

PAY LETTER: 23-44  
ISSUE DATE: December 14, 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.

**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, 2023, 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 3-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 3 percent.

**EMPLOYEES**

Effective July 1, 2023, all employees designated E01, E04, E20, R01, R03, R04, R11, R14, R15, R17, R20, and R21 in the above classes shall receive the 3-percent increase, 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 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.

**DOCUMENTATION:**

The State Controller's Office (SCO) will process an Employment History (EH) mass update to implement the General Salary Increase (GSI) for eligible employees in the above classes prior to Monthly Payroll Cutoff in December 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.

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

The class below does not receive the 3-percent General Salary Increase. Employees are eligible to receive the General Salary Increase. (see below)

| Class Code | CBID | Class Title   |
|------------|------|---|
| 4687       | R01  | Limited Examination and Appointment Program Candidate |

**EMPLOYEES**

Effective July 1, 2023, rank-and-file employees in the above R01 class shall receive the 3-percent increase, 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 salary increase.

**DOCUMENTATION:**

The State Controller's Office (SCO) will process an Employment History (EH) mass update to implement the General Salary Increase (GSI) for eligible employees in the above class prior to Monthly Payroll Cutoff in December 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 – RANK AND FILE**

**CLASSES**

Effective July 1, 2023, in compliance with an agreement between the State of California and BU's 1, 4, 11, 14, 15, 17, 20, 21 and rank-and-file ranges in U04 and U15 in addition to the GSI, CalHR approved various Special Salary Adjustments for the classes identified below.

**EMPLOYEES**

Effective July 1, 2023, all employees designated R01, R04, R11, R14, R15, R17, R20, R21, E01, E04 and E20 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 above increase.

| <u>CBID</u> | <u>Class Code</u> | <u>Rg</u> | <u>Class Title</u>                           | <u>SSA</u> |
|-------------|-------------------|-----------|--|------------|
| R01         | 1152              |           | Correctional Case Records Analyst            | 5.50%      |
| R01         | 1221              |           | Hearing Reporter Public Utilities Commission | 5%         |
| R01         | 1229              |           | Hearing Reporter                             | 5%         |

| <u>CBID</u> | <u>Class Code</u> |                  | <u>Class Title</u>                                   | <u>SSA</u> |
|-------------|-------------------|------------------|--|------------|
| R01         | 1303              | A<br>B<br>C<br>D | Personnel Specialist                                 | 5%         |
| R01         | 1311              |                  | Payroll Specialist                                   | 5%         |
| R01         | 1315              |                  | Senior Payroll Specialist                            | 5%         |
| R01         | 1317              | A                | Senior Personnel Specialist                          | 5%         |
| R01         | 1820              | A                | Legal Assistant                                      | 5%         |
| R01         | 2246              |                  | Health Facilities Evaluator Specialist               | 5%         |
| R01         | 2800              |                  | State Historian II                                   | 5.30%      |
| R01         | 2801              |                  | State Historian I                                    | 6.10%      |
| R01         | 4101              |                  | Financial Institutions Examiner                      | 5%         |
| R01         | 4102              |                  | Senior Financial Institutions Examiner               | 5%         |
| R01         | 4267              |                  | Tax Auditor, Board of Equalization                   | 5%         |
| R01         | 4336              |                  | Tax Auditor, Employment Development Department       | 5%         |
| R01         | 4341              |                  | Staff Tax Auditor, Employment Development Department | 5%         |
| R01         | 4362              |                  | Tax Auditor, Franchise Tax Board                     | 5%         |

| <u>CBID</u> | <u>Class Code</u> | <u>Class Title</u>                                      | <u>SSA</u> |
|-------------|-------------------|---|------------|
| R01         | 4367              | Public Land Management Specialist I                     | 10.29%     |
| R01         | 4368              | Public Land Management Specialist II                    | 15.80%     |
| R01         | 4369              | Public Land Management Specialist III                   | 15.75%     |
| R01         | 4370              | Public Land Management Specialist IV                    | 3.25%      |
| R01         | 4380              | Business Taxes Specialist I, Board of Equalization      | 5%         |
| R01         | 4435              | Senior Insurance Rate Analyst                           | 2.50%      |
| R01         | 4438              | Associate Insurance Rate Analyst                        | 2.50%      |
| R01         | 4441              | Insurance Rate Analyst                                  | 2.50%      |
| R01         | 4499              | Public Utility Financial Examiner IV                    | 5%         |
| R01         | 4617              | Environmental Planner (Archeology)                      | 5%         |
| R01         | 4618              | Environmental Planner (Architectural History)           | 5%         |
| R01         | 4634              | Associate Environmental Planner (Archeology)            | 5%         |
| R01         | 4635              | Environmental Planner (Natural Sciences)                | 5%         |
| R01         | 4640              | Environmental Planner                                   | 5%         |
| R01         | 4642              | Associate Environmental Planner (Architectural History) | 5%         |
| R01         | 4680              | Associate Environmental Planner (Natural Sciences)      | 5%         |
| R01         | 4682              | Associate Environmental Planner (Socioeconomic)         | 5%         |
| R01         | 4711              | Associate Environmental Planner                         | 5%         |
| R01         | 4721              | Associate Transportation Planner                        | 5%         |
| R01         | 4726              | Coastal Program Analyst I                               | 5%         |
| R01         | 4735              | Coastal Program Analyst II                              | 5%         |
| R01         | 4768              | Transportation Planner                                  | 5%         |
| R01         | 4808              | Conservancy Project Development Analyst I               | 15.78%     |
| R01         | 4809              | Conservancy Project Development Analyst II              | 15.76%     |
| R01         | 4814              | Conservancy Project Development Specialist              | 5%         |
| R01         | 4959              | Right of Way Agent                                      | 5%         |
| R01         | 4965              | Associate Right of Way Agent                            | 5%         |
| R01         | 5237              | A Legal Analyst   | 5%         |
| R01         | 5672              | Aviation Safety Officer II                              | 2.50%      |
| R01         | 5758              | A Research Data Specialist II                           | 5%         |
| R01         | 5770              | A Research Data Specialist III                          | 5%         |

| <u>CBID</u> | <u>Class Code</u> |             | <u>Class Title</u>   | <u>SSA</u> |
|-------------|-------------------|-------------|--|------------|
| R01         | 5729              | A<br>B<br>C | Research Data Analyst I  | 5%         |
| R01         | 5731              | A           | Research Data Analyst II   | 5%         |
| R01         | 5742              | A           | Research Data Specialist I   | 5%         |
| R01         | 8001              |             | Health Facilities Evaluator I  | 5%         |
| R01         | 8007              |             | Health Facilities Evaluator Trainee  | 5%         |
| R01         | 8052              |             | Health Facilities Evaluator II   | 5%         |
| R01         | 8562              |             | Associate Insurance Compliance Officer,<br>Department of Insurance           | 5%         |
| R01         | 8607              |             | Senior Insurance Compliance Officer (Specialist),<br>Department of Insurance | 5%         |
| R01         | 9194              |             | Employment Program Representative  | 5%         |
| R01         | 9233              |             | Disability Insurance Program Representative                                  | 5%         |
| R01         | 9338              |             | Workers' Compensation Compliance Officer                                     | 2.50%      |
| R01         | 9339              |             | Senior Workers' Compensation Compliance Officer                              | 2.50%      |
| R01         | 8727              |             | Driver Safety Hearing Office   | 4%         |

