

PAY LETTER: 23-34  
ISSUE DATE: November 2, 2023

**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 - RANK-AND-FILE**

**R12**

**CLASSES**

Effective July 1, 2023, in compliance with an agreement between the State of California and Bargaining Unit (BU) 12, CalHR approved a 3-percent Special Salary Adjustment for all BU 12 classifications, except for the classifications identified below.

**EMPLOYEES**

Effective July 1, 2023, all employees designated R12, except for employees in the identified classes below shall receive the 3-percent Special Salary Adjustment, including employees who separated from state service prior to July 1, 2023, and have lump sum payments that extend beyond July 1, 2023. The lump sum payments shall be adjusted to reflect the above increase.

**R12 – Class Codes 0987, 0989, 6353, 6355, and 6356**

**CLASSES**

Effective July 1, 2023, in compliance with an agreement between the State of California and BU 12, CalHR approved a 5-percent Special Salary Adjustment for the classes identified below.

**EMPLOYEES**

Effective July 1, 2023, all employees designated R12 in the classes identified below shall receive the 5-percent Special Salary Adjustment, including employees who separated from state service prior to July 1, 2023, and have lump sum payments that extend beyond July 1, 2023. The lump sum payments shall be adjusted to reflect the above increase.

<u>Class Code</u>	<u>Class Title</u>
0987	Maintenance Aide (Seasonal)
0989	Maintenance Aide (Seasonal) (Angel Island)
6353	Senior Foundation Driller
6355	Foundation Driller Leadworker
6356	Foundation Driller

**R12 and U12 (Rank-and-File Ranges) – Various Class Codes**

**CLASSES**

Effective July 1, 2023, in compliance with an agreement between the State of California and BU 12, CalHR approved a 4-percent Special Salary Adjustment for the classes identified below.

**EMPLOYEES**

Effective July 1, 2023, all employees designated R12 in the classes identified below shall receive the 4-percent Special Salary Adjustment, including employees who separated from state service prior to July 1, 2023, and have lump sum payments that extend beyond July 1, 2023. The lump sum payments shall be adjusted to reflect the above increase.

<u>CBID</u>	<u>Class Code</u>	<u>Rg</u>	<u>Class Title</u>
R12	6389		State Park Equipment Operator
R12	6591		Military Department Heavy Equipment Operator
R12	6890		Caltrans Equipment Operator I
R12	6286		Caltrans Equipment Operator II
R12	6285		Caltrans Highway Maintenance Leadworker
R12	6296		Caltrans Landscape Maintenance Leadworker
R12	6390		Tractor Operator – Laborer
R12	7560		Tractor Operator – Laborer (Correctional Facility)
R12	6854		Commercial Vehicle Inspection Specialist
R12	6378		Heavy Truck Driver
R12	6379		Heavy Truck Driver -Correctional Facility-

<u>CBID</u>	<u>Class Code</u>	<u>Rg</u>	<u>Class Title</u>
R12	6287		Caltrans Highway Maintenance Worker
R12	6297		Caltrans Landscape Maintenance Worker
R12	2029		Maintenance Worker, California Highway Patrol
R12	6851		Automobile Mechanic
R12	6868		Automobile Mechanic – Correctional Facility
R12	6898		Automotive Pool Attendant I
R12	6897		Automotive Pool Attendant II
R12	6832		Automotive Technician I
R12	6830		Automotive Technician II
R12	6852		Motorcycle Mechanic
R12	3713		Caltrans Heavy Equipment Mechanic
R12	6831		Caltrans Heavy Equipment Mechanic Leadworker
R12	3714		Heavy Equipment Mechanic Apprentice, Caltrans
R12	6834		Heavy Equipment Mechanic
R12	6826		Heavy Equipment Mechanic (Correctional Facility)
U12	6865	A	Equipment Maintenance Supervisor -Correctional Facility-
R12	0569		Pest Control Technician
R12	7199		Pest Control Technician (Correctional Facility)
R12	0731		Groundskeeper
R12	0725		Lead Groundskeeper
R12	0743		Groundskeeper -Correctional Facility-
R12	6212		Skilled Laborer
R12	0718		Lead Groundskeeper I (Correctional Facility)
R12	0719		Supervising Groundskeeper I
R12	0720		Lead Groundskeeper -Correctional Facility-
R12	7284		Industrial Supervisor, Prison Industries (Bakery)
R12	7218		Industrial Supervisor, Prison Industries (Bindery)
R12	7123		Industrial Supervisor, Prison Industries (Coffee Roasting and Grinding)
R12	0648		Industrial Supervisor, Prison Industries (Crop Farm)
R12	0682		Industrial Supervisor, Prison Industries (Dairy)

