

PAY LETTER: 21-19  
ISSUE DATE: July 8, 2021

**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 INCREASES – RANK AND FILE**

**R01\*, R03, R04, R11, R14, R15, R17, R20, R21, U01, U04, and U15 (Rank-and-File Ranges)**

**CLASSES**

Effective July 1, 2021, in compliance with an agreement between the State of California and Bargaining Units (BU) 1, 3, 4, 11, 14, 15, 17, 20, and 21 CalHR approved a 4.55-percent General Salary Increase. All rank-and-file ranges in classes designated R01, R03, R04, R11, R14, R15, R17, R20, R21, U01, U04, and U15 shall be increased by 4.55 percent.

**EMPLOYEES**

Effective July 1, 2021, all employees designated E01, E04, E11, E15, E21, R01, R03, R04, R11, R14, R15, R17, R20, and R21 in the above classes shall receive the 4.55-percent increase, including employees who separated from state service prior to July 1, 2021, and have lump sum payments that extend beyond July 1, 2021. The lump sum payments shall be adjusted to reflect the above salary increase.

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\*Refer to the Rank and File – Exception to the General Salary Increase section for R01 class code 4687 – Limited Examination and Appointment Program Candidate.

### **R02 AND U02 (Rank-and-File Ranges)**

#### **CLASSES**

Effective July 1, 2021, in compliance with an agreement between the State of California and BU 02, CalHR approved a 4.04-percent General Salary Increase. All rank-and-file ranges in classes designated R02 and U02 shall be increased by 4.04 percent.

#### **EMPLOYEES**

Effective July 1, 2021, all employees designated R02 in the above classes shall receive the 4.04-percent increase, including employees who separated from state service prior to July 1, 2021, and have lump sum payments that extend beyond July 1, 2021. The lump sum payments shall be adjusted to reflect the above salary increase.

### **R06**

#### **CLASSES**

Effective July 1, 2021, in compliance with an agreement between the State of California and BU 06, CalHR approved a 5.58-percent General Salary Increase. All classes designated R06 (except ranges J, K, L, M, N, P, and R) shall be increased by 5.58 percent. The salaries for ranges J, K, L, M, N, P, and R are calculated at 5 percent above ranges A, B, C, W, or X.

#### **EMPLOYEES**

Effective July 1, 2021, all employees designated R06 in the above classes shall receive the 5.58-percent increase, including employees who separated from state service prior to July 1, 2021, and have lump sum payments that extend beyond July 1, 2021. The lump sum payments shall be adjusted to reflect the above salary increase.

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

#### **CLASSES**

Effective July 1, 2021, in compliance with an agreement between the State of California and BU 07, CalHR approved a 5.06-percent General Salary Increase. All classes designated R07 and rank-and-file ranges in U07 shall be increased by 5.06 percent.

#### **EMPLOYEES**

Effective July 1, 2021, all employees designated R07 in the above classes shall receive the 5.06-percent increase, including employees who separated from state service prior to July 1, 2021, and have lump sum payments that extend beyond July 1, 2021. The lump sum payments shall be adjusted to reflect the above salary increase.

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

**CLASSES**

Effective July 1, 2021, in compliance with an agreement between the State of California and BU 09, CalHR approved a 5.58-percent General Salary Increase. All classes designated R09 and rank-and-file ranges in U09 shall be increased by 5.58 percent.

**EMPLOYEES**

Effective July 1, 2021, all employees designated R09 and E09 in the above classes shall receive the 5.58-percent increase, including employees who separated from state service prior to July 1, 2021, and have lump sum payments that extend beyond July 1, 2021. The lump sum payments shall be adjusted to reflect the above salary increase.

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

**CLASSES**

Effective July 1, 2021, in compliance with an agreement between the State of California and BU 10, CalHR approved a 7.63-percent General Salary Increase. All classes designated R10 and rank-and-file ranges in U10 shall be increased by 7.63 percent.

**EMPLOYEES**

Effective July 1, 2021, all employees designated R10 and E10 in the above classes shall receive the 7.63-percent increase, including employees who separated from state service prior to July 1, 2021, and have lump sum payments that extend beyond July 1, 2021. The lump sum payments shall be adjusted to reflect the above salary increase.

**R12 and U12 (Rank-and-File Ranges)**

**CLASSES**

Effective July 1, 2021, in compliance with an agreement between the State of California and BU 12, CalHR approved a 5.06-percent General Salary Increase. All classes designated R12 and rank-and-file ranges in U12 shall be increased by 5.06 percent.

**Note:** The General Salary Increase for R12 Apprentice classes is based on the rates indicated below.

**EMPLOYEES**

Effective July 1, 2021, all employees designated R12 in the above classes shall receive the 5.06-percent increase, including employees who separated from state service prior to July 1, 2021, and have lump sum payments that extend beyond July 1, 2021. The lump sum payments shall be adjusted to reflect the above salary increase.

**R12 – Apprentice Classes**

Effective July 1, 2021, the following apprentice classes shall receive an increase based on the rates listed below. Employees in the classes shall receive the new listed salary rate.

<u>Class Code</u>	<u>Class Title</u>	<u>Rg</u>	<u>OSR</u>	<u>NSR</u>		
6267	Utility Craftsworker Apprentice, Water Resources	A	\$3,938	\$4,138		
		A	\$22.72	\$23.87		
		B	\$4,090	\$4,297		
		B	\$23.60	\$24.79		
		C	\$4,241	\$4,456		
		C	\$24.47	\$25.71		
		D	\$4,544	\$4,775		
		D	\$26.22	\$27.55		
		E	\$4,847	\$5,093		
		E	\$27.96	\$29.38		
		F	\$5,453	\$5,729		
		F	\$31.46	\$33.05		
		6457	Hydroelectric Plant Electrician Apprentice	A	\$4,040	\$4,244
				A	\$23.31	\$24.49
B	\$4,223			\$4,437		
B	\$24.36			\$25.60		
C	\$4,407			\$4,630		
C	\$25.43			\$26.71		
D	\$4,774			\$5,016		
D	\$27.54			\$28.94		
E	\$5,142			\$5,402		
E	\$29.67			\$31.17		
F	\$5,509			\$5,788		
F	\$31.78			\$33.39		
G	\$5,876			\$6,174		
G	\$33.90			\$35.62		
6458	Hydroelectric Plant Mechanic Apprentice	H	\$6,611	\$6,945		
		H	\$38.14	\$40.07		
		A	\$4,040	\$4,244		
		A	\$23.31	\$24.49		
		B	\$4,223	\$4,437		
		B	\$24.36	\$25.60		
		C	\$4,407	\$4,630		
		C	\$25.43	\$26.71		
		D	\$4,774	\$5,016		
		D	\$27.54	\$28.94		
		E	\$5,142	\$5,402		
		E	\$29.67	\$31.17		
		F	\$5,509	\$5,788		
		F	\$31.78	\$33.39		
G	\$5,876	\$6,174				
G	\$33.90	\$35.62				
H	\$6,611	\$6,945				
H	\$38.14	\$40.07				

6469 Hydroelectric Plant Operator Apprentice	A	\$4,040	\$4,244
	A	\$23.31	\$24.49
	B	\$4,223	\$4,437
	B	\$24.36	\$25.60
	C	\$4,407	\$4,630
	C	\$25.43	\$26.71
	D	\$4,774	\$5,016
	D	\$27.54	\$28.94
	E	\$5,509	\$5,788
	E	\$31.78	\$33.39
	F	\$6,243	\$6,559
	F	\$36.02	\$37.84

**R16 and U16 (Rank-and-File Ranges)**

**CLASSES**

Effective July 1, 2021, in compliance with an agreement between the State of California and BU 16, CalHR approved a 5.06-percent General Salary Increase. All classes designated R16 and rank-and-file ranges in U16 shall be increased by 5.06 percent.

**EMPLOYEES**

Effective July 1, 2021, all employees designated R16 in the classes above shall receive the 5.06-percent increase, including employees who separated from state service prior to July 1, 2021, and have lump sum payments that extend beyond July 1, 2021. The lump sum payments shall be adjusted to reflect the above salary increase.

**R18**

**CLASSES**

Effective July 1, 2021, in compliance with an agreement between the State of California and BU 18, CalHR approved a 5.58-percent General Salary Increase. All classes designated R18 shall be increased by 5.58 percent.

**EMPLOYEES**

Effective July 1, 2021, all employees designated R18 in the above classes shall receive the 5.58-percent increase, including employees who separated from state service prior to July 1, 2021, and have lump sum payments that extend beyond July 1, 2021. 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 increase the salary rate of eligible employees in the above bargaining units prior to Master Payroll Cutoff in July 2021.

For employees who separated from state service prior to July 1, 2021 and have lump sum payments that extend beyond July 1, 2021, departments shall adjust their lump sum to reflect the above salary changes.

An SCO Personnel Letter will follow with additional information

### **EXCEPTION TO THE GENERAL SALARY INCREASE - RANK AND FILE**

The class below does not receive the 4.55-percent General Salary Increase.

Class		
<u>Code</u>	<u>CBID</u>	<u>Class Title</u>
4687	R01	Limited Examination and Appointment Program Candidate

### **EMPLOYEES**

Effective July 1, 2021, rank-and-file employees in the above R01 class shall receive the 4.55-percent increase, including employees who separated from state service prior to July 1, 2021, and have lump sum payments that extend beyond July 1, 2021. The lump sum payments shall be adjusted to reflect the above salary increase.

### **DOCUMENTATION:**

Departments will be responsible for keying SAL transactions effective July 1, 2021 for eligible employees in class code 4687.

For employees who separated from state service prior to July 1, 2021 and have lump sum payments that extend beyond July 1, 2021, departments shall adjust their lump sum to reflect the above salary changes.

An SCO Personnel Letter will follow with additional information.

### **SPECIAL SALARY ADJUSTMENT – RANK AND FILE**

#### **R02 and U02 (Rank-and-File Ranges)**

### **CLASSES**

Effective July 1, 2021, in compliance with an agreement between the State of California and BU 2, in addition to the GSI, CalHR approved a 1.33-percent Special Salary Adjustments for all classes designated R02 and U02 (Rank-and-File Ranges).

### **EMPLOYEES**

Effective July 1, 2021, all employees designated R02 shall receive the 1.33-percent Special Salary Adjustment, including employees who separated from state service prior to July 1, 2021, and have lump sum payments that extend beyond July 1, 2021. The lump sum payments shall be adjusted to

reflect the salary increase below

## **R08**

### **CLASSES**

Effective July 1, 2021, in compliance with an agreement between the State of California and BU 8, CalHR approved Special Salary Adjustments for the classes identified in the chart below.

### **EMPLOYEES**

Effective July 1, 2021, all employees designated R08 in the following classes shall receive the Special Salary Adjustments, including employees who separated from state service prior to July 1, 2021, and have lump sum payments that extend beyond July 1, 2021. The lump sum payments shall be adjusted to reflect the salary increase below.

