

PAY LETTER: 23-03  
ISSUE DATE: January 18, 2023

**CALIFORNIA DEPARTMENT OF HUMAN RESOURCES  
SECTION I**

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

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

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

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

**GENERAL SALARY INCREASE**

**R08**

**CLASS**

Effective July 1, 2022, in compliance with an agreement between the State of California and Bargaining Unit 8, CalHR approved a 2.5-percent General Salary Increase.

**EMPLOYEES**

Effective July 1, 2022, all employees designated R08 and E08 in the above classes shall receive the 2.5-percent increase, including employees who separated from state service prior to July 1, 2022, and have lump sum payments that extend beyond July 1, 2022. The lump sum payments shall be adjusted to reflect the above salary increase.

**M08 AND S08**

**CLASSES**

Effective July 1, 2022, CalHR approved a 2.5-percent General Salary Increase. All classes designated M08 and S08 shall be increased by 2.5-percent.

**EMPLOYEES**

Effective July 1, 2022, all employees designated M08 and S08 shall receive the 2.5-percent increase, including employees who separated from state service prior to July 1, 2022, and have lump sum payments that extend beyond July 1, 2022. The lump sum payments shall be adjusted to reflect the above salary increase.

**DOCUMENTATION:**

The State Controller's Office (SCO) will process Employment History (EH) mass updates to implement the General Salary Increase (GSI) for eligible employees in BU08 prior to the Monthly (Master) Payroll Cutoff in January 2023.

For employees who separated from state service prior to July 1, 2022, and have lump sum payments that extend beyond July 1, 2022, departments shall adjust their lump sum to reflect the above salary changes.

Departments will be responsible for keying GEN transactions effective July 1, 2022, for eligible employees in collective bargaining designated E08.

An SCO Personnel Letter will follow with additional information.

**M01 - Class Code 7500**

Effective July 1, 2022, employees in the following CEA positions with oversight of POFF classes identified in the chart below shall receive the 2.5-percent General Salary Increase.

<u>Position #</u>	<u>Position Title</u>	<u>Department</u>
542-003-7500-004	Deputy Director, Fire Protection	Forestry and Fire Protection
542-060-7500-001	Assistant Deputy Director, Fire Protection	Forestry and Fire Protection
542-060-7500-003	Assistant Deputy Director, Cooperative Fire	Forestry and Fire Protection
542-101-7500-002	Region Chief, Northern Region	Forestry and Fire Protection
542-101-7500-004	Assistant Region Chief, Northern Region	Forestry and Fire Protection
542-401-7500-003	Region Chief, Southern Region	Forestry and Fire Protection
542-401-7500-002	Assistant Region Chief, Southern Region	Forestry and Fire Protection
542-003-7500-005	Deputy Director, Resource Management	Forestry and Fire Protection
542-720-7500-002	Assistant Deputy Director, Resource Protection & Improvement	Forestry and Fire Protection
542-730-7500-001	Assistant Deputy Director, Forest Practice	Forestry and Fire Protection
542-101-7500-005	Assistant Region Chief, Northern Region	Forestry and Fire Protection
542-101-7500-901	Assistant Region Chief, Northern Region	Forestry and Fire Protection

<u>Position #</u>	<u>Position Title</u>	<u>Department</u>
542-401-7500-004	Assistant Region Chief, Southern Region	Forestry and Fire Protection

**DOCUMENTATION:**

Departments should key a GEN transaction effective 07/01/2022 for eligible employees in the positions listed above, and correct any resulting out-of-sequence transactions.

For employees who separated from state service prior to July 1, 2022, and have lump sum payments that extend beyond July 1, 2022, departments shall adjust their lump sum to reflect the above salary changes.

**SECTION 8: VARIABLE COMPENSATION**

Red Circle Rate section for R08 is amended to reflect an adjustment to the base pay and red circle rate for the Battalion Chief – class code 9723.

**SECTION 14: PAY DIFFERENTIALS**

1. PAY DIFFERENTIAL 45  
EDUCATIONAL INCENTIVE PAY – BARGAINING UNIT 08 is amended. (Effective 12/01/22)
  - The rate is increased from \$75 per pay period to \$150 per pay period.
  - C08 is removed from the CBID section.
  - Government Code section 21228 is amended to reflect Government Code section 21232.

**DOCUMENTATION:**

Departments must key a 350 transaction to reenter Earning ID 8E6 for employees that do not have another salary change or appointment transaction effective 12/01/2022 for employees with EID locked-in on employment history or key a 350 transaction for newly eligible employees to lock-in earnings ID 8E6 or process the payment via PIP.

Departments must process Earnings IDs 8E7 payment via PIP and EID 8E7 should not be locked-in employment history to avoid payment proration.

2. PAY DIFFERENTIAL 73  
LONGEVITY PAY DIFFERENTIAL – UNIT 08 AND EXCLUDED EMPLOYEES is amended. (Effective 12/01/22)

The pay differential is retitled as follows:

From:  
LONGEVITY PAY DIFFERENTIAL – UNIT  
08 AND EXCLUDED EMPLOYEES

To:  
LONGEVITY PAY DIFFERENTIAL –  
BARGAINING UNIT 08 AND EXCLUDED  
EMPLOYEES

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

- 3% of base salary for 17 and 18 years of state service
- 4% of base salary for 19 years of state service
- 5% of base salary for 20 years of state service
- 6% of base salary for 21 years of state service
- 7% of base salary for 22, 23, and 24 years of state service
- 9% of base salary for 25 or more years of state service

The CBID and criteria sections are amended to reflect:

- C08 is removed.
- Department of Personnel Administration is amended to reflect California Code of Regulations.

Government Code section 21232 is added.

**DOCUMENTATION:**

Departments must key a 350 or 350c transaction to change and enter the new applicable EID effective 12/01/22, for eligible employees with the EID locked-in on Employment History. For newly eligible employees, departments must process a 350 transaction to lock-in the earnings ID or process the payment via PIP. Any out-of-sequence transactions will also need to be corrected.

Departments must process a 350 transaction, effective 12/01/2022, to remove locked-in earnings IDs for ineligible C08 employees and employee that have EID 8LG1 & 8LG2. Also, correct any resulting out-of-sequence transactions.