<u>CBID</u>	<u>Class Code</u>	<u>Rg</u>	<u>Class Title</u>
R12	7204		Industrial Supervisor, Prison Industries (Dental Laboratory)
R12	7151		Industrial Supervisor, Prison Industries (Detergent Plant)
R12	7193		Industrial Supervisor, Prison Industries (Digital Services)
R12	7129		Industrial Supervisor, Prison Industries (Egg Production)
R12	7198		Industrial Supervisor, Prison Industries (Fabric Products)
R12	7155		Industrial Supervisor, Prison Industries (Food and Beverage)
R12	7210		Industrial Supervisor, Prison Industries (Knitting Mill)
R12	2109		Industrial Supervisor, Prison Industries (Laundry)
R12	7215		Industrial Supervisor, Prison Industries (Maintenance + Repair)
R12	7197		Industrial Supervisor, Prison Industries (Mattress + Bedding)
R12	7130		Industrial Supervisor, Prison Industries (Meatcutting/Processing)
R12	7191		Industrial Supervisor, Prison Industries (Metal Fabrication)
R12	7150		Industrial Supervisor, Prison Industries (Optical Products)
R12	7131		Industrial Supervisor, Prison Industries (Poultry Processing)
R12	7216		Industrial Supervisor, Prison Industries (Printing)
R12	7105		Industrial Supervisor, Prison Industries (Sausage Making/Cured Meats)
R12	7152		Industrial Supervisor, Prison Industries (Sewing Machine Repair)
R12	7207		Industrial Supervisor, Prison Industries (Shoe Manufacturing)
R12	7192		Industrial Supervisor, Prison Industries (Tool + Die)
R12	7179		Industrial Supervisor, Prison Industries (Upholstery)
R12	7178		Industrial Supervisor, Prison Industries (Wood Products)
R12	7231		Industrial Warehouse and Distribution Specialist, Prison Industries
R12	1575		Prison Canteen Manager I
R12	6553		Plumber Apprentice
R12	6549		Plumber I
R12	6548		Plumber II
R12	6594		Plumber II (Correctional Facility)
R12	6545		Plumber III (Correctional Facility)
U12	6543	A B	Plumber Supervisor

<u>CBID</u>	<u>Class Code</u>	<u>Rg</u>	<u>Class Title</u>
R12	5125		Telecommunications Facilities Technician I, California Highway Patrol
R12	6766		Park Maintenance Assistant
R12	5057		Park Maintenance Assistant (Angel Island)
R12	6767		Park Maintenance Worker I
R12	5058		Park Maintenance Worker I (Angel Island)
U12	1505	A	Materials and Stores Supervisor II -Correctional Facility-
U12	0716	A	Supervising Groundskeeper II -Correctional Facility-

**R12 – Various Class Codes**

Effective July 1, 2023, in compliance with an agreement between the State of California and BU 12, CalHR approved various Special Salary Adjustments for the classes identified below.

**EMPLOYEES**

Effective July 1, 2023, employees designated R12 in the following classes shall receive the Special Salary Adjustment, including employees who separated from state service prior to July 1, 2023, and have lump sum payments that extend beyond July 1, 2023. The lump sum payments shall be adjusted to reflect the salary increase below.