### **Various Class Codes**

<u>Class Code</u>	<u>Class Title</u>	<u>Rg</u>	<u>OSR Min</u>	<u>OSR Max</u>	<u>SSA</u>	<u>NSR Min</u>	<u>NSR Max</u>
1046	Forestry Fire Pilot		\$5,916	\$7,608	2.50%	\$6,064	\$7,798
1050	Aviation Officer III (Maintenance)		\$7,480	\$9,456	2%	\$7,630	\$9,645
1053	Aviation Officer III (Flight Operations)		\$7,480	\$9,456	2%	\$7,630	\$9,645
1054	Forester I (Nonsupervisory)		\$5,590	\$7,070	2%	\$5,702	\$7,211
1056	Aviation Officer II (Flight Operations)		\$6,806	\$8,596	2%	\$6,942	\$8,768
1060	Forestry Aide		\$3,020	\$3,637	2%	\$3,080	\$3,710
1067	Fire Prevention Specialist I		\$3,280	\$4,185	2%	\$3,413	\$4,354
1069	Fire Prevention Specialist II		\$3,346	\$4,269	2%	\$3,904	\$4,982
1077	Fire Apparatus Engineer		\$4,132	\$4,974	2.50%	\$4,235	\$5,098
1082	Fire Fighter II		\$3,548	\$4,484	2.50%	\$3,637	\$4,596
1085	Forestry Technician	A	\$3,346	\$4,227	2%	\$3,413	\$4,312
		B	\$3,655	\$4,620	2%	\$3,728	\$4,712
1086	Forestry Assistant I	A	\$3,827	\$4,836	2%	\$3,904	\$4,933
		B	\$4,189	\$5,295	2%	\$4,273	\$5,401
1093	Forestry Assistant II	A	\$4,394	\$5,554	2%	\$4,482	\$5,665
		B	\$4,824	\$6,096	2%	\$4,920	\$6,218
1095	Fire Captain	A	\$4,418	\$5,580	2.50%	\$4,528	\$5,720
		B	\$4,849	\$6,153	2.50%	\$4,970	\$6,307

1755	Fire Fighter II (Paramedic)		\$3,798	\$4,797	2.50%	\$3,893	\$4,917
1756	Fire Apparatus Engineer (Paramedic)		\$4,418	\$5,325	2.50%	\$4,528	\$5,458
1757	Fire Captain (Paramedic)		\$4,730	\$5,973	2.50%	\$4,848	\$6,122
1926	Forestry Logistics Officer I	A	\$3,567	\$4,498	2%	\$3,638	\$4,588
		B	\$3,880	\$4,949	2%	\$3,958	\$5,048
6387	Heavy Fire Equipment Operator	A	\$4,637	\$5,580	2.50%	\$4,753	\$5,720
		B	\$5,090	\$6,127	2.50%	\$5,217	\$6,280
6882	Aviation Officer II (Maintenance)		\$6,806	\$8,596	2%	\$6,942	\$8,768
9723	Battalion Chief		\$5,147	\$6,509	2%	\$5,250	\$6,639

**R12 and U12 (Rank-and-File Ranges)**

**CLASSES**

Effective July 1, 2021, in compliance with an agreement between the State of California and BU 12, in addition to the GSI, CalHR approved Special Salary Adjustments for the classes identified in the chart below.

**EMPLOYEES**

Effective July 1, 2021, all employees designated R12 in the following classes shall receive the Special Salary Adjustment, including employees who separated from state service prior to July 1, 2021, and have lump sum payments that extend beyond July 1, 2021. The lump sum payments shall be adjusted to reflect the salary increase below.

<u>CBID</u>	<u>Class Code</u>	<u>Class Title</u>	<u>Rg</u>	<u>GSI Min</u>	<u>GSI Max</u>	<u>SSA</u>	<u>NSR Min</u>	<u>NSR Max</u>
R12	6983	Chief Engineer Fisheries Vessel		\$5,216	\$6,016	5%	\$5,477	\$6,317
R12	6986	Mate, Fish and Game Vessel		\$4,445	\$5,117	5%	\$4,667	\$5,373
R12	6989	Motor Vessel Engineer		\$3,874	\$4,668	5%	\$4,068	\$4,901
R12	6389	State Park Equipment Operator		\$4,851	\$5,585	5%	\$5,094	\$5,864
R12	6591	Military Department Heavy Equipment Operator	A	\$4,145	\$5,010	5%	\$4,352	\$5,261
			B	\$4,545	\$5,494	5%	\$4,772	\$5,769
R12	6890	Caltrans Equipment Operator I		\$3,974	\$4,774	5%	\$4,173	\$5,013
R12	6286	Caltrans Equipment Operator II		\$4,247	\$5,123	5%	\$4,459	\$5,379

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R12	6285	Caltrans Highway Maintenance Leadworker		\$4,451	\$5,599	5%	\$4,674	\$5,879
R12	6296	Caltrans Landscape Maintenance Leadworker		\$4,451	\$5,599	5%	\$4,674	\$5,879
R12	6532	Electrician II	A	\$5,231	\$6,026	5%	\$5,493	\$6,327
			B	\$5,740	\$6,622	5%	\$6,027	\$6,953
R12	6533	Electrician I	A	\$4,991	\$5,751	5%	\$5,241	\$6,039
			B	\$5,477	\$6,315	5%	\$5,751	\$6,631
R12	6534	Electrician III (Correctional Facility)		\$6,015	\$6,937	5%	\$6,316	\$7,284
R12	6538	Electrician II - Correctional Facility-		\$5,740	\$6,622	5%	\$6,027	\$6,953
R12	6540	Museum Electrician		\$5,477	\$6,315	5%	\$5,751	\$6,631
R12	6719	Caltrans Electronics Specialist (Repair Laboratory)		\$5,231	\$6,315	5%	\$5,493	\$6,631
R12	6924	Caltrans Electrician II		\$5,231	\$6,315	5%	\$5,493	\$6,631
R12	6938	Caltrans Electrician I		\$4,991	\$5,751	5%	\$5,241	\$6,039
R12	6939	Caltrans Electrical Technician		\$3,957	\$4,772	5%	\$4,155	\$5,011
R12	6910	Senior Telecommunications Technician		\$6,470	\$8,214	5%	\$6,794	\$8,625
R12	6911	Telecommunications Technician		\$6,170	\$7,471	5%	\$6,479	\$7,845
R12	6912	Telecommunications Technician Trainee		\$4,900	\$5,642	5%	\$5,145	\$5,924
R12	0748	Tree Maintenance Worker		\$4,071	\$4,905	5%	\$4,275	\$5,150
R12	0745	Tree Maintenance Leadworker		\$4,260	\$5,377	5%	\$4,473	\$5,646
R12	9381	Tree Maintenance Worker, Caltrans		\$4,071	\$4,905	5%	\$4,275	\$5,150
R12	9382	Tree Maintenance Leadworker, Caltrans		\$4,260	\$5,377	5%	\$4,473	\$5,646
R12	6854	Commercial Vehicle Inspection Specialist	A	\$3,568	\$4,459	5%	\$3,746	\$4,682
			B	\$4,053	\$5,117	5%	\$4,256	\$5,373
R12	6913	Electronics Technician	A	\$4,256	\$5,642	4%	\$4,426	\$5,868
			B	\$4,667	\$6,190	4%	\$4,854	\$6,438

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R12	6916	Electronics Technician - Correctional Facility-		\$4,667	\$6,190	4%	\$4,854	\$6,438
R12	6360	Ferryboat Master		\$4,342	\$4,991	5%	\$4,559	\$5,241
R12	6361	Ferryboat Mate		\$3,957	\$4,560	5%	\$4,155	\$4,788
R12	6968	Deckhand - Ferryboat-		\$3,337	\$3,819	5%	\$3,504	\$4,010
R12	6378	Heavy Truck Driver	A	\$3,957	\$4,560	5%	\$4,155	\$4,788
			B	\$4,342	\$4,991	5%	\$4,559	\$5,241
R12	6379	Heavy Truck Driver - Correctional Facility-		\$4,342	\$4,991	5%	\$4,559	\$5,241
R12	6287	Caltrans Highway Maintenance Worker		\$3,568	\$4,067	5%	\$3,746	\$4,270
R12	6297	Caltrans Landscape Maintenance Worker		\$3,568	\$4,067	5%	\$3,746	\$4,270
R12	6642	Locksmith I	A	\$4,776	\$5,497	5%	\$5,015	\$5,772
			B	\$5,235	\$6,031	5%	\$5,497	\$6,333
R12	6643	Locksmith I (Correctional Facility)		\$5,235	\$6,031	5%	\$5,497	\$6,333
R12	6940	Maintenance Mechanic	A	\$4,761	\$5,486	5%	\$4,999	\$5,760
			B	\$5,224	\$6,025	5%	\$5,485	\$6,326
R12	6941	Maintenance Mechanic - Correctional Facility-		\$5,224	\$6,025	5%	\$5,485	\$6,326
R12	0569	Pest Control Technician	A	\$3,790	\$4,352	4%	\$3,942	\$4,526
			B	\$4,145	\$4,772	4%	\$4,311	\$4,963
R12	7199	Pest Control Technician (Correctional Facility)		\$4,145	\$4,772	4%	\$4,311	\$4,963
R12	0725	Lead Groundskeeper	A	\$3,483	\$4,352	4%	\$3,622	\$4,526
			B	\$3,790	\$4,772	4%	\$3,942	\$4,963
R12	0743	Groundskeeper - Correctional Facility-		\$3,637	\$4,352	4%	\$3,782	\$4,526
R12	6212	Skilled Laborer	A	\$3,790	\$4,352	4%	\$3,942	\$4,526
			B	\$4,145	\$4,772	4%	\$4,311	\$4,963
R12	0718	Lead Groundskeeper I (Correctional Facility)		\$4,342	\$5,477	4%	\$4,516	\$5,696
R12	0719	Supervising	A	\$3,957	\$4,991	4%	\$4,115	\$5,191

		Groundskeeper I	B	\$4,342	\$5,477	4%	\$4,516	\$5,696
R12	0720	Lead Groundskeeper - Correctional Facility-		\$3,790	\$4,772	4%	\$3,942	\$4,963
R12	6517	Structural Steel Painter		\$5,482	\$6,321	4%	\$5,701	\$6,574
R12	6514	Lead Structural Steel Painter		\$6,019	\$6,942	4%	\$6,260	\$7,220
R12	6356	Foundation Driller		\$4,145	\$4,772	7%	\$4,435	\$5,106
R12	6355	Foundation Driller Leadworker		\$4,774	\$5,979	7%	\$5,108	\$6,398
R12	6353	Senior Foundation Driller		\$5,224	\$6,564	7%	\$5,590	\$7,023
U12	6530	Electrician Supervisor	A B	\$5,477 \$5,727	\$6,315 \$6,607	5.43% 5.43%	\$5,774 \$6,038	\$6,658 \$6,966

## **R13**

### **CLASSES**

Effective July 1, 2021, in compliance with an agreement between the State of California and BU 13, CalHR approved a 5.83-percent Special Salary Adjustment at the maximum of the salary range. All classes designated R13 shall be increased by 5.83 percent at the maximum of the salary range.

### **EMPLOYEES**

Effective July 1, 2021, all employees designated R13 in the above classes who have been at the old maximum salary rate for a minimum of 12 qualifying pay periods shall receive a 5.83-percent increase.

R13 employees at the old maximum salary rate for less than 12 qualifying pay periods shall receive a new salary anniversary date based on qualifying service [qualifying service towards the 12 qualifying pay periods shall be in accordance with CalHR Rules 599.682(b) and 599.687].

Employees that have separated from state service and have lump sum payments that extend beyond July 1, 2021, and who have been at the old maximum salary rate for a minimum of 12 qualifying pay periods shall receive a 5.83-percent increase. The lump sum payments shall be adjusted to reflect the above salary increase.