| <u>CBID</u> | <u>Class Code</u> | <u>Rg</u> | <u>Class Title</u>                                     | <u>SSA</u> |
|-------------|-------------------|-----------|--|------------|
| R04         | 1245              |           | Executive Secretary II                                 | 5%         |
| R04         | 1247              |           | Executive Secretary I                                  | 5%         |
| R04         | 1728              |           | Executive Assistant                                    | 5%         |
| R04         | 1176              |           | Secretary  | 5%         |
| R04         | 1282              |           | Legal Secretary  | 5%         |
| U04         | 1307              | A         | Library Technical Assistant I                          | 5%         |
| R04         | 1318              |           | Library Technical Assistant (Safety)                   | 5%         |
| R04         | 1660              |           | Dispatcher-Clerk                                       | 5%         |
| R04         | 1780              |           | Mailing Machines Operator II                           | 5%         |
| R04         | 1804              |           | Technical Assistant II, Political Practices Commission | 5%         |
| R04         | 1872              |           | Health Record Technician II (Specialist)               | 5%         |
| R04         | 1890              |           | Senior Motor Vehicle Technician                        | 5%         |
| R04         | 1975              |           | Tax Technician III, Board of Equalization              | 5%         |
| R04         | 3710              |           | Dispatcher-Clerk, Caltrans                             | 5%         |
| R04         | 6412              |           | Senior Benefit Program Specialist (CalPERS)            | 5%         |

| <u>CBID</u> | <u>Class Code</u> | <u>Class Title</u>  | <u>SSA</u> |
|-------------|-------------------|---|------------|
| R04         | 8737              | Control Cashier II (Motor Vehicle Services), Department of Motor Vehicles | 5%         |
| R04         | 8739              | Control Cashier II (Vehicle Registration), Department of Motor Vehicles   | 5%         |
| R04         | 9079              | Lottery Ticket Sales Senior Specialist                                    | 5%         |
| R04         | 9587              | Tax Program Technician I, Franchise Tax Board                             | 5%         |
| R04         | 9588              | Tax Program Technician II, Franchise Tax Board                            | 5%         |
| R04         | 9778              | Senior Pension Program Representative                                     | 5%         |
| R04         | 9929              | Program Technician III  | 5%         |
| U04         | 1213              | A Senior Word Processing Technician                                       | 5%         |

| <u>CBID</u> | <u>Class Code</u> | <u>Class Title</u>  | <u>SSA</u> |
|-------------|-------------------|---|------------|
| R11         | 0615              | Plant Quarantine Inspector                                | 5%         |
| R11         | 0647              | Agricultural Pest Control Specialist                      | 5%         |
| R11         | 3042              | Water Resources Engineering Associate (Specialist)        | 5%         |
| R11         | 3043              | Water Resources Technician II                             | 5%         |
| R11         | 3044              | Water Resources Technician I                              | 5%         |
| R11         | 3124              | Civil Engineering Associate                               | 5%         |
| R11         | 3129              | Civil Engineering Technician II                           | 5%         |
| R11         | 3202              | Bridge Architectural Associate                            | 5%         |
| R11         | 3203              | Bridge Architectural Assistant                            | 5%         |
| R11         | 3204              | Bridge Architectural Trainee                              | 5%         |
| R11         | 3380              | Lead Structural Steel Inspector (Nondestructive Testing)  | 5%         |
| R11         | 3381              | Materials and Research Engineering Associate (Specialist) | 5%         |
| R11         | 3387              | Associate Steel Inspector                                 | 5%         |
| R11         | 3389              | Structural Steel Inspector (Nondestructive Testing)       | 5%         |

| <u>CBID</u> | <u>Class Code</u> | <u>Class Title</u>                        | <u>SSA</u> |
|-------------|-------------------|---|------------|
| R11         | 3390              | Assistant Steel Inspector                 | 5%         |
| R11         | 3448              | Construction Supervisor I Water Resources | 5%         |
| R11         | 3449              | Construction Inspector Water Resources    | 5%         |
| R11         | 3461              | Electrical Construction Supervisor I      | 5%         |
| R11         | 3466              | Mechanical Construction Supervisor I      | 5%         |
| R11         | 6991              | Seismological Instrument Technician I     | 5%         |

| <u>CBID</u> | <u>Class Code</u> | <u>Class Title</u>                                 | <u>SSA</u> |
|-------------|-------------------|--|------------|
| R11         | 6992              | Seismological Instrument Technician II             | 5%         |
| R11         | 6993              | Seismological Instrument Technician III            | 5%         |
| R11         | 3175              | Transportation Engineering Technician              | 5%         |
| R11         | 3453              | Construction Inspector Technician, Water Resources | 5%         |
| R11         | 7890              | Supervising Laboratory Assistant I                 | 5.55%      |

| <u>CBID</u> | <u>Class Code</u> | <u>Class Title</u>                     | <u>SSA</u> |
|-------------|-------------------|--|------------|
| R14         | 1473              | Printing Trades Production Coordinator | 5%         |
| R14         | 7322              | Webfed Offset Press Operator I         | 5%         |
| R14         | 7324              | Sheetfed Offset Press Operator II      | 5%         |
| R14         | 7327              | Sheetfed Offset Press Operator III     | 5%         |
| R14         | 7329              | Sheetfed Offset Press Operator IV      | 5%         |
| R14         | 7330              | Sheetfed Offset Press Operator V       | 5%         |
| R14         | 7331              | Webfed Offset Press Operator II        | 5%         |
| R14         | 7332              | Webfed Offset Press Operator III       | 5%         |
| R14         | 7333              | Webfed Offset Press Operator IV        | 5%         |
| R14         | 7399              | Bookbinder IV                          | 5%         |
| R14         | 7401              | Bookbinder III                         | 5%         |
| R14         | 7402              | Bookbinder II                          | 5%         |
| R14         | 7431              | Printing Plant Machinist               | 5%         |
| R14         | 7437              | Printing Trades Assistant II           | 5%         |

| <u>CBID</u> | <u>Class Code</u> | <u>Rg</u> | <u>Class Title</u>                                    | <u>SSA</u> |
|-------------|-------------------|-----------|---|------------|
| R15         | 2184              |           | Cook Specialist II                                    | 5%         |
| R15         | 2186              |           | Cook Specialist II (Correctional Facility)            | 5%         |
| U15         | 2183              | A<br>C    | Correctional Supervising Cook (Correctional Facility) | 5%         |

| <u>CBID</u> | <u>Class Code</u> | <u>Rg</u> | <u>Class Title</u>                            | <u>SSA</u> |
|-------------|-------------------|-----------|---|------------|
| R15         | 2003              |           | Custodian II                                  | 6.61%      |
| U15         | 2111              | A         | Laundry Supervisor II -Correctional Facility- | 4%         |

| <u>CBID</u> | <u>Class Code</u> | <u>Class Title</u>   | <u>SSA</u> |
|-------------|-------------------|--|------------|
| R17         | 8011              | Health Facilities Evaluator Nurse  | 5%         |
| R17         | 8143              | Nurse Evaluator I, Health Services   | 5%         |
| R17         | 8144              | Nurse Evaluator II, Health Services  | 5%         |
| R17         | 8160              | Health Services Specialist   | 5%         |
| R17         | 8210              | Public Health Nurse II   | 5%         |
| R17         | 8212              | Nurse Practitioner   | 5%         |
| R17         | 8213              | Public Health Nurse I  | 5%         |
| R17         | 8227              | Nurse Practitioner, Departments of Mental Health and Developmental Services    | 5%         |
| R17         | 8297              | Public Health Nurse I, Departments of Mental Health and Developmental Services | 5%         |
| R17         | 9274              | Public Health Nurse I, Correctional Facility                                   | 5%         |
| R17         | 9278              | Nurse Practitioner, Correctional Facility                                      | 5%         |
| R17         | 9345              | Public Health Nurse II, Correctional Facility                                  | 5%         |
| R17         | 9699              | Health Services Specialist (Safety)  | 5%         |
| R17         | 9700              | Nurse Practitioner (Safety)  | 5%         |

| <u>CBID</u> | <u>Class Code</u> | <u>Class Title</u>   | <u>SSA</u> |
|-------------|-------------------|--|------------|
| R20         | 7925              | Senior Clinical Laboratory Technologist                        | 5%         |
| R20         | 7926              | Senior Clinical Laboratory Technologist (Safety)               | 5%         |
| R20         | 7928              | Clinical Laboratory Technologist                               | 5%         |
| R20         | 8185              | Certified Nursing Assistant                                    | 14.00%     |
| R20         | 8219              | Resident Care Specialist                                       | 5%         |
| R20         | 9671              | Transportation Coordinator, Special Schools                    | 5%         |
| R20         | 9293              | Clinical Laboratory Technologist, Correctional Facility        | 5%         |
| R20         | 9301              | Clinical Laboratory Technologist (Safety)                      | 5%         |
| R20         | 9348              | Senior Clinical Laboratory Technologist, Correctional Facility | 5%         |
| R20         | 9663              | Night Attendant, School for the Deaf                           | 5%         |
| R20         | 9676              | Counselor Orientation Center for the Blind                     | 5%         |
| R20         | 9712              | Night Attendant, School for the Blind                          | 5%         |

| <u>CBID</u> | <u>Class Code</u> | <u>Class Title</u>  | <u>SSA</u> |
|-------------|-------------------|---|------------|
| R21         | 2743              | Private Postsecondary Education Senior Specialist           | 5%         |
| R21         | 8250              | Nursing Education Consultant                                | 5%         |
| R21         | 2683              | Transportation Programs Consultant, Department of Education | 5%         |

**CLASSES**

Effective July 1, 2023, in compliance with an agreement between the State of California and BU 1, 4, 11, 14, 15, 20 and rank-and-file ranges in U04 and U15, in addition to the GSI, CalHR approved a 4-percent Wage Equity Adjustment for the classes identified below.

