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

**R07 and U07 (Rank-and-File Ranges)**

**CLASSES**

Effective July 1, 2016, in compliance with an agreement between the State of California and Bargaining Unit (BU) 07, CalHR approved a 3-percent General Salary Increase. All classes designated R07 and rank-and-file ranges in U07 classes shall be increased by 3 percent.

**Note:** See special General Salary Increase instructions for R07 class codes 1012, 1013 (Ranges B and C), 8122, and 8188 below.

**EMPLOYEES**

Effective July 1, 2016, all employees designated R07 and E97 in the above classes/ranges shall receive the 3-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.

**R07 – Class Code 1012**

**CLASSES**

Effective July 1, 2016, class code 1012 shall receive a 2.01-percent Special Salary Adjustment at the minimum range and an 11.72-percent Special Salary Adjustment at the maximum range prior to the 3-percent General Salary Increase as identified in the chart below.
EMPLOYEES

All employees in the above class shall receive a 2.02-percent Special Salary Adjustment prior to the 3-percent General Salary Increase, including employees who have 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 increase. All employees who were at the old maximum salary range shall receive a new anniversary date.

Example:

Old Salary Rate + various% Special Salary Adjustment + 3% General Salary Increase = New Salary Rate

<table>
<thead>
<tr>
<th>Class Code</th>
<th>Class Title</th>
<th>OSR Min</th>
<th>OSR Max</th>
<th>SSA Min</th>
<th>SSA Max</th>
<th>NSR Min</th>
<th>NSR Max</th>
</tr>
</thead>
<tbody>
<tr>
<td>1012</td>
<td>Agent Trainee, Alcoholic Beverage Control</td>
<td>$3,077</td>
<td>$3,745</td>
<td>$3,139</td>
<td>$4,184</td>
<td>$3,233</td>
<td>$4,310</td>
</tr>
</tbody>
</table>

R07 – Class Code 1013 (Ranges B and C)

CLASSES

Effective July 1, 2016, ranges B and C of class code 1013 shall receive Special Salary Adjustment percentage increases at the minimum and/or maximum ranges prior to the 3-percent General Salary Increase as identified in the chart below.

EMPLOYEES

All employees in range B in the above class shall receive a 2.92-percent Special Salary Adjustment prior to the 3-percent General Salary Increase, including employees who have 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.

All employees in range C in the above class shall receive a 5.14-percent Special Salary Adjustment prior to the 3-percent General Salary Increase, including employees who have 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. All employees who were at the old range C maximum salary shall receive a new anniversary date.

Example:

Old Salary Rate + various% Special Salary Adjustment + 3% General Salary Increase = New Salary Rate
R07 – Class Code 8122

CLASSES

Effective July 1, 2016, class code 8122 shall receive a 25.42-percent Special Salary Adjustment at the minimum range and 22.36-percent Special Salary Adjustment at the maximum range prior to the 3-percent General Salary Increase as identified in the chart below.

EMPLOYEES

All employees in the above class at the minimum range shall receive a 25.42-percent Special Salary Adjustment and all other employees shall receive a 22.36-percent Special Salary Adjustment prior to the 3-percent General Salary Increase, including employees who have 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.

Example:

Old Salary Rate + various% Special Salary Adjustment + 3% General Salary Increase = New Salary Rate

<table>
<thead>
<tr>
<th>CLASS CODE</th>
<th>CLASS TITLE</th>
<th>MIN</th>
<th>MAX</th>
<th>MIN</th>
<th>MAX</th>
<th>MIN</th>
<th>MAX</th>
</tr>
</thead>
<tbody>
<tr>
<td>8122</td>
<td>Coordinator - Law Enforcement-O.E.S.</td>
<td>$5,239</td>
<td>$6,772</td>
<td>$6,571</td>
<td>$8,286</td>
<td>$6,768</td>
<td>$8,535</td>
</tr>
</tbody>
</table>

Example calculations:

A

Old Salary: $4,019
Special Salary Adjustment: 25.42% of $4,019 = $1,023.81
New Salary: $4,019 + $1,023.81 = $5,042.81