All other employees shall retain their salary and their salary anniversary date.

## **R16**

### **CLASSES**

Effective July 1, 2021, in compliance with an agreement between the State of California and BU 16, in addition to the GSI, CalHR approved a 10-percent Special Salary Adjustment at the maximum of the salary range for the classes and ranges identified in the chart below.

**EMPLOYEES**

Effective July 1, 2021, all employees designated R16 in the following classes and ranges who have been at the old maximum salary rate for a minimum of 12 qualifying pay periods shall receive a 10-percent increase.

R16 employees at the old maximum salary rate for less than 12 qualifying pay periods shall receive a new salary anniversary date based on qualifying service [qualifying service towards the 12 qualifying pay periods shall be in accordance with CalHR Rules 599.682(b) and 599.687].

Employees that have separated from state service and have lump sum payments that extend beyond July 1, 2021, and who have been at the old maximum salary rate for a minimum of 12 qualifying pay periods shall receive a 10 –percent increase. The lump sum payments shall be adjusted to reflect the above salary increase.

All other employees shall retain their salary and their salary anniversary date.

<u>CBID</u>	<u>Class Code</u>	<u>Class Title</u>	<u>Rg</u>	<u>GSI Min</u>	<u>GSI Max</u>	<u>SSA</u>	<u>NSR Min</u>	<u>NSR Max</u>
R16	7551	Physician and Surgeon	A	\$9,003	\$12,348		N/A	N/A
			B	\$10,905	\$14,961		N/A	N/A
			C	\$11,431	\$15,682		N/A	N/A
			D	\$11,763	\$16,136	10%	\$11,763	\$17,750
			S	\$15,827	\$19,641		N/A	N/A
			T	\$16,706	\$20,731		N/A	N/A
			U	\$17,586	\$21,826	10%	\$17,586	\$24,009
			V	\$18,705	\$19,641		N/A	N/A
			W	\$19,745	\$20,731		N/A	N/A
			Y	\$20,785	\$21,826	10%	\$20,785	\$24,009
R16	7552	Physician and Surgeon (Safety)	A	\$9,003	\$12,348		N/A	N/A
			B	\$10,905	\$14,961		N/A	N/A
			C	\$11,431	\$15,682		N/A	N/A
			D	\$11,761	\$16,136	10%	\$11,761	\$17,750
			S	\$15,827	\$19,641		N/A	N/A
			T	\$16,706	\$20,731		N/A	N/A
			U	\$17,586	\$21,826	10%	\$17,586	\$24,009
			V	\$18,705	\$19,641		N/A	N/A
			W	\$19,745	\$20,731		N/A	N/A
			Y	\$20,785	\$21,826	10%	\$20,785	\$24,009
R16	7565	Physician and Surgeon - Intermittent-	B	\$10,904	\$14,961		N/A	N/A
			C	\$11,431	\$15,682		N/A	N/A
			D	\$11,763	\$16,136	10%	\$11,763	\$17,750
			P	\$22,237	\$23,350		N/A	N/A
			Q	\$23,470	\$24,645		N/A	N/A
			R	\$24,708	\$25,944		N/A	N/A
			S	\$15,827	\$19,641		N/A	N/A
			T	\$16,706	\$20,731		N/A	N/A
			U	\$17,586	\$21,826	10%	\$17,586	\$24,009
			V	\$18,705	\$19,641		N/A	N/A
			W	\$19,745	\$20,731		N/A	N/A
			Y	\$20,785	\$21,826	10%	\$20,785	\$24,009

R16	7644	Physician and Surgeon, Departments of Mental Health and Developmental Services	A	\$9,003	\$12,348		N/A	N/A
			B	\$10,905	\$14,961		N/A	N/A
			C	\$11,431	\$15,682		N/A	N/A
			D	\$11,763	\$16,136	10%	\$11,763	\$17,750
			S	\$15,827	\$19,641		N/A	N/A
			T	\$16,706	\$20,731		N/A	NA
			U	\$17,586	\$21,826		\$17,586	\$24,009
			V	\$18,705	\$19,641		N/A	N/A
			W	\$19,745	\$20,731		N/A	N/A
		Y	\$20,785	\$21,826		\$20,785	\$24,009	
R16	7657	Podiatrist, Departments of Mental Health and Developmental Services	A	\$7,832	\$10,991		N/A	N/A
			B	\$8,215	\$11,533		N/A	N/A
			C	\$8,611	\$12,089		\$8,611	\$13,298
			S	\$8,679	\$16,500		N/A	N/A
			T	\$9,089	\$17,737		N/A	N/A
			U	\$9,512	\$19,067		\$9,512	\$20,974
			V	\$11,757	\$16,500		N/A	N/A
			W	\$12,639	\$17,737		N/A	N/A
					Y	\$13,588	\$19,067	
R16	7977	Podiatrist	A	\$7,832	\$10,991		N/A	N/A
			B	\$8,215	\$11,533		N/A	N/A
			C	\$8,611	\$12,089		\$8,611	\$13,298
			S	\$8,679	\$16,500		N/A	N/A
			T	\$9,089	\$17,737		N/A	N/A
			U	\$9,512	\$19,067		\$9,512	\$20,974
			V	\$11,757	\$16,500		N/A	N/A
			W	\$12,639	\$17,737		N/A	N/A
					Y	\$13,588	\$19,067	

**DOCUMENTATION:**

The State Controller's Office (SCO) will process an employment history mass update to increase the salary rate of eligible employees in the above bargaining units prior to Master Payroll Cutoff in July 2021.

Departments will be responsible to identify eligible or impacted employees in R13 and R16, manually process SAL or 330 transactions for class codes listed above, and correct any out-of-sequence data prior to Master Payroll Cutoff in July 2021.

For employees who separated from state service prior to July 1, 2021 and have lump sum payments that extend beyond July 1, 2021, departments shall adjust their lump sum to reflect the above salary changes.

An SCO Personnel Letter will follow with additional information.

## GENERAL SALARY INCREASE - EXCLUDED

**M01\*, M03, M14, M17\*, M21, M99, S01, S03, S04, S11, S14, S15, S17, S20, S21, R01, R04, R14, R17, R21 (Excluded Ranges), U01, U04, U15 (Supervisory Ranges), E97 \*, E98 \*, and E99 \***

### CLASSES

Effective July 1, 2021, CalHR approved a 4.55-percent General Salary Increase. All classes designated M01\*, M03, M14, M17\*, M21, M99, S01, S03, S04, S11, S14, S15, S17, S20, S21, E97\*, E98\*, E99\*, excluded ranges L, M, N, O, or P tied to Alternate Range Criteria 285 in R01, R04, R14, R17, R21, and supervisory ranges in U01, U04, and U15 shall be increased by 4.55 percent.

**Note:** See special General Salary Increase instructions for E97, E98, and E99 class codes 5745, 5748, 5749, 5750, 5751, 5753, 6039, 6040, 6041, 6092, 6093, 6094, 6122, 6123, 6147, 9704, 9705, 9706, 9764, 9766, and 9767 below.

### EMPLOYEES

Effective July 1, 2021, all employees designated C01, C04, C21, E48, E59, E68, E79, E97, E98, E99, M01, M03, M14, M17, M21, M99, S01, S03, S04, S11, S14, S15, S17, S20, and S21 shall receive the 4.55-percent increase, including employees who separated from state service prior to July 1, 2021, and have lump sum payments that extend beyond July 1, 2021. The lump sum payments shall be adjusted to reflect the above salary increase.

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\*Refer to the Excluded – Exceptions to the General Salary Increase section for M01, M17, E97, E98, and E99 classes.

In addition, see special instructions for Excluded – Exceptions to the 4.55 percent General Salary Increase for M01 – Class Code 7500 CEA.

**M02, S02, R02 (Excluded Ranges) AND U02 (Supervisory Ranges)**

**CLASSES**

Effective July 1, 2021, CalHR approved a 4.04-percent General Salary Increase. All classes designated M02, S02, excluded ranges L, M, N, or O tied to Alternate Range Criteria 285 in R02, and supervisory ranges in U02 shall be increased by 4.04 percent.

**EMPLOYEES**

Effective July 1, 2021, all employees designated M02, S02, C02, E48, E97 and E99 shall receive the 4.04-percent increase, including employees who separated from state service prior to July 1, 2021, and have lump sum payments that extend beyond July 1, 2021. The lump sum payments shall be adjusted to reflect the above salary increase.

**M06 and S06**

**CLASSES**

Effective July 1, 2021, CalHR approved a 5.58-percent General Salary Increase. All classes designated M06 and S06 shall be increased by 5.58 percent.

**EMPLOYEES**

Effective July 1, 2021, all employees designated M06 and S06 shall receive the 5.58-percent increase, including employees who separated from state service prior to July 1, 2021, and have lump sum payments that extend beyond July 1, 2021. The lump sum payments shall be adjusted to reflect the above salary increase.

**M07, S07, R07 (Excluded Ranges), and U07 (Supervisory Ranges)**

**CLASSES**

Effective July 1, 2021, CalHR approved a 5.06-percent General Salary Increase. All classes designated M07, S07, excluded ranges L, M, or N tied to Alternate Range Criteria 285 in R07, and supervisory ranges in U07 shall be increased by 5.06-percent.

**EMPLOYEES**

Effective July 1, 2021, all employees designated M07, S07, E48, E59, and employees in ranges L, M, or N designated E97 shall receive the 5.06-percent increase, including employees who separated from state service prior to July 1, 2021, and have lump sum payments that extend beyond July 1, 2021. The lump sum payments shall be adjusted to reflect the above salary increase.

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

**CLASSES**

Effective July 1, 2021, CalHR approved a 5.58-percent General Salary Increase. All classes designated M09, S09, and supervisory ranges in U09 shall be increased by 5.58 percent.

**EMPLOYEES**

Effective July 1, 2021, all employees designated M09, S09, E48 and E59 shall receive the 5.58-percent increase, including employees who separated from state service prior to July 1, 2021, and have lump sum payments that extend beyond July 1, 2021. The lump sum payments shall be adjusted to reflect the above salary increase.

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

**CLASSES**

Effective July 1, 2021, CalHR approved a 7.63-percent General Salary Increase. All classes (except for the classes identified below) designated M10, S10, and supervisory ranges in U10 shall be increased by 7.63 percent.

**Note:** Excludes the M10 and S10 Class Codes 0753, 0760, 0769, 0783, 0784, 0785, 3841, 4805, 6231, 0756, 0759, 0764, 3062, 3081, 3749, 3852, 4058, 4599, 4813, 4940, 9320, 9362

**EMPLOYEES**

Effective July 1, 2021, all employees (except for employees in the classes identified above) designated M10, S10, E48, E59 and E98 shall receive the 7.63-percent increase, including employees who separated from state service prior to July 1, 2021, and have lump sum payments that extend beyond July 1, 2021. The lump sum payments shall be adjusted to reflect the above salary increase.

**M10 and S10 Class Codes 0753, 0760, 0769, 0783, 0784, 0785, 3841, 4805, 6231, 0756, 0759, 0764, 3062, 3081, 3749, 3852, 4058, 4599, 4813, 4940, 9320, 9362**

**CLASSES**

Effective July 1, 2021, CalHR approved a 5.58-percent General Salary Increase for the classes identified in the chart below.