<u>CBID</u>	<u>Class Code</u>	<u>Rg</u>	<u>Class Title</u>	<u>SSA</u>
U12	6894	A	Automotive Pool Attendant III	4.66%
R12	6850		Lead Automobile Mechanic	4.41%
R12	6858		Lead Motorcycle Mechanic	4.41%
R12	5126		Telecommunications Facilities Technician II, California Highway Patrol	4.19%
R12	0715		Park Landscape Maintenance Technician	6.70%
R12	6768		Park Maintenance Worker II	4.80%

**R12 – Class Code 0996 – Senior Maintenance Aide (Seasonal)**

**CLASS**

Effective July 1, 2023, the new minimum salary steps are realigned at 5-percent above the maximum salary step of the Maintenance Aide (Seasonal) classification with a 5-percent differential between each step as identified below.

**EMPLOYEES**

Effective July 1, 2023, all employees in the identified classification below shall receive the new appropriate realigned minimum salary step, including employees who separated from state service prior to July 1, 2023 and have lump sum payments that extend beyond July 1, 2023.

<u>Class Code</u>	<u>Class Title</u>	<u>OSR</u>	<u>NSR</u>
0996	Senior Maintenance Aide (Seasonal)	\$17.54	\$20.76
		\$18.17	\$21.80
		\$18.83	\$22.89
		\$19.78	\$24.03

**DOCUMENTATION:**

The State Controller's Office (SCO) will process an Employment History (EH) mass update to implement the Special Salary Adjustment (SSA) for eligible employees in BU 12 prior to Monthly (Master) Payroll Cutoff in November 2023.

For employees who separated from state service prior to July 1, 2023 and have lump sum payments that extend beyond July 1, 2023, departments shall adjust their lump sum to reflect the above salary changes.

An SCO Personnel Letter will follow with additional information.

**SPECIAL SALARY ADJUSTMENT – EXCLUDED**

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

**CLASSES**

Effective July 1, 2023, CalHR approved a 3-percent Special Salary Adjustment for all S12 and M12 classifications, except for the classifications identified in the sections below.

**EMPLOYEES**

Effective July 1, 2023, all employees designated M12, S12, E48, E59 and employees in ranges L or M designated E97, except for employees in the classifications identified in the sections below shall receive the 3-percent Special Salary Adjustment, including employees who separated from state service prior to July 1, 2023, and have lump sum payments that extend beyond July 1, 2023. The lump sum payments shall be adjusted to reflect the above increase.

**M12, S12 and U12 (Supervisory Ranges) – Various Class Codes**

**CLASSES**

Effective July 1, 2023, CalHR approved a 4-percent Special Salary Adjustment for the classes identified below.

**EMPLOYEES**

Effective July 1, 2023, all employees designated M12, S12, and E48 in the classes identified below shall receive the 4-percent Special Salary Adjustment, including employees who separated from state service prior to July 1, 2023, and have lump sum payments that extend beyond July 1, 2023. The lump sum payments shall be adjusted to reflect the above increase.

<u>CBID</u>	<u>Class Code</u>	<u>Rg</u>	<u>Class Title</u>
M12	6671		Office Building Manager IV
M12	6885		Chief of Mobile Equipment Operations
M12	7158		Prison Industries Administrator
S12	0617		Prison Industries Superintendent II (Agriculture)
S12	0679		Prison Industries Superintendent I (Agriculture)
S12	0717		Supervising Groundskeeper II
S12	1500		Warehouse Manager II
S12	1501		Warehouse Manager I
S12	1502		Warehouse Manager II -Correctional Facility-
S12	1504		Warehouse Manager I -Correctional Facility-
S12	1576		Prison Canteen Manager II
S12	2108		Prison Industries Superintendent II (Laundry)
S12	6229		Park Maintenance Supervisor
S12	6232		Park Maintenance Chief I
S12	6239		Caltrans Maintenance Manager II
S12	6280		Caltrans Maintenance Manager I
S12	6282		Caltrans Maintenance Area Superintendent
S12	6288		Caltrans Landscape Specialist
S12	6301		Caltrans Maintenance Supervisor
S12	6303		Correctional Plant Supervisor, Department of Corrections
S12	6304		Correctional Plant Manager I, Department of Corrections
S12	6305		Correctional Plant Manager II, Department of Corrections

