

PAY LETTER: 24-01
ISSUE DATE: January 4, 2024

**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 21
CANINE DIFFERENTIAL PAY – BARGAINING UNIT 07 AND EXCLUDED EMPLOYEES
is amended: (Effective 10/01/23)

- The following classes are added:

<u>Class Title</u>	<u>Class Code</u>
Arson and Bomb Investigator	8997
Senior Arson and Bomb Investigator	9015

- The Department of Forestry and Fire Protection is added.
- The Overtime box is changed from Yes to No/Yes (FLSA)

DOCUMENTATION:

Effective 10/01/23 departments should key a 350 transaction to lock-in earnings ID on Employment History or process the payment via PIP for newly eligible employees and correct any resulting out-of-sequence transactions. Departments must submit a STD 674 and/or STD 674D via ConnectHR; select the appropriate program and document type for payroll adjustments or payments that cannot be keyed via PIP.

2. PAY DIFFERENTIAL 30
COMMERCIAL DRIVERS LICENSE DIFFERENTIAL – UNIT 07 is amended: (Effective 10/01/23)

- The Title is changed:

From:

COMMERCIAL DRIVERS LICENSE
DIFFERENTIAL – UNIT 07

To:

COMMERCIAL DRIVERS LICENSE
DIFFERENTIAL – BARGAINING UNIT 07

- The following classes are added:

<u>Class Title</u>	<u>Class Code</u>
Oil Spill Prevention Specialist	7851
Program Representative I	6840
Program Representative II Specialist	6823
Program Representative III Specialist	7913

- Department of Fish and Wildlife and Department of Consumer Affairs are added.
- The Criteria section is updated to reflect specific criteria for each department.
- All Time Bases and Tenure Eligible section is amended from Yes to Yes/No.
- Government Code section 21232 is added.

DOCUMENTATION:

Effective 10/01/23 departments should key a 350 transaction to lock-in earnings ID on Employment History or process the payment via PIP for newly eligible employees and correct any resulting out-of-sequence transactions. Departments must submit a STD 674 and/or STD 674D via ConnectHR; select the appropriate program and document type for payroll adjustments or payments that cannot be keyed via PIP.

3. PAY DIFFERENTIAL 42
DIVING PAY - BARGAINING UNITS 07, 09, 10, 11, 12 AND EXCLUDED EMPLOYEES
is amended: (Effective 10/01/23)

- The Rate has increased for Bargaining Unit 7 from \$9 to \$25 and for Bargaining Unit 11 from \$12 to \$25.
- Subject to PERS Deduction section is amended to reflect No for R07.

DOCUMENTATION:

Effective 10/1/2023 departments must key a 350 or 350C transaction to lock-in or re-enter locked-in applicable earnings ID for affected eligible employees and correct any resulting out-of-sequence transactions. Departments must submit a STD 674 and/or STD 674D via ConnectHR; select the appropriate program and document type for payroll adjustments or payments that cannot be keyed via PIP.

4. PAY DIFFERENTIAL 58
FIREFIGHTER – LEAD DIFFERENTIAL PAY – BARGAINING UNIT 07 is amended:
(Effective 10/01/23)

- The Criteria section is amended to include gender neutral language.

DOCUMENTATION:

Departments should process earnings ID 8L2 payments via PIP for eligible employees. Earnings IDs 8L2 must not be locked-in employment history to avoid payment proration. Departments must submit a STD 674 and/or STD 674D via ConnectHR; select the appropriate program and document type for payroll adjustments or payments that cannot be keyed via PIP.

5. PAY DIFFERENTIAL 62
ARDUOUS PAY (FLSA EXEMPT EMPLOYEE DIFFERENTIAL) – UNITS 01, 07, 09, 10,
17, 19, 21 AND EXCLUDED is amended: (Effective 10/01/23)

- The Criteria section is amended to include gender neutral language.

DOCUMENTATION:

Departments should process applicable earnings ID payment via PIP for eligible employees. Earnings IDs 8OT5-8 must not be locked-in employment history to avoid payment proration. Departments must submit a STD 674 and/or STD 674D via ConnectHR; select the appropriate program and document type for payroll adjustments or payments that cannot be keyed via PIP.

6. PAY DIFFERENTIAL 92
OUT-OF-CLASS ASSIGNMENT PAY – UNITS 06, 07, AND 09 is amended: (Effective
10/01/23)

- The Title is changed:

From:

OUT-OF-CLASS ASSIGNMENT PAY –
UNITS 06, 07, AND 09

To:

OUT-OF-CLASS ASSIGNMENT PAY –
BARGAINING UNITS 06, 07, AND 09

- All Time Bases and Tenure Eligible section is amended from Yes to Yes/No.
- Government Code section 21232 is added.
- PEPR Subject to PERS Deduction is added to reflect PERS deduction for BU 6 and 7.