**EMPLOYEES**

Effective July 1, 2021, all employees designated M10, S10, E48, and E59 in the following classes shall receive the 5.58-percent increase, including employees who separated from state service prior to July 1, 2021, and have lump sum payments that extend beyond July 1, 2021. The lump sum payments shall be adjusted to reflect the above salary increase.

<u>CBID</u>	<u>Class Code</u>	<u>Class Title</u>
M10	0753	Integrated Waste Program Manager
M10	0760	Environmental Program Manager I (Managerial)
M10	0769	Environmental Program Manager II
M10	0783	Program Manager I, California Bay-Delta Authority
M10	0784	Program Manager II, California Bay-Delta Authority
M10	0785	Program Manager III, California Bay-Delta Authority
M10	3841	Supervising Industrial Hygienist
M10	4805	Energy Resource Specialist III (Managerial)
M10	6231	Supervising Industrial Hygiene Specialist, State Compensation Insurance Fund
S10	0756	Environmental Program Manager I (Supervisory)
S10	0759	Supervising Integrated Waste Management Specialist I
S10	0764	Senior Environmental Scientist (Supervisory)
S10	3062	Land and Water Use Program Manager I
S10	3081	Senior Land and Water Use Scientist
S10	3749	Senior Seismologist
S10	3852	Senior Industrial Hygienist
S10	4058	Energy Commission Supervisor II (Technology Evaluation and Development)
S10	4599	Energy Commission Supervisor II (Forecasting )
S10	4813	Energy Resources Specialist III (Supervisory)
S10	4940	Energy Commission Supervisor II (Efficiency)
S10	9320	Senior Industrial Hygiene Specialist, State Compensation Insurance Fund
S10	9362	Senior Ergonomic Specialist, State Compensation Insurance Fund

**M12, S12, R12 (Excluded Ranges), and U12 (Supervisory Ranges)**

**CLASSES**

Effective July 1, 2021, CalHR approved a 5.06-percent General Salary Increase. All classes designated M12, S12, excluded ranges L or M tied to Alternate Range Criteria 285 in R12, and supervisory ranges in U12 shall be increased by 5.06 percent.

**EMPLOYEES**

Effective July 1, 2021, all employees designated M12, S12, E48, E59 and employees in ranges L or M designated E97 shall receive the 5.06-percent increase, including employees who separated from state service prior to July 1, 2021, and have lump sum payments that extend beyond July 1, 2021. The lump sum payments shall be adjusted to reflect the above salary increase.

## **S13**

### **CLASSES**

Effective July 1, 2021, CalHR approved a 5.83-percent General Salary Increase. All classes designated S13 shall be increased by 5.83 percent.

### **EMPLOYEES**

Effective July 1, 2021, all employees designated S13 shall receive the 5.83-percent increase, including employees who separated from state service prior to July 1, 2021, and have lump sum payments that extend beyond July 1, 2021. The lump sum payments shall be adjusted to reflect the above salary increase.

## **M16, R16 (Excluded Ranges), S16, and U16 (Supervisory Ranges)**

### **CLASSES**

Effective July 1, 2021, CalHR approved a 5.06-percent General Salary Increase. All classes designated M16, S16, excluded ranges T, U, and V tied to Alternate Range Criteria 285 in R16, and the supervisory ranges in U16 shall be increased by 5.06 percent.

**Note:** Excludes M16 Class Codes 8200, 8216, and 8239

### **EMPLOYEES**

Effective July 1, 2021, all employees designated M16, S16, C16, E97, E98, and E99 in the classes and ranges above shall receive the 5.06-percent increase, including employees who separated from state service prior to July 1, 2021, and have lump sum payments that extend beyond July 1, 2021. The lump sum payments shall be adjusted to reflect the above salary increase.

## **M18 and S18**

### **CLASSES**

Effective July 1, 2021, CalHR approved a 5.58-percent General Salary Increase. All classes designated M18 and S18 shall be increased by 5.58 percent.

### **EMPLOYEES**

Effective July 1, 2021, all employees designated M18, S18 and E48 shall receive the 5.58-percent increase, including employees who separated from state service prior to July 1, 2021, and have lump sum payments that extend beyond July 1, 2021. The lump sum payments shall be adjusted to reflect the above salary increase.

**E97, E98 AND E99**

**CLASSES**

Effective July 1, 2021, CalHR approved a 4.04 -percent General Salary Increase for the classes identified below.

**EMPLOYEES**

Effective July 1, 2021, all employees designated E97, E98 and E99 in the classes identified below shall receive the 4.04-percent increase, including employees who separated from state service prior to July 1, 2021, and have lump sum payments that extend beyond July 1, 2021. The lump sum payments shall be adjusted to reflect the above salary increase.

<u>CBID</u>	<u>Class Code</u>	<u>Rq</u>	<u>Class Title</u>
E97	5753	A	Deputy Legislative Counsel
E97	5753	B	Deputy Legislative Counsel
E97	5753	C	Deputy Legislative Counsel
E97	5753	D	Deputy Legislative Counsel
E97	5751		Deputy Legislative Counsel III
E97	5750		Deputy Legislative Counsel IV
E97	6092		Labor Relations Counsel I
E97	6093		Labor Relations Counsel II
E97	6094		Labor Relations Counsel III
E97	6147		Labor Relations Counsel IV
E97	6122		Administrative Law Judge I, Public Employment Relations Board
E97	6123		Administrative Law Judge II, Public Employment Relations Board
E97	6039		Special Assistant Inspector General
E98	5749		Principal Deputy Legislative Counsel I
E98	6040		Senior Assistant Inspector General
E99	5745		Chief Deputy Legislative Counsel C.E.A.
E99	5748		Principal Deputy Legislative Counsel II
E99	6041		Chief Assistant Inspector General

**E97, E98, and E99**

**CLASSES**

Effective July 1, 2021, CalHR approved a 5.58-percent General Salary Increase class for the classes identified in the chart below.

**EMPLOYEES**

Effective July 1, 2021, employees designated E97, E98, or E99 in the below classes shall receive the 5.58-percent increase, including employees who separated from state service prior to July 1, 2021, and have lump sum payments that extend beyond July 1, 2021. The lump sum payments shall be adjusted to reflect the above salary increase.

<u>Class Code</u>	<u>CBID</u>	<u>Class Title</u>
9704	E97	Associate Deputy Inspector General
9705	E97	Deputy Inspector General
9706	E98	Deputy Inspector General, Senior
9764	E99	Special Agent-In-Charge, Department of Corrections
9766	E97	Special Agent Department of Corrections
9767	E98	Senior Special Agent Department of Corrections

**CBID E****CLASSES**

Effective July 1, 2021, CalHR approved a 4.55-percent General Salary Increase for the identified classes below.

<u>Class Code</u>	<u>Class Title</u>
0365	Agricultural Aide (Seasonal)
0986	Park Aide (Seasonal)
1016	Archeological Project Leader (Seasonal)
1019	Park Interpretive Specialist (Seasonal)
1021	Archeological Specialist (Seasonal)
1035	Senior Park Aide (Seasonal)
1158	Exposition Assistant III
1161	Exposition Assistant II
1854	Examination Proctor
1860	Assistant Examination Proctor
4854	Exhibit Superintendent II
4863	State Fair Activity Supervisor
4870	Student Assistant
4872	Graduate Student Assistant
5048	Park Aide (Seasonal) (Angel Island)
5178	Member, Deadly Force Review Board

6242	Lead Snow Gauger
6245	Snow Gauger
8846	Athletic Inspection
8895	Expert Examiner
8981	Institution Firefighter (Part Time)
9991	Youth Aid

## **EMPLOYEES**

Effective July 1, 2021, all employees designated CBID E in the classes above shall receive the 4.55-percent increase, including employees who separated from state service prior to July 1, 2021, and have lump sum payments that extend beyond July 1, 2021. The lump sum payments shall be adjusted to reflect the above salary increase.

### **CBID E – Class Code 4708**

#### **CLASS**

Effective July 1, 2021, CalHR approved a 7.63-percent General Salary Increase for the class identified below.

<u>Class Code</u>	<u>Class Title</u>
4708	Environmental Services Intern

## **EMPLOYEES**

Effective July 1, 2021, employees designated CBID E in the class above shall receive the 7.63-percent increase, including employees who separated from state service prior to July 1, 2021, and have lump sum payments that extend beyond July 1, 2021. 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 increase the salary rate of eligible employees in the above bargaining unit prior to Master Payroll Cutoff in July 2021.

For employees who separated from state service prior to July 1, 2021 and have lump sum payments that extend beyond July 1, 2021, departments shall adjust their lump sum to reflect the above salary changes.

An SCO Personnel Letter will follow with additional information.

**EXCEPTIONS TO THE GENERAL SALARY INCREASE - EXCLUDED**

**CBID E**

**CLASSES**

The following CBID E classes will not receive the 4.55-percent General Salary Increase:

<u>Class Code</u>	<u>Class Title</u>
4660	Special Consultant
9999	Various Duties

**EMPLOYEES**

Effective July 1, 2021, CBID E employees in the above class shall receive the 4.55-percent increase, including employees who separated from state service prior to July 1, 2021, and have lump sum payments that extend beyond July 1, 2021. The lump sum payments shall be adjusted to reflect the 4.55 percent salary increase.

**M01 – CALPERS**

**CLASSES**

Pursuant to Government Code section 20098, the following CalPERS classes will not receive the General Salary Increase:

<u>Class Code</u>	<u>CBID</u>	<u>Rg</u>	<u>Class Title</u>
2023	M01		Chief, Financial Officer, Public Employees' Retirement System
4633	M01		Associate Investment Manager, Public Employees Retirement System
4637	M01		Investment Manager, Public Employees' Retirement System
4638	M01		Investment Director, Public Employees' Retirement System
4639	M01		Managing Investment Director, Public Employees' Retirement System
4653	M01	P	Chief Operating Officer
4654	M01		Chief Operating Investment Officer, California Public Employees Retirement System
4692	M01		Chief Investment Officer, Public Employees' Retirement System
5362	M01		Chief Health Director
5407	M01		Chief Actuary, Public Employees' Retirement System

## EMPLOYEES

Pursuant to Government Code section 20098, CalPERS employees in the above classes will not receive the General Salary Increase.

### M01 – CALSTRS

## CLASSES

Pursuant to Education Code section 22212.5, the following CalSTRS classes will not receive the General Salary Increase:

<u>Class Code</u>	<u>CBID</u>	<u>Rg</u>	<u>Class Title</u>
1014	M01		Deputy Chief Investment Officer, California State Teachers' Retirement System
4653	M01	S	Chief Operating Officer
4655	M01		Chief Financial Officer
4693	M01		Chief Investment Officer, California State Teachers' Retirement System
4694	M01		Investment Director, California State Teachers' Retirement System
4697	M01		Portfolio Manager, State Teachers' Retirement System
4698	M01		Associate Portfolio Manager, State Teachers' Retirement System
4699	M01		Investment Operations Director, California State Teachers' Retirement System
5408	M01		System Actuary, California State Teachers' Retirement System

## EMPLOYEES

Pursuant to Education Code section 22212.5, CalSTRS employees in the above classes will not receive the General Salary Increase.

### M01 - Class Code 7500

Effective July 1, 2021, CalHR approved various General Salary Increases for the following CEA positions with oversight of POFF classes identified in the chart below.

