

PAY LETTER: 17-15
ISSUE DATE: June 6, 2017

**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

R08

CLASSES

Effective January 1, 2017, in compliance with an agreement between the State of California and Bargaining Unit (BU) 8, CalHR approved Special Salary Adjustments for the classes identified below.

EMPLOYEES

Effective January 1, 2017, all employees designated R08 in the following classes shall receive the Special Salary Adjustments, including employees who separated from state service prior to January 1, 2017, and have lump sum payments that extend beyond January 1, 2017. The lump sum payments shall be adjusted to reflect the salary increase below.

Class Codes 1755 and 1757

<u>Class Code</u>	<u>Class Title</u>	<u>OSR Min</u>	<u>OSR Max</u>	<u>%</u>	<u>SSA NSR Min</u>	<u>SSA NSR Max</u>	<u>%</u>	<u>SSA NSR Min</u>	<u>SSA NSR Max</u>
1755	Fire Fighter II (Paramedic)	\$3,120	\$3,942	5.10	\$3,279	\$4,143	4.50	\$3,427	\$4,329
1757	Fire Captain (Paramedic)	\$4,045	\$5,108	.41	\$4,062	\$5,129	5.30	\$4,277	\$5,401

Various Class Codes

<u>Class Code</u>	<u>Class Title</u>	<u>Rg</u>	<u>OSR Min</u>	<u>OSR Max</u>	<u>%</u>	<u>SSA NSR Min</u>	<u>SSA NSR Min</u>
1046	Forestry Fire Pilot		\$5,347	\$6,875	2.50	\$5,481	\$7,047
1047	Fire Prevention Officer I		\$5,165	\$6,533	2.00	\$5,268	\$6,664
1049	Fire Prevention Officer II		\$5,676	\$7,173	2.00	\$5,790	\$7,316
1050	Aviation Officer III (Maintenance)		\$6,910	\$8,736	2.00	\$7,048	\$8,911
1053	Aviation Officer III (Flight Operations)		\$6,910	\$8,736	2.00	\$7,048	\$8,911
1054	Forester I (Nonsupervisory)		\$5,165	\$6,531	2.00	\$5,268	\$6,662
1056	Aviation Officer II (Flight Operations)		\$6,288	\$7,941	2.00	\$6,414	\$8,100
1060	Forestry Aide		\$2,790	\$3,360	2.00	\$2,846	\$3,427
1067	Fire Prevention Specialist I		\$3,091	\$3,944	2.00	\$3,153	\$4,023
1069	Fire Prevention Specialist II		\$3,535	\$4,512	2.00	\$3,606	\$4,602
1077	Fire Apparatus Engineer		\$3,458	\$4,163	6.50	\$3,683	\$4,434
1082	Fire Fighter II		\$3,064	\$3,872	4.50	\$3,202	\$4,046
1085	Forestry Technician	A	\$3,091	\$3,905	2.00	\$3,153	\$3,983
		B	\$3,376	\$4,268	2.00	\$3,444	\$4,353
1086	Forestry Assistant I	A	\$3,535	\$4,468	2.00	\$3,606	\$4,557
		B	\$3,870	\$4,891	2.00	\$3,947	\$4,989
1093	Forestry Assistant II	A	\$4,060	\$5,130	2.00	\$4,141	\$5,233
		B	\$4,456	\$5,631	2.00	\$4,545	\$5,744
1095	Fire Captain	A	\$3,794	\$4,793	5.30	\$3,995	\$5,047
		B	\$4,164	\$5,284	5.30	\$4,385	\$5,564
1756	Fire Apparatus Engineer (Paramedic)		\$3,699	\$4,456	6.50	\$3,939	\$4,746
1926	Forestry Logistics Officer I	A	\$3,295	\$4,156	2.00	\$3,361	\$4,239
		B	\$3,584	\$4,573	2.00	\$3,656	\$4,664

<u>Class Code</u>	<u>Class Title</u>	<u>Rg</u>	<u>OSR Min</u>	<u>OSR Max</u>	<u>%</u>	<u>SSA NSR Min</u>	<u>SSA NSR Min</u>
6387	Heavy Fire Equipment Operator	A	\$3,982	\$4,793	5.30	\$4,193	\$5,047
		B	\$4,371	\$5,262	5.30	\$4,603	\$5,541
6882	Aviation Officer II (Maintenance)		\$6,288	\$7,941	2.00	\$6,414	\$8,100
9723	Battalion Chief		\$4,827	\$6,104	4.54	\$5,046	\$6,381

DOCUMENTATION: Departments should key a SAL transaction effective 01/01/17 for eligible employees, and correct any resulting out-of-sequence transactions.

M08 and S08

CLASSES

Effective January 1, 2017, CalHR approved various Special Salary Adjustments for the classes identified below.

EMPLOYEES

Effective January 1, 2017, employees designated M08 and S08 in the following classes shall receive a Special Salary Adjustment, including employees who separated from state service prior to January 1, 2017, and have lump sum payments that extend beyond January 1, 2017. The lump sum payments shall be adjusted to reflect the salary increase below.

