

PAY LETTER: 23-43  
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 INCREASES – RANK AND FILE**

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

**CLASSES**

Effective July 1, 2023, in compliance with an agreement between the State of California and Bargaining Unit (BU) 07, CalHR approved a 3-percent General Salary Increase. All classes designated R07 (except for class codes 1937 and 1954) shall be increased by 3 percent.

**EMPLOYEES**

Effective July 1, 2023, all employees designated R07 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 07 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.

**R07 – Class Codes 1937 and 1954**

**CLASSES**

Effective July 1, 2023, in compliance with an agreement between the State of California and BU 7, CalHR approved an adjustment of \$800 (referenced in Pay Differentials 219 and 222 which are to be abolished) to the minimum and maximum salaries and a 3-percent General Salary Increase for the classes identified below.

**EMPLOYEES**

Effective July 1, 2023, all employees designated R07 shall receive the above 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>
1937	Hospital Police Officer	\$4,943	\$6,061	\$5,915	\$7,067
1954	Peace Officer I, Developmental Center	\$4,943	\$6,061	\$5,915	\$7,067

**DOCUMENTATION:**

Agencies will process a GEN transaction effective 07/01/23 to implement the General Salary Increase (GSI) for eligible employees in BU 07 prior to Monthly Payroll Cutoff in December 2023.

An SCO Personnel Letter will follow with additional information.

**SPECIAL SALARY ADJUSTMENT – RANK AND FILE**

**R07**

Effective July 1, 2023, in compliance with an agreement between the State of California and BU 7, in addition to the GSI, CalHR approved Special Salary Adjustments for the classes identified below.

**EMPLOYEES**

Effective July 1, 2023, all employees designated R07 in the following classes shall receive the Special Salary Adjustment, including employees who separated from state service prior to July 1, 2023, and have lump sum payments that extend beyond July 1, 2023. The lump sum payments shall be adjusted to reflect the salary increase below.

<u>CBID</u>	<u>Class Code</u>	<u>Class Title</u>	<u>Rg</u>	<u>SSA</u>
R07	0108	Measurement Standards Specialist I	A	6.95%
R07	0303	Brand Inspector		8.44%
R07	0823	Livestock Inspector	A	8.44%

<u>CBID</u>	<u>Class Code</u>	<u>Class Title</u>	<u>Rq</u>	<u>SSA</u>
R07	0985	Lifeguard (Permanent Intermittent)		6.50%
R07	0990	Lifeguard II (Seasonal)		6.50%
R07	0993	Lifeguard I (Seasonal)		6.50%
R07	0994	Pool Lifeguard -Seasonal-		6.50%
R07	0995	Pool Lifeguard		6.50%
R07	1663	Public Safety Dispatcher, California Highway Patrol		7%
R07	1664	Public Safety Operator, California Highway Patrol		7%
R07	1670	Communications Operator		7%
R07	1960	Security Officer I, Department of Justice		5%
R07	8611	Special Investigator Assistant		4.82%
R07	8758	Licensing-Registration Examiner, Department of Motor Vehicles		5%
R07	8829	Inspector, Department of Motor Vehicles	A	3.84%
R07	8834	Inspector I, Department of Consumer Affairs		6.32%

**DOCUMENTATION:**

The State Controller's Office (SCO) will process an Employment History (EH) mass update to implement the Special Salary Adjustment (SSA) for eligible employees in BU 07 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.

**R07**

**CLASSES**

Effective July 1, 2023, in compliance with an agreement between the State of California and BU 07, in addition to the GSI, CalHR approved Special Salary Adjustments to the maximum salary of the classes identified below.

**EMPLOYEES**

Effective July 1, 2023, all employees designated R07 in the following classes who have been at the old maximum salary rate for a minimum of 12 qualifying pay periods shall receive the increase identified below.

Employees at the old maximum salary rate for less than 12 qualifying pay periods shall receive a new salary anniversary date based on the 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 in the chart below. The lump sum payments shall be adjusted to reflect the below salary increase.