## EMPLOYEES

Effective July 1, 2021, all employees designated M01 in the following positions shall receive the General Salary Increase identified below, including employees who separated from state service prior to July 1, 2021, and have lump sum payments that extend beyond July 1, 2021. The lump sum payments shall be adjusted to reflect the salary increase below.

These employees are not eligible to receive the 4.55 percent GSI.

<u>Position #</u>	<u>Position Title</u>	<u>GSI</u>	<u>Department</u>
024-050-7500-004	Deputy Division Chief, Headquarters	5.06%	Alcoholic Beverage Control
024-235-7500-001	Division Chief, Northern	5.06%	Alcoholic Beverage Control
024-235-7500-002	Deputy Division Chief, Northern	5.06%	Alcoholic Beverage Control
024-235-7500-003	Deputy Division Chief, Northern	5.06%	Alcoholic Beverage Control
024-315-7500-001	Division Chief, Southern	5.06%	Alcoholic Beverage Control
024-315-7500-002	Deputy Division Chief, Southern	5.06%	Alcoholic Beverage Control
024-315-7500-003	Deputy Division Chief, Southern	5.06%	Alcoholic Beverage Control
612-100-7500-001	Chief, Division of Investigations	5.06%	Consumer Affairs
461-511-7500-001	Chief of Law Enforcement	5.06%	Department of State Hospitals
280-328-7500-001	Chief, Investigation Division	5.06%	Employment Development Department
566-040-7500-001	Deputy Director, Law Enforcement Division	5.06%	Fish and Wildlife
566-040-7500-002	Chief, Division of Investigations	5.06%	Fish and Wildlife
544-500-7500-001	Assistant Deputy Director, Chief of Planning & Risk Analysis, Fire Engineering, and Investigations	5.06%	Forestry and Fire Protection
544-500-7500-002	Assistant Deputy Director, Office of State Fire Marshal Operations Chief of Fire & Life Safety, State Fire Training and Codes & Regulations	5.06%	Forestry and Fire Protection
564-306-7500-001	Director, Investigations Bureau	5.06%	Franchise Tax Board
806-300-7500-001	Chief, Investigations Branch	5.06%	Health Care Services
799-102-7500-001	Chief, Office of Law Enforcement Support	5.06%	Health and Human Services Agency
395-100-7500-051	Chief, Enforcement and Licensing	5.06%	Horse Racing Board
413-176-7500-001	Division Chief	5.06%	Insurance
419-510-7500-003	Director, DLE/Firearms	5.06%	Justice
419-871-7500-001	Director, DLE/BI	5.06%	Justice
419-710-7500-006	Chief, Division of Law Enforcement	5.06%	Justice
419-710-7500-007	Deputy Chief, Division of Law Enforcement	5.06%	Justice
525-306-7500-906	Deputy Director, Investigations Division	5.06%	Motor Vehicles
548-905-7500-001	Chief, Southern Field Division,	5.06%	Parks and Recreation

Park Operations

548-605-7500-002	Chief, Northern Field Division, Park Operations	5.06%	Parks and Recreation
548-806-7500-001	Chief, Central Field Division	5.06%	Parks and Recreation
800-815-7500-005	Chief, Investigations Branch	5.06%	Social Services
065-206-7500-001	Assistant Deputy Director, Facility Support	5.58%	CDCR
065-206-7500-003	Assistant Deputy Director, Program Operations	5.58%	CDCR
061-001-7500-002	Deputy Director, Division of Adult Parole Operations	5.58%	CDCR
061-157-7500-918	Regional Parole Administrator, Northern Region	5.58%	CDCR
061-001-7500-600	Regional Parole Administrator, Headquarters	5.58%	CDCR
061-300-7500-600	Regional Parole Administrator, Southern Region	5.58%	CDCR
065-001-7500-600	Deputy Director, Training, Enrichment, and Development	5.58%	CDCR
065-130-7500-002	Deputy Chief, Correctional Safety	5.58%	CDCR
065-139-7500-002	Chief, Field Operations, Office of Internal Affairs	5.58%	CDCR
065-139-7500-001	Chief, Headquarters Operations, Office of Internal Affairs	5.58%	CDCR
042-822-7500-001	Director, Field Operations	5.58%	CDCR/CCHCS
042-800-7500-001	Deputy Director, Facility Planning and Activation Management	5.58%	CDCR/CCHCS
042-822-7500-003	Director, Corrections Services	5.58%	CDCR/CCHCS
042-822-7500-004	Deputy Director, Field Operations	5.58%	CDCR/CCHCS

**DOCUMENTATION:**

The State Controller's Office (SCO) will process an employment history mass update to increase the salary rate of eligible employees in the above bargaining unit prior to Master Payroll Cutoff in July 2021.

For employees who separated from state service prior to July 1, 2021 and have lump sum payments that extend beyond July 1, 2021, departments shall adjust their lump sum to reflect the above salary changes.

An SCO Personnel Letter will follow with additional information.

**M01 - Class Code 7500**

Effective July 1, 2021, employees in the following CEA positions with oversight of POFF classes identified in the chart below will not receive the 4.55-percent General Salary Increase.

<u>Position #</u>	<u>Position Title</u>	<u>Department</u>
542-003-7500-004	Deputy Director, Fire Protection	Forestry and Fire Protection
542-060-7500-001	Assistant Deputy Director, Fire Protection	Forestry and Fire Protection
542-064-7500-001	Assistant Deputy Director, Co-op Fire, Training & Safety	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
542-401-7500-003	Region Chief, Southern Region	Forestry and Fire Protection
542-401-7500-002	Assistant Region Chief, Southern Region	Forestry and Fire Protection
542-003-7500-005	Deputy Director, Resource Management	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
542-101-7500-005	Assistant Region Chief, Northern Region	Forestry and Fire Protection
542-401-7500-004	Assistant Region Chief, Southern Region	Forestry and Fire Protection

**M16**

**CLASSES**

The following M16 classes will not receive the 5.06-percent General Salary Increase:

<u>Class Code</u>	<u>Class Title</u>
8200	Receiver's Clinical Executive (Safety)
8216	Chief Executive Officer, Health Care (Safety)
8239	Receiver's Medical Executive (Safety)

**EMPLOYEES**

Employees in the above M16 classes will not receive the 5.06-percent General Salary Increase.

**M17**

**CLASS**

The following M17 class will not receive the 4.55-percent General Salary Increase:

<u>Class Code</u>	<u>Class Title</u>
8241	Receiver's Nurse Executive (Safety)

**EMPLOYEES**

Employees in the above M17 classes will not receive the 4.55-percent General Salary Increase.

**E97, E98, E99 – CALIFORNIA STATE AUDITOR**

**CLASSES**

Pursuant to Government Code section 8544, the following E97, E98, and E99 classes will not receive the 4.55-percent General Salary Increase:

<u>Class Code</u>	<u>CBID</u>	<u>Class Title</u>
4088	E97	Auditor Evaluator I
4089	E97	Auditor Evaluator II
4093	E97	Senior Auditor Evaluator I
4094	E99	Principal Auditor
4095	E97	Fraud Investigator I
4096	E98	Fraud Investigator II
4097	E98	Fraud Investigator III
4105	E98	Senior Auditor Evaluator II
4111	E98	Senior Auditor Evaluator III
4112	E97	Auditor Specialist I
4113	E98	Auditor Specialist II
4114	E98	Auditor Specialist III

**EMPLOYEES**

Pursuant to Government Code section 8544, E97, E98, and E99 employees in the above classes will not receive the 4.55-percent General Salary Increase.

## SPECIAL SALARY ADJUSTMENT – EXCLUDED

### **M01 – Class Code 7500 (Class Only)**

Effective July 1, 2021, in addition to the 4.55-percent General Salary Increase, class code 7500 shall receive a 2.95-percent Special Salary Adjustment at the maximum of the range.

**NOTE:** The 2.95-percent SSA is NOT an automatic additional increase for CEA incumbents. Refer to the 2021 GSI – Delegation Spreadsheet and CEA Addendum for instruction.

### **M01 – Class Code 7500 - CEA Positions**

Effective July 1, 2021, the following CEA positions with oversight of POFF classes shall receive the Special Salary Adjustments as identified in the chart below.

#### **EMPLOYEES**

Effective July 1, 2021, all employees designated M01 in the following positions shall receive the Special Salary Adjustment, including employees who separated from state service prior to July 1, 2021, and have lump sum payments that extend beyond July 1, 2021. The lump sum payments shall be adjusted to reflect the salary increase.

<u>Position #</u>	<u>Position Title</u>	<u>SSA</u>	<u>Department</u>
542-003-7500-004	Deputy Director, Fire Protection	2%	Forestry and Fire Protection
542-060-7500-001	Assistant Deputy Director, Fire Protection	2%	Forestry and Fire Protection
542-064-7500-001	Assistant Deputy Director, Co-op Fire, Training & Safety	2%	Forestry and Fire Protection
542-101-7500-002	Region Chief, Northern Region	2%	Forestry and Fire Protection
542-101-7500-004	Assistant Region Chief, Northern Region	2%	Forestry and Fire Protection
542-401-7500-003	Region Chief, Southern Region	2%	Forestry and Fire Protection
542-401-7500-002	Assistant Region Chief, Southern Region	2%	Forestry and Fire Protection
542-003-7500-005	Deputy Director, Resource Management	2%	Forestry and Fire Protection
542-720-7500-002	Assistant Deputy Director, Resource Protection & Improvement	2%	Forestry and Fire Protection

542-730-7500-001	Assistant Deputy Director, Forest Practice	2%	Forestry and Fire Protection
542-101-7500-005	Assistant Region Chief, Northern Region	2%	Forestry and Fire Protection
542-401-7500-004	Assistant Region Chief, Southern Region	2%	Forestry and Fire Protection

**M02, S02, R02 (Excluded Ranges), AND U02 (Supervisory Ranges)**

**CLASSES**

Effective July 1, 2021, in addition to the 4.04-percent General Salary Increase, CalHR approved a 1.33-percent Special Salary Adjustment for all classes designated M02, S02, excluded ranges L, M, N, or O tied to Alternate Range Criteria 285 in R02 and supervisory ranges in U02.

**EMPLOYEES**

Effective July 1, 2021, all employees designated M02, S02, C02, E48, E97 and E99 shall receive the 1.33-percent Special Salary Adjustment, including employees who separated from state service prior to July 1, 2021, and have lump sum payments that extend beyond July 1, 2021. The lump sum payments shall be adjusted to reflect the above salary increase.

**M08 and S08**

**CLASSES**

Effective July 1, 2021, CalHR approved various Special Salary Adjustments for the classes identified in the chart below.

**EMPLOYEES**

Effective July 1, 2021, employees designated M08 and S08 in the following classes shall receive a Special Salary Adjustment based on the percentages below, including employees who separated from state service prior to July 1, 2021, and have lump sum payments that extend beyond July 1, 2021. The lump sum payments shall be adjusted to reflect the salary increase below.