<u>CBID</u>	<u>Class Code</u>	<u>Rg</u>	<u>Class Title</u>
S12	6535		Park Maintenance Chief II
S12	6672		Office Building Manager III
S12	6675		Office Building Manager I
S12	6748		Chief of Plant Operation III -Correctional Facility-
S12	6749		Chief of Plant Operation III
S12	6752		Chief of Plant Operation I
S12	6753		Supervisor of Building Trades
S12	6756		Utility Shops Supervisor
S12	6763		Supervisor of Building Trades -Correctional Facility-
S12	6772		Utility Shops Supervisor (Correctional Facility)
S12	6816		Supervising Highway Equipment Superintendent
S12	6819		Highway Equipment Superintendent II
S12	6821		Highway Equipment Superintendent III
S12	6822		Highway Equipment Superintendent I
S12	6828		Caltrans Highway Mechanic Supervisor
S12	6829		Automotive Technician III
S12	6848		Mobile Equipment Superintendent I
S12	6883		Automotive Pool Manager II
S12	6886		Mobile Equipment Superintendent II
S12	6895		Automotive Pool Manager I
S12	7110		Prison Industries Superintendent I (Meat Plant Operations)
S12	7115		Prison Industries Superintendent II (Coffee Roasting and Grinding)
S12	7116		Prison Industries Superintendent II (Egg Production)
S12	7117		Prison Industries Superintendent II (Poultry Processing)
S12	7136		Prison Industries Superintendent II (Meat Plant Operations)
S12	7154		Prison Industries Superintendent II (Maintenance and Repair)
S12	7157		Prison Industries Manager (General)
S12	7170		Prison Industries Superintendent II (Detergent)
S12	7172		Prison Industries Superintendent II (Wood Products)
S12	7174		Prison Industries Superintendent I (Laundry)
S12	7175		Prison Industries Superintendent I (Wood Products)
S12	7176		Prison Industries Superintendent I (Printing)

<u>CBID</u>	<u>Class Code</u>	<u>Rg</u>	<u>Class Title</u>
S12	7182		Prison Industries Superintendent I (Optical Products)
S12	7186		Prison Industries Superintendent II (Optical Products)
S12	7189		Prison Industries Superintendent I (Metal Products)
S12	7190		Prison Industries Superintendent II (Metal Products)
S12	7194		Prison Industries Superintendent I (Fabric Products)
S12	7195		Prison Industries Superintendent II (Fabric Products)
S12	7196		Prison Industries Superintendent II (Mattress and Bedding)
S12	7202		Prison Industries Superintendent II (Dental Laboratory)
S12	7205		Prison Industries Superintendent II (Shoe Manufacturing)
S12	7209		Prison Industries Superintendent II (Knitting Mill)
S12	7214		Prison Industries Superintendent II (Printing)
S12	7217		Prison Industries Superintendent II (Bindery)
S12	7234		Industrial Warehouse and Distribution Supervisor, Prison Industries
S12	7236		Industrial Warehouse and Distribution Manager I, Prison Industries
S12	7237		Industrial Warehouse and Distribution Manager II, Prison Industries
S12	7283		Prison Industries Superintendent II (Vehicle Reconditioning and Servicing)
S12	7293		Prison Industries Superintendent II (Bakery)
S12	7297		Prison Industries Superintendent II (Food and Beverage Packaging)
S12	7308		Prison Industries Manager (Digital Services)
S12	7350		Prison Industries Superintendent I (Egg Production)
S12	7353		Prison Industries Superintendent I, (Food and Beverage Packaging)
S12	9918		Park Maintenance Chief III
U12	1505	S	Materials and Stores Supervisor II -Correctional Facility-
U12	6543	S T	Plumber Supervisor
U12	6865	S	Equipment Maintenance Supervisor -Correctional Facility-

**S12, M12 AND U12 (Supervisory Ranges) – Various Class Codes**

**CLASSES**

Effective July 1, 2023, CalHR approved various Special Salary Adjustments for the classes identified below.