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

<u>CBID</u>	<u>Class Code</u>	<u>Class Title</u>	<u>Rg</u>	<u>SSA (MAX ONLY)</u>
R07	0109	Crime Analyst I		6.32%
R07	0110	Crime Analyst II		4%
R07	0111	Crime Analyst III		4%
R07	0823	Livestock Inspector	B	3%
R07	0825	Senior Livestock Inspector (Specialist)		3%
R07	0983	State Park Peace Officer (Ranger)		8%
R07	0992	State Park Peace Officer (Lifeguard)		8%
R07	1013	Agent, Alcoholic Beverage Control		5%
R07	1029	Conservationist I		5%
R07	1937	Hospital Police Officer		5%
R07	1944	Exposition Police Officer	B	3%
R07	1945	State Fair Police Officer		3%
R07	1946	Sergeant, State Fair Police		3%
R07	1949	State Fair Police Officer (Seasonal)		3%
R07	1954	Peace Officer I, Developmental Center		5%
R07	2880	Emergency Management Coordinator/Instructor I, Office of Emergency Services		2.5%
R07	2881	Emergency Management Coordinator/Instructor II, Office of Emergency Services		2.5%
R07	3930	Motor Carrier Specialist I, California Highway Patrol		7%
R07	4429	Senior Brand Inspector		3%
R07	4926	Emergency Services Coordinator, Office of Emergency Services		2.5%
R07	8005	Fish and Game Lieutenant (Specialist)		8%
R07	8085	Senior Emergency Services Coordinator, Office of Emergency Services		2.5%
R07	8115	Coordinator -Communications- O.E.S.		2.5%

<u>CBID</u>	<u>Class Code</u>	<u>Class Title</u>	<u>Rg</u>	<u>SSA (MAX ONLY)</u>
R07	8122	Coordinator -Law Enforcement- O.E.S.		2.5%
R07	8123	Coordinator (Radiological), Office of Emergency Services		2.5%
R07	8188	Coordinator (Fire and Rescue Services)		2.5%
R07	8410	Warden-Pilot Department of Fish and Game		8%
R07	8421	Fish and Game Warden		8%
R07	8460	Latent Print Analyst I		3%
R07	8466	Criminalist		5%
R07	8472	Latent Print Analyst II		3%
R07	8478	Senior Criminalist		5%
R07	8482	Special Agent, Department of Justice		8%
R07	8519	Field Representative, Department of Justice		3%
R07	8524	Special Agent Supervisor, Department of Justice		8%
R07	8591	Investigation Specialist II (Technical), Franchise Tax Board		5.72%
R07	8593	Investigation Specialist, Franchise Tax Board		5%
R07	8610	Investigator		5%
R07	8612	Special Investigator	A B C	5%
R07	8679	School Pupil Transportation Safety Coordinator		5%
R07	8894	Arson and Bomb Investigator Assistant		6.63%
R07	8979	Fire Fighter		4%
R07	8989	Captain Firefighter/Security Officer		4%
R07	8990	Firefighter/Security Officer		4%
R07	8997	Arson and Bomb Investigator		6.63%
R07	9013	Deputy State Fire Marshal III (Specialist)	A	5%
R07	9086	Deputy State Fire Marshal		5%

**DOCUMENTATION:**

Departments must key a SAL transaction effective 07/01/23 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 07/01/23 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**

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

**CLASSES**

Effective July 1, 2023, CalHR approved a 3-percent General Salary Increase. All classes designated M07, S07, excluded ranges L, M, or N tied to Alternate Range Criteria 285 in R07, and supervisory ranges in U07 (except for class codes 1935, 1936, and 1955) shall be increased by 3-percent.

**EMPLOYEES**

Effective July 1, 2023, all employees designated M07, S07, E48, E59, and employees in ranges L, M, or N designated E97 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 07 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.

