUNCIL	XS00		
VOCATIONAL NURSING & PSYCHIATRIC TECHNICIANS, BOARD OF	AB33		

15 – Index by Department Code

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AA20	BUILDING STANDARDS COMMISSION, STATE	AB32	VETERINARY MEDICAL BOARD
AB00	CONSUMER AFFAIRS	AB33	VOCATIONAL NURSING & PSYCHIATRIC TECHNICIANS, BOARD OF
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AB14	DENTAL BOARD OF CALIFORNIA	AB61	NATUROPATHIC MEDICAL COMMITTEE
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AB22G	PODIATRIC MEDICINE, CALIFORNIA BOARD OF	AP00	REAL ESTATE, DEPARTMENT OF
AB22I	RESPIRATORY CARE BOARD OF CA	AV00	VETERANS AFFAIRS
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AB25	PHARMACY, CALIFORNIA STATE BOARD OF	CA00	TRANSPORTATION AGENCY
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AB28	PROFESSIONAL ENGINEERS & LAND SURVEYORS, AND GEOLOGISTS, BOARD OF	CB00	PILOT COMMISSIONERS, BOARD OF
		CD00	TRANSPORTATION COMMISSION

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CP05	NEW MOTOR VEHICLE BOARD	EQ02	LICENSED BLIND VENDORS, COMMITTEE OF
CT00	TRANSPORTATION	EQ03	STATE REHABILITATION COUNCIL
DA00	GOVERNMENT OPERATIONS AGENCY	ER00	INDEPENDENT LIVING COUNCIL, STATEWIDE
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DD00	TECHNOLOGY, DEPARTMENT OF	EV01	HEALTH ADVISORY COUNCIL
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DG00	TEACHERS RETIREMENT SYSTEM, STATE	EV04	HEALTH PROFESSIONS EDUCATION FOUNDATION
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DJ00	VICTIM COMPENSATION CLAIMS BOARD	FC00	EMPLOYMENT DEVELOPMENT
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EA02	OFFICE OF SYSTEM INTEGRATION	FD05	APPRENTICESHIP STANDARDS, DIV. OF
EA04	MANAGED RISK MEDICAL INSURANCE BOARD	FD10	APPRENTICESHIP COUNCIL
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EC05	AGING, COMMISSION ON	FD20	OCCUPATIONAL SAFETY & HEALTH, DIV. OF
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EE00	ALCOHOL AND DRUG PROGRAMS	FD30	LABOR STANDARDS ENFORCEMENT, DIVISION OF
EF00	COMMUNITY SERVICES AND DEVELOPMENT	FD35	LABOR STATISTICS & RESEARCH, DIV. OF
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EJ00	EMERGENCY MEDICAL SERVICES AUTHORITY	GA00	NATURAL RESOURCES AGENCY
EK00	MANAGED HEALTH CARE, DEPARTMENT OF	GA01	CONSERVATION CORPS, CALIFORNIA
EM00	HEALTH CARE SERVICES	GA05	OCEAN PROTECTION COUNCIL
EM01	MEDICAL THERAPEUTICS & DRUG ADV. COUNCIL	GA10	UNDERGROUND FACILITIES SAFE EXCAVATION BOARD
EM02	CANCER ADVISORY COUNCIL		
EM03	MENTAL HEALTH PLANNING COUNCIL		
EN00	PUBLIC HEALTH		
EP00	STATE HOSPITALS		