**EMPLOYEES**

Effective July 1, 2023, all employees designated R01, R04, R11, R14, R15, R20, E01, E04 and E20 in the following classes shall receive the 4-percent Wage Equity 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>                                       |
|-------------|-------------------|-------------|--|
| R01         | 0033              |             | Agricultural Technician II (Seasonal)                    |
| R01         | 0032              |             | Agricultural Technician III (Seasonal)                   |
| R01         | 0034              |             | Agricultural Technician I (Seasonal)                     |
| R01         | 1353              |             | Computer Operator  |
| R01         | 1360              | A<br>B<br>C | Information Systems Technician                           |
| R01         | 1782              |             | Payroll Auditor, Division of Labor Standards Enforcement |
| R01         | 2791              |             | Guide Trainee Historical Monument                        |
| R01         | 3520              |             | Agricultural Technician II (Permanent Intermittent)      |
| R01         | 3521              |             | Agricultural Technician II (Permanent Intermittent)      |
| R01         | 4707              | A<br>B<br>C | Business Service Assistant (Specialist)                  |
| R01         | 4840              |             | Exhibit Representative I                                 |
| R01         | 5160              | A<br>B      | Personnel Technician I                                   |

| <u>CBID</u> | <u>Class Code</u> | <u>Rq</u> | <u>Class Title</u>   |
|-------------|-------------------|-----------|--|
| R01         | 5256              |           | Management Services Assistant                                  |
| R01         | 5278              | A<br>B    | Management Services Technician                                 |
| R01         | 5565              |           | Crime Studies Technician I                                     |
| R01         | 7505              |           | Tax Technician, Franchise Tax Board                            |
| R01         | 8028              |           | Medi-Cal Technician I  |
| <u>CBID</u> | <u>Class Code</u> |           | <u>Class Title</u>   |
| R01         | 8032              |           | Medi-Cal Technician II   |
| R01         | 8623              |           | Child Support Technician, Department of Child Support Services |
| R01         | 9231              |           | Employment Program Technician                                  |
| R01         | 9336              |           | Workers' Compensation Insurance Technician                     |
| <u>CBID</u> | <u>Class Code</u> | <u>Rq</u> | <u>Class Title</u>   |
| R04         | 1107              |           | Office Occupations Clerk                                       |
| R04         | 1109              |           | Consumer Assistance Technician                                 |
| R04         | 1120              |           | Seasonal Clerk   |
| R04         | 1123              |           | Assistant Clerk  |
| R04         | 1138              |           | Office Technician (General)                                    |
| R04         | 1139              |           | Office Technician (Typing)                                     |
| R04         | 1155              |           | Case Records Technician  |
| R04         | 1177              |           | Medical Transcriber  |
| R04         | 1181              |           | Word Processing Technician                                     |
| R04         | 1262              |           | Stenographer   |
| R04         | 1323              |           | Legislative Clerk  |
| R04         | 1379              |           | Office Assistant (Typing)                                      |
| R04         | 1419              |           | Key Data Operator  |
| R04         | 1432              |           | Support Services Assistant (General)                           |
| R04         | 1441              |           | Office Assistant (General)                                     |
| R04         | 1461              |           | Service Assistant (Social Services)                            |
| R04         | 1474              |           | Tax Program Assistant  |
| R04         | 1480              |           | Microfilm Technician I   |
| R04         | 1509              |           | Stock Clerk  |

| <u>CBID</u> | <u>Class Code</u> | <u>Rg</u> | <u>Class Title</u>          |
|-------------|-------------------|-----------|-----------------------------|
| R04         | 1635              |           | Telephone Operator          |
| R04         | 1697              |           | Interagency Messenger       |
| R04         | 1707              |           | Toll Collector              |
| R04         | 1730              |           | Senior Account Clerk        |
| R04         | 1733              |           | Account Clerk II            |
| R04         | 1741              | A         | Accounting Technician       |
| R04         | 1779              |           | Mailing Machines Operator I |
| R04         | 1806              |           | Statistical Clerk           |

| <u>CBID</u> | <u>Class Code</u> | <u>Rg</u> | <u>Class Title</u>                           |
|-------------|-------------------|-----------|--|
| R04         | 1844              |           | Service Assistant (DMV Operations)           |
| R04         | 1869              |           | Health Record Technician I                   |
| R04         | 1877              |           | Examination Proctor, Department of Insurance |
| R04         | 1897              |           | Motor Vehicle Representative                 |
| R04         | 1898              |           | Motor Vehicle Assistant                      |
| R04         | 1973              |           | Tax Technician I, Board of Equalization      |
| R04         | 1974              |           | Tax Technician II, Board of Equalization     |
| R04         | 3224              |           | Senior Legal Typist                          |
| R04         | 6291              |           | Personnel Selection Technician               |
| R04         | 6410              |           | Benefit Program Specialist (CalPERS)         |
| R04         | 9078              |           | Lottery Ticket Sales Specialist              |
| R04         | 9777              |           | Pension Program Representative               |
| R04         | 9927              |           | Program Technician                           |
| R04         | 9928              |           | Program Technician II                        |
| U04         | 1141              | A         | Office Services Supervisor I (General)       |
| U04         | 1148              | A         | Office Services Supervisor I (Typing)        |
| U04         | 1257              | A         | Senior Stenographer                          |

| <u>CBID</u> | <u>Class Code</u> | <u>Class Title</u>   |
|-------------|-------------------|--|
| R11         | 0514              | Aquatic Pest Control Technician, Department of Boating and Waterways |
| R11         | 0515              | Aquatic Pest Control Specialist, Department of Boating and Waterways |
| R11         | 0790              | Fish and Wildlife Seasonal Aid                                       |
| R11         | 0835              | Fish and Wildlife Scientific Aid                                     |
| R11         | 1023              | Archeological Aid -Seasonal-   |

| <u>CBID</u> | <u>Class Code</u> | <u>Class Title</u>   |
|-------------|-------------------|--|
| R11         | 1477              | Document Preservation Technician                           |
| R11         | 1767              | Drafting Services Aid                                      |
| R11         | 1931              | Scientific Aid   |
| R11         | 2870              | Museum Technician  |
| R11         | 3005              | Boundary Determination Technician                          |
| R11         | 3008              | Junior Engineering Technician                              |
| R11         | 3524              | Environmental Technician                                   |
| R11         | 3797              | Oil and Gas Technician II                                  |
| R11         | 3799              | Oil and Gas Technician I                                   |
| <u>CBID</u> | <u>Class Code</u> | <u>Class Title</u>   |
| R11         | 3839              | Sanitary Engineering Technician Trainee                    |
| R11         | 3872              | Air Resources Technician I                                 |
| R11         | 3906              | Safety Engineering Technician                              |
| R11         | 4871              | Student Assistant -Engineering and Architectural Sciences- |
| R11         | 6957              | Automotive Emission Test Specialist I                      |
| R11         | 7871              | Animal Technician III                                      |
| R11         | 7873              | Animal Technician II                                       |
| R11         | 7875              | Pathology Assistant  |
| R11         | 7878              | Senior Laboratory Assistant                                |
| R11         | 7884              | Laboratory Assistant                                       |
| R11         | 7891              | Agricultural Biological Technician                         |
| R11         | 8015              | Medical Supply Technician                                  |
| R11         | 8084              | Textile Technician I                                       |
| R11         | 9265              | Laboratory Assistant, Correctional Facility                |
| R11         | 9266              | Senior Laboratory Assistant, Correctional Facility         |
| R11         | 9993              | Mechanical and Technical Occupational Trainee              |
| <u>CBID</u> | <u>Class Code</u> | <u>Class Title</u>   |
| R14         | 1411              | Digital Print Operator I                                   |
| R14         | 1412              | Digital Print Operator II                                  |
| R14         | 1485              | Printing Trades Specialist Trainee (General)               |
| R14         | 7323              | Sheetfed Offset Press Operator I                           |
| R14         | 7438              | Printing Trades Assistant I                                |

