

PAY LETTER: 23-41
ISSUE DATE: December 12, 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 INCREASE – RANK AND FILE

R16 and U16 (Rank-and-File Ranges)

CLASSES

Effective July 1, 2023, in compliance with an agreement between the State of California and Bargaining Unit (BU) 16, CalHR approved a 3-percent General Salary Increase. All classes designated R16 and rank-and-file ranges in U16 shall be increased by 3 percent.

EMPLOYEES

Effective July 1, 2023, all employees designated R16 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.

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 BU 16 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

R16 and U16 (Rank-and-File Ranges)

CLASSES

Effective July 1, 2023, in compliance with an agreement between the State of California and BU 16, in addition to the GSI, CalHR approved a 5-percent Special Salary Adjustment for the classes identified in the chart below.

EMPLOYEES

Effective July 1, 2023, all employees designated R16 in the following classes and ranges shall receive the 5-percent Special Salary Adjustment, including employees who separated from state service prior to July 1, 2023, and have lump sum payments that extend beyond July 1, 2023. The lump sum payments shall be adjusted to reflect the salary increase below.

<u>CBID</u>	<u>Class Code</u>	<u>Class Title</u>	<u>Rg</u>
R16	6774	Medical Consultant, Office of Statewide Health Planning and Development	
R16	7657	Podiatrist, Departments of Mental Health and Developmental Services	
U16	7705	Public Health Medical Officer III	B C
U16	7716	Public Health Medical Officer III – Epidemiology	B C
R16	7722	Public Health Medical Officer II	
R16	7784	Medical Consultant I, Department of Social Services	
R16	7785	Medical Consultant I, (Psychiatrist), Department of Social Services	
R16	7787	Medical Consultant I, Department of Health Services	
U16	7788	Medical Consultant II, Department of Health Services	A C
R16	7810	Associate Medical Director, Industrial Medical Council	
R16	7826	Medical Consultant, Department of Rehabilitation	
R16	7976	Podiatric Consultant	
R16	7977	Podiatrist	
R16	9747	Medical Consultant (Enforcement), Medical Board of California	
R16	9748	Medical Consultant (Advisory), Medical Board of California	
R16	9749	Medical Consultant (Licensing), Medical Board of California	

DOCUMENTATION:

Departments will be responsible for keying SAL transactions effective July 1, 2023, for eligible employees in the above Class Codes after SCO processes the GEN on December 12, 2023, and correct any resulting out-of-sequence transactions.

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.

R16

CLASSES

Effective July 1, 2023, in compliance with an agreement between the State of California and BU 16, in addition to the GSI, CalHR approved various Special Salary Adjustments at the maximum of the salary range for the classes identified in the chart below.

EMPLOYEES

Effective July 1, 2023, all employees designated R16 in the following classes who have been at the old maximum salary rate for a minimum of 12 qualifying pay periods shall receive the Special Salary Adjustment.

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

Employees that have separated from state service and have lump sum payments that extend beyond July 1, 2023, and who have been at the old maximum salary rate for a minimum of 12 qualifying pay periods shall receive the increase identified below. The lump sum payments shall be adjusted to reflect the below salary increase.

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

<u>CBID</u>	<u>Class Code</u>	<u>Class Title</u>	<u>Rg</u>	<u>SSA (MAX ONLY)</u>
R16	7551	Physician and Surgeon		3%
R16	7552	Physician and Surgeon (Safety)		3%
R16	7565	Physician and Surgeon – Intermittent		3%
R16	7644	Physician and Surgeon, Departments of Mental Health and Developmental Services		3%
R16	7655	Dentist, Departments of Mental Health and Developmental Services		5%
R16	7831	Dentist		5%

<u>CBID</u>	<u>Class Code</u>	<u>Class Title</u>	<u>Rg</u>	<u>SSA (MAX ONLY)</u>
R16	7842	Dental Program Consultant, Department of Health Services		5%
R16	7843	Dental Consultant, State Board of Dental Examiners		5%
R16	9263	Physician and Surgeon, Correctional Facility (Internal Medicine/Family Practice)	A P Q R T	3% 3% 3% 3% 3%
R16	9268	Dentist, Correctional Facility		5%
R16	9269	Physician and Surgeon, Correctional Facility		3%

DOCUMENTATION:

Departments must key a SAL transaction effective July 1, 2023, for eligible employees, and correct any resulting out-of-sequence transactions.

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.

Departments must key a 330 transaction effective July 1, 2023, to assign a new salary anniversary date for those employees who have been at the old maximum salary for less than 12 qualifying pay periods as described above.