**EMPLOYEES**

Effective July 1, 2023, employees designated S12 in the following classes shall receive the Special Salary Adjustment, including employees who separated from state service prior to July 1, 2023, and have lump sum payments that extend beyond July 1, 2023. The lump sum payments shall be adjusted to reflect the salary increase below.

<u>CBID</u>	<u>Class Code</u>	<u>Rg</u>	<u>Class Title</u>	<u>SSA</u>
S12	9383		Tree Maintenance Supervisor, Caltrans	3.01%
S12	6923		Telecommunications Systems Operations Supervisor III	3.02%
S12	6737		Events Services Supervisor	3.22%
S12	6673		Office Building Manager II	4.01%
S12	6750		Chief of Plant Operation II	4.01%
S12	6751		Chief of Plant Operation II -Correctional Facility-	4.01%
U12	6894	S	Automotive Pool Attendant III	4.56%
U12	0716	S	Supervising Groundskeeper II -Correctional Facility-	16.43%

**DOCUMENTATION:**

The State Controller's Office (SCO) will process an Employment History (EH) mass update to implement the Special Salary Adjustment (SSA) for eligible employees in BU 12 prior to Monthly (Master) Payroll Cutoff in November 2023.

For employees who separated from state service prior to July 1, 2023 and have lump sum payments that extend beyond July 1, 2023, departments shall adjust their lump sum to reflect the above salary changes.

An SCO Personnel Letter will follow with additional information.

## SECTION 05 – HIRING ABOVE MINIMUM

- R12 classes are updated.
- The following R12 classes are added:

<u>Class Code</u>	<u>Class Title</u>
6353	Senior Foundation Driller
6355	Foundation Driller Leadworker
6356	Foundation Driller

## DOCUMENTATION:

Departments must key a SAL transaction effective July 1, 2023, for eligible employees with plus salary.

## SECTION 14: PAY DIFFERENTIALS

1. PAY DIFFERENTIAL 6  
AGRICULTURAL PEST CONTROL LICENSES DIFFERENTIAL – UNIT 12 AND  
EXCLUDED EMPLOYEES is amended: (Effective 07/01/23)

- The pay differential is retitled as follows:

<u>From</u>	<u>To</u>
AGRICULTURAL PEST CONTROL LICENSES DIFFERENTIAL – UNIT 12 AND EXCLUDED EMPLOYEES	AGRICULTURAL PEST CONTROL LICENSES DIFFERENTIAL – BARGAINING UNIT 12 AND EXCLUDED EMPLOYEES

- The rates and criteria section are amended to reflect the rate increase from \$50.00 to \$100.00 and from \$75.00 to \$150.00.

## DOCUMENTATION:

For less than full-time employees, effective 7/1/2023, departments should key a 350 transaction for employees that do not have another salary change or appointment transaction, for eligible employees with the earning IDs 8QA or 8PC 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. Departments should submit form STD. 674 CS Payroll Adjustments via ConnectHR to request retroactive adjustments, if applicable for payments affected back to 7/1/2023.

For full-time employees, effective 7/1/2023, departments should process applicable earnings ID 8QA or 8PC payments via PIP for eligible employees. Earnings IDs 8QA or 8PC must not be

locked-in employment history to avoid payment proration. Departments should submit form STD. 674 Premium Pay via ConnectHR to request retroactive adjustments, if applicable for payments affected back to 7/1/2023.