| <u>CBID</u> | <u>Class Code</u> | <u>Rg</u> | <u>Class Title</u>             |
|-------------|-------------------|-----------|--------------------------------|
| R15         | 1984              |           | Lead Security Guard            |
| R15         | 1985              |           | Security Guard                 |
| R15         | 2011              |           | Custodian I                    |
| R15         | 2042              |           | Museum Custodian               |
| R15         | 2076              |           | Seamer                         |
| R15         | 2079              |           | Assistant Seamer               |
| R15         | 2086              |           | Barber -Correctional Facility- |
| R15         | 2116              |           | Laundry Worker                 |

| <u>CBID</u> | <u>Class Code</u> | <u>Rg</u> | <u>Class Title</u>                           |
|-------------|-------------------|-----------|--|
| R15         | 2119              |           | Launderer                                    |
| R15         | 2185              |           | Cook Specialist I                            |
| R15         | 2189              |           | Cook, California Conservation Corps          |
| R15         | 2193              |           | Food Service Technician II                   |
| R15         | 2194              |           | Food Service Technician I                    |
| R15         | 2197              |           | Service Assistant (Food)                     |
| R15         | 2198              |           | Food Service Worker I (Safety)               |
| R15         | 2199              |           | Food Service Worker II/SF                    |
| R15         | 2203              |           | Forestry Cook I                              |
| R15         | 2888              |           | Motion Picture Operator                      |
| R15         | 8141              |           | Hospital Worker                              |
| R15         | 8256              |           | Service Assistant (Hospital)                 |
| R15         | 9992              |           | Maintenance and Service Occupational Trainee |
| U15         | 2258              | A         | Food Service Supervisor I                    |

| <u>CBID</u> | <u>Class Code</u> | <u>Class Title</u>  |
|-------------|-------------------|---|
| R20         | 2169              | Dietetic Technician   |
| R20         | 2175              | Dietetic Technician (Safety)  |
| R20         | 2868              | Chapel Musician   |
| R20         | 6400              | Teaching Assistant (Correctional Facility)                                |
| R20         | 7374              | Medical Assistant   |
| R20         | 7656              | Dental Assistant, Departments of Mental Health and Developmental Services |

| <u>CBID</u> | <u>Class Code</u> | <u>Class Title</u>   |
|-------------|-------------------|--|
| R20         | 7658              | Pharmacy Technician, Departments of Mental Health and Developmental Services |
| R20         | 7911              | Dental Assistant   |
| R20         | 7914              | Dental Assistant (Safety)  |
| R20         | 7979              | Pharmacy Technician  |
| R20         | 8244              | Teaching Assistant, School for the Blind                                     |
| R20         | 8246              | Teaching Assistant, School for the Deaf                                      |
| R20         | 8263              | Teaching Assistant (Safety)  |
| R20         | 8265              | Assistive Technology Trainee   |
| R20         | 8291              | School Bus Driver  |
| R20         | 8292              | Occupational Therapy Assistant   |
| R20         | 8298              | Teaching Assistant, Departments of Mental Health and Developmental Services  |
| <u>CBID</u> | <u>Class Code</u> | <u>Class Title</u>   |
| R20         | 8319              | Activity Coordinator, Veterans Home and Medical Center                       |
| R20         | 9296              | Dental Assistant, Correctional Facility                                      |
| R20         | 9664              | Counselor, School for the Deaf   |
| R20         | 9713              | Counselor, School for the Blind  |

## **CLASSES**

Effective July 1, 2023, in compliance with an agreement between the State of California and BU 15, in addition to the GSI, CalHR approved a 2.35-percent Wage Equity Adjustment for the classes identified below.

## **EMPLOYEES**

Effective July 1, 2023, all employees designated R15 in the following classes shall receive the 2.35-percent Wage Equity 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>Class Title</u>  |
|-------------|-------------------|---------------------|
| R15         | 2083              | Barbershop Manager  |
| R15         | 2091              | Beauty Shop Manager |

**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 the above classes prior to the end of December 2023 pay period.

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.

**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, 2023, CalHR approved a 3-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 3 percent.

**Note:** See Exceptions to the General Salary Increase below for E97, E98, and E99 class codes 5745, 6039, 6040, 6041, 4088, 4089, 4093, 4094, 4095, 4096, 4097, 4105, 4111, 4112, 4113, and 4114.

**EMPLOYEES**

Effective July 1, 2023, all employees designated C01, C04, 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 3-percent increase, 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 salary increase.

**DOCUMENTATION:**

The State Controller's Office (SCO) will process an Employment History (EH) mass update to implement the General Salary Increase (GSI) for eligible employees in the above classes prior to Monthly Payroll Cutoff in December 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.

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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 3 percent General Salary Increase for M01 – Class Code 7500 CEA tied to BU 8.

**CBID E**

**CLASSES**

Effective July 1, 2023, CalHR approved a 3-percent General Salary Increase for the classes identified below.

| <u>Class Code</u> | <u>Class Title</u>                      |
|-------------------|---|
| 0365              | Agricultural Aide (Seasonal)            |
| 1016              | Archeological Project Leader (Seasonal) |
| 1019              | Park Interpretive Specialist (Seasonal) |
| 1021              | Archeological Specialist (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              |
| 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, 2023, all employees designated CBID E in the classes above shall receive the 3-percent increase, 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 salary increase.

**DOCUMENTATION:**

The State Controller's Office (SCO) will process an Employment History (EH) mass update to implement the General Salary Increase (GSI) for eligible employees in the above classes prior to Monthly Payroll Cutoff in December 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.

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

### **CBID E**

#### **CLASSES**

The following CBID E classes will not receive the 3-percent General Salary Increase:

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

#### **EMPLOYEES**

Effective July 1, 2023, CBID E employees in the above classes shall receive the 3-percent increase, 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 3-percent salary increase.

