

PAY LETTER: 23-37
ISSUE DATE: November 22, 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.

SECTION 14: PAY DIFFERENTIALS

1. PAY DIFFERENTIAL 63
INCIDENT COMMAND ASSIGNMENT (ICA) DIFFERENTIAL PAY – EXCLUDED EMPLOYEES is amended. (Effective 10/01/23)
 - The pay differential is retitled to include Bargaining Unit 01:

From	To
INCIDENT COMMAND ASSIGNMENT	INCIDENT COMMAND ASSIGNMENT
(ICA) DIFFERENTIAL PAY – EXCLUDED	(ICA) DIFFERENTIAL PAY –
EMPLOYEES	BARGAINING UNIT 01 AND EXCLUDED
	EMPLOYEES
 - BU 01 Fair Labor Standards Act Work Week Group E employees is added.
 - The criteria is amended.

DOCUMENTATION:

Effective 10/1/2023, departments should process earnings ID GM payments via PIP for newly eligible employees. Departments must submit a STD 674 via ConnectHR by using the dropdown to select the appropriate document type for payroll adjustments or payments that cannot be keyed via PIP.

2. PAY DIFFERENTIAL 75
LOTTERY SALES INCENTIVE BONUS – UNIT 01 AND EXCLUDED EMPLOYEES is amended. (Effective 10/01/23)

- The pay differential is retitled to include Bargaining:

<u>From</u>	<u>To</u>
LOTTERY SALES INCENTIVE BONUS – UNIT 01 AND EXCLUDED EMPLOYEES	LOTTERY SALES INCENTIVE BONUS – BARGAINING UNIT 01 AND EXCLUDED EMPLOYEES

- The rate and criteria sections are amended.
- All Time Bases and Tenure Eligible section is amended to reflect Yes/No.
- Government Code section 21232 is added.

DOCUMENTATION:

Department should process earnings ID 9G payments via PIP for eligible CSL employees. Departments must submit a STD 674 via ConnectHR by using the dropdown to select the appropriate document type for payroll adjustments or payments that cannot be keyed via PIP.

3. PAY DIFFERENTIAL 126
PROFESSIONAL CERTIFICATION PAY – UNIT 01 AND EXCLUDED EMPLOYEES is amended. (Effective 10/01/23)

- The pay differential is retitled to include Bargaining:

<u>From</u>	<u>To</u>
PROFESSIONAL CERTIFICATION PAY – UNIT 01 AND EXCLUDED EMPLOYEES	PROFESSIONAL CERTIFICATION PAY – BARGAINING UNIT 01 AND EXCLUDED EMPLOYEES

- The class title and department section are amended to include: Department of Insurance.
- The criteria section is amended.
- All Time Bases and Tenure Eligible is amended to reflect Yes/No.
- Government Code section 21232 is added.

DOCUMENTATION:

Effective 10/1/2023, departments should process earnings ID 9E payments via PIP for newly eligible employees. Departments must submit a STD 674 via ConnectHR by using the dropdown to select the appropriate document type for payroll adjustments or payments that cannot be keyed via PIP.

4. PAY DIFFERENTIAL 240
ANNUAL RECRUITMENT AND RETENTION PAY DIFFERENTIAL – PERSONNEL
SPECIALIST/SUPERVISOR AND PAYROLL SPECIALIST/SUPERVISOR SERIES –
UNIT 01 AND EXCLUDED EMPLOYEES is amended. (Effective 10/01/23)

- The pay differential is retitled to include Bargaining:

From	To
ANNUAL RECRUITMENT AND RETENTION PAY DIFFERENTIAL – PERSONNEL SPECIALIST/SUPERVISOR AND PAYROLL SPECIALIST/SUPERVISOR SERIES – UNIT 01 AND EXCLUDED EMPLOYEES	ANNUAL RECRUITMENT AND RETENTION PAY DIFFERENTIAL – PERSONNEL SPECIALIST/SUPERVISOR AND PAYROLL SPECIALIST/SUPERVISOR SERIES – BARGAINING UNIT 01 AND EXCLUDED EMPLOYEES

- The rate section is amended to expand the payment schedule.
- The criteria section is amended.
- All Time Bases and Tenure Eligible section is amended to reflect Yes/No.
- Government Code section 21232 is added.

DOCUMENTATION:

Effective 10/1/2023, departments should process earnings ID 9K payments at new rates via PIP for eligible employees. Departments must submit a STD 674 via ConnectHR by using the dropdown to select the appropriate document type for payroll adjustments or payments that cannot be keyed via PIP.

5. PAY DIFFERENTIAL 412
RECRUITMENT AND RETENTION DIFFERENTIAL PAY – MULTIPLE DEPARTMENTS
WITHIN CALIFORNIA HEALTH AND HUMAN SERVICES AGENCY is amended.
(Effective 10/01/23)

- Health Program Specialist II, class code 8336 at the Department of Health Care Services is added.
- The criteria section is amended.

DOCUMENTATION:

Departments should key a 350 transaction to lock-in earnings ID on Employment History or process the payment via PIP for eligible employees and correct any resulting out-of-sequence transactions. Departments must submit a STD 674 via ConnectHR by using the dropdown to select the appropriate document type for payroll adjustments or payments that cannot be keyed via PIP.