

PAY LETTER: 24-09  
ISSUE DATE: March 20, 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 14  
BILINGUAL DIFFERENTIAL PAY – ALL BARGAINING UNITS AND EXCLUDED EMPLOYEES is amended. (Effective 03/01/23)
  - The criteria section has been updated to eliminate the bilingual carve out for the contact tracing program.
  - PEPRAs Subject to PERS Deduction section is added to reflect Classic and PEPRAs Member memberships.

**DOCUMENTATION:**

For newly eligible employees, departments should 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 shall submit a STD 674 and/or STD 674D via ConnectHR; select the appropriate program and document type for payroll adjustments that cannot be keyed via PIP.

2. PAY DIFFERENTIAL 31  
COMMERCIAL DRIVERS LICENSE DIFFERENTIAL – UNIT 11 is amended. (Effective 01/01/24)

- The pay differential is retitled as follows:

From:  
COMMERCIAL DRIVERS LICENSE  
DIFFERENTIAL - UNIT 11

To:  
COMMERCIAL DRIVERS LICENSE  
DIFFERENTIAL – BARGAINING UNIT 11

- Reference to the Department of Fish and Game is amended to reflect Department of Fish and Wildlife.
- The criteria section is amended.
- The following pay differential elements are changed as reflected below: (Effective 01/01/24)

<b>IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:</b>	
PRO RATED	No
SUBJECT TO QUALIFYING PAY PERIOD	Yes

- All Time Bases and Tenures are Eligible is amended to reflect Government Code section 21232.

**DOCUMENTATION:**

Departments must key a 350 transaction effective 1/1/2024 to remove locked-in earning ID 8DLK for affected employees and correct any resulting out-of-sequence transactions.

Departments should process earnings ID 8DLK payments via PIP for eligible employees. Earnings IDs 8DLK 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.