<u>Class Code</u>	<u>Class Title</u>	<u>OSR Min</u>	<u>OSR Max</u>	<u>%</u>	<u>NSR Min</u>	<u>NSR Min</u>
1031	Forestry and Fire Protection Administrator	\$7,107	\$8,963	1.54	\$7,216	\$9,101
1037	Unit Chief	\$7,107	\$8,963	1.54	\$7,216	\$9,101
1039	Assistant Chief	\$6,768	\$8,535	1.54	\$6,872	\$8,666
6873	Forestry Equipment Manager I	\$5,050	\$6,385	2.30	\$5,166	\$6,532
6874	Forestry Equipment Manager II	\$5,362	\$6,780	2.30	\$5,485	\$6,936
6876	Senior Forestry Equipment Manager	\$6,667	\$7,647	2.30	\$6,820	\$7,823

DOCUMENTATION: Departments should key a SAL transaction effective 01/01/17 for eligible employees, and correct any resulting out-of-sequence transactions.

SECTION 08: VARIABLE COMPENSATION

Red Circle Rates section for R08 classifications are amended to reflect adjustments to the base pay and red circle rates. (Effective 01/01/17)

- The following class is deleted:

Class		
<u>Code:</u>	<u>CBID</u>	<u>Title:</u>
1077	R08	Fire Apparatus Engineer

SECTION 14: PAY DIFFERENTIALS

- PAY DIFFERENTIAL 59
FIRE MISSION PAY DIFFERENTIAL – BARGAINING UNITS 09, 10, 11, 12, 15, AND EXCLUDED EMPLOYEES is amended. (Effective 05/02/17)

- Pay Differential is retitled as follows:

<u>From:</u>	<u>To:</u>
Pay Differential 59 Fire Mission Pay Differential – Bargaining Units 09, 10, 11, 12, 15, and Excluded Employees	Pay Differential 59 Fire Mission Pay Differential – Bargaining Units 08, 09, 10, 11, 12, 15, and Excluded Employees

- The following classes are added:

Class		
<u>Code:</u>	<u>CBID</u>	<u>Title:</u>
1047	R08	Fire Prevention Officer I
1049	R08	Fire Prevention Officer II
1050	R08	Aviation Officer III (Maintenance)
1053	R08	Aviation Officer III (Flight Operations)
1056	R08	Aviation Officer II (Flight Operations)
1060	R08	Forestry Aide
1067	R08	Fire Prevention Specialist I
1069	R08	Fire Prevention Specialist II
1085	R08	Forestry Technician
1086	R08	Forestry Assistant I
1093	R08	Forestry Assistant II
1926	R08	Forestry Logistics Officer I
1927	S08	Forestry Logistics Officer II
6882	R08	Aviation Officer II (Maintenance)

- The criteria is amended.

DOCUMENTATION: Departments must process a 350 transaction effective 05/02/17 to locked-in earnings IDs for employees if eligible. For employees with the differential not locked-in, departments must process the payment via PIP, if applicable.

2. PAY DIFFERENTIAL 286
VOLUNTARY PERSONAL LEAVE PROGRAM DIFFERENTIAL – BARGAINING UNITS R01, R03, R04, R05, R09, R10, R11, R14, R15, R16, R17, R19, R20, R21, AND EXCLUDED is amended. (Effective 06/01/17)

- M08 and S08 classes are deleted.

3. PAY DIFFERENTIAL 289
VOLUNTARY PERSONAL LEAVE PROGRAM DIFFERENTIAL – UNIT 08 is abolished. (Effective 06/01/17)

DOCUMENTATION: The State Controller's Office will process an employment history mass update prior to June cutoff to delete the Voluntary Personal Leave Program (VPLP) Earnings IDs (EIDs) for the employees listed above. A 350 transaction effective 06/01/17 will result from the update process and turnaround PARs will be issued.

The 350 transaction to delete VPLP effective 06/01/17 should be posted on employment history prior to any other 06/01/17 effective date transactions. This is to prevent the generation of online employment history messages when correcting a non-350 transaction (e.g., 06/01/17 effective date MSA transaction) that reflects an invalid VPLP EID. In these circumstances, special processing is needed to prevent the audit messages (e.g. voiding and re-processing of the 06/01/17 effective date transactions).

To minimize additional processing steps, departments should not process any transactions with an effective date of 06/01/17 or later until after the VPLP removal mass update. The exceptions are transactions for separated employees and Employee Action Request (EAR) transactions. Please process separation transactions as follows:

- For separations with an effective date of 06/01/17 or after,
 - o Process a 350 transaction to delete the VPLP EID effective 06/01/17;
 - o Process an MSA/SIS transaction effective 06/01/17, if applicable; and
 - o Process the 06/01/17 or after effective date separation transaction.

A Personnel Letter with specific information regarding the mass update to delete the VPLP EIDs will be issued soon.