B

Old Salary: $4,588
Special Salary Adjustment: 2.92% of $4,588 = $135.81
New Salary: $4,588 + $135.81 = $4,723.81

C

Old Salary: $5,035
Special Salary Adjustment: 5.14% of $5,035 = $259.38
New Salary: $5,035 + $259.38 = $5,294.38

Example calculations:

Old Salary Rate + various% Special Salary Adjustment + 3% General Salary Increase = New Salary Rate
**R07 – Class Code 8188**

**CLASSES**

Effective July 1, 2016, class code 8188 shall receive a 16.90-percent Special Salary Adjustment at the minimum range and a 13.94-percent Special Salary Adjustment at the maximum range prior to the 3-percent General Salary Increase as identified in the chart below.

**EMPLOYEES**

All employees in the above class at the minimum range shall receive a 16.90-percent Special Salary Adjustment and all other employees shall receive a 13.94-percent Special Salary Adjustment prior to the 3-percent General Salary Increase, including employees who have 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.

Example:

Old Salary Rate + various% Special Salary Adjustment + 3% General Salary Increase = New Salary Rate

<table>
<thead>
<tr>
<th>CLASS CODE</th>
<th>CLASS TITLE</th>
<th>OSR MIN</th>
<th>OSR MAX</th>
<th>SSA MIN</th>
<th>SSA MAX</th>
<th>NSR MIN</th>
<th>NSR MAX</th>
</tr>
</thead>
<tbody>
<tr>
<td>8188</td>
<td>Coordinator (Fire And Rescue Services)</td>
<td>$5,621</td>
<td>$7,272</td>
<td>$6,571</td>
<td>$8,286</td>
<td>$6,768</td>
<td>$8,535</td>
</tr>
</tbody>
</table>

**M07, S07 and U07**

**CLASSES**

Effective July 1, 2016, CalHR approved a 3-percent General Salary Increase. All classes designated M07, S07 and supervisory ranges in U07 shall be increased by 3 percent.

**Note:** See special General Salary Increase instructions for M07 class code 8186 and S07 class codes 8121, 8187, and 8678 below.

**EMPLOYEES**

Effective July 1, 2016, all employees designated M07, S07, E59 and E48 shall receive a 3-percent General Salary 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.
M07 – Class Code 8186

CLASSES

Effective July 1, 2016, class code 8186 shall receive a 0.54-percent Special Salary Adjustment at the minimum and maximum of the range prior to the 3-percent General Salary Increase as identified in the chart below.

EMPLOYEES

All employees in the above class shall receive the 0.54-percent Special Salary Adjustment prior to the 3-percent General Salary Increase, including employees who have 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.

Example:

Old Salary Rate + 0.54% Special Salary Adjustment + 3% General Salary Increase = New Salary Rate

<table>
<thead>
<tr>
<th>CLASS CODE</th>
<th>CLASS TITLE</th>
<th>MIN</th>
<th>MAX</th>
<th>MIN</th>
<th>MAX</th>
</tr>
</thead>
<tbody>
<tr>
<td>8186</td>
<td>Chief (Fire and Rescue Services)</td>
<td>$7,618</td>
<td>$9,086</td>
<td>$7,659</td>
<td>$9,135</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

S07 – Class Code 8121

CLASSES

Effective July 1, 2016, class code 8121 shall receive a 14.01-percent Special Salary Adjustment at the minimum and maximum salary ranges prior to the 3-percent General Salary Increase as identified in the chart below.

EMPLOYEES

All employees in the above class shall receive a 14.01-percent Special Salary Adjustment prior to the 3-percent General Salary Increase, including employees who have 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.
Example:

Old Salary Rate + 14.01% Special Salary Adjustment + 3% General Salary Increase = New Salary Rate

<table>
<thead>
<tr>
<th>CLASS CODE</th>
<th>CLASS TITLE</th>
<th>OSR MIN</th>
<th>OSR MAX</th>
<th>SSA MIN</th>
<th>SSA MAX</th>
<th>NSR MIN</th>
<th>NSR MAX</th>
</tr>
</thead>
<tbody>
<tr>
<td>8121</td>
<td>Senior Coordinator - Law Enforcement- O.E.S.</td>
<td>$5,847</td>
<td>$7,631</td>
<td>$6,666</td>
<td>$8,700</td>
<td>$6,866</td>
<td>$8,961</td>
</tr>
</tbody>
</table>

**S07 – Class Code 8187**

**CLASSES**

Effective July 1, 2016, class code 8187 shall receive a 6.11-percent Special Salary Adjustment at the minimum and maximum salary ranges prior to the 3-percent General Salary Increase as identified in the chart below.