DOCUMENTATION:

Departments should process applicable earnings ID payment via PIP for eligible employees. Pay differential 92 earnings IDs must not be locked-in employment history to avoid payment proration. Departments must submit a STD 674 and/or STD 674D via ConnectHR; select the appropriate program and document type for payroll adjustments or payments that cannot be keyed via PIP.

7. PAY DIFFERENTIAL 128
PROFESSIONAL COMPETENCY PAY – UNIT 07 is amended: (Effective 10/01/23)

- The Title is changed:

From:

PROFESSIONAL COMPETENCY PAY –
UNIT 07

To:

PROFESSIONAL COMPETENCY PAY –
BARGAINING UNIT 07

- The Rate section is updated to include first installment language.
- The Criteria section is updated.
- Government Code section 21232 is added.

DOCUMENTATION:

Departments should process earnings ID 9E payment via PIP for eligible employees. Departments must submit a STD 674 and/or STD 674D via ConnectHR; select the appropriate program and document type for payroll adjustments or payments that cannot be keyed via PIP.

8. PAY DIFFERENTIAL 173
SPECIAL INVESTIGATOR RECRUITMENT AND RETENTION DIFFERENTIAL – UNIT
07 is amended: (Effective 10/01/23)

- The Title is changed:

From:

SPECIAL INVESTIGATOR
RECRUITMENT AND RETENTION
DIFFERENTIAL – UNIT 07

To:

INVESTIGATOR RECRUITMENT AND
RETENTION DIFFERENTIAL –
BARGAINING UNIT 07

- Solano County is added to the Department of Insurance.
- Government Code section 21232 is added.

DOCUMENTATION:

Effective 10/01/23 departments should key a 350 transaction to lock-in earnings ID on Employment History or process the payment via PIP for newly eligible employees and correct any resulting out-of-sequence transactions. Departments must submit a STD 674 and/or STD 674D via ConnectHR; select the appropriate program and document type for payroll adjustments or payments that cannot be keyed via PIP.

9. PAY DIFFERENTIAL 205
RECRUITMENT AND RETENTION DIFFERENTIAL PAY – PUBLIC SAFETY
DISPATCHER – CALIFORNIA HIGHWAY PATROL – BARGAINING UNIT 07 AND
EXCLUDED EMPLOYEES is amended: (Effective 10/01/23)

- The Rate section is changed from \$300 to Rates 1 and 2.

- The Criteria section is updated to reflect each rate criteria.
- The Overtime box is changed from Yes to No/Yes (FLSA)

DOCUMENTATION:

Effective 10/1/2023 departments must key a 350 or 350C transaction to lock-in or re-enter locked-in applicable earnings ID for affected eligible employees and correct any resulting out-of-sequence transactions. Departments must submit a STD 674 and/or STD 674D via ConnectHR; select the appropriate program and document type for payroll adjustments or payments that cannot be keyed via PIP.

10. PAY DIFFERENTIAL 244
EDUCATION DIFFERENTIAL – BARGAINING UNIT 07 AND EXCLUDED is amended:
(Effective 10/01/23)

- The Title is changed:

From:

EDUCATION DIFFERENTIAL –
BARGAINING UNIT 07 AND EXCLUDED

To:

EDUCATION DIFFERENTIAL –
BARGAINING UNIT 07 AND EXCLUDED
EMPLOYEES

- The following classes are added:

<u>Class Title</u>	<u>Class Code</u>
Exposition Police Lieutenant	1942
Exposition Police Sergeant	1943

- The Rate section is amended to reflect the following:

The rate changed from \$50 to 2.5% of the employee's base pay or not less than \$120.
The rate changed from \$75 to 2.5% of the employee's base pay or not less than \$120.
The rate changed from \$100 to 5% of the employee's base pay or not less than \$240.
The rate changed from \$125 to 5% of the employee's base pay or not less than \$240.

- The Criteria section is updated.
- All Time Bases and Tenure Eligible section is amended from Yes to Yes/No.
- Government Code section 21232 is added.

DOCUMENTATION:

Effective 10/1/2023 departments must key a 350 or 350C transaction to lock-in or re-enter locked-in applicable earnings ID for affected eligible employees and correct any resulting out-of-sequence transactions. Departments must submit a STD 674 and/or STD 674D via ConnectHR; select the appropriate program and document type for payroll adjustments or payments that cannot be keyed via PIP.

11. PAY DIFFERENTIAL 490
GOVERNOR'S OFFICE OF EMERGENCY SERVICES PAY DIFFERENTIAL –
BARGAINING UNIT 07 is established: (Effective 10/01/23)

DOCUMENTATION:

Effective 10/1/2023 departments should process applicable earnings ID payment via PIP for eligible employees. Departments must submit a STD 674 and/or STD 674D via ConnectHR; select the appropriate program and document type for payroll adjustments or payments that cannot be keyed via PIP.

PPM updates forthcoming.