

PAY LETTER: 19-20A
ISSUE DATE: December 16, 2019

**CALIFORNIA DEPARTMENT OF HUMAN RESOURCES
SECTION I**

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

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

For questions regarding Section I, personnel office designated liaisons should contact CalHR's Personnel Services Branch.

Technical questions will be referred to the appropriate CalHR analyst.

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

CORRECTION TO PAY LETTER 19-20

This pay letter is being issued to amend the collective bargaining designations eligible for the General Salary Increases identified on page 2.

GENERAL SALARY INCREASES

R02 AND U02 (Rank-and-File Ranges)

CLASSES

Effective July 1, 2019, in compliance with an agreement between the State of California and Bargaining Unit (BU) 02, CalHR approved a 2.75-percent General Salary Increase. All classes designated R02 shall be increased by 2.75 percent.

EMPLOYEES

Effective July 1, 2019, all employees designated R02 shall receive the 2.75-percent increase, including employees who separated from state service prior to July 1, 2019, and have lump sum payments that extend beyond July 1, 2019. The lump sum payments shall be adjusted to reflect the above salary increase.

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

CLASSES

Effective July 1, 2019, CalHR approved a 2.75-percent General Salary Increase. All classes designated M02, S02, excluded ranges L, M, N, or O tied to Alternate Range Criteria 285 in R02, and supervisory ranges in U02 shall be increased by 2.75 percent.

EMPLOYEES

Effective July 1, 2019, all employees designated M02, S02, employees in ranges L, M, N, or O designated C02, E97, E98, and E99 shall receive the 2.75-percent increase, including employees who separated from state service prior to July 1, 2019, and have lump sum payments that extend beyond July 1, 2019. The lump sum payments shall be adjusted to reflect the above salary increase.

DOCUMENTATION:

The State Controller's Office will process an Employment History mass update to post a GEN transaction effective July 1, 2019 to increase the salary rate of eligible employees in the above bargaining unit prior to Master Payroll Cutoff in December 2019.

For employees who separated from state service prior to July 1, 2019 and have lump sum payments that extend beyond July 1, 2019, departments shall adjust their lump sum to reflect the above salary change.

An SCO Personnel Letter with specific information regarding the mass update will be forthcoming.

PL 19-20A - DOCUMENTATION:

Departments will be responsible for keying GEN transactions effective July 1, 2019 for eligible employees in collective bargaining designations E97, E98, and E99.

E97, E98, AND E99

CLASSES

Effective July 1, 2019, CalHR approved a 2.75-percent General Salary Increase for the classes identified below.

EMPLOYEES

Effective July 1, 2019, all employees designated E97, E98, and E99 in the classes identified below shall receive the 2.75-percent increase, including employees who separated from state service prior to July 1, 2019, and have lump sum payments that extend beyond July 1, 2019. The lump sum payments shall be adjusted to reflect the above salary increase.

<u>CBID</u>	<u>Class Code</u>	<u>Rg</u>	<u>Class Title</u>
E97	5753	A	Deputy Legislative Counsel
E97	5753	B	Deputy Legislative Counsel
E97	5753	C	Deputy Legislative Counsel
E97	5753	D	Deputy Legislative Counsel
E97	5751		Deputy Legislative Counsel III
E97	5750		Deputy Legislative Counsel IV
E97	6092		Labor Relations Counsel I
E97	6093		Labor Relations Counsel II
E97	6094		Labor Relations Counsel III
E97	6147		Labor Relations Counsel IV
E97	6122		Administrative Law Judge I, Public Employment Relations Board
E97	6123		Administrative Law Judge II, Public Employment Relations Board
E97	6039		Special Assistant Inspector General
E98	5749		Principal Deputy Legislative Counsel I
E98	6040		Senior Assistant Inspector General
E99	5745		Chief Deputy Legislative Counsel C.E.A.
E99	5748		Principal Deputy Legislative Counsel II
E99	6041		Chief Assistant Inspector General

DOCUMENTATION:

Departments will be responsible for keying GEN transactions effective July 1, 2019 for eligible Excluded employees in the above classes.

For employees who separated from state service prior to July 1, 2019 and have lump sum payments that extend beyond July 1, 2019, departments shall adjust their lump sum to reflect the above salary changes.

An SCO Personnel Letter will follow with additional information.

EXCEPTIONS TO THE 2.75-PERCENT GENERAL SALARY INCREASE

M02 – CALPERS

CLASS

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

<u>CBID</u>	<u>Class Code</u>	<u>Class Title</u>
M02	4067	General Counsel, Public Employees Retirement System

EMPLOYEES

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

M02 – CALSTRS

CLASS

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

<u>CBID</u>	<u>Class Code</u>	<u>Class Title</u>
M02	4064	General Counsel, California State Teachers' Retirement System

EMPLOYEES

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

SPECIAL SALARY ADJUSTMENTS

R13

CLASSES

Effective July 1, 2019, in compliance with an agreement between the State of California and BU 13, CalHR approved a 2.75-percent Special Salary Adjustment at the maximum of the salary range. All classes designated R13 shall be increased by 2.75 percent at the maximum of the salary range.