**EMPLOYEES**

All employees in the above class shall receive a 6.11-percent Special Salary Adjustment prior to the 3-percent General Salary Increase, including employees who have 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.

Example:

Old Salary Rate + 6.11% Special Salary Adjustment + 3% General Salary Increase = New Salary Rate

<table>
<thead>
<tr>
<th>CLASS CODE</th>
<th>CLASS TITLE</th>
<th>OSR MIN</th>
<th>OSR MAX</th>
<th>SSA MIN</th>
<th>SSA MAX</th>
<th>NSR MIN</th>
<th>NSR MAX</th>
</tr>
</thead>
<tbody>
<tr>
<td>8187</td>
<td>Senior Coordinator (Fire and Rescue Services)</td>
<td>$6,273</td>
<td>$8,199</td>
<td>$6,656</td>
<td>$8,700</td>
<td>$6,856</td>
<td>$8,961</td>
</tr>
</tbody>
</table>
S07 – Class Code 8678

CLASSES

Effective July 1, 2016, class code 8678 shall receive a 5.3-percent Special Salary Adjustment at the minimum and maximum salary ranges prior to the 3-percent General Salary Increase as identified in the chart below.

EMPLOYEES

All employees in the above class shall receive a 5.3-percent Special Salary Adjustment prior to the 3-percent General Salary Increase, including employees who have 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 Special Salary Adjustment.

Example:

Old Salary Rate + 5.3% Special Salary Adjustment + 3% General Salary Increase = New Salary Rate

<table>
<thead>
<tr>
<th>CLASS CODE</th>
<th>CLASS TITLE</th>
<th>MIN</th>
<th>MAX</th>
<th>MIN</th>
<th>MAX</th>
<th>MIN</th>
<th>MAX</th>
</tr>
</thead>
<tbody>
<tr>
<td>8678</td>
<td>Supervising Investigator, Alcoholic Beverage Control</td>
<td>$5,613</td>
<td>$7,325</td>
<td>$5,910</td>
<td>$7,713</td>
<td>$6,087</td>
<td>$7,944</td>
</tr>
</tbody>
</table>

DOCUMENTATION: The State Controller’s Office will process an Employment History mass update to post a GEN transaction effective 07/01/16 to increase the salary rate of eligible employees in the above bargaining units.

Departments must key both the SAL and the GEN transactions effective 07/01/16 for employees in class codes 1012, 1013, 8122, 8188, 8186, 8121, 8187, 8678. These class codes will not be included in the mass update. Departments can begin to key these transactions on 10/07/16.

Departments must process a GEN transaction for employees in E48, E59 and E97 effective 07/01/16.

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 above salary changes.

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

R07

CLASSES

Effective July 1, 2016, in compliance with an agreement between the State of California and Bargaining Unit (BU) 07, in addition to the 3-percent General Salary Increase, CalHR approved a 5-percent Special Salary Adjustment for the classes identified below.

EMPLOYEES

Effective July 1, 2016, in addition to the 3-percent General Salary Increase, all employees in the following classes shall receive a 5-percent Special Salary Adjustment, including employees who have 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 increase.

