

PAY LETTER: 25-33
ISSUE DATE: October 14, 2025

**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**

<https://www.calhr.ca.gov/about-calhr/divisions-programs/personnel-management/pay-scales/>

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 – RANK AND FILE

R08

CLASSES

Effective October 1, 2025, in compliance with an agreement between the State of California and BU 08, CalHR approved a 2.5-percent General Salary Increase. All classes designated R08 shall be increased by 2.5 percent.

EMPLOYEES

Effective October 1, 2025, all employees designated R08 in the above classes shall receive the 2.5-percent increase, including employees who separated from state service prior to October 1, 2025, and have lump sum payments that extend beyond October 1, 2025. The lump sum payments shall be adjusted to reflect the above salary increase.

DOCUMENTATION:

The State Controller's Office (SCO) will process an Employment History mass update to implement the General Salary Increase for eligible employees in the October 2025 pay period.

For employees who separated from state service prior to October 1, 2025, and have lump sum payments that extend beyond October 1, 2025, departments shall adjust their lump sum to reflect the above salary changes.

An SCO Personnel Letter will follow with additional information.

R18

CLASSES

Effective October 1, 2025, in compliance with an agreement between the State of California and Bargaining Unit (BU) 18, CalHR approved a 3-percent General Salary Increase. All rank-and-file ranges in classes designated R18 shall be increased by 3 percent.

EMPLOYEES

Effective October 1, 2025, all employees designated R18 in the above classes shall receive the 3-percent increase, including employees who separated from state service prior to October 1, 2025, and have lump sum payments that extend beyond October 1, 2025. The lump sum payments shall be adjusted to reflect the above salary increase.

DOCUMENTATION:

The State Controller's Office (SCO) will process an Employment History mass update to implement the General Salary Increase for eligible employees in the October 2025 pay period.

For employees who separated from state service prior to October 1, 2025, and have lump sum payments that extend beyond October 1, 2025, departments shall adjust their lump sum to reflect the above salary changes.

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GENERAL SALARY INCREASE – EXCLUDED

M01 - Class Code 7500

Effective October 1, 2025, CalHR approved a 2.5-percent General Salary Increase for the following CEA positions with oversight of POFF classes.

EMPLOYEES

Effective October 1, 2025, all employees designated M01 in the following CEA positions with oversight of POFF classes shall receive the 2.5-percent General Salary Increase, including employees who separated from state service prior to October 1, 2025, and have lump sum payments that extend beyond October 1, 2025. The lump sum payments shall be adjusted to reflect the above salary increase.

<u>Position #</u>	<u>Position Title</u>	<u>Department</u>
542-003-7500-004	Deputy Director, Fire Protection	Forestry and Fire Protection
542-003-7500-005	Deputy Director, Resource Management	Forestry and Fire Protection

542-003-7500-006	Deputy Director, Cooperative Fire Protection	Forestry and Fire Protection
542-003-7500-007	Deputy Director, Emergency Incident Awareness	Forestry and Fire Protection
542-060-7500-001	Assistant Deputy Director, Fire Protection Operations	Forestry and Fire Protection
542-060-7500-002	Assistant Deputy Director, Aviation and Mobile Equipment	Forestry and Fire Protection
542-060-7500-003	Assistant Deputy Director, Cooperative Fire Protection	Forestry and Fire Protection
542-060-7500-004	Assistant Deputy Director, Training, Safety, and Emergency Medical Services	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
542-101-7500-005	Assistant Region Chief, Northern Region	Forestry and Fire Protection
542-401-7500-002	Assistant Region Chief, Southern Region	Forestry and Fire Protection
542-401-7500-003	Region Chief, Southern Region	Forestry and Fire Protection
542-401-7500-004	Assistant Region Chief, Southern Region	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
544-500-7500-001	Assistant Deputy Director, Community Wildfire Planning and Risk Reduction	Forestry and Fire Protection
544-500-7500-004	Deputy Director, Community Wildfire Preparedness & Mitigation	Forestry and Fire Protection

DOCUMENTATION:

The State Controller's Office (SCO) will process an Employment History mass update to implement the General Salary Increase for eligible employees in the October 2025 pay period.

For employees who separated from state service prior to October 1, 2025, and have lump sum payments that extend beyond October 1, 2025, departments shall adjust their lump sum to reflect the above salary changes.

An SCO Personnel Letter will follow with additional information.

M08 and S08

CLASSES

Effective October 1, 2025, CalHR approved a 2.5-percent General Salary Increase. All classes designated M08 and S08 shall be increased by 2.5 percent.

EMPLOYEES

Effective October 1, 2025, all employees designated M08 and S08 in the above classes shall receive the 2.5-percent General Salary Increase, including employees who separated from state service prior to October 1, 2025, and have lump sum payments that extend beyond October 1, 2025. The lump sum payments shall be adjusted to reflect the above salary increase.

DOCUMENTATION:

The State Controller's Office (SCO) will process an Employment History mass update to implement the General Salary Increase for eligible employees in the October 2025 pay period.

For employees who separated from state service prior to October 1, 2025, and have lump sum payments that extend beyond October 1, 2025, departments shall adjust their lump sum to reflect the above salary changes.

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M18 and S18

CLASSES

Effective October 1, 2025, CalHR approved a 3-percent General Salary Increase. All classes designated M18 and S18 shall be increased by 3 percent.

EMPLOYEES

Effective October 1, 2025, all employees designated M18 and S18 shall receive the 3-percent increase, including employees who separated from state service prior to October 1, 2025, and have lump sum payments that extend beyond October 1, 2025. The lump sum payments shall be adjusted to reflect the above salary increase.

DOCUMENTATION:

The State Controller's Office (SCO) will process an Employment History mass update to implement the General Salary Increase for eligible employees in the October 2025 pay period.

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SECTION 14: PAY DIFFERENTIALS

1. PAY DIFFERENTIAL 14
BILINGUAL DIFFERENTIAL PAY – ALL BARGAINING UNITS AND EXCLUDED EMPLOYEES is amended. (Effective 10/01/25)

- The Criteria section has been updated for BU 18.
- The Pro Rated box is retitled:

From:

PRO RATED

To:

PRO RATED IF PAID LESS THAN A FULL PAY PERIOD

- A new box titled PRO RATED FOR PART-TIME AND INTERMITTENT EMPLOYEE is added.
- Lump Sum Vacation, Sick, and Extra are all combined into one box.

DOCUMENTATION:

Effective 10/01/2025, departments should process a 350 transaction to lock-in the earnings IDs or process the payment via PIP. Any out-of-sequence transactions will also need to be corrected.

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.