

PAY LETTER: 16-13  
ISSUE DATE: July 6, 2016

**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**

**R09 and U09 (Rank-and-File Ranges)**

**CLASSES**

Effective July 1, 2016, in compliance with an agreement between the State of California and Bargaining Unit (BU) 09, CalHR approved a 5-percent General Salary Increase. All classes designated R09 and rank-and-file ranges in U09 classes shall be increased by 5 percent.

**EMPLOYEES**

Effective July 1, 2016, all employees designated R09 and E09 in the above classes/ranges shall receive the 5-percent increase, including employees who separated from state service prior to July 1, 2016, and have lump sum payments that extend beyond July 1, 2016. The lump sum payments shall be adjusted to reflect the above salary increase.

**M09, S09 and U09 (Supervisory Ranges)**

**CLASSES**

Effective July 1, 2016, CalHR approved a 5-percent General Salary Increase. All classes designated M09, S09, and supervisory ranges in U09 shall be increased by 5 percent.

**EMPLOYEES**

Effective July 1, 2016, all employees designated M09, S09, E48, and E59 in the above classes/ranges shall receive the 5-percent increase, including employees who separated from state service prior to July 1, 2016, and have lump sum payments that extend beyond July 1, 2016. The lump sum payments shall be adjusted to reflect the above salary increase.

**R10**  
**U10 (Rank-and-File Ranges)**

**CLASSES**

Effective July 1, 2016, in compliance with an agreement between the State of California and BU 10, CalHR approved a 5-percent General Salary Increase. All classes designated R10 and rank-and-file ranges in U10 classes shall be increased by 5 percent.

**EMPLOYEES**

Effective July 1, 2016, all employees designated R10 and E10 in the above classes/ranges shall receive the 5-percent increase, including employees who separated from state service prior to July 1, 2016, and have lump sum payments that extend beyond July 1, 2016. The lump sum payments shall be adjusted to reflect the above salary increase.

**M10, S10 and U10 (Supervisory Ranges)**

**CLASSES**

Effective July 1, 2016, CalHR approved a 5-percent General Salary Increase. All classes designated M10, S10 and supervisory ranges in U10 shall be increased by 5 percent.

**EMPLOYEES**

Effective July 1, 2016, all employees designated M10, S10 and E59 in the above classes/ranges shall receive the 5-percent increase, including employees who separated from state service prior to July 1, 2016, and have lump sum payments that extend beyond July 1, 2016. The lump sum payments shall be adjusted to reflect the above salary increase.

**DOCUMENTATION:** The State Controller's Office will process an employment history mass update to increase the salary rate of eligible employees listed above. A GEN transaction will be posted with an 07/01/16 effective date.

An SCO Personnel Letter with specific information regarding the mass update will be forthcoming.

**SECTION 5: HIRING-ABOVE-MINIMUM AUTHORIZATION**

- Rank-and-file classes in BU 09 are updated to reflect the 5-percent General Salary Increase. (Effective 07/01/16)

**DOCUMENTATION:** Departments must key the GEN effective 07/01/16 for eligible employees with plus salaries.

**SECTION 14: PAY DIFFERENTIALS**

1. PAY DIFFERENTIAL 85  
NIGHT-SHIFT DIFFERENTIAL PAY – BARGAINING UNIT 01, 03, 04, 05, 06, 07, 09, 10, 11, 12, 13, 15, 17, 18, 19, 20, 21; EXCLUDED EMPLOYEES; AND LEGISLATIVE COUNSEL EMPLOYEES is amended: (Effective 07/01/16)

- The rates section for BU 09 is increased.

**DOCUMENTATION:** For employees with Pay Differential 85 locked-in, the employment history mass update will adjust to reflect the new rate effective 07/01/16. For employees with the differentials not locked-in, departments must process a 671 transaction via PIP, if applicable.

2. PAY DIFFERENTIAL 164  
SENIOR PEACE OFFICER PAY DIFFERENTIAL – UNIT 06 is amended: (Effective 07/01/16)

- Pay Differential is retitled as follows:

<u>From</u>	<u>To</u>
Senior Peace Officer Pay Differential – Unit 06	Senior Peace Officer Pay Differential – Bargaining Unit 06

- The following R06 classes have been abolished:

<u>Class Code</u>	<u>Class Title</u>
9016	Fire Service Training Specialist, Correctional Facility
9694	Board Coordinating Parole Agent, Youthful Offender Parole Board

- The Department of Mental Health is changed to Department of State Hospitals.
- The following departments are deleted: Department of the Youth Authority and Board of Prison Terms.
- The percentage rates are increased by one percent.

- Earnings ID 820 has been termed 06/30/16.
- The criteria section is amended.

**DOCUMENTATION:** Departments should process a 350 transaction effective 07/01/16 removing earnings ID 820 and replace with 8SP4 for applicable records. Payments for non-locked in Earnings ID 8SP4 can be keyed via PIP.

3. PAY DIFFERENTIAL 165  
SENIOR PEACE OFFICER PAY DIFFERENTIAL S06 EXCLUDED EMPLOYEES is amended: (Effective 07/01/16)

- Pay Differential is retitled as follows:

<u>From</u>	<u>To</u>
Senior Peace Officer Pay Differential S06 Excluded Employees	Senior Peace Officer Pay Differential S06 and Excluded Employees

- The Department of Mental Health is changed to Department of State Hospitals.
- The following department is deleted: Board of Parole Hearings.
- The percentage rates are increased by one percent.
- The criteria section is amended.

**DOCUMENTATION:** The State Controller's Office will process an Employment History mass update to implement the new rates for Pay Differentials 164 and 165. A 350 transaction will be posted with a 07/01/16 effective date. For employees who separated from state service prior to 07/01/16 and have lump sum payments that extend beyond 07/01/16, departments shall adjust their lump sum to reflect the rate increase for pay differentials.

4. PAY DIFFERENTIAL 181  
STAFF SPECIALIST COMPENSATION DIFFERENTIAL PAY – UNIT 10 AND EXCLUDED PROFESSIONAL SCIENTIFIC CLASSES is amended: (Effective 07/01/16)

<u>From</u>	<u>To</u>
Staff Specialist Compensation Differential Pay – Unit 10 and Excluded Professional Scientific Classes	Staff Specialist Compensation Differential Pay – Bargaining Unit 10 and Excluded Professional Scientific Classes

- The criteria section is amended to reflect twelve state titled scientists in the department at any one time.