### **M01 - Class Code 7500**

Effective July 1, 2023, employees in the following CEA positions with oversight of POFF classes identified in the chart below will not receive the 3-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 |
| 542-003-7500-007  | Deputy Director, Emergency Incident Awareness                               | Forestry and Fire Protection |
| 542-060-7500-001  | Assistant Deputy Director, Fire Protection                                  | Forestry and Fire Protection |
| 542-060-7500-003  | Assistant Deputy Director, Cooperative Fire                                 | Forestry and Fire Protection |
| 542-060-7500-004  | Assistant Deputy Director, Training, Safety, and Emergency Medical Services | Forestry and Fire Protection |

| <u>Position #</u> | <u>Position Title</u>  | <u>Department</u>               |
|-------------------|--|---------------------------------|
| 542-060-7500-002  | Assistant Deputy Director,<br>Aviation and Mobile Equipment        | Forestry and Fire<br>Protection |
| 542-101-7500-002  | Region Chief, Northern Region                                      | Forestry and Fire<br>Protection |
| 542-101-7500-004  | Assistant Region Chief,<br>Northern Region                         | Forestry and Fire<br>Protection |
| 542-401-7500-003  | Region Chief, Southern Region                                      | Forestry and Fire<br>Protection |
| 542-401-7500-002  | Assistant Region Chief,<br>Southern Region                         | Forestry and Fire<br>Protection |
| 542-003-7500-005  | Deputy Director, Resource<br>Management                            | Forestry and Fire<br>Protection |
| 542-003-7500-006  | Deputy Director, Cooperative<br>Fire                               | Forestry and Fire<br>Protection |
| 542-720-7500-002  | Assistant Deputy Director,<br>Resource Protection &<br>Improvement | Forestry and Fire<br>Protection |
| 542-730-7500-001  | Assistant Deputy Director,<br>Forest Practice                      | Forestry and Fire<br>Protection |
| 542-101-7500-005  | Assistant Region Chief,<br>Northern Region                         | Forestry and Fire<br>Protection |
| 542-401-7500-004  | Assistant Region Chief,<br>Southern Region                         | Forestry and Fire<br>Protection |

**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>  |
|-------------------|-------------|-----------|---|
| 1014              | M01         | P         | Deputy Chief Investment Officer, California State Teachers' Retirement System |
| 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             |

| <u>Class Code</u> | <u>CBID</u> | <u>Rg</u> | <u>Class Title</u>  |
|-------------------|-------------|-----------|---|
| 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         | S         | 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                |
| 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.

**M17**

**CLASS**

The following M17 class will not receive the 3-percent GSI.

| Class Code | Class Title                         |
|------------|-------------------------------------|
| 8241       | Receiver's Nurse Executive (Safety) |

**EMPLOYEES**

Employees in the above M17 class will not receive the 3-percent GSI.

**E97, E98, and E99 tied to Bargaining Unit 2**

The following E97, E98, and E99 classes will not receive the 3-percent GSI.

| CBID | Class Code | Class Title                             |
|------|------------|---|
| E97  | 6039       | Special Assistant Inspector General     |
| E98  | 6040       | Senior Assistant Inspector General      |
| E99  | 5745       | Chief Deputy Legislative Counsel C.E.A. |
| E99  | 6041       | Chief Assistant Inspector General       |

**EMPLOYEES**

Employees in the above E97, E98, and E99 classes will not receive the 3-percent GSI.

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

**CLASSES**

Pursuant to Government Code section 8544, the following E97, E98, and E99 classes will not receive the 3-percent General Salary Increase:

| Class Code | CBID | Class Title                |
|------------|------|----------------------------|
| 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       |

| <u>Class Code</u> | <u>CBID</u> | <u>Class Title</u>           |
|-------------------|-------------|------------------------------|
| 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 3-percent General Salary Increase.

## **SPECIAL SALARY ADJUSTMENT – EXCLUDED**

### **M01, M14, S01, S04, S11, S14, S15, S17, S20 and S21, R01, R04 (Excluded Ranges), U04 (Supervisory Ranges)**

## **CLASSES**

Effective July 1, 2023, in addition to the 3-percent GSI, CalHR approved various Special Salary Adjustments for the classes identified below.

## **EMPLOYEES**

Effective July 1, 2023, all employees designated M01, M14, S01, S04, S11, S14, S15, S17, S20, S21, C01, C04, E48, E59, E97, E98 and E99 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 increase below.

| <u>CBID</u> | <u>Class Code</u> | <u>Class Title</u>                            | <u>SSA</u> |
|-------------|-------------------|---|------------|
| M01         | 9510              | Administrator II, Fair Employment and Housing | 1.86%      |
| M01         | 8722              | Driver Safety Manager III                     | 4%         |
| M01         | 4774              | Employment Development Administrator          | 5%         |
| M01         | 4104              | Financial Institutions Manager                | 5%         |
| M01         | 4954              | Principal Right of Way Agent                  | 5%         |
| M01         | 4723              | Principal Transportation Planner              | 5%         |

| <u>CBID</u> | <u>Class Code</u> | <u>Class Title</u>  | <u>SSA</u> |
|-------------|-------------------|---|------------|
| M01         | 4372              | Public Land Manager II                                      | 15.75%     |
| M01         | 4440              | Supervising Corporation Examiner                            | 5%         |
| M01         | 4719              | Supervising Environmental Planner                           | 5%         |
| M01         | 4961              | Supervising Right of Way Agent                              | 5%         |
| M01         | 4725              | Supervising Transportation Planner                          | 5%         |
| M01         | 4337              | Tax Administrator III, Employment Development Department    | 5%         |
| M01         | 9341              | Workers' Compensation Compliance Manager                    | 2.50%      |
| S01         | 9542              | Administrator I, Fair Employment and Housing                | 3.06%      |
| S01         | 8606              | Bureau Chief, Insurance Compliance, Department of Insurance | 5%         |
| S01         | 1223              | Chief Hearing Reporter Public Utilities Commission          | 5%         |
| S01         | 1224              | Chief Hearing Reporter, Division of Workers' Compensation   | 5%         |
| S01         | 4762              | Coastal Program Analyst III                                 | 5%         |
| S01         | 4763              | Coastal Program Manager                                     | 5%         |
| S01         | 4815              | Conservancy Project Development Manager                     | 15.76%     |
| S01         | 4453              | Corporation Examiner IV (Supervisor)                        | 5%         |
| S01         | 1144              | Correctional Case Records Administrator                     | 5.50%      |
| S01         | 1146              | Correctional Case Records Manager                           | 5.50%      |
| S01         | 1149              | Correctional Case Records Supervisor                        | 5.50%      |
| S01         | 9211              | Disability Insurance Program Manager I                      | 5%         |
| S01         | 9209              | Disability Insurance Program Manager II                     | 5%         |
| S01         | 9206              | Disability Insurance Program Manager III                    | 5%         |
| S01         | 8728              | Driver Safety Manager I                                     | 4%         |
| S01         | 8723              | Driver Safety Manager II                                    | 4%         |
| S01         | 9189              | Employment Program Manager I                                | 5%         |
| S01         | 9197              | Employment Program Manager II                               | 5%         |
| S01         | 9198              | Employment Program Manager III                              | 5%         |
| S01         | 9190              | Employment Program Supervisor I                             | 5%         |
| S01         | 8051              | Health Facilities Evaluator II (Supervisor)                 | 5%         |
| S01         | 8050              | Health Facilities Evaluator Manager I                       | 5%         |
| S01         | 7993              | Health Facilities Evaluator Manager II                      | 5%         |
| S01         | 4213              | Payroll Officer, State Controller's Office                  | 5%         |
| S01         | 1304              | Personnel Supervisor I                                      | 5%         |

| <u>CBID</u> | <u>Class Code</u> | <u>Class Title</u>   | <u>SSA</u> |
|-------------|-------------------|--|------------|
| S01         | 1314              | Personnel Supervisor II  | 5%         |
| S01         | 4371              | Public Land Manager I  | 15.75%     |
| S01         | 5734              | Research Data Supervisor I   | 5%         |
| S01         | 5737              | Research Data Supervisor II  | 5%         |
| M01         | 5740              | Research Data Manager  | 5%         |
| S01         | 4910              | Correctional Health Services Administrator I, Correctional Facility  | 5%         |
| M01         | 4912              | Correctional Health Services Administrator II, Correctional Facility | 5%         |
| S01         | 5598              | Senior Aviation Safety Officer                                       | 2.50%      |
| S01         | 4713              | Senior Environmental Planner   | 5%         |
| S01         | 4962              | Senior Right of Way Agent  | 5%         |
| S01         | 4724              | Senior Transportation Planner  | 5%         |
| S01         | 8560              | Supervising Insurance Compliance Officer, Department of Insurance    | 5%         |
| S01         | 4432              | Supervising Insurance Rate Analyst                                   | 2.50%      |

| <u>CBID</u> | <u>Class Code</u> | <u>Class Title</u>                                   | <u>SSA</u> |
|-------------|-------------------|--|------------|
| S01         | 4271              | Supervising Tax Auditor III, Board of Equalization   | 5%         |
| S01         | 9340              | Supervising Workers' Compensation Compliance Officer | 2.50%      |