<u>Class Code</u>	<u>CBID</u>	<u>Class Title</u>	<u>OSR Min</u>	<u>OSR Max</u>	<u>SSA</u>	<u>NSR Min</u>	<u>NSR Max</u>
1031	M08	Forestry and Fire Protection Administrator	\$8,111	\$10,231	2%	\$8,273	\$10,436
1037	M08	Unit Chief	\$8,111	\$10,231	2%	\$8,273	\$10,436
1039	S08	Assistant Chief	\$7,726	\$9,742	2%	\$7,881	\$9,937
1041	S08	Forester III	\$6,940	\$8,777	2%	\$7,079	\$8,953
1042	S08	Forester II (Supervisory)	\$6,610	\$8,355	2%	\$6,742	\$8,522
1052	S08	Senior Aviation Officer	\$9,074	\$10,405	2%	\$9,255	\$10,613
1927	S08	Forestry Logistics Officer II	\$3,919	\$4,944	2%	\$3,997	\$5,043

6873	S08	Forestry Equipment Manager I	\$5,824	\$7,364	2.50%	\$5,970	\$7,548
6874	S08	Forestry Equipment Manager II	\$6,183	\$7,820	2.50%	\$6,338	\$8,016
6876	S08	Senior Forestry Equipment Manager	\$7,689	\$8,820	2.50%	\$7,881	\$9,041

### **M12, S12, R12 (Excluded Ranges) AND U12 (Supervisory Ranges)**

#### **CLASSES**

Effective July 1, 2021, in addition to the 5.06-percent General Salary Increase, CalHR approved various Special Salary Adjustments for the classes identified below.

#### **EMPLOYEES**

Effective July 1, 2021, employees designated M12, S12 and E48 in the following classes shall receive the Special Salary Adjustment, including employees who separated from state service prior to July 1, 2021, and have lump sum payments that extend beyond July 1, 2021. The lump sum payments shall be adjusted to reflect the salary increase below

<u>CBID</u>	<u>Class Code</u>	<u>Class Title</u>	<u>Rg</u>	<u>GSI Min</u>	<u>GSI Max</u>	<u>SSA</u>	<u>NSR Min</u>	<u>NSR Max</u>
S12	0717	Supervising Groundskeeper II	A	\$4,563	\$5,646	7.12%	\$4,889	\$6,048
			B	\$4,997	\$6,200	7.12%	\$5,353	\$6,641
S12	1500	Warehouse Manager II	A	\$4,826	\$5,989	5%	\$5,067	\$6,288
			B	\$5,295	\$6,579	5%	\$5,560	\$6,908
S12	1501	Warehouse Manager I	A	\$4,408	\$5,455	5%	\$4,628	\$5,728
			B	\$4,826	\$5,989	5%	\$5,067	\$6,288
S12	1502	Warehouse Manager II - Correctional Facility-		\$5,295	\$6,579	5%	\$5,560	\$6,908
S12	1504	Warehouse Manager I - Correctional Facility-		\$4,826	\$5,989	5%	\$5,067	\$6,288
S12	1576	Prison Canteen Manager II		\$4,826	\$5,989	5%	\$5,067	\$6,288
S12	6229	Park Maintenance Supervisor		\$4,511	\$5,592	10.10%	\$4,967	\$6,157
S12	6232	Park Maintenance Chief I		\$5,176	\$6,429	5%	\$5,435	\$6,750
S12	6239	Caltrans Maintenance Manager II		\$7,211	\$8,967	5%	\$7,572	\$9,415
S12	6280	Caltrans Maintenance		\$6,543	\$8,134	5%	\$6,870	\$8,541

		Manager I					
S12	6282	Caltrans Maintenance Area Superintendent	\$5,960	\$7,397	7.61%	\$6,414	\$7,960
S12	6288	Caltrans Landscape Specialist	\$5,960	\$7,397	7.61%	\$6,414	\$7,960
S12	6301	Caltrans Maintenance Supervisor	\$4,511	\$5,873	5.10%	\$4,741	\$6,173
S12	6303	Correctional Plant Supervisor, Department of Corrections	\$6,547	\$8,141	5%	\$6,874	\$8,548
S12	6304	Correctional Plant Manager I, Department of Corrections	\$6,879	\$8,549	5%	\$7,223	\$8,976
S12	6305	Correctional Plant Manager II, Department of Corrections	\$7,224	\$8,976	5%	\$7,585	\$9,425
S12	6310	Caltrans Bridge Maintenance Supervisor	\$4,947	\$6,443	5%	\$5,194	\$6,765
S12	6510	Structural Steel Painter Superintendent	\$6,387	\$7,938	4%	\$6,642	\$8,256
S12	6511	Structural Steel Painter Supervisor	\$6,149	\$7,289	4%	\$6,395	\$7,581
S12	6535	Park Maintenance Chief II	\$5,680	\$7,064	5%	\$5,964	\$7,417
S12	6672	Office Building Manager III	\$6,694	\$8,320	7.97%	\$7,228	\$8,983
S12	6673	Office Building Manager II	\$6,363	\$7,902	8.26%	\$6,889	\$8,555
S12	6675	Office Building Manager I	\$6,241	\$7,760	5%	\$6,553	\$8,148
S12	6720	Caltrans Electronics Specialist Supervisor (Repair Laboratory)	\$5,364	\$6,663	5%	\$5,632	\$6,996
S12	6748	Chief of Plant Operation III - Correctional Facility-	\$6,663	\$8,284	8.44%	\$7,225	\$8,983
S12	6749	Chief of Plant Operation III	\$6,663	\$8,284	8.44%	\$7,225	\$8,983

S12	6750	Chief of Plant Operation II		\$6,363	\$7,902	8.26%	\$6,889	\$8,555
S12	6751	Chief of Plant Operation II - Correctional Facility-		\$6,363	\$7,902	8.26%	\$6,889	\$8,555
S12	6752	Chief of Plant Operation I		\$6,241	\$7,760	5%	\$6,553	\$8,148
S12	6753	Supervisor of Building Trades	A	\$5,595	\$6,638	10.59%	\$6,188	\$7,341
			B	\$6,147	\$7,288	10.59%	\$6,798	\$8,060
S12	6756	Utility Shops Supervisor	A	\$5,295	\$5,989	5%	\$5,560	\$6,288
			B	\$5,816	\$6,579	5%	\$6,107	\$6,908
S12	6763	Supervisor of Building Trades - Correctional Facility-		\$6,171	\$7,320	5%	\$6,480	\$7,686
S12	6772	Utility Shops Supervisor (Correctional Facility)		\$5,817	\$6,580	5%	\$6,108	\$6,909
S12	6816	Supervising Highway Equipment Superintendent		\$7,555	\$9,392	5%	\$7,933	\$9,862
S12	6819	Highway Equipment Superintendent II		\$6,543	\$8,134	5%	\$6,870	\$8,541
S12	6821	Highway Equipment Superintendent III		\$7,181	\$8,946	5%	\$7,540	\$9,393
S12	6822	Highway Equipment Superintendent I		\$5,960	\$7,397	5%	\$6,258	\$7,767
S12	6828	Caltrans Highway Mechanic Supervisor		\$5,747	\$6,803	5%	\$6,034	\$7,143
S12	6900	Caltrans Electrical Area Superintendent		\$6,240	\$7,759	5%	\$6,552	\$8,147
S12	6906	Telecommunications Maintenance Supervisor II		\$7,285	\$9,510	5.02%	\$7,651	\$9,987
S12	6909	Telecommunications Maintenance Supervisor I		\$6,936	\$9,057	5%	\$7,283	\$9,510
S12	6923	Telecommunications Maintenance Supervisor III		\$8,094	\$9,984	5.02%	\$8,500	\$10,485
S12	6925	Caltrans Electrical Supervisor		\$5,364	\$6,663	5%	\$5,632	\$6,996

S12	6960	Electronics Technician Supervisor		\$4,801	\$5,952	4%	\$4,993	\$6,190
S12	6980	Master, Fish and Game Vessel		\$6,097	\$6,896	5%	\$6,402	\$7,241
S12	7234	Industrial Warehouse and Distribution Supervisor, Prison Industries		\$4,826	\$5,989	5%	\$5,067	\$6,288
S12	7236	Industrial Warehouse and Distribution Manager I, Prison Industries		\$5,431	\$6,740	5%	\$5,703	\$7,077
S12	7237	Industrial Warehouse and Distribution Manager II, Prison Industries		\$5,960	\$7,397	5%	\$6,258	\$7,767
S12	9383	Tree Maintenance Supervisor, Caltrans		\$4,554	\$5,646	5%	\$4,782	\$5,928
S12	9918	Park Maintenance Chief III		\$6,250	\$7,772	5%	\$6,563	\$8,161
S12	6671	Office Building Manager IV		\$7,910	\$8,983	5%	\$8,306	\$9,432
U12	0716	Supervising Groundskeeper II - Correctional Facility-	S	\$4,826	\$5,989	4%	\$5,019	\$6,229
U12	1505	Materials and Stores Supervisor II - Correctional Facility-	S	\$4,408	\$5,455	5%	\$4,628	\$5,728
U12	6470	Carpenter Supervisor	S	\$5,068	\$5,727	5%	\$5,321	\$6,013
			T	\$5,559	\$6,293	5%	\$5,837	\$6,608
U12	6530	Electrician Supervisor	S	\$5,363	\$6,067	15.23%	\$6,180	\$6,991
			T	\$5,891	\$6,665	15.23%	\$6,788	\$7,680
U12	6865	Equipment Maintenance Supervisor - Correctional Facility-	S	\$6,269	\$7,100	5%	\$6,582	\$7,455

**M16**

**CLASSES**

Effective July 1, 2021, in addition to the GSI, CalHR approved a 10-percent Special Salary Adjustment at the maximum of the salary range for the classes identified in the chart below.

**EMPLOYEES**

Effective July 1, 2021, all employees designated M16 in the following classes and ranges who have been at the old maximum salary rate for a minimum of 12 qualifying pay periods shall receive a 10-percent increase.

M16 employees at the old maximum salary rate for less than 12 qualifying pay periods shall receive a new salary anniversary date based on qualifying service [qualifying service towards the 12 qualifying pay periods shall be in accordance with CalHR Rules 599.682(b) and 599.687].

Employees that have separated from state service and have lump sum payments that extend beyond July 1, 2021, and who have been at the old maximum salary rate for a minimum of 12 qualifying pay periods shall receive a 10-percent increase. The lump sum payments shall be adjusted to reflect the above salary increase.

All other employees shall retain their salary and their salary anniversary date.

<u>CBID</u>	<u>Class Code</u>	<u>Class Title</u>	<u>Rg</u>	<u>GSI Min</u>	<u>GSI Max</u>	<u>SSA</u>	<u>NSR Min</u>	<u>NSR Max</u>
M16	7536	Chief Medical Officer, Veterans Home and Medical Center	A	\$15,144	\$19,218		N/A	N/A
			S	\$18,953	\$23,073		N/A	N/A
			T	\$19,855	\$24,168		N/A	N/A
			U	\$20,759	\$25,270	10%	\$20,759	\$27,797
			V	\$22,400	\$23,073		N/A	N/A
			W	\$23,464	\$24,168		N/A	N/A
			Y	\$24,534	\$25,270	10%	\$24,534	\$27,797
M16	7561	Chief Physician And Surgeon	B	\$12,844	\$16,463		N/A	N/A
			C	\$13,477	\$16,866	10%	\$13,477	\$18,553
			S	\$16,940	\$20,622		N/A	N/A
			T	\$17,881	\$21,768		N/A	N/A
			U	\$18,824	\$22,918	10%	\$18,824	\$25,210
			V	\$20,024	\$20,622		N/A	N/A
			W	\$21,134	\$21,768		N/A	N/A
Y	\$22,250	\$22,918		\$22,250	\$25,210			

**E97, E98 AND E99**

**CLASSES**

Effective July 1, 2021, in addition to the GSI, CalHR approved a 1.33-percent Special Salary Adjustment for the classes identified below.