2. PAY DIFFERENTIAL 32  
COMMERCIAL DRIVER'S LICENSE DIFFERENTIAL CLASS A – BARGAINING  
UNIT 12 is abolished. (Effective 07/01/23)

**DOCUMENTATION:**

Departments should key a 350 transaction to remove locked-in Earning ID 8DLL effective 7/1/2023 and correct any resulting out-of-sequence transactions. Departments should submit form STD. 674 Premium Pay A/R via ConnectHR to request retroactive adjustments, if applicable for payments affected back to 7/1/2023.

3. PAY DIFFERENTIAL 33  
COMMERCIAL DRIVER'S LICENSE DIFFERENTIAL CLASS A OR B – BARGAINING  
UNIT 12 is amended. (Effective 07/01/23)

- The flat rates are amended to reflect 5%.
- The following classes/department are added.

<u>Class Code</u>	<u>Class Title</u>	<u>Department</u>
5125	Telecommunications Facilities Technician I, California Highway Patrol	California Highway Patrol
5126	Telecommunications Facilities Technician II, California Highway Patrol	California Highway Patrol

**DOCUMENTATION:**

Departments should key a 350 transaction, effective 7/1/2023, for applicable employees to remove old locked-in earnings ID and add new earnings ID 8DL2 to locked-in on Employment History. For newly eligible employees, departments should process a 350 transaction to lock-in the earnings 8DL2, or process the payment via PIP. Any out-of-sequence transactions will also need to be corrected.

Departments should submit form STD. 674 CS Payroll Adjustments via ConnectHR to request retroactive adjustments, if applicable for payments affected back to 7/1/2023.

4. PAY DIFFERENTIAL 35  
COMMERCIAL DRIVERS LICENSE DIFFERENTIAL – EXCLUDED EMPLOYEES is  
amended. (Effective 07/01/23)

- The flat rate is amended to reflect 5%.

- Government Code section 21232 is added.

**DOCUMENTATION:**

Departments should key a 350 transaction, effective 7/1/2023, for applicable employees to remove old locked-in earnings ID and add new earnings ID 8DL1 to locked-in on Employment History. For newly eligible employees, departments should process a 350 transaction to lock-in the earnings 8DL1, or process the payment via PIP. Any out-of-sequence transactions will also need to be corrected.

Departments should submit form STD. 674 CS Payroll Adjustment via ConnectHR to request retroactive adjustments, if applicable for payments affected back to 7/1/2023.

5. PAY DIFFERENTIAL 42  
DIVING PAY – BARGAINING UNITS 07, 09, 10, 11, 12 AND EXCLUDED EMPLOYEES is amended. (Effective 07/01/23)

- SUBJECT TO PERS DEDUCTION section is amended to reflect No for R12.

**DOCUMENTATION:**

Departments should key a 350 transaction for employees that do not have another salary change or appointment transaction, effective 7/1/2023, 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.

Departments should submit form STD. 674 Retirement via ConnectHR to request retroactive adjustments, if applicable for payments affected back to 7/1/2023.

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 07/01/23)

- The rates for BU 12 are updated.

**DOCUMENTATION:**

Departments should key a 345 transaction for employees that do not have another salary change or appointment transaction, effective 7/1/2023, for eligible employees with the EID locked-in on Employment History. For newly eligible employees, departments should process a 345 transaction to lock-in the earnings ID, or process the payment via PIP. Any out-of-sequence transactions will also need to be corrected.

Departments should submit form STD. 674 CS Payroll Adjustment via ConnectHR to request retroactive adjustments, if applicable for payments affected back to 7/1/2023.

7. PAY DIFFERENTIAL 145  
RECRUITMENT AND RETENTION DIFFERENTIAL PAY – UNIT 12 AND EXCLUDED EMPLOYEES is amended. (Effective 07/01/23)

- The pay differential is retitled as follows:

<u>From</u>	<u>To</u>
RECRUITMENT AND RETENTION DIFFERENTIAL PAY – UNIT 12 AND EXCLUDED EMPLOYEES	RECRUITMENT AND RETENTION DIFFERENTIAL PAY – BARGAINING UNIT 12 AND EXCLUDED EMPLOYEES

- Department of Transportation, Division of Engineering Services (B) is added.
- The following classes for the Department of Transportation, Division of Engineering Services are added:

<u>Class Code</u>	<u>Class Title</u>
6356	Foundation Driller
6355	Foundation Driller Leadworker
6353	Senior Foundation Driller

- Caltrans Shops 5 and 9 are added.
- Oroville is added to the locations for the Department of Water Resources.
- The criteria section is amended.
- All Time Bases and Tenure Eligible section is amended to reflect Yes/No\*.
- Government Code section 21232 is added.

