

PAY LETTER: 15-20  
ISSUE DATE: September 21, 2015

**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.

**SECTION 11: ALTERNATE RANGE CRITERIA**

Alternate Range Criteria 289 is amended. (Effective 07/01/15)

Alternate Range Criteria 480 is established. (Effective 07/07/15)

**SECTION 14: PAY DIFFERENTIALS**

1. PAY DIFFERENTIAL 59  
FIRE MISSION PAY DIFFERENTIAL – UNITS 09, 10, 11, 12, 15, AND EXCLUDED EMPLOYEES is amended. (Effective 07/01/15)

- Pay Differential is retitled as follows:

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

- The following R09 class is deleted:

<u>Class Code</u>	<u>Class Title</u>
3126	Assistant Civil Engineer

- The following R09 class is added:

<u>Class Code</u>	<u>Class Title</u>
3130	Engineer, Civil, Ranges B, C, and D

**DOCUMENTATION:** Departments should process 350 transactions to delete or add Earnings ID 8FM1 for applicable employees.

2. PAY DIFFERENTIAL 244  
EDUCATION DIFFERENTIAL – UNIT 07 AND EXCLUDED is amended.  
(Effective 07/07/15)

- Pay Differential is retitled as follows:

<u>From</u>	<u>To</u>
Pay Differential 244 Education Differential – Unit 07 and Excluded	Pay Differential 244 Education Differential – Bargaining Unit 07 and Excluded Employees

- The following S07 class is deleted:

<u>Class Code</u>	<u>Class Title</u>
2581	Supervising Pipeline Safety Engineer

**DOCUMENTATION:** Departments should process 350 transactions to delete Earnings ID 8EPF or 8EPG for applicable employees.

3. PAY DIFFERENTIAL 261  
RECRUITMENT AND RETENTION DIFFERENTIAL PAY – SPECIFIC UNIT 09 AND  
EXCLUDED CLASSES is amended. (Effective 07/01/15)

- Pay Differential is retitled as follows:

<u>From</u>	<u>To</u>
Pay Differential 261 Recruitment and Retention Differential Pay - Specific Unit 09 and Excluded Classes	Pay Differential 261 Recruitment and Retention Differential Pay - Specific Bargaining Unit 09 and Excluded Employees

- The following R09 classes are deleted:

<u>Class Code</u>	<u>Class Title</u>
3132	Junior Civil Engineer
3359	Lead Senior Structural Engineer - Emergency
3362	Senior Structural Engineer - Emergency
3409	Junior Chemical Testing Engineer

- The following R09 class is added:

<u>Class Code</u>	<u>Class Title</u>
3130	Engineer, Civil, Range A

- Specific ranges and rates are added and changed for the following R09 class:

<u>Class Code</u>	<u>Class Title</u>	<u>Rate</u>
3848	Sanitary Engineer, Ranges A, B, C	\$200
3848	Sanitary Engineer, Range D	\$300

**DOCUMENTATION:** Departments should process 350 transactions to delete or add Earnings ID 8K71 OR 8K72 for applicable employees.

4. PAY DIFFERENTIAL 322  
COLEMAN - MENTAL HEALTH CLINICIANS HEADQUARTERS RECRUITMENT AND RETENTION DIFFERENTIAL – R16, R18, R19, AND EXCLUDED is amended.  
(Effective 07/07/15)

- The following classes are added:

<u>Class Code</u>	<u>Class Title</u>
9249	Mental Health Administrator, CEA (Safety)
9250	Mental Health Administrator (Safety)

**DOCUMENTATION:** Departments should process 350 transactions for eligible employees to add Earnings ID 8CLK.

5. PAY DIFFERENTIAL 362  
PSYCHOLOGIST AND CHIEF PSYCHOLOGIST, RECRUITMENT AND RETENTION PAY DIFFERENTIAL – EXCLUDED is abolished. (Effective 09/01/15)

Note: Effective 07/01/15 in Pay Letter 15-19 the following classes were retitled:

Class Code	From	To
9251	Chief Psychologist, State Personnel Board	Chief Psychologist
9252	Psychologist, State Personnel Board	Psychologist

**DOCUMENTATION:** Departments should process 350 transactions to delete Earnings ID 8RR8 or 8RR9 for applicable employees.