Example:

Old Salary Rate + 3% General Salary Increase + 5% Special Salary Adjustment = New Salary

<table>
<thead>
<tr>
<th>CLASS CODE</th>
<th>CLASS TITLE</th>
<th>RANGE</th>
<th>7/1/16</th>
<th>7/1/16</th>
<th>7/1/16</th>
<th>7/1/16</th>
</tr>
</thead>
<tbody>
<tr>
<td>0983</td>
<td>State Park Peace Officer (Ranger)</td>
<td>A</td>
<td>$3,444</td>
<td>$4,601</td>
<td>$3,547</td>
<td>$4,739</td>
</tr>
<tr>
<td></td>
<td></td>
<td>B</td>
<td>$4,100</td>
<td>$5,531</td>
<td>$4,223</td>
<td>$5,697</td>
</tr>
<tr>
<td>0992</td>
<td>State Park Peace Officer (Lifeguard)</td>
<td>A</td>
<td>$3,444</td>
<td>$4,601</td>
<td>$3,547</td>
<td>$4,739</td>
</tr>
<tr>
<td></td>
<td></td>
<td>B</td>
<td>$4,100</td>
<td>$5,531</td>
<td>$4,223</td>
<td>$5,697</td>
</tr>
<tr>
<td>1663</td>
<td>Public Safety Dispatcher, California Highway Patrol</td>
<td></td>
<td>$3,515</td>
<td>$4,840</td>
<td>$3,620</td>
<td>$4,985</td>
</tr>
<tr>
<td>1664</td>
<td>Public Safety Operator, California Highway Patrol</td>
<td></td>
<td>$3,106</td>
<td>$4,279</td>
<td>$3,199</td>
<td>$4,407</td>
</tr>
<tr>
<td>1670</td>
<td>Communications Operator</td>
<td>A</td>
<td>$3,106</td>
<td>$4,279</td>
<td>$3,199</td>
<td>$4,407</td>
</tr>
<tr>
<td></td>
<td></td>
<td>B</td>
<td>$3,515</td>
<td>$4,840</td>
<td>$3,620</td>
<td>$4,985</td>
</tr>
</tbody>
</table>
Effective July 1, 2016, in compliance with an agreement between the State of California and Bargaining Unit (BU) 07, in addition to the 3-percent General Salary Increase, CalHR approved a 3-percent Special Salary Adjustment for the class identified below.

### EMPLOYEES

Effective July 1, 2016, in addition to the 3-percent General Salary Increase, all employees in the following class shall receive a 3-percent Special Salary Adjustment, including employees who have 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.

Example:

Old Salary Rate + 3% General Salary Increase + 3% Special Salary Adjustment = New Salary
### S07 – Class Code 9029

#### CLASS

Effective July 1, 2016, in addition to the 3-percent General Salary Increase, CalHR approved a 2.16-percent Special Salary Adjustment for the class identified below.

#### EMPLOYEES

Effective July 1, 2016, in addition to the 3-percent General Salary Increase, all employees in the following class shall receive a 2.16-percent Special Salary Adjustment, including employees who have 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 special salary adjustment.

Example:

Old Salary Rate + 3% General Salary Increase + 2.16% Special Salary Adjustment + = New Salary

#### DOCUMENTATION:

In addition to the GEN transaction posted effective 07/01/16, the State Controller’s Office will process another employment history mass update to post a SAL transaction effective 07/01/16 for eligible employees in the class codes listed above. The SAL transaction will be posted after the GEN transaction.

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

**R07 CLASSES**

Effective October 1, 2016, in compliance with an agreement between the State of California and BU 07, CalHR approved a Special Salary Adjustment for all R07 classes designated peace officer/firefighter (except for Department of Fish and Wildlife). All R07 classes designated peace officer/firefighter shall have $65 applied to the minimum and maximum salaries.

**EMPLOYEES**

Effective October 1, 2016, all employees designated R07 peace officer/firefighter shall receive a $65 salary increase.

**M07 and S07 CLASSES**

Effective October 1, 2016, CalHR approved a Special Salary Adjustment for all M07 and S07 classes designated peace officer/firefighter. All M07 and S07 classes designated peace officer/firefighter shall have $65 applied to the minimum and maximum salaries.

**EMPLOYEES**

Effective October 1, 2016, all employees designated M07 and S07 peace officer/firefighter shall receive a $65 Special Salary Adjustment.

**DOCUMENTATION:** Departments must process a SAL transaction effective 10/01/16 for eligible employees.

The SAL transaction must be keyed between 10/07/16 to 10/21/16.