EMPLOYEES

Effective July 1, 2019, all employees designated R13 in the above classes who have been at the old maximum salary rate for a minimum of 12 qualifying pay periods shall receive a 2.75-percent increase.

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

Employees that have separated from state service and have lump sum payments that extend beyond July 1, 2019, and who have been at the old maximum salary rate for a minimum of 12 qualifying pay periods shall receive a 2.75-percent. The lump sum payments shall be adjusted to reflect the above salary increase.

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

S13

CLASSES

Effective July 1, 2019, CalHR approved various Special Salary Adjustments at the maximum of the salary range for the classes identified in the chart below.

EMPLOYEES

Effective July 1, 2019, all employees designated S13 in the following classes who have been at the old maximum salary rate for a minimum of 12 qualifying pay periods shall receive a Special Salary Adjustment based on the percentages identified below.

S13 employees at the old maximum salary rate for less than 12 qualifying pay periods shall receive a new salary anniversary date based on qualifying service [qualifying service towards the 12 qualifying pay periods shall be in accordance with CalHR Rules 599.682(b) and 599.687].

Employees that have separated from state service and have lump sum payments that extend beyond July 1, 2019, and who have been at the old maximum salary rate for a minimum of 12 qualifying pay periods shall receive the Special Salary Adjustment based on the percentages identified below. The lump sum payments shall be adjusted to reflect the above salary increase.

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

<u>Class Code</u>	<u>Class Title</u>	<u>OSR Min</u>	<u>OSR Max</u>	<u>SSA</u>	<u>NSR Min</u>	<u>NSR Max</u>
6695	Chief Engineer II	\$5,781	\$7,188	2.75%	\$5,781	\$7,386
6699	Chief Engineer I -Correctional Facility-	\$6,957	\$7,167	2.76%	\$6,957	\$7,365
6706	Supervisor, Tunnels and Tubes	\$5,582	\$6,313	2.75%	\$5,582	\$6,487

DOCUMENTATION:

The State Controller's Office will process an Employment History mass update to post a SAL transaction effective July 1, 2019 to increase the salary rate of eligible employees in the above bargaining unit prior to Master Payroll Cutoff in December 2019.

Departments will be responsible for keying a new salary anniversary date for employees at the old maximum salary rate for less than 12 qualifying pay periods.

For employees who separated from state service prior to July 1, 2019 and have lump sum payments that extend beyond July 1, 2019, departments shall adjust their lump sum to reflect the above salary change.

An SCO Personnel Letter with specific information regarding the mass update will be forthcoming.

S12

CLASSES

Effective July 1, 2019, CalHR approved various Special Salary Adjustments for the classes identified in the chart below.

EMPLOYEES

Effective July 1, 2019, all employees designated S12 in the classes identified below shall receive a Special Salary Adjustment based on the percentage identified below, including employees who separated from state service prior to July 1, 2019, and have lump sum payments that extend beyond July 1, 2019. The lump sum payments shall be adjusted to reflect the above salary increase.

<u>Class Code</u>	<u>Class Title</u>	<u>OSR Min</u>	<u>OSR Max</u>	<u>SSA</u>	<u>NSR Min</u>	<u>NSR Max</u>
6675	Office Building Manager I	\$5,774	\$7,179	2.88%	\$5,940	\$7,386
6752	Chief of Plant Operation I	\$5,774	\$7,179	2.88%	\$5,940	\$7,386
6771	Forestry Construction and Maintenance Supervisor	\$5,169	\$6,415	4.38%	\$5,395	\$6,696

S01

CLASS

Effective July 1, 2019, CalHR approved a 1.93-percent Special Salary Adjustment for the class identified in the chart below.

EMPLOYEES

Effective July 1, 2019, all employees designated S01 in the class identified below shall receive the 1.93-percent Special Salary Adjustment, including employees who separated from state service prior to July 1, 2019, and have lump sum payments that extend beyond July 1, 2019. The lump sum payments shall be adjusted to reflect the above salary increase.

<u>Class Code</u>	<u>Class Title</u>	<u>OSR Min</u>	<u>OSR Max</u>	<u>SSA</u>	<u>NSR Min</u>	<u>NSR Max</u>
4778	Hospital Administrative Resident II	\$6,124	\$7,608	1.93%	\$6,242	\$7,755

DOCUMENTATION:

The State Controller's Office will process an Employment History mass update to post a SAL transaction effective July 1, 2019 to increase the salary rate of eligible employees in the above bargaining units prior to Master Payroll Cutoff in December 2019.

For employees who separated from state service prior to July 1, 2019 and have lump sum payments that extend beyond July 1, 2019, departments shall adjust their lump sum to reflect the above salary change.

An SCO Personnel Letter with specific information regarding the mass update will be forthcoming.