| <u>CBID</u> | <u>Class Code</u> | <u>Rg</u> | <u>Class Title</u>                       | <u>SSA</u> |
|-------------|-------------------|-----------|--|------------|
| U04         | 1141              | S         | Office Services Supervisor I (General)   | 4%         |
| U04         | 1148              | S         | Office Services Supervisor I (Typing)    | 4%         |
| U04         | 1257              | L         | Senior Stenographer                      | 4%         |
|             |                   | S         |  | 4%         |
| S04         | 1659              |           | Dispatcher Clerk Supervisor              | 5%         |
| S04         | 3711              |           | Dispatcher-Clerk Supervisor, Caltrans    | 5%         |
| S04         | 1887              |           | Health Record Technician II (Supervisor) | 5%         |
| S04         | 1873              |           | Health Record Technician III             | 5%         |
| S04         | 1420              |           | Key Data Supervisor I                    | 5%         |
| S04         | 1436              |           | Key Data Supervisor II                   | 5%         |
| S04         | 1435              |           | Key Data Supervisor III                  | 5%         |
| S04         | 1434              |           | Key Data Supervisor IV                   | 5%         |
| S04         | 9080              |           | Lottery Ticket Sales Supervisor          | 5%         |

| <u>CBID</u> | <u>Class Code</u> | <u>Rg</u> | <u>Class Title</u>                                    | <u>SSA</u> |
|-------------|-------------------|-----------|---|------------|
| S04         | 1459              |           | Mailing Machines Supervisor I                         | 5%         |
| S04         | 1463              |           | Mailing Machines Supervisor II                        | 5%         |
| S04         | 1103              |           | Office Services Manager I                             | 5%         |
| S04         | 1150              |           | Office Services Supervisor II (General)               | 5%         |
| S04         | 1151              |           | Office Services Supervisor III (General)              | 5%         |
| S04         | 1482              |           | Senior Microfilm Technician                           | 5%         |
| S04         | 1727              |           | Supervising Account Clerk I                           | 5%         |
| S04         | 1724              |           | Supervising Account Clerk II                          | 5%         |
| S04         | 9924              |           | Supervising Program Technician I                      | 5%         |
| S04         | 9925              |           | Supervising Program Technician II                     | 5%         |
| S04         | 9926              |           | Supervising Program Technician III                    | 5%         |
| S04         | 1978              |           | Supervising Tax Technician III, Board of Equalization | 5%         |
| S04         | 9589              |           | Tax Program Supervisor, Franchise Tax Board           | 5%         |
| U04         | 1307              | L         | Library Technical Assistant I                         | 5%         |
|             |                   | S         |   | 5%         |
| U04         | 1213              | S         | Senior Word Processing Technician                     | 5%         |

| <u>CBID</u> | <u>Class Code</u> | <u>Class Title</u>                                 | <u>SSA</u> |
|-------------|-------------------|--|------------|
| S11         | 7889              | Supervising Laboratory Assistant II                | 5.55%      |
| S11         | 0409              | Plant Quarantine Supervisor I                      | 5%         |
| S11         | 0410              | Plant Quarantine Supervisor II                     | 5%         |
| S11         | 0553              | Agricultural Pest Control Supervisor               | 5%         |
| S11         | 3045              | Water Services Supervisor                          | 5%         |
| S11         | 3046              | Water Resources Engineering Associate (Supervisor) | 5%         |

| <u>CBID</u> | <u>Class Code</u> | <u>Class Title</u>                          | <u>SSA</u> |
|-------------|-------------------|---|------------|
| S14         | 1515              | Printing Trades Supervisor I (General)      | 5%         |
| S14         | 1516              | Printing Trades Supervisor II (General)     | 5%         |
| S14         | 1519              | Senior Printing Trades Specialist (General) | 5%         |
| S14         | 7221              | Printing Plant Superintendent               | 5%         |
| S14         | 7222              | Associate Printing Plant Superintendent     | 5%         |
| M14         | 7224              | Program Manager, Printing Services          | 5%         |
| M14         | 7381              | Assistant State Printer                     | 5%         |

S14 7433 Printing Mechanical Superintendent 5%

| <u>CBID</u> | <u>Class Code</u> | <u>Rg</u> | <u>Class Title</u>  | <u>SSA</u> |
|-------------|-------------------|-----------|---|------------|
| S15         | 2001              |           | Custodian Supervisor II   | 6.61%      |
| S15         | 2002              |           | Custodian Supervisor I  | 6.61%      |
| S15         | 2110              |           | Laundry Supervisor II   | 4%         |
| U15         | 2111              | S         | Laundry Supervisor II -Correctional Facility-                   | 4%         |
| U15         | 2183              | S<br>U    | Correctional Supervising Cook (Correctional Facility)           | 5%<br>5%   |
| S15         | 2113              |           | Laundry Supervisor I  | 4%         |
| S15         | 2149              |           | Food Manager  | 5%         |
| S15         | 2180              |           | Supervising Cook II   | 5%         |
| S15         | 2181              |           | Supervising Cook I  | 5%         |
| S15         | 2256              |           | Food Service Supervisor II                                      | 4%         |
| U15         | 2258              | S         | Food Service Supervisor I                                       | 4%         |
| S15         | 5476              |           | Correctional Food Manager II (Department of Corrections)        | 5.03%      |
| S15         | 5477              |           | Correctional Food Manager I (Department of Corrections)         | 5%         |
| S15         | 5479              |           | Assistant Correctional Food Manager (Department of Corrections) | 5%         |
| S15         | 5480              |           | Supervising Correctional Cook (Department of Corrections)       | 5%         |

| <u>CBID</u> | <u>Class Code</u> | <u>Class Title</u>                    | <u>SSA</u> |
|-------------|-------------------|---------------------------------------|------------|
| S17         | 8096              | Supervising Registered Nurse (Safety) | 5%         |
| S17         | 8145              | Nurse Evaluator III, Health Services  | 5.70%      |
| S17         | 8149              | Nurse Evaluator IV, Health Services   | 5%         |

| <u>CBID</u> | <u>Class Code</u> | <u>Class Title</u>  | <u>SSA</u> |
|-------------|-------------------|---|------------|
| S20         | 7922              | Supervising Clinical Laboratory Technologist                        | 7.76%      |
| S20         | 9349              | Supervising Clinical Laboratory Technologist, Correctional Facility | 7.76%      |

| <u>CBID</u> | <u>Class Code</u> | <u>Class Title</u>   | <u>SSA</u> |
|-------------|-------------------|--|------------|
| S21         | 8245              | Supervising Nursing Education Consultant                                   | 5%         |
| S21         | 2744              | Private Postsecondary Education Administrator                              | 5%         |
| S21         | 2679              | Supervising Transportation Programs Consultant,<br>Department of Education | 5%         |
| S21         | 2744              | Private Postsecondary Education Administrator                              | 5%         |
| S21         | 2679              | Supervising Transportation Programs Consultant,<br>Department of Education | 5%         |

| <u>CBID</u> | <u>Class Code</u> | <u>Rg</u> | <u>Class Title</u>             | <u>SSA</u> |
|-------------|-------------------|-----------|--------------------------------|------------|
| R01         | 4707              | L         | Business Service Assistant     | 4%         |
|             |                   | M         | (Specialist)                   | 4%         |
|             |                   | N         |                                | 4%         |
| R01         | 1360              | L         | Information Systems Technician | 4%         |
|             |                   | M         |                                | 4%         |
|             |                   | N         |                                | 4%         |
| R01         | 5237              | L         | Legal Analyst                  | 5%         |
| R01         | 1820              | L         | Legal Assistant                | 5%         |
| R01         | 5278              | L         | Management Services Technician | 4%         |
|             |                   | M         |                                | 4%         |
| R01         | 1303              | L         | Personnel Specialist           | 5%         |
|             |                   | M         |                                | 5%         |
|             |                   | N         |                                | 5%         |
|             |                   | O         |                                | 5%         |
| R01         | 5160              | L         | Personnel Technician I         | 4%         |
|             |                   | M         |                                | 4%         |
| R01         | 5729              | L         | Research Data Analyst I        | 5%         |
|             |                   | M         |                                | 5%         |
|             |                   | N         |                                | 5%         |
| R01         | 5731              | L         | Research Data Analyst II       | 5%         |
| R01         | 5742              | L         | Research Data Specialist I     | 5%         |
| R01         | 5758              | L         | Research Data Specialist II    | 5%         |
| R01         | 5770              | L         | Research Data Specialist III   | 5%         |
| R01         | 1317              | L         | Senior Personnel Specialist    | 5%         |
| R04         | 1741              | L         | Accounting Technician          | 4%         |
| R04         | 1728              | L         | Executive Assistant            | 5%         |
| R04         | 1247              | L         | Executive Secretary I          | 5%         |
| R04         | 1245              | L         | Executive Secretary II         | 5%         |