**S07 – Class Codes 1935, 1936, and 1955**

**CLASSES**

Effective July 1, 2023, CalHR approved an adjustment of \$800 (referenced in Pay Differentials 219 and 222 which are to be abolished) to the minimum and maximum salaries and a 3-percent General Salary Increase, for the classes identified below.

**EMPLOYEES**

Effective July 1, 2023, all employees designated S07 classes shall receive the above 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>
1935	Hospital Police Lieutenant	\$5,667	\$7,360	\$6,661	\$8,405
1936	Hospital Police Sergeant	\$5,175	\$6,712	\$6,154	\$7,737
1955	Peace Officer II, Developmental Center	\$5,175	\$6,712	\$6,154	\$7,737

**DOCUMENTATION:**

Agencies will process a GEN transaction effective 07/01/23 to implement the General Salary Increase (GSI) for eligible employees in BU 07 prior to Monthly Payroll Cutoff in December 2023.

An SCO Personnel Letter will follow with additional information.

**SPECIAL SALARY ADJUSTMENTS – EXCLUDED**

**S07**

**CLASSES**

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

**EMPLOYEES**

Effective July 1, 2023, all employees designated M07, S07, E48, E59, and employees in range L, M and N designated E97 in the classes identified below 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 salary increase.

<u>CBID</u>	<u>Class Code</u>	<u>Class Title</u>	<u>Rg</u>	<u>SSA</u>
S07	1662	Public Safety Dispatch Supervisor I, California Highway Patrol		7%
S07	1665	Public Safety Dispatch Supervisor II, California Highway Patrol		7%
S07	1671	Communications Supervisor		7%
S07	1961	Security Officer II, Department of Justice		5%

#### **DOCUMENTATION:**

The State Controller's Office (SCO) will process an Employment History (EH) mass update to implement the Special Salary Adjustment (SSA) for eligible employees in BU 07 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.

#### **M07, S07, R07 (Excluded Ranges)**

#### **CLASSES**

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

#### **EMPLOYEES**

Effective July 1, 2023, all employees designated M07, S07, E48, E59, and employees in range L, M and N designated 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 increase identified below.

Employees at the old maximum salary rate for less than 12 qualifying pay periods shall receive a new salary anniversary date based on the 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 in the chart below. The lump sum payments shall be adjusted to reflect the below salary increase.

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



<u>CBID</u>	<u>Class Code</u>	<u>Class Title</u>	<u>Rg</u>	<u>SSA (MAX ONLY)</u>
S07	0118	Crime Analyst Supervisor		4%
M07	1934	Chief, Protective Services and Security		5%
S07	1935	Hospital Police Lieutenant		5%
S07	1936	Hospital Police Sergeant		5%
M07	1941	Chief, Exposition and State Fair Police		3%
S07	1942	Exposition Police Lieutenant		3%
S07	1943	Exposition Police Sergeant		3%
S07	1947	Lieutenant, State Fair Police		3%
S07	1955	Peace Officer II, Developmental Center		5%
S07	2882	Senior Emergency Management Coordinator, Office of Emergency Services		2.50%
S07	3927	Motor Carrier Specialist III, California Highway Patrol		7%
S07	3928	Motor Carrier Specialist II, California Highway Patrol		7%
M07	3944	Manager Motor Carrier Safety Program, California Highway Patrol		7%
S07	4797	Department of Justice Administrator I		3%
M07	4798	Department of Justice Administrator II		3%
M07	4799	Department of Justice Administrator III		3%
S07	7541	Supervising Fraud Investigator I, Department of Insurance		5%
S07	7542	Supervising Fraud Investigator II, Department of Insurance		5%
M07	7545	Chief, Fraud Bureau, Department of Insurance		5%
S07	7569	Supervising Criminal Investigator I, Employment Development Department		5%
S07	7571	Supervising Criminal Investigator II, Employment Development Department		5%
S07	7575	Supervising Criminal Investigator I, Department of Toxic Substances Control		5%
S07	7576	Supervising Criminal Investigator II, Department of Toxic Substances Control		5%
S07	8065	Supervising Fraud Investigator I, Department of Health Services		5%
S07	8066	Supervising Fraud Investigator II, Department of Health Services		5%