## EMPLOYEES

Effective July 1, 2021, all employees designated E97, E98 and E99 in the classes identified below shall receive the 1.33-percent increase, including employees who separated from state service prior to July 1, 2021, and have lump sum payments that extend beyond July 1, 2021. The lump sum payments shall be adjusted to reflect the above salary increase.

<u>CBID</u>	<u>Class Code</u>	<u>Rg</u>	<u>Class Title</u>
E97	5753	A	Deputy Legislative Counsel
E97	5753	B	Deputy Legislative Counsel
E97	5753	C	Deputy Legislative Counsel
E97	5753	D	Deputy Legislative Counsel
E97	5751		Deputy Legislative Counsel III
E97	5750		Deputy Legislative Counsel IV
E97	6092		Labor Relations Counsel I
E97	6093		Labor Relations Counsel II
E97	6094		Labor Relations Counsel III
E97	6147		Labor Relations Counsel IV
E97	6122		Administrative Law Judge I, Public Employment Relations Board
E97	6123		Administrative Law Judge II, Public Employment Relations Board
E97	6039		Special Assistant Inspector General
E98	5749		Principal Deputy Legislative Counsel I
E98	6040		Senior Assistant Inspector General
E99	5745		Chief Deputy Legislative Counsel C.E.A.
E99	5748		Principal Deputy Legislative Counsel II
E99	6041		Chief Assistant Inspector General

## DOCUMENTATION:

The State Controller's Office (SCO) will process an employment history mass update to increase the salary rate of eligible employees in the above bargaining unit prior to Master Payroll Cutoff in July 2021.

Departments will be responsible to identify eligible or impacted employees in M16, manually process SAL or 330 transactions for class codes listed above, and correct any out-of-sequence data prior to Master Payroll Cutoff in July 2021.

For employees who separated from state service prior to July 1, 2021 and have lump sum payments that extend beyond July 1, 2021, departments shall adjust their lump sum to reflect the above salary changes.

An SCO Personnel Letter will follow with additional information.

**SECTION 08: VARIABLE COMPENSATION**

- The Career Executive Assignment (CEA) Salary Levels section is updated to reflect the 4.55-percent General Salary Increase, and the 2.95-percent Special Salary Adjustment at the maximum of the range. (Effective 07/01/21)
- The Academic Year Salary Schedules are updated to reflect the 4.55-percent General Salary Increase. (Effective 07/01/21)
- Red Circle Rates section for R04, R08 and R12 classifications are amended to reflect adjustments to the base pay and red circle rates. The Fire Captain is removed. (Effective 07/01/21)

**SECTION 14: PAY DIFFERENTIALS**

1. PAY DIFFERENTIAL 12  
AVALANCHE CONTROL, ROCK CLIMBING, AND TRANSPORTING EXPLOSIVES PAY - UNIT 12 AND EXCLUDED EMPLOYEES is amended: (Effective 07/01/21)

- The pay differential is retitled:

From  
AVALANCHE CONTROL, ROCK  
CLIMBING, AND TRANSPORTING  
EXPLOSIVES PAY - UNIT 12 AND  
EXCLUDED EMPLOYEES

To  
AVALANCHE CONTROL, ROCK  
CLIMBING, AND TRANSPORTING  
EXPLOSIVES PAY – BARGAINING UNIT 12  
AND EXCLUDED EMPLOYEES

- The rate is increased from \$6.00 to \$10.00.

**DOCUMENTATION:**

Departments must process payments via PIP for employees, if applicable.

2. PAY DIFFERENTIAL 14  
BILINGUAL DIFFERENTIAL PAY – ALL BARGAINING UNITS AND EXCLUDED EMPLOYEES is amended: (Effective 07/01/21)

- The rate is increased for BU 02 and related excluded classes from \$100 to \$200 per pay period.

**DOCUMENTATION:**

Departments must key a 350 or 350C transaction and replace EID 8B with EID 8B4, effective 07/01/2021 for eligible employees with the EID locked-in on Employment History, and correct any resulting out-of-sequence transactions. For newly eligible employees, departments should process a 350 transaction to lock-in the earnings ID, or process the payment via PIP. Any out-of-sequence transactions will also need to be corrected.

3. PAY DIFFERENTIAL 44  
EDUCATIONAL INCENTIVE PAY – BARGAINING UNIT 06 AND EXCLUDED  
EMPLOYEES is amended: (Effective 07/01/21)

- The rates are increased.

**DOCUMENTATION:**

Departments must key a 350 for employees that do not have another salary change or appointment transaction, effective 07/01/2021, for eligible employees with the EID locked-in on Employment History. For newly eligible employees, departments should process a 350 transaction to lock-in the earnings ID, or process the payment via PIP. Any out-of-sequence transactions will also need to be corrected.

4. PAY DIFFERENTIAL 60  
FLIGHT-TIME DIFFERENTIAL PAY – BARGAINING UNIT 06 AND EXCLUDED  
EMPLOYEES is amended: (Effective 07/01/21)

- The rates are increased.

**DOCUMENTATION:**

Departments must process payments via PIP for employees, if applicable.

5. PAY DIFFERENTIAL 76  
MEDICAL OFFICER OF THE DAY – BARGAINING UNIT 16 AND EXCLUDED EMPLOYEES

- The criteria section is amended.
- All Time Bases and Tenures are Eligible section is amended to reflect Yes/No.

**DOCUMENTATION:**

Departments must process payments via PIP for employees, if applicable.

6. PAY DIFFERENTIAL 85  
NIGHT-SHIFT DIFFERENTIAL PAY – BARGAINING UNITS 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 07/01/21)

- The criteria and rate sections for BUs 06 and 12 are updated.

**DOCUMENTATION:**

Departments must key a 350 for employees that do not have another salary change or appointment transaction, effective 07/01/2021, for eligible employees with the EID locked-in on Employment History. For newly eligible employees, departments should process a 350 transaction to lock-in the earnings ID, or process the payment via PIP. Any out-of-sequence transactions will also need to be corrected.

7. PAY DIFFERENTIAL 132  
RECRUITMENT AND RETENTION DIFFERENTIAL PAY – AVENAL, CALIPATRIA, CENTINELA, CHUCKAWALLA VALLEY, HIGH DESERT, IRONWOOD, PELICAN BAY, R. J. DONOVAN CORRECTIONAL FACILITY, SIERRA CONSERVATION CENTER AND CALIFORNIA CORRECTIONAL CENTER STATE PRISONS - BARGAINING UNITS 01, 02, 03, 04, 06, 09, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20 AND EXCLUDED EMPLOYEES is amended: (Effective 07/01/21)

- The rate section for R12, U12 and C12 are amended.
- The R12 and S12 rates from Pay Differential 135 are consolidated into Pay Differential 132.

**DOCUMENTATION:**

Departments must process payments via PIP for employees, if applicable.

8. PAY DIFFERENTIAL 135  
RECRUITMENT AND RETENTION ANNUAL DIFFERENTIAL PAY – CALIPATRIA, CENTINELA, HIGH DESERT, PELICAN BAY AND CALIFORNIA CORRECTIONAL CENTER STATE PRISONS – BARGAINING UNITS 01, 03, 04, 11, 12, 15,16, 17, 18, 19, 20 AND EXCLUDED EMPLOYEES is amended: (Effective 07/01/21)

- The R12 and S12 rates from Pay Differential 135 are consolidated into Pay Differential 132.
- R12 and S12 classes are removed.
- The rate is increased from \$2,400 to \$2,600 for M12 classes.

**DOCUMENTATION:**

Departments must process payments via PIP for employees, if applicable.

9. PAY DIFFERENTIAL 162  
ROTATING SHIFT PREMIUM PAY - UNIT 12 AND EXCLUDED EMPLOYEES is amended: (Effective 07/01/21)

- The pay differential is retitled:

<u>From</u> ROTATING SHIFT PREMIUM PAY - UNIT 12 AND EXCLUDED EMPLOYEES	<u>To</u> ROTATING SHIFT PREMIUM PAY – BARGAINING UNIT 12 AND EXCLUDED EMPLOYEES
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- The rate is increased from 1.10 per hour to 1.90 per hour.
- The criteria is amended.
- All Time Bases and Tenures are Eligible section is amended to reflect Yes/No
- Government Code 21232 section is added.

**DOCUMENTATION:**

Departments must process payments via PIP for employees, if applicable.

- 10. PAY DIFFERENTIAL 190  
WEEKEND DIFFERENTIAL – BARGAINING UNITS 06, 19, AND EXCLUDED EMPLOYEES  
is amended: (Effective 07/01/21)

<u>From</u> WEEKEND DIFFERENTIAL – BARGAINING UNITS 06, 19, AND EXCLUDED EMPLOYEES	<u>To</u> WEEKEND DIFFERENTIAL – BARGAINING UNITS 06, 18, 19, AND EXCLUDED EMPLOYEE
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- CBIDs R18, S18 and M18 are added.
- The rate is .50 per hour for R18, S18 and M18.
- Inclusion in Rate to Calculate the following Benefit Pay section is amended to reflect the following:

<b>INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY</b>		
	<b>From:</b>	<b>To:</b>
OVERTIME	Yes	Yes/No****
IDL	Yes	Yes
EIDL	Yes	Yes
NDI	Yes	Yes/No****
LUMP SUM VACATION	Yes	Yes/No****
LUMP SUM SICK	Yes	Yes/No****
LUMP SUM EXTRA	Yes	Yes/No****

- Effective July 1, 2021, weekend shift rates for BU 06 and related excluded classifications are restored with the end of PLP 2020, pursuant to Side Letter 21-019.

**DOCUMENTATION:**

Departments should process a 350 transaction effective 07/01/2021 to lock in earnings IDs for employees if eligible or process the payment via PIP. Also, correct any resulting out-of-sequence transactions.

- 11. PAY DIFFERENTIAL 297  
MOBILE CRANE OPERATOR CERTIFICATION DIFFERENTIAL - UNIT 12 is amended:  
(Effective 07/01/21)

- The pay differential is retitled:

<u>From</u> MOBILE CRANE OPERATOR CERTIFICATION DIFFERENTIAL - UNIT 12	<u>To</u> MOBILE CRANE OPERATOR CERTIFICATION DIFFERENTIAL – BARGAINING UNIT 12
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- All Time Bases and Tenures are Eligible section is amended to reflect Yes/No\*.

- Government Code section 21232 is added.

**DOCUMENTATION:**

Departments should process a 350 transaction effective 07/01/2021 to lock in earnings IDs for employees if eligible or process the payment via PIP. Also, correct any resulting out-of-sequence transactions.

12. PAY DIFFERENTIAL 324  
DEPARTMENT OF CORRECTIONS AND REHABILITATION - PSYCHIATRIST RETENTION BONUS – UNIT 16 AND EXCLUDED is amended: (Effective 07/01/21)

<u>From</u>	<u>To</u>
DEPARTMENT OF CORRECTIONS AND REHABILITATION - PSYCHIATRIST RETENTION BONUS – UNIT 16 AND EXCLUDED	DEPARTMENT OF CORRECTIONS AND REHABILITATION - PSYCHIATRIST RETENTION BONUS – BARGAINING UNIT 16 AND EXCLUDED

- The following class codes are added:

<u>BU</u>	<u>Class Code</u>	<u>Class Title</u>
R16	7616	Senior Psychiatrist (Specialist)
R16	7618	Staff Psychiatrist
R16	7619	Staff Psychiatrist (Safety)
M16	7561	Chief Physician and Surgeon
S16	7609	Senior Psychiatrist (Supervisor)

- The Department names, classes, rates and criteria are amended.
- All time bases and tenures amended to reflect Yes/No\*.
- Government Code section 21232.