6. PAY DIFFERENTIAL 412  
RECRUITMENT AND RETENTION DIFFERENTIAL PAY – MULTIPLE DEPARTMENTS WITHIN CALIFORNIA HEALTH AND HUMAN SERVICES AGENCY is established.  
(Effective 07/01/15)

**DOCUMENTATION:** Departments should process 350 transactions for eligible employees to add the applicable Earnings ID 8HH1. Earnings ID 8HH2 and 8HH3 will be eligible for processing at the future date listed in the criteria.

7. PAY DIFFERENTIAL 413  
CALIFORNIA CORRECTIONAL HEALTH CARE SERVICES RECRUITMENT AND RETENTION DIFFERENTIAL PAY – BARGAINING UNITS 16, 17, 19, AND EXCLUDED EMPLOYEES is established. (Effective 07/01/15)

**DOCUMENTATION:** Departments should process 350 transactions for eligible employees to add Earnings ID 8CHS.

## SPECIAL SALARY ADJUSTMENTS

### R19

Effective September 1, 2015, the following R19 class shall have \$1,500 from Pay Differential 362 rolled into the minimum and maximum of the class base salary. All C19 and E97 employees in the following class are entitled to the designated special salary adjustment:

Class Code	Class Title	OSR Min	OSR Max	NSR Min	NSR Max
9252	Psychologist, State Personnel Board	\$5,719	\$8,273	\$7,219	\$9,773

### S19

Effective September 1, 2015, the following S19 class shall have \$2,800 from Pay Differential 362 rolled into the minimum and maximum of the class base salary. All S19 and E98 employees in the following class are entitled to the designated special salary adjustment:

<u>Class Code</u>	<u>Class Title</u>	<u>OSR Min</u>	<u>OSR Max</u>	<u>NSR Min</u>	<u>NSR Max</u>
9251	Chief Psychologist, State Personnel Board	\$6,584	\$9,087	\$9,384	\$11,887

**DOCUMENTATION:** Departments should process SAL transactions for eligible employees.

### R09

Effective July 7, 2015, the following R09 class shall receive a 58.61 percent Special Salary Adjustment. All R09 employees in the following class are entitled to the special salary adjustment including employees who separated from state service prior to July 7, 2015, and have lump sum payments that extend beyond July 7, 2015. The lump sum payments shall be adjusted to reflect the special salary adjustment.

<u>Class Code</u>	<u>Class Title</u>	<u>Rg</u>	<u>OSR Min</u>	<u>OSR Max</u>	<u>NSR Min</u>	<u>NSR Max</u>
2278	Pipeline Safety Engineer	A	\$4,049	\$4,782	\$6,422	\$7,585
		B	\$4,253	\$5,487	\$6,746	\$8,703
		C	\$5,123	\$6,614	\$8,126	\$10,490

### S09

Effective July 7, 2015, the following S09 class shall receive a 61.14 percent Special Salary Adjustment at the minimum rate and the maximum rate shall receive a 54.72 percent Special Salary Adjustment. All S09 employees in the following class shall receive a 54.72 percent special salary adjustment including employees who separated from state service prior to July 7, 2015, and have lump sum payments that extend beyond July 7, 2015. The lump sum payments shall be adjusted to reflect the special salary adjustment.

<u>Class Code</u>	<u>Class Title</u>	<u>OSR Min</u>	<u>OSR Max</u>	<u>NSR Min</u>	<u>NSR Max</u>
2581	Supervising Pipeline Safety Engineer	\$5,994	\$7,817	\$9,659	\$12,094

**DOCUMENTATION:** Departments should process SAL transactions for eligible employees.