GD00	COASTAL COMMISSION, CALIFORNIA	HH00	RESOURCES, RECYCLING, AND RECOVERY
GE00	COASTAL CONSERVANCY	ID00	CORRECTIONS AND REHABILITATION
GF00	COLORADO RIVER BOARD	ID05	PRISON INDUSTRY AUTHORITY
GG00	CONSERVATION	ID10	JOINT VENTURE POLICY ADVISORY BOARD
GH00	ENERGY COMMISSION	ID30	CORRECTIONAL INDUSTRIES COMMISSION
GI00	FISH AND GAME	IG00	STATE AND COMMUNITY CORRECTIONS, BOARD OF
GJ00	FORESTRY AND FIRE PROTECTION & FIRE MARSHAL, STATE	IP00	PAROLE HEARINGS, BOARD OF
GK00	PARKS AND RECREATION	IQ00	JUVENILE HEARINGS, BOARD OF
GK01	SAN JOAQUIN RIVER CONSERVANCY		Non-Agency Departments
GL00	SAN FRANCISCO BAY CONSV. & DEVEL. COMMISSION	JC00	ARTS COUNCIL, CALIFORNIA
GM00	LANDS COMMISSION, STATE	KL00	HEALTH BENEFIT EXCHANGE, CALIFORNIA
GO00	WATER RESOURCES	LA00	COMMUNITY COLLEGES, CALIFORNIA
GO01	CENTRAL VALLEY FLOOD PROTECTION BOARD	LC00	CRIME CONTROL & VIOLENCE, CALIF. COMMISSION
GP00	SACRAMENTO-SAN JOAQUIN DELTA CONSERVANCY	LE00	EXPOSITION AND STATE FAIR, CALIFORNIA
GQ00	WATER COUNCIL, CALIFORNIA-WESTERN STATES	LG00	FISCAL INFORMATION SYSTEM, CALIFORNIA
GR00	TAHOE CONSERVANCY, CALIFORNIA	LP00	LITTLE HOOVER COMMISSION
GS00	DELTA PROTECTION COMMISSION	LQ00	STATE MANDATES, COMMISSION ON
GT00	COACHELLA VALLEY MOUNTAINS CONSERVANCY	LT00	COMPENSATION INSURANCE FUND, STATE
GU00	BALDWIN HILLS CONSERVANCY	LU00	CONSTITUTION REVISION COMMISSION
GV00	SAN GABRIEL & LOWER LA RIVERS & MNTS CONSERVANCY	LV00	CONTROLLER, STATE
GV50	SANTA MONICA MOUNTAINS CONSERVANCY	NA00	DISTRICT AGRICULTURAL ASSOCIATIONS
GW00	DELTA STEWARDSHIP COUNCIL	ND50	CHILDREN AND FAMILIES COMMISSION
GX00	SAN DIEGO RIVER CONSERVANCY	NE00	EDUCATION, DEPARTMENT OF
GY00	SIERRA NEVADA CONSERVANCY BOARD	NE05	EDUCATION, SCHOOL FOR THE BLIND
GZ00	EXPOSITION PARK (6th DAA)	NE10	EDUCATION, SCHOOL FOR THE DEAF
GZ10	CALIFORNIA SCIENCE CENTER	NE15	EDUCATION, DIAGNOSTIC CENTERS
GZ20	AFRICAN AMERICAN MUSEUM	NE20	SUMMER SCHOOL FOR THE ARTS
HA00	ENVIRONMENTAL PROTECTION AGENCY	NE30	QUALITY EDUCATION COMMISSION
HB00	AIR RESOURCES BOARD	NF00	LIBRARY, CALIFORNIA STATE
HB01	SCIENTIFIC ADV. COMMITTEE ON ACID DEPOSITION	NH00	POSTSECONDARY EDUCATION COMMISSION, CALIFORNIA
HB02	SCIENTIFIC REVIEW PANEL ON TOXIC AIR CONTAM	NL00	EQUALIZATION, BOARD OF
HC00	ENVIRONMENTAL HEALTH HAZARD ASSESMENT, OFFICE	NN00	FAIR POLITICAL PRACTICES COMMISSION
HE00	PESTICIDE REGULATION	NP00	FINANCE
HF00	TOXIC SUBSTANCES CONTROL	NX00	FOOD AND AGRICULTURE
HG00	WATER RESOURCES CONTROL BOARD	PA00	GOVERNOR'S OFFICE