| <u>CBID</u> | <u>Class Code</u> | <u>Rg</u> | <u>Class Title</u>          | <u>SSA</u> |
|-------------|-------------------|-----------|-----------------------------|------------|
| R04         | 1282              | L         | Legal Secretary             | 5%         |
|             |                   | M         |                             | 5%         |
| R04         | 1323              | L         | Legislative Clerk           | 4%         |
|             |                   | M         |                             | 4%         |
| R04         | 1177              | L         | Medical Transcriber         | 4%         |
| R04         | 1441              | L         | Office Assistant (General)  | 4%         |
|             |                   | M         |                             | 4%         |
| R04         | 1379              | L         | Office Assistant (Typing)   | 4%         |
|             |                   | M         |                             | 4%         |
| R04         | 1138              | L         | Office Technician (General) | 4%         |
| R04         | 1139              | L         | Office Technician (Typing)  | 4%         |
| R04         | 9927              | L         | Program Technician          | 4%         |
| R04         | 9929              | L         | Program Technician III      | 5%         |
| R04         | 1120              | L         | Seasonal Clerk              | 4%         |
| R04         | 1176              | L         | Secretary                   | 5%         |
| R04         | 3224              | L         | Senior Legal Typist         | 4%         |
|             |                   | M         |                             | 4%         |
| R04         | 1432              | L         | Support Services Assistant  | 4%         |
|             |                   | M         | (General)                   | 4%         |
| R04         | 1181              | L         | Word Processing Technician  | 4%         |
|             |                   | M         |                             | 4%         |

### **CBID E – Various Classes**

#### **CLASSES**

Effective July 1, 2023, in addition to the 3-percent GSI, CalHR approved a 4-percent Wage Equity Adjustment for the classes identified below.

#### **EMPLOYEES**

Effective July 1, 2023, all employees in the following classes shall receive the 4-percent Wage Equity 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 increase below.

| <u>CBID</u> | <u>Class Code</u> | <u>Class Title</u>                      | <u>SSA</u> |
|-------------|-------------------|---|------------|
| E           | 0365              | Agricultural Aide (Seasonal)            | 4%         |
| E           | 1016              | Archeological Project Leader -Seasonal- | 4%         |

| <u>CBID</u> | <u>Class Code</u> | <u>Class Title</u>                      | <u>SSA</u> |
|-------------|-------------------|---|------------|
| E           | 1021              | Archeological Specialist -Seasonal-     | 4%         |
| E           | 1860              | Assistant Examination Proctor           | 4%         |
| E           | 1854              | Examination Proctor                     | 4%         |
| E           | 4854              | Exhibit Superintendent II               | 4%         |
| E           | 1161              | Exposition Assistant II                 | 4%         |
| E           | 1158              | Exposition Assistant III                | 4%         |
| E           | 4872              | Graduate Student Assistant              | 4%         |
| E           | 8981              | Institution Firefighter -Part Time-     | 4%         |
| E           | 6242              | Lead Snow Gauger                        | 4%         |
| E           | 1019              | Park Interpretive Specialist -Seasonal- | 4%         |
| E           | 6245              | Snow Gauger                             | 4%         |
| E           | 4863              | State Fair Activity Supervisor          | 4%         |
| E           | 4870              | Student Assistant                       | 4%         |
| E           | 9991              | Youth Aid                               | 4%         |

**CBID E – Class Code 0986 and 5048**

**CLASSES**

Effective July 1, 2023, CalHR approved a 5-percent Special Salary Adjustment for the classes identified below.

**EMPLOYEES**

Effective July 1, 2023, all employees in the following classes shall receive the 5-percent Special Salary Adjustment, including employees who separated from state services 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>Class Title</u>                  | <u>SSA</u> |
|-------------|-------------------|-------------------------------------|------------|
| E           | 0986              | Park Aide (Seasonal)                | 5%         |
| E           | 5048              | Park Aide (Seasonal) (Angel Island) | 5%         |

**CBID E – Class Code 1035**

**CLASS**

Effective July 1, 2023, CalHR approved the following salary rate change for the class identified below.

**EMPLOYEES**

Effective July 1, 2023, all employees in the following class receiving a rate below the new minimum salary rate for each step shall move to the new salary rate for each step, 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 rate below.

| <u>Class Code</u> | <u>Class Title</u>          | <u>OSR</u> | <u>NSR</u> |
|-------------------|-----------------------------|------------|------------|
| 1035              | Senior Park Aide (Seasonal) | \$17.49    | \$20.29    |
|                   |                             | \$18.12    | \$21.30    |
|                   |                             | \$18.79    | \$22.37    |
|                   |                             | \$19.32    | \$23.48    |

**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 the above classes prior to the end of December 2023 pay period.

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 08: VARIABLE COMPENSATION**

- The Academic Year Salary Schedules are updated to reflect the 3-percent General Salary Increase. (Effective 07/01/23)

**SECTION 14: PAY DIFFERENTIALS**

1. PAY DIFFERENTIAL 29  
COACHING/ADVISOR DIFFERENTIAL PAY – BARGAINING UNIT 03 is amended.  
(Effective 10/01/23)

- The pay differential is retitled as follows:

|   |  |
|---|--|
| <u>From</u>   | <u>To</u>  |
| COACHING/ADVISOR DIFFERENTIAL PAY<br>– BARGAINING UNIT 03 | COACHING/ADVISOR STIPEND –<br>BARGAINING UNIT 03 |

- The rates are increased as follows:

|         | <u>From</u> | <u>To</u> |
|---------|-------------|-----------|
| Class A | \$3,900     | \$4,300   |
| Class B | \$3,300     | \$3,600   |
| Class C | \$2,500     | \$2,750   |
| Class D | \$2,000     | \$2,200   |
| Class E | \$1,500     | \$1,650   |

- Various Coaching/Advisor titles are amended.

**DOCUMENTATION:**

Effective 10/01/23, departments should use earnings ID 9C to process the payment via PIP for eligible employees.

Departments must submit a STD 674 and/or STD 674D via ConnectHR; select the appropriate program and document type for payroll adjustments or payments that cannot be keyed via PIP.

2. PAY DIFFERENTIAL 43  
EDUCATIONAL DIFFERENTIAL PAY – BARGAINING UNIT 17 AND EXCLUDED  
EMPLOYEES is amended. (Effective 10/01/23)

- The rate is amended.
- The following class titles are amended to remove the ranges.

| <u>Class Code</u> | <u>Class Title</u>                      | <u>Ranges</u>    |
|-------------------|---|------------------|
| 9275              | Registered Nurse, Correctional Facility | B, D, J, K, or R |
| 8165              | Registered Nurse                        | B and D          |

- The following R17 classes are abolished removed.

| <u>Class Code</u> | <u>Class Title</u>                      | <u>Reference</u> | <u>Effective Date</u> |
|-------------------|---|------------------|-----------------------|
| 8171              | Registered Nurse, Departments of Mental | PL 06-03         | 01/06/2006            |

|      |  |           |            |
|------|--|-----------|------------|
|      | Health and Developmental Services        |           |            |
| 8135 | Surgical Nurse I                         | PL 15-11A | 03/15/2015 |
| 9277 | Surgical Nurse I, Correctional Facility  | PL 17-25  | 07/01/2017 |
| 8134 | Surgical Nurse II                        | PL 15-11A | 03/15/2015 |
| 9329 | Surgical Nurse II, Correctional Facility | PL 17-25  | 07/06/2017 |

- All Time Bases and Tenures are Eligible section is amended to reflect Yes/No\*.
- Government Code section 21232 is added.