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

- Rank-and-file class in BU 07 is updated to reflect a 3-percent General Salary Increase. (Effective 07/01/16)
- M07 and S07 classes are updated to reflect a 3-percent General Salary Increase. (Effective 07/01/16)

**DOCUMENTATION:** Departments must key a GEN transaction effective 07/01/16 for eligible employees with a plus salary.
SECTION 14: PAY DIFFERENTIALS

1. PAY DIFFERENTIAL 109
   PHYSICAL FITNESS INCENTIVE PAY – UNIT 07 AND EXCLUDED EMPLOYEES is abolished.  (Effective 10/01/16)

   DOCUMENTATION:  Departments must process a 350 transaction effective 10/01/16 to remove locked-in Pay Differential 109 Physical Fitness pay from employees' records.

   The 350 transaction must be keyed between 10/07/16 to 10/21/16.

2. PAY DIFFERENTIAL 244
   EDUCATIONAL DIFFERENTIAL – BARGAINING UNIT 07 AND EXCLUDED is amended:  (Effective 10/01/16)

   • The following rates are added:
     $75 per month (Associate of Arts or Associate of Science Degree)
     $125 per month (Bachelor of Arts or Bachelor of Science Degree)

   • The criteria and rate sections are amended as follows:

     From                  To
     $50 per month (Associate Degree or Intermediate POST)  $50 per month (Intermediate POST certificate or equivalent)
     $75 per month (Associate of Arts or Associate of Science Degree)
     $100 per month (Bachelor Degree or Advanced POST)    $100 per month (Advanced POST Certificate or equivalent)
     $125 per month (Bachelor of Arts or Bachelor of Science Degree)

   • The following S07 classes are deleted:

     Class Code:       Class Title:
     8572              Supervising Corporations Investigator
     9091              Fire Services Training Supervisor

   DOCUMENTATION:  Departments must process a 350 transaction effective 10/01/16 to locked-in and/or remove the earnings IDs for employees if eligible and/or not eligible.  For employees with the differential not locked-in, departments must process a 671 transaction via PIP, if applicable.
The 350 transaction must be keyed between 10/07/16 to 10/21/16.

4. PAY DIFFERENTIAL 245
   LONGEVITY PAY DIFFERENTIAL – UNIT 07 AND EXCLUDED EMPLOYEES is amended: (Effective 10/01/16)

   • The rate and criteria sections are amended.
   • Pay Differential rates are increased as follows:

<table>
<thead>
<tr>
<th>From</th>
<th>To</th>
</tr>
</thead>
<tbody>
<tr>
<td>17 and 18 years (1%)</td>
<td>17 and 18 years (2%)</td>
</tr>
<tr>
<td>19 years (2%)</td>
<td>19 years (3%)</td>
</tr>
<tr>
<td>20 years (3%)</td>
<td>20 years (4%)</td>
</tr>
<tr>
<td>21 years (4%)</td>
<td>21 years (5%)</td>
</tr>
<tr>
<td>22 – 24 years (5%)</td>
<td>22 – 24 years (6%)</td>
</tr>
<tr>
<td>25 years (7%)</td>
<td>25 years (8%)</td>
</tr>
</tbody>
</table>

   **DOCUMENTATION:** Pay Differential 245 that are locked-in, the SAL transaction effective 10/01/16 will adjust to reflect the new rate effective 10/01/16. For employees with the differential not locked-in, departments must process a 671 transaction via PIP, if applicable.

The 350 transaction must be keyed between 10/07/16 to 10/21/16.

**SECTION 15: ALPHABETICAL LISTING**

1. The Work Week Group is changed for the class below: (Effective 09/01/16)

<table>
<thead>
<tr>
<th>Class Code</th>
<th>Class Title</th>
<th>From WWG</th>
<th>To WWG</th>
</tr>
</thead>
<tbody>
<tr>
<td>8591</td>
<td>Investigation Specialist II (Technical), Franchise Tax Board</td>
<td>E</td>
<td>2</td>
</tr>
</tbody>
</table>

   **DOCUMENTATION:** Departments must process a 355 transaction for employees in class code 8591 effective 09/01/16 changing the WWG from E to 2.

   The 355 transactions must be keyed between 10/07/16 to 10/21/16, and correct any out of sequence transactions.