PA05	MEDICAL ASSISTANCE COMMISSION, CALIFORNIA	VS00	PUBLIC DEFENDER, STATE
PA10	TRIBAL ADVISOR, OFFICE OF THE GOVERNOR'S	VV00	PUBLIC UTILITIES COMMISSION
PA40	PLANNING AND RESEARCH, OFFICE OF	XD00	SECRETARY OF STATE, OFFICE OF THE
PA50	GOVERNOR'S OFFICE OF BUSINESS & ECONOMIC DEVELOPMENT	XJ00	STATUS OF WOMEN, COMMISSION ON
PA51	FILM COMMISSION, CALIFORNIA	XK00	STUDENT AID COMMISSION
PA53	INFRASTRUCTURE BANK	XM00	TEACHER CREDENTIALING, COMMISSION ON
PA55	OFFICE OF EMERGENCY SERVICES	XN00	CONSUMER POWER & CONSERVATION FINANCING AUTHORITY
PC00	CHILD DEVELOPMENT POLICY ADV COMM	XO00	TREASURER, STATE
PD00	ASIAN & PACIFIC ISLANDER AMERICAN AFFAIRS, COMM. ON	XO05	URBAN WATERFRONT RESTORATION FINANCING AUTH.
RD00	INSURANCE	XO10	POOLED MONEY INVESTMENT BOARD
RD10	EARTHQUAKE AUTHORITY, CALIFORNIA	XO15	SCHOOL FINANCE AUTHORITY, CALIFORNIA
SB00	JUSTICE	XO20	TAX CREDIT ALLOCATION COMMISSION
SB10	PEACE OFFICERS STANDARDS & TRAINING, COMM. ON	XO25	POLLUTION CONTROL FINANCING AUTHORITY, CALIF.
SB30	GAMBLING CONTROL COMMISSION, CALIFORNIA	XO30	HEALTH FACILITIES FINANCING AUTHORITY
SD00	LAW REVISION COMMISSION, CALIFORNIA	XO35	EDUCATION FACILITIES AUTHORITY, CALIFORNIA
SL00	LEGISLATIVE COUNSEL BUREAU	XO40	ALTERNATIVE ENERGY & ADVANCED TRANSPORTATION FINANCING AUTHORITY, CA
SL05	UNIFORM STATE LAWS, COMMISSION ON	XO45	LOCAL INVESTMENT ADVISORY BOARD
SM00	LIEUTENANT GOVERNOR	XO55	SCHOLARSHARE INVESTMENT BOARD
SM05	ECONOMIC DEVELOPMENT, COMMISSION FOR	XO60	DEBT ADVISORY COMMISSION, CALIFORNIA
SN00	LOTTERY COMMISSION, CALIFORNIA STATE	XO65	CALIFORNIA SECURE CHOICE RETIREMENT SAVINGS INVESTMENT BOARD
SP00	MILITARY DEPARTMENT	XO70	INDUSTRIAL DEVELOPMENT FINANCING ADV. COMMIS.
SQ00	NARCOTICS & DRUG ABUSE, ADV. COUNCIL ON	XO80	DEBT LIMIT ALLOCATION COMMITTEE, CALIFORNIA
SR00	INDEPENDENT CITIZEN'S OVERSIGHT COMMITTEE	XO90	ACHIEVING A BETTER LIFE EXPERIENCE ACT BOARD
SS00	NATIVE AMERICAN HERITAGE COMMISSION	XS00	VOCATIONAL EDUC. & TECH. TRG., ADV. COUNCIL
TA00	AUDITOR'S OFFICE, CALIFORNIA STATE	XT00	VOTING MACHINES & VOTE TABULATION DEVICES, CO
TD00	INSPECTOR GENERAL, OFFICE OF THE		
VB00	CALIFORNIA/MEXICO AFFAIRS, OFFICE OF		
VR00	PUBLIC BROADCASTING COMMISSION, CA ¹		

¹ This commission exists in the statutes but is not funded in the state budget.