**DOCUMENTATION:**

Effective 10/01/23, departments should use earnings ID 9N to process the payment via PIP for eligible employees.

Departments must submit a STD 674 and/or STD 674D via ConnectHR; select the appropriate program and document type for payroll adjustments or payments that cannot be keyed via PIP.

3. PAY DIFFERENTIAL 136  
RECRUITMENT AND RETENTION DIFFERENTIAL PAY – DEVELOPMENTAL SERVICES/DEPARTMENT OF VETERANS AFFAIRS/DEPARTMENT OF STATE HOSPITALS – BARGAINING UNITS 03, 04, 07, 15, 16, 18, 19, 20, AND EXCLUDED EMPLOYEES is amended. (Effective 10/01/23)

- The following classes are added.

| <u>Class Title</u>   | <u>Class Code</u> | <u>Rate</u> | <u>EID</u> | <u>Dept</u> |
|--|-------------------|-------------|------------|-------------|
| Teacher, State Hospitals (Severely Handicapped, Developmentally Disabled – Safety) | 2277              | 3           | 8K27       | C           |
| Teacher, State Hospital (Speech Development and Correction)                        | 2334              | 3           | 8K27       | C           |

- The following class is amended to include Rate 3.

| <u>Class Title</u>  | <u>Class Code</u> | <u>Rate</u> | <u>EID</u> | <u>Dept</u> |
|---|-------------------|-------------|------------|-------------|
| Teacher, State Hospital (Speech Development and Correction) | 2275              | 3           | 8K27       | C           |

**DOCUMENTATION:**

Departments must key a 350 transaction effective 10/01/23 to re-enter locked-in earnings ID 8K27 for affected employees 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.

Departments must submit a STD 674 and/or STD 674D via ConnectHR; select the appropriate program and document type for payroll adjustments or payments that cannot be keyed via PIP.

4. PAY DIFFERENTIAL 271  
TRANSPORTATION ENGINEERING TECHNICIAN DIFFERENTIAL – UNIT 11 is amended.  
(Effective 10/01/23)

- The pay differential is retitled as follows:

| <u>From</u>   | <u>To</u>   |
|---|---|
| TRANSPORTATION ENGINEERING<br>TECHNICIAN DIFFERENTIAL – UNIT 11 | TRANSPORTATION ENGINEERING<br>TECHNICIAN DIFFERENTIAL –<br>BARGAINING UNIT 11 |

- The rates are increased as follows:

|               | <u>From</u> | <u>To</u> |
|---------------|-------------|-----------|
| 1(a) and 1(b) | \$424       | \$474     |
| 1(c)          | \$636       | \$686     |
| 2             | \$241       | \$291     |

- The rates in the criteria section are amended.
- Government Code section 21232 is added.

**DOCUMENTATION:**

Departments must key a 350 transaction effective 10/01/23 to re-enter locked-in earnings ID 8TAB, 8TC, or 8TD for affected employees 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.

Departments must submit a STD 674 and/or STD 674D via ConnectHR; select the appropriate program and document type for payroll adjustments or payments that cannot be keyed via PIP.

5. PAY DIFFERENTIAL 272  
WATER RESOURCES TECHNICIAN II DIFFERENTIAL – UNIT 11 is amended.  
(Effective 10/01/23)

- The pay differential is retitled as follows:

| <u>From</u>   | <u>To</u>  |
|---|--|
| WATER RESOURCES TECHNICIAN II<br>DIFFERENTIAL – UNIT 11 | WATER RESOURCES TECHNICIAN II<br>DIFFERENTIAL – BARGAINING UNIT 11 |

- The rates are increased as follows:

|               | <u>From</u> | <u>To</u> |
|---------------|-------------|-----------|
| 1(a) and 1(b) | \$424       | \$474     |
| 1(c)          | \$636       | \$686     |

2                      \$241      \$291

- The rates in the criteria section are amended.
- Government Code section 21232 is added.

**DOCUMENTATION:**

Departments must key a 350 transaction effective 10/01/23 to re-enter locked-in earnings ID 8TAB, 8TC, or 8TD for affected employees 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.

Departments must submit a STD 674 and/or STD 674D via ConnectHR; select the appropriate program and document type for payroll adjustments or payments that cannot be keyed via PIP.

6.      PAY DIFFERENTIAL 296  
        PHLEBOTOMY CERTIFICATION – BARGAINING UNIT 11 is amended. (Effective 10/01/23)

- The rate is increased.
- Government Code section 21228 is amended to reflect Government Code section 21232.

**DOCUMENTATION:**

Departments must key a 350 transaction effective 10/01/23 to re-enter locked-in earnings ID 8BLD for affected employees 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.

Departments must submit a STD 674 and/or STD 674D via ConnectHR; select the appropriate program and document type for payroll adjustments or payments that cannot be keyed via PIP.

7.      PAY DIFFERENTIAL 417  
        HEALTH FACILITIES EVALUATOR NURSE LA COUNTY TRAVEL INCENTIVE –  
        BARGAINING UNIT 17 is amended. (Effective 10/01/23)

- The rate and criteria sections are amended.
- Government Code section 21228 is amended to reflect Government Code section 21232.

**DOCUMENTATION:**

Departments must key a 350 transaction effective 10/01/23 to re-enter locked-in earnings ID 8HFT for affected employees 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.

Departments must submit a STD 674 and/or STD 674D via ConnectHR; select the appropriate program and document type for payroll adjustments or payments that cannot be keyed via PIP.

8. PAY DIFFERENTIAL 485  
SUPPORT SERVICE ASSISTANT, INTERPRETER PAY DIFFERENTIAL – BARGAINING  
UNIT 20 is established. (Effective 10/01/23)

**DOCUMENTATION:**

Departments should key a 350 transaction effective 10/01/23 to enter locked-in earnings ID 8SSA for eligible employees or process the payment via PIP. Any out-of-sequence transactions will also need to be corrected.

Departments must submit a STD 674 and/or STD 674D via ConnectHR; select the appropriate program and document type for payroll adjustments or payments that cannot be keyed via PIP.

9. PAY DIFFERENTIAL 486  
STATE SPECIAL SCHOOLS PAY DIFFERENTIAL – BARGAINING UNITS 1 AND 20 is  
established. (Effective 10/01/23)

**DOCUMENTATION:**

Departments should key a 350 transaction effective 10/01/23 to enter locked-in earnings ID 8SSS for eligible employees or process the payment via PIP. Any out-of-sequence transactions will also need to be corrected.

Departments must submit a STD 674 and/or STD 674D via ConnectHR; select the appropriate program and document type for payroll adjustments or payments that cannot be keyed via PIP.

10. PAY DIFFERENTIAL 487  
ASSISTIVE TECHNOLOGY SPECIALIST PAY DIFFERENTIAL DEPARTMENT OF STATE  
HOSPITAL AND DEPARTMENT OF VETERANS AFFAIRS – BARGAINING UNIT 20 is  
established. (Effective 10/01/23)

**DOCUMENTATION:**

Departments should key a 350 transaction effective 10/01/23 to enter locked-in earnings ID 8AT1 for eligible employees or process the payment via PIP. Any out-of-sequence transactions will also need to be corrected.

Departments must submit a STD 674 and/or STD 674D via ConnectHR; select the appropriate program and document type for payroll adjustments or payments that cannot be keyed via PIP.

11. PAY DIFFERENTIAL 488  
WORKFORCE STABILITY STIPEND – CERTIFIED NURSING ASSISTANT – BARGAINING  
UNIT 20 is established. (Effective 10/01/23)

**DOCUMENTATION:**

Effective 10/01/2023, departments are responsible for processing Earnings ID 9HP3 via PIP for eligible employees.

Departments must submit a STD 674 and/or STD 674D via ConnectHR; select the appropriate program and document type for payroll adjustments or payments that cannot be keyed via PIP.