<u>CBID</u>	<u>Class Code</u>	<u>Class Title</u>	<u>Rg</u>	<u>SSA (MAX ONLY)</u>
S07	8114	Senior Coordinator -Communications-O.E.S		2.50%
S07	8121	Senior Coordinator -Law Enforcement-O.E.S		2.50%
M07	8186	Chief (Fire and Rescue Services)		2.50%
S07	8187	Senior Coordinator (Fire and Rescue Services)		2.50%
M07	8467	Criminalist Manager		5%
S07	8473	Latent Print Supervisor		3%
S07	8477	Criminalist Supervisor		5%
M07	8483	Deputy Chief, Investigations and Enforcement, Department of Consumer Affairs		5%
S07	8539	Supervising Investigator I, Department of Motor Vehicles		5%
S07	8540	Supervising Investigator II, Department of Motor Vehicles		5%
S07	8545	Supervising Special Investigator II (Non-Peace Officer)		5%
S07	8547	Supervising Special Investigator II		5%
S07	8548	Supervising Special Investigator I		5%
S07	8549	Supervising Special Investigator I (Non-Peace Officer)		5%
S07	8592	Investigation Specialist II (Supervisor), Franchise Tax Board		5.72%
S07	8596	Supervising Investigator I, Department of Consumer Affairs		5%
S07	8597	Supervising Investigator II, Department of Consumer Affairs		5%
R07	8612	Special Investigator	L	5%
			M	5%
			N	5%
M07	8673	Deputy Division Chief Alcoholic Beverage Control		5%
S07	8677	District Administrator Alcoholic Beverage Control		5%
S07	8678	Supervising Investigator, Alcoholic Beverage Control		5%

<u>CBID</u>	<u>Class Code</u>	<u>Class Title</u>	<u>Rg</u>	<u>SSA (MAX ONLY)</u>
M07	8680	Assistant Bureau Chief, Division of Law Enforcement, Department of Justice (Non-Peace Officer)		5%
M07	8966	Division Chief, California State Fire Marshal's Office		5%
S07	8977	Fire Chief		4%
S07	8988	Chief, Firefighter/Security Officer		4%
S07	9010	Deputy State Fire Marshal III (Supervisor)		5%
R07	9013	Deputy State Fire Marshal III (Specialist)	L	5%
S07	9015	Senior Arson and Bomb Investigator		6.63%
S07	9029	Food and Drug Regional Administrator		5%
M07	9030	Chief, Food and Drug Branch		5%
S07	9036	Supervising Food and Drug Investigator		5%
S07	9235	Chief, Food and Drug Section		5%
S07	9236	Chief, Food and Drug Unit		5%

**DOCUMENTATION:**

Departments must key a SAL transaction effective 07/01/23 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 07/01/23 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.

## **SECTION 14: PAY DIFFERENTIALS**

1. PAY DIFFERENTIAL 219  
DDS PREMIUM DIFFERENTIAL PAY - BARGAINING UNIT 07 AND EXCLUDED EMPLOYEES is abolished: (Effective 07/01/23)

### **DOCUMENTATION:**

Departments must key a 350 transaction to remove locked-in Earning ID 8K49 effective 7/1/2023 and correct any resulting out-of-sequence transactions. 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 222  
DSH LIAISON PREMIUM PAY DIFFERENTIAL HOSPITAL POLICE OFFICERS - BARGAINING UNIT 7 AND EXCLUDED EMPLOYEES is abolished: (Effective 07/01/23)

### **DOCUMENTATION:**

Departments must key a 350 transaction to remove locked-in Earning ID 8K53 effective 7/1/2023 and correct any resulting out-of-sequence transactions. 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.