GENERAL SALARY INCREASE – EXCLUDED

M16, S16 and U16 (Supervisory Ranges)

CLASSES

Effective July 1, 2023, CalHR approved a 3-percent General Salary Increase. All classes designated M16, S16, excluded ranges T, U, and V tied to Alternate Range Criteria 285 in R16, and the supervisory ranges in U16 shall be increased by 3-percent.

Note: Excludes M16 Cass Codes 8200, 8216, and 8239

EMPLOYEES

Effective July 1, 2023, all employees designated M16, S16, E79, E97, E98, and E99 in the classes and ranges below 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 BU 16 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

M16

CLASSES

The following M16 classes will not receive the 3-percent General Salary Increase:

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

EMPLOYEES

Employees in the above M16 classes will not receive the 3-percent General Salary Increase.

DOCUMENTATION:

Employees in the above M16 classes will not receive the 3-percent General Salary Increase.

SPECIAL SALARY ADJUSTMENT – EXCLUDED

M16 and U16 (Supervisory Ranges)

CLASSES

Effective July 1, 2023, in addition to the GSI, CalHR approved a 5-percent Special Salary Adjustments for the classes identified in the chart below.

EMPLOYEES

Effective July 1, 2023, all employees designated M16 and E79 in the following classes and ranges shall receive the 5-percent Special Salary Adjustment, including employees who separated from state service prior to July 1, 2023, and have lump sum payments that extend beyond July 1, 2023. The lump sum payments shall be adjusted to reflect the salary increase below.

<u>CBID</u>	<u>Class Code</u>	<u>Class Title</u>	<u>Rg</u>
M16	7529	Chief of Medicine, Veterans Home and Medical Center	
M16	7536	Chief Medical Officer, Veterans Home and Medical Center	
M16	7547	Chief Medical Officer, Correctional Facility	
M16	7577	Medical Director, State Hospital/Developmental Center	
M16	7613	Regional Health Care Executive, CEA (Safety)	
M16	7614	Regional Health Care Executive (Safety)	
M16	7674	Public Health Medical Administrator I	
M16	7675	Public Health Medical Administrator II, C.E.A.	
U16	7705	Public Health Medical Officer III	S T
U16	7716	Public Health Medical Officer III - Epidemiology	S T
U16	7788	Medical Consultant II, Department of Health Care Services	S T
M16	7789	Medical Program Consultant, Department of Health Services	
M16	7822	Medical Officer, State Personnel Board	

DOCUMENTATION:

Departments will be responsible for keying SAL transactions effective July 1, 2023, for eligible employees in the above Class Codes after SCO processes the GEN on December 12, 2023, and correct any resulting out-of-sequence transactions.

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.

M16, S16 and R16 (Excluded Ranges)

CLASSES

Effective July 1, 2023, in addition to the GSI, CalHR approved various Special Salary Adjustments at the maximum of the salary range for the classes identified in the chart below.

EMPLOYEES

Effective July 1, 2023, all employees designated M16, S16 and E97 in the following classes who have been at the old maximum salary rate for a minimum of 12 qualifying pay periods shall receive the Special Salary Adjustment.

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

Employees that have separated from state service and have lump sum payments that extend beyond July 1, 2023, and who have been at the old maximum salary rate for a minimum of 12 qualifying pay periods shall receive the increase identified below. The lump sum payments shall be adjusted to reflect the below salary increase.

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

<u>CBID</u>	<u>Class Code</u>	<u>Class Title</u>	<u>Rq</u>	<u>SSA (MAX ONLY)</u>
M16	7561	Chief Physician and Surgeon		3%
M16	7830	Chief Dentist		5%
R16	9263	Physician and Surgeon, Correctional Facility (Internal Medicine/Family Practice)	U V	3%
M16	9267	Chief Physician and Surgeon, Correctional Facility		3%
M16	9344	Chief Dentist, Correctional Facility		5%
S16	9371	Supervising Dentist, Correctional Facility		5%
M16	9424	Regional Dental Director, CEA		5%
M16	9503	Statewide Dental Director, C.E.A., Inmate Dental Services Program, Division of Correctional Health Care Services		5%

DOCUMENTATION:

Departments must key a SAL transaction effective July 1, 2023, for eligible employees, and correct any resulting out-of-sequence transactions.

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.

Departments must key a 330 transaction effective July 1, 2023, to assign a new salary anniversary date for those employees who have been at the old maximum salary for less than 12 qualifying pay periods as described above.