

PAY LETTER: 17-13  
ISSUE DATE: May 11, 2017

**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**

**R12 and U12 (Rank-and-File Ranges)**

**CLASSES**