**DOCUMENTATION:**

Departments must process payments via PIP for employees, if applicable.

13. PAY DIFFERENTIAL 381  
BILINGUAL DIFFERENTIAL PAY; EDUCATIONAL INCENTIVE PAY – BARGAINING UNIT 06 AND EXCLUDED is amended: (Effective 07/01/21)

- The rates are increased.

**DOCUMENTATION:**

Departments must key a 350 for employees that do not have another salary change or appointment transaction, effective 07/01/2021, for eligible employees with the EID locked-in on Employment History. For newly eligible employees, departments should process a 350 transaction to lock-in the earnings ID, or process the payment via PIP. Any out-of-sequence transactions will also need to be corrected.

14. PAY DIFFERENTIAL 409  
RECRUITMENT AND RETENTION DIFFERENTIAL PAY – GREATER BAY AREA  
FACILITIES - BARGAINING UNIT 12, 13 AND EXCLUDED EMPLOYEES

- BU 12 is added.

**DOCUMENTATION:**

Departments should process a 350 transaction effective 07/01/2021 to lock in earnings IDs for employees if eligible or process the payment via PIP. Also, correct any resulting out-of-sequence transactions.

15. PAY DIFFERENTIAL 433  
LONGEVITY PAY DIFFERENTIAL – BARGAINING UNIT 09 AND EXCLUDED  
EMPLOYEES is amended: (Effective 07/01/21)

- The rate section is amended to include the rate of 5.5% for 23 or more years.
- The criteria section is amended.

**DOCUMENTATION:**

Departments should process a 350 transaction effective 07/01/2021 to lock in earnings IDs for employees if eligible or process the payment via PIP. Also, correct any resulting out-of-sequence transactions.

16. PAY DIFFERENTIAL 440  
IMPROVING AFFORDABILITY AND ACCESS TO HEALTH CARE - BARGAINING UNITS 1,  
3, 4, 11, 14, 15, 17, 20, 21, AND EXCLUDED EMPLOYEES is amended: (Effective 07/01/21)

- The criteria section is amended.

**DOCUMENTATION:**

The State Controller's Office (SCO) will continue to issue the supplemental payments for eligible current active full-time and part-time employees.

17. PAY DIFFERENTIAL 446  
C-57 WELL DRILLING LICENSE DIFFERENTIAL – BARGAINING UNIT 12 EMPLOYEES is established. (Effective 07/01/21)

**DOCUMENTATION:**

Departments must process payments via PIP for employees, if applicable.

18. PAY DIFFERENTIAL 447  
SNOW CATERPILLAR CREW PAY DIFFERENTIAL – BARGAINING UNIT 12 AND EXCLUDED EMPLOYEES is established. (Effective 07/01/21)

**DOCUMENTATION:**

Departments should process a 350 transaction effective 07/01/2021 to lock in earnings IDs for employees if eligible or process the payment via PIP. Also, correct any resulting out-of-sequence transactions.

19. PAY DIFFERENTIAL 448  
CAL OES TELECOMMUNICATIONS TECHNICIANS RECRUITMENT AND RETENTION PAY DIFFERENTIAL – BARGAINING UNIT 12 AND EXCLUDED EMPLOYEES is established. (Effective 07/01/21)

**DOCUMENTATION:**

Departments should process a 350 transaction effective 07/01/2021 to lock in earnings IDs for employees if eligible or process the payment via PIP. Also, correct any resulting out-of-sequence transactions.

20. PAY DIFFERENTIAL 449  
PASSENGER VEHICLE INSPECTION DIFFERENTIAL – BARGAINING UNIT 12 EMPLOYEES is established. (Effective 7/1/21)

**DOCUMENTATION:**

Departments must process payments via PIP for employees, if applicable.

21. PAY DIFFERENTIAL 450  
MEDICAL CONSULTANT RECRUITMENT AND RETENTION DIFFERENTIAL – BARGAINING UNIT 16 EMPLOYEES is established. (Effective 07/01/21)

**DOCUMENTATION:**

Departments should process a 350 transaction effective 07/01/2021 to lock in earnings IDs for employees if eligible or process the payment via PIP. Also, correct any resulting out-of-sequence transactions.

**SECTION 15: ALPHABETICAL LISTING**

- The following classes with 7K ranges shall have their salaries adjusted as follows.  
(Effective 07/01/21)

<u>Class Code</u>	<u>Class Title</u>	<u>Rg</u>	<u>OSR Min</u>	<u>OSR Max</u>	<u>NSR Min</u>	<u>NSR Max</u>
8221	Medical Technical Assistant (Psychiatric)	A	\$5,167	\$5,167	\$5,455	\$5,455
		B	\$5,895	\$7,411	\$6,224	\$7,825
		J	\$30.53	\$30.53	\$32.24	\$32.24
		J	\$5,425	\$5,425	\$5,728	\$5,728
		K	\$6,190	\$7,782	\$6,535	\$8,216
		K	\$34.84	\$43.80	\$36.78	\$46.24
9001	Fire Captain, Correctional Institution	A	\$5,167	\$5,635	\$5,455	\$5,949
		B	\$5,895	\$7,411	\$6,224	\$7,825
		J	\$5,425	\$5,917	\$5,728	\$6,246
		J	\$30.53	\$33.30	\$32.24	\$35.16
		K	\$6,190	\$7,782	\$6,535	\$8,216
		K	\$34.84	\$43.80	\$36.78	\$46.24
		L	\$5,425	\$5,917	\$5,728	\$6,246
		M	\$6,190	\$7,782	\$6,535	\$8,216
		N	\$5,425	\$5,917	\$5,728	\$6,246
P	\$6,190	\$7,782	\$6,535	\$8,216		
9579	Youth Correctional Officer	A	\$3,788	\$3,788	\$3,999	\$3,999
		B	\$4,438	\$5,305	\$4,686	\$5,601
		C	\$5,895	\$7,411	\$6,224	\$7,825
		J	\$4,660	\$5,570	\$4,920	\$5,881
		J	\$26.23	\$31.35	\$27.69	\$33.10
		K	\$6,190	\$7,782	\$6,535	\$8,216
		K	\$34.84	\$43.80	\$36.78	\$46.24
9581	Youth Correctional Counselor	A	\$3,788	\$3,788	\$3,999	\$3,999
		B	\$4,857	\$5,817	\$5,128	\$6,142
		C	\$6,452	\$8,119	\$6,812	\$8,572
		J	\$5,100	\$6,108	\$5,384	\$6,449
		J	\$28.70	\$34.38	\$30.30	\$36.30
		K	\$6,775	\$8,525	\$7,153	\$9,001
		K	\$38.13	\$47.98	\$40.26	\$50.66
9662	Correctional Officer	A	\$3,788	\$3,788	\$3,999	\$3,999
		B	\$4,438	\$5,305	\$4,686	\$5,601
		C	\$5,895	\$7,411	\$6,224	\$7,825
		J	\$4,660	\$5,570	\$4,920	\$5,881
		J	\$26.23	\$31.35	\$27.69	\$33.10
		K	\$6,190	\$7,782	\$6,535	\$8,216
		K	\$34.84	\$43.80	\$36.78	\$46.24
		1	\$21.85	\$21.85	\$23.07	\$23.07
9696	Parole Agent II, Youth Authority (Specialist)	A	\$8,126	\$10,227	\$8,579	\$10,798
		J	\$8,532	\$10,738	\$9,008	\$11,338
		J	\$48.02	\$60.44	\$50.70	\$63.81

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9701	Parole Agent I Youth Authority	A	\$6,155	\$7,378	\$6,498	\$7,790
		B	\$7,448	\$8,940	\$7,864	\$9,439
		J	\$6,463	\$7,747	\$6,823	\$8,180
		J	\$36.38	\$43.60	\$38.40	\$46.04
		K	\$7,820	\$9,387	\$8,257	\$9,911
		K	\$44.01	\$52.83	\$46.47	\$55.78
		L	\$37.47	\$37.47	\$39.57	\$39.57
		L	\$6,658	\$6,658	\$7,030	\$7,030
		M	\$7,793	\$9,802	\$8,228	\$10,349
		M	\$43.86	\$55.17	\$46.31	\$58.25
9762	Parole Agent II, Adult Parole (Specialist)	W	\$6,341	\$6,341	\$6,695	\$6,695
		X	\$7,422	\$9,335	\$7,836	\$9,856
		A	\$8,126	\$10,227	\$8,579	\$10,798
		J	\$8,532	\$10,738	\$9,008	\$11,338
		J	\$48.02	\$60.44	\$50.70	63.81
9765	Parole Agent I Adult Parole	A	\$6,155	\$7,378	\$6,498	\$7,790
		B	\$7,448	\$8,940	\$7,864	\$9,439
		J	\$6,463	\$7,747	\$6,823	\$8,180
		J	\$36.38	\$43.60	\$38.40	\$46.04
		K	\$7,820	\$9,387	\$8,257	\$9,911
		K	\$44.01	\$52.83	\$46.47	\$55.78
		L	\$37.47	\$37.47	\$39.57	\$39.57
		L	\$6,658	\$6,658	\$7,030	\$7,030
		M	\$7,793	\$9,802	\$8,228	\$10,349
		M	\$43.86	\$55.17	\$46.31	\$58.25
9901	Correctional Counselor II (Specialist)	W	\$6,341	\$6,341	\$6,695	\$6,695
		X	\$7,422	\$9,335	\$7,836	\$9,856
		A	\$8,126	\$10,227	\$8,579	\$10,798
		J	\$8,532	\$10,738	\$9,008	\$11,338
		J	\$48.02	\$60.44	\$50.70	\$63.81
		L	\$7,978	\$10,079	\$8,423	\$10,641
9904	Correctional Counselor I	R	\$8,377	\$10,583	\$8,844	\$11,173
		R	\$47.15	\$59.57	\$49.78	\$62.89
		A	\$6,155	\$7,378	\$6,498	\$7,790
		B	\$7,448	\$8,940	\$7,864	\$9,439
		J	\$6,463	\$7,747	\$6,823	\$8,180
		J	\$36.38	\$43.60	\$38.40	\$46.04
		K	\$7,820	\$9,387	\$8,257	\$9,911
		K	\$44.01	\$52.83	\$46.47	\$55.78
		L	\$37.47	\$37.47	\$39.57	\$39.57
		L	\$6,658	\$6,658	\$7,030	\$7,030
		M	\$7,793	\$9,802	\$8,228	\$10,349
		M	\$43.86	\$55.17	\$46.31	\$58.25
		W	\$6,341	\$6,341	\$6,695	\$6,695
		X	\$7,422	\$9,335	\$7,836	\$9,856

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9911	Casework Specialist, Youth Authority	A	\$6,341	\$6,341	\$6,695	\$6,695
		B	\$7,422	\$9,335	\$7,836	\$9,856
		J	\$37.47	\$37.47	\$39.57	\$39.57
		J	\$6,658	\$6,658	\$7,030	\$7,030
		K	\$7,793	\$9,802	\$8,228	\$10,349
		K	\$43.86	\$55.17	\$46.31	\$58.25