**DOCUMENTATION:**

For newly eligible employees, effective 7/1/2023 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.

Departments shall submit STD 674 Premium Pay via ConnectHR to request retroactive payment adjustments that cannot be keyed via PIP, if applicable for payments affected back to 7/1/2023.

8. PAY DIFFERENTIAL 162  
ROTATING SHIFT PREMIUM PAY – UNIT 12 AND EXCLUDED EMPLOYEES is amended. (Effective 07/01/23)

- The pay differential is retitled as follows:

<u>From</u>	<u>To</u>
ROTATING SHIFT PREMIUM PAY – UNIT 12 AND EXCLUDED EMPLOYEES	ROTATING SHIFT PREMIUM PAY – BARGAINING UNIT 12 AND EXCLUDED EMPLOYEES

- The rate and criteria sections are amended to reflect a rate increase from \$1.90 to \$2.90.

**DOCUMENTATION:**

Departments should process payment via PIP for applicable employees. Earnings IDs 8U1 must not be locked-in employment history to avoid payment proration.

Departments shall submit STD 674 Premium Pay via ConnectHR to request retroactive payment adjustments that cannot be keyed via PIP, if applicable for payments affected back to 7/1/2023.

9. PAY DIFFERENTIAL 290  
STANDBY DUTY SUPERVISOR PAY – EXCLUDED EMPLOYEES is amended.  
(Effective 07/01/23)
  - Class title is amended to reflect Telecommunications Systems Operations Supervisor I.
  - Government Code section 21228 is amended to 21232.

**DOCUMENTATION:**

For newly eligible employees departments should process payment via PIP for eligible employees.

10. PAY DIFFERENTIAL 446  
C-57 WELL DRILLING LICENSE DIFFERENTIAL – BARGAINING UNIT 12  
EMPLOYEES is amended. (Effective 07/01/23)
  - The rate is amended.

**DOCUMENTATION:**

Departments should process payment via PIP for eligible employees. Earnings IDs 8C57 must not be locked-in employment history to avoid payment proration.

Departments shall submit STD 674 Premium Pay via ConnectHR to request retroactive payment adjustments that cannot be keyed via PIP, if applicable for payments affected back to 7/1/2023.

11. PAY DIFFERENTIAL 447  
SNOW CATERPILLAR CREW PAY DIFFERENTIAL – BARGAINING UNIT 12 AND EXCLUDED EMPLOYEES is amended. (Effective 07/01/23)

- Class titles are amended.
- Telecommunications Facilities Technician I (class code 5125) is added for the California Highway Patrol.
- The criteria is amended to include California Highway Patrol.
- Subject to PERS Deduction is amended to reflect No.

**DOCUMENTATION:**

Departments should key a 350 transaction for employees that do not have another salary change or appointment transaction, effective 7/1/2023, for eligible employees with the EID locked-in on Employment History.

Departments should submit form STD. 674 Retirement via ConnectHR to request retroactive adjustments, if applicable for payments affected back to 7/1/2023.

For newly eligible employees, effective 7/1/2023 departments should process a 350 transaction to lock-in the earnings ID 8ASC, or process the payment via PIP. Any out-of-sequence transactions will also need to be corrected.

Departments shall submit STD 674 Premium Pay via ConnectHR to request retroactive payment adjustments that cannot be keyed via PIP, if applicable for payments affected back to 7/1/2023.

