

PAY LETTER: 16-19
ISSUE DATE: October 11, 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.

SPECIAL SALARY ADJUSTMENT

M02 and S02

CLASSES

Effective October 1, 2016, CalHR approved a 1-percent Special Salary Adjustment to the maximum of the class, for all classes designated M02* and S02.

Note: See Special Salary Adjustment instructions for M02 class codes 5871, 5872, 5873, 5934, and S02 class codes 5703, 6088, and 6133 below.

EMPLOYEES

Effective October 1, 2016, all employees designated M02 and S02 in the above classes shall receive a 1-percent increase, including employees who separated from state service prior to October 1, 2016, and have lump sum payments that extend beyond October 1, 2016. The lump sum payments shall be adjusted to reflect the above salary increase.

*Also see the "Exceptions to the 1-percent Special Salary Adjustment and the 5-percent General Salary Increase" section for M02 exceptions.

M02 – Class Code 5871 and 5934

CLASSES

Effective October 1, 2016, in addition to the 1-percent Special Salary Adjustment to the maximum of the class, CalHR approved a 14.99-percent Special Salary Adjustment to the minimum and maximum of the salary range for the classes identified below.

EMPLOYEES

Effective October 1, 2016, in addition to the 1-percent Special Salary Adjustment, all employees designated M02 and E99 in the below classes shall receive a 14.99-percent Special Salary Adjustment, including employees who separated from state service prior to October 1, 2016, and have lump sum payments that extend beyond October 1, 2016. The lump sum payments shall be adjusted to reflect the above salary increase.

CLASS CODE	CLASS TITLE	OSR MIN	OSR MAX	10/1/16	10/1/16	10/1/16
				1% SSA NSR MAX	14.99% SSA NSR MIN	14.99% SSA NSR MAX
5871	Assistant Chief Counsel	\$9,337	\$10,815	\$10,923	\$10,737	\$12,560
5934	Assistant Chief Counsel, Department of General Services	\$9,337	\$10,815	\$10,923	\$10,737	\$12,560

M02 – Class Code 5872

CLASSES

Effective October 1, 2016, in addition to the 1-percent Special Salary Adjustment to the maximum of the class, CalHR approved a 17.41-percent Special Salary Adjustment to the minimum and maximum of the salary range for the class identified below.

EMPLOYEES

Effective October 1, 2016, in addition to the 1-percent Special Salary Adjustment, all employees designated M02 in the below class shall receive a 17.41-percent Special Salary Adjustment, including employees who separated from state service prior to October 1, 2016, and have lump sum payments that extend beyond October 1, 2016. The lump sum payments shall be adjusted to reflect the above salary increase.

CLASS CODE	CLASS TITLE	OSR MIN	OSR MAX	10/1/16	10/1/16	10/1/16
				1% SSA	17.41%	17.41%
				NSR	SSA NSR	SSA NSR
				MAX	MIN	MAX
5872	Chief Counsel I, C.E.A.	\$9,600	\$11,121	\$11,232	\$11,271	\$13,187

M02 – Class Code 5873

CLASSES

Effective October 1, 2016, in addition to the 1-percent Special Salary Adjustment to the maximum of the class, CalHR approved a 17.57-percent Special Salary Adjustment to the minimum and maximum of the salary range for the class identified below.

EMPLOYEES

Effective October 1, 2016, in addition to the 1-percent Special Salary Adjustment, all employees designated M02 in the below class shall receive a 17.57-percent Special Salary Adjustment, including employees who separated from state service prior to October 1, 2016, and have lump sum payments that extend beyond October 1, 2016. The lump sum payments shall be adjusted to reflect the above salary increase.

CLASS CODE	CLASS TITLE	OSR MIN	OSR MAX	10/1/16	10/1/16	10/1/16
				1% SSA	17.57%	17.57%
				NSR	SSA NSR	SSA NSR
				MAX	MIN	MAX
5873	Chief Counsel II C.E.A.	\$10,070	\$11,661	\$11,778	\$11,839	\$13,847

S02 – Class Code 5703

CLASSES

Effective October 1, 2016, in addition to the 1-percent Special Salary Adjustment to the maximum of the class, CalHR approved a 4.96-percent Special Salary Adjustment to the minimum and maximum of the salary range for the class identified below.

EMPLOYEES

Effective October 1, 2016, in addition to the 1-percent Special Salary Adjustment, all employees designated S02 in the below class shall receive a 4.96-percent Special Salary Adjustment, including employees who separated from state service prior to October 1, 2016, and have lump sum payments that extend beyond October 1, 2016. The lump sum payments shall be adjusted to reflect the above salary increase.

CLASS CODE	CLASS TITLE	OSR MIN	OSR MAX	10/1/16 1% SSA NSR MAX	10/1/16 4.96% SSA NSR MIN	10/1/16 4.96% SSA NSR MAX
5703	Supervising Deputy Attorney General	\$9,314	\$11,848	\$11,966	\$9,776	\$12,560

S02 – Class Code 6088 and 6133

CLASSES

Effective October 1, 2016, in addition to the 1-percent Special Salary Adjustment to the maximum of the class, CalHR approved a 5-percent Special Salary Adjustment to the minimum and maximum of the salary range for the classes identified below.

EMPLOYEES

Effective October 1, 2016, in addition to the 1-percent Special Salary Adjustment, all employees designated S02 in the below classes shall receive a 5-percent Special Salary Adjustment, including employees who separated from state service prior to October 1, 2016, and have lump sum payments that extend beyond October 1, 2016. The lump sum payments shall be adjusted to reflect the above salary increase.

CLASS CODE	CLASS TITLE	OSR MIN	OSR MAX	10/1/16 1% SSA NSR MAX	10/1/16 5% SSA NSR MIN	10/1/16 5% SSA NSR MAX
6088	Presiding Administrative Law Judge, Unemployment Insurance Appeals Board	\$8,223	\$10,247	\$10,349	\$8,634	\$10,866
6133	Presiding Administrative Law Judge, Office of Administrative Hearings	\$8,223	\$10,247	\$10,349	\$8,634	\$10,866

R02 (Excluded Ranges) and U02 (Supervisory Ranges)

CLASSES

Effective October 1, 2016, CalHR has approved up to a 1-percent Special Salary Adjustment to the maximum of the class, for the excluded ranges in the rank-and-file classes identified below.

EMPLOYEES

Effective October 1, 2016, all employees in the excluded ranges in the rank-and-file classes below shall receive up to a 1-percent increase, including employees who separated from state service prior to October 1, 2016, and have lump sum payments that extend beyond October 1, 2016. The lump sum payments shall be adjusted to reflect the above salary increase.

<u>CLASS CODE</u>	<u>CLASS TITLE</u>	<u>RANGE</u>	<u>OSR MIN</u>	<u>OSR MAX</u>	<u>10/1/16 Up to 1% SSA</u>	<u>10/1/16 Up to 1% SSA NSR MAX</u>
6733	Tax Counsel III (Specialist)	L	\$8,032	\$10,206	0.97	\$10,305
6067	Administrative Law Judge II, Unemployment Insurance Appeals Board	L	\$8,215	\$10,240	0.97	\$10,339
6068	Administrative Law Judge II (Specialist), Office of Administrative Hearings	L	\$8,215	\$10,240	0.97	\$10,339
5705	Deputy Attorney General IV	L	\$8,872	\$11,282	0.975	\$11,392
5706	Deputy Attorney General III	L	\$8,032	\$10,206	0.97	\$10,305
5699	Public Utilities Counsel IV, Public Utilities Commission	L	\$8,872	\$11,282	0.975	\$11,392
5778	Attorney	L	\$4,886	\$5,033	0.97	\$5,082
		M	\$4,891	\$5,532	0.96	\$5,585
		N	\$5,895	\$7,342	0.98	\$7,414
		O	\$6,636	\$8,430	0.97	\$8,512
5795	Attorney III	L	\$8,032	\$10,206	0.97	\$10,305
5797	Graduate Legal Assistant	L	\$3,870	\$4,377	0.975	\$4,420
5798	Legal Counsel	L	\$4,886	\$5,033	0.97	\$5,082
		M	\$4,891	\$5,532	0.96	\$5,585
5772	Senior Deputy State Public Defender	S	\$8,872	\$11,290	0.90	\$11,392

E97, E98, and E99

CLASSES

Effective October 1, 2016, CalHR approved a 1-percent Special Salary Adjustment to the maximum of the class for the classes identified below.

EMPLOYEES

Effective October 1, 2016, employees designated E97, E98, or E99 in the below classes shall receive a 1-percent increase, including employees who separated from state service prior to October 1, 2016, and have lump sum payments that extend beyond October 1, 2016. The lump sum payments shall be adjusted to reflect the above salary increase.

<u>CLASS CODE</u>	<u>CLASS TITLE</u>	<u>RANGE</u>	<u>OSR MIN</u>	<u>OSR MAX</u>	10/1/16 1% SSA <u>NSR MAX</u>
5750	Deputy Legislative Counsel IV		\$8,879	\$11,290	\$11,403
5751	Deputy Legislative Counsel III		\$8,036	\$10,213	\$10,315
5753	Deputy Legislative Counsel	A	\$4,886	\$5,033	\$5,083
		B	\$4,891	\$5,532	\$5,587
		C	\$5,901	\$7,348	\$7,421
		D	\$6,641	\$8,268	\$8,351
5745	Chief Legislative Counsel C.E.A.		\$11,283	\$13,068	\$13,199
5748	Principal Deputy Legislative Counsel II		\$10,746	\$12,447	\$12,571
5749	Principal Deputy Legislative Counsel I		\$9,322	\$11,854	\$11,973
6039	Special Assistant Inspector General		\$8,872	\$11,282	\$11,395
6040	Senior Assistant Inspector General		\$9,315	\$11,848	\$11,966
6041	Chief Assistant Inspector General		\$10,954	\$12,439	\$12,563
6092	Labor Relations Counsel I		\$5,901	\$7,348	\$7,421
6093	Labor Relations Counsel II		\$6,641	\$8,436	\$8,520

<u>CLASS CODE</u>	<u>CLASS TITLE</u>	<u>RANGE</u>	OSR <u>MIN</u>	OSR <u>MAX</u>	10/1/16 1% SSA NSR <u>MAX</u>
6094	Labor Relations Counsel III		\$8,036	\$10,213	\$10,315
6122	Administrative Law Judge I, Public Employment Relations Board		\$7,840	\$9,765	\$9,863
6123	Administrative Law Judge II, Public Employment Relations Board		\$8,223	\$10,247	\$10,349
6147	Labor Relations Counsel IV		\$8,879	\$11,290	\$11,403

DOCUMENTATION: The State Controller's Office will process an employment history mass update to increase the salary for eligible employees listed above. An SCO Personnel Letter with specific information regarding the mass update will be issued soon.

GENERAL SALARY INCREASE

R02 and U02 (Rank-and-File Ranges)

CLASSES

Effective October 1, 2016, in compliance with an agreement between the State of California and Bargaining Unit (BU) 02, CalHR approved a 5-percent General Salary Increase. All classes designated R02 and rank-and-file ranges in U02 classes shall be increased by 5 percent.

EMPLOYEES

Effective October 1, 2016, all employees designated R02 shall receive the 5-percent increase, including employees who separated from state service prior to October 1, 2016, and have lump sum payments that extend beyond October 1, 2016. The lump sum payments shall be adjusted to reflect the above salary increase.

M02, S02, R02 (Excluded Ranges) and U02 (Supervisory Ranges)

CLASSES

Effective October 1, 2016, CalHR approved a 5-percent General Salary Increase. All classes designated M02*, S02, and supervisory ranges in U02 shall be increased by 5 percent.

EMPLOYEES

Effective October 1, 2016, all employees designated M02, S02, C02, and E97 shall receive a 5-percent increase, including employees who separated from state service prior to October 1, 2016, and have lump sum payments that extend beyond October 1, 2016. The lump sum payments shall be adjusted to reflect the above salary increase.

E97, E98, and E99

CLASSES

Effective October 1, 2016, CalHR approved a 5-percent General Salary Increase for the classes identified below.

EMPLOYEES

Effective October 1, 2016, employees designated E97, E98, and E99 in the below classes shall receive a 5-percent increase, including employees who separated from state service prior to October 1, 2016, and have lump sum payments that extend beyond October 1, 2016. The lump sum payments shall be adjusted to reflect the above salary increase.

CLASS CODE	CLASS TITLE	RANGE	OSR MIN	OSR MAX	10/1/16 1% SSA NSR MAX	10/1/16 5% GSI NSR MIN	10/1/16 5% GSI NSR MAX
5750	Deputy Legislative Counsel IV		\$8,879	\$11,290	\$11,403	\$9,323	\$11,973
5751	Deputy Legislative Counsel III		\$8,036	\$10,213	\$10,315	\$8,438	\$10,831
5753	Deputy Legislative Counsel	A	\$4,886	\$5,033	\$5,083	\$5,130	\$5,337
		B	\$4,891	\$5,532	\$5,587	\$5,136	\$5,866
		C	\$5,901	\$7,348	\$7,421	\$6,196	\$7,792
		D	\$6,641	\$8,268	\$8,351	\$6,673	\$8,769
5745	Chief Legislative Counsel C.E.A.		\$11,283	\$13,068	\$13,199	\$11,847	\$13,859
5748	Principal Deputy Legislative Counsel II		\$10,746	\$12,447	\$12,571	\$11,283	\$13,200
5749	Principal Deputy Legislative Counsel I		\$9,322	\$11,854	\$11,973	\$9,788	\$12,572
6039	Special Assistant Inspector General		\$8,872	\$11,282	\$11,395	\$9,316	\$11,965

<u>CLASS CODE</u>	<u>CLASS TITLE</u>	<u>RANGE</u>	<u>OSR MIN</u>	<u>OSR MAX</u>	10/1/16 1% SSA <u>NSR MAX</u>	10/1/16 5% GSI <u>NSR MIN</u>	10/1/16 5% GSI <u>NSR MAX</u>
6040	Senior Assistant Inspector General		\$9,315	\$11,848	\$11,966	\$9,781	\$12,564
6041	Chief Assistant Inspector General		\$10,954	\$12,439	\$12,563	\$11,502	\$13,191
6092	Labor Relations Counsel I		\$5,901	\$7,348	\$7,421	\$6,196	\$7,792
6093	Labor Relations Counsel II		\$6,641	\$8,436	\$8,520	\$6,973	\$8,946
6094	Labor Relations Counsel III		\$8,036	\$10,213	\$10,315	\$8,438	\$10,831
6122	Administrative Law Judge I, Public Employment Relations Board		\$7,840	\$9,765	\$9,863	\$8,232	\$10,356
6123	Administrative Law Judge II, Public Employment Relations Board		\$8,223	\$10,247	\$10,349	\$8,634	\$10,866
6147	Labor Relations Counsel IV		\$8,879	\$11,290	\$11,403	\$9,323	\$11,973

DOCUMENTATION: The State Controller's Office will process an employment history mass update to increase the salary for eligible employees listed above. An SCO Personnel Letter with specific information regarding the mass update will be issued soon.

EXCEPTIONS TO THE 1- PERCENT SPECIAL SALARY ADJUSTMENT AND THE 5-PERCENT GENERAL SALARY INCREASE

M02 – CalPERS

CLASS

Pursuant to Government Code section 20098, the following CalPERS class will not receive the 1-percent Special Salary Adjustment at the maximum or the 5-percent General Salary Increase:

<u>CLASS CODE</u>	<u>CBID</u>	<u>CLASS TITLE</u>
4067	M02	General Counsel, Public Employees Retirement System

EMPLOYEES

Pursuant to Government Code section 20098, CalPERS employees in the above class will not receive the 1-percent Special Salary Adjustment or the 5-percent General Salary Increase.

M02 – CalSTRS

CLASS

Pursuant to Education Code section 22215.5, the following CalSTRS class will not receive the 1-percent Special Salary Adjustment or the 5-percent General Salary Increase:

CLASS

<u>CODE</u>	<u>CBID</u>	<u>CLASS TITLE</u>
4064	M02	General Counsel, California State Teachers' Retirement System

EMPLOYEES

Pursuant to Education Code section 22212.5 CalSTRS employees in the above class will not receive the 1-percent Special Salary Adjustment or the 5-percent General Salary Increase.

SECTION 14: PAY DIFFERENTIALS

1. PAY DIFFERENTIAL 8
ATTORNEYS – VARIOUS EXCLUDED EMPLOYEES is abolished. (Effective 10/01/16)

DOCUMENTATION: Departments should process a 350 transaction effective 10/01/16 removing earnings ID SP8CE or SP8CEA for applicable records by October master payroll cutoff.

2. PAY DIFFERENTIAL 281
RECRUITMENT AND RETENTION DIFFERENTIAL – PRESIDING ADMINISTRATIVE LAW JUDGE – EXCLUDED EMPLOYEES is amended: (Effective 10/01/16)

- The following class is added:

<u>Class Code</u>	<u>Class Title</u>
6179	Administrative Law Judge II (Supervisor), Department of Social Services

DOCUMENTATION: Effective 10/01/16, Departments with class code 6179 should key a 671 transaction via the Payroll Input Process (PIP) system with Earnings ID SJ, when applicable.

SECTION 15: ALPHABETICAL LISTING

Range L and Alternate Range Criteria 285 are added to the following classifications:
(Effective 10/01/16)

CLASS CODE	CLASS TITLE	RANGE	10/1/16	10/1/16	ARC ADDED
			5% GSI NSR MIN	5% GSI NSR MAX	
5701	Deputy Attorney General V	A	\$9,841	\$12,560	285
		L	\$9,841	\$12,560	
5780	Attorney IV	A	\$9,316	\$11,962	285
		L	\$9,316	\$11,962	
5781	Attorney V	A	\$9,841	\$12,560	285
		L	\$9,841	\$12,560	

DOCUMENTATION: Departments should key a 335 transaction changing range A to L for eligible employees per alternate range criteria 285