12. PAY DIFFERENTIAL 448  
CAL OES TELECOMMUNICATIONS TECHNICIANS RECRUITMENT AND RETENTION PAY DIFFERENTIAL – BARGAINING UNIT 12 AND EXCLUDED EMPLOYEES is amended. (Effective 07/01/23)

- The pay differential is retitled as follows:

From

CAL OES TELECOMMUNICATIONS  
TECHNICIANS RECRUITMENT AND  
RETENTION PAY DIFFERENTIAL –  
BARGAINING UNIT 12 AND EXCLUDED  
EMPLOYEES

To

CAL OES TELECOMMUNICATIONS  
SYSTEMS TECHNICIAN  
RECRUITMENT AND RETENTION PAY  
DIFFERENTIAL – BARGAINING UNIT 12  
AND EXCLUDED EMPLOYEES

- Class titles are amended.

**DOCUMENTATION:**

For newly eligible employees, effective 7/1/2023 departments should process a 350 transaction to lock-in the earnings ID 8CLS, or process the payment via PIP. Any out-of-sequence transactions will also need to be corrected.

Departments shall submit STD 674 Premium Pay via ConnectHR to request retroactive payment adjustments that cannot be keyed via PIP, if applicable for payments affected back to 7/1/2023.

13. PAY DIFFERENTIAL 469  
RECRUITMENT AND RETENTION DIFFERENTIAL – CALTRANS HEAVY  
EQUIPMENT MECHANIC – BARGAINING UNIT 12 is established. (Effective 07/01/23)

**DOCUMENTATION:**

For eligible employees, effective 7/1/2023 departments should process a 350 transaction to lock-in the earnings ID 8CLT, or process the payment via PIP. Any out-of-sequence transactions will also need to be corrected.

Departments shall submit STD 674 Premium Pay via ConnectHR to request retroactive payment adjustments that cannot be keyed via PIP, if applicable for payments affected back to 7/1/2023.

14. PAY DIFFERENTIAL 470  
CALTRANS WINTER OPERATIONS PAY DIFFERENTIAL – BARGAINING UNIT 12  
AND RELATED EXCLUDED EMPLOYEES is established. (Effective 10/01/23)

**DOCUMENTATION:**

For eligible employees, effective 10/1/2023 departments should process a 350 transaction to lock-in the earnings ID 8CT1 or 8CT2 where applicable, or process the payment via PIP. Any out-of-sequence transactions will also need to be corrected.

Departments shall submit STD 674 Premium Pay via ConnectHR to request retroactive payment adjustments that cannot be keyed via PIP, if applicable for payments affected back to 10/1/2023.

15. PAY DIFFERENTIAL 471  
WORKFORCE STABILITY STIPEND – BARGAINING UNIT 12 AND RELATED  
EXCLUDED EMPLOYEES is established. (Effective 10/01/23)

**DOCUMENTATION:**

Effective 10/01/2023, departments should process earning ID 9WF1 lump sum payments semi-annually per payment criteria via PIP for eligible employees, if applicable.

16. PAY DIFFERENTIAL 472  
CARGO TANK INSPECTION DIFFERENTIAL – BARGAINING UNIT 12 EMPLOYEES is established. (Effective 07/01/23)

**DOCUMENTATION:**

Departments should process earning ID 9CT payments per payment criteria via PIP for eligible employees effective 7/01/2023, if applicable.

Departments shall submit STD 674 Premium Pay via ConnectHR to request retroactive payment adjustments that cannot be keyed via PIP, if applicable for payments affected back to 7/1/2023.

17. PAY DIFFERENTIAL 473  
HEALTH CARE FACILITY RETENTION AND WILDFIRE EMERGENCY RESPONSE PAYMENT – BARGAINING UNIT 12 AND RELATED EXCLUDED EMPLOYEES is established. (Effective 10/01/23)

**DOCUMENTATION:**

Departments should process earning ID 9HC to issue one-time lump sum payments per criteria via PIP for eligible employees effective 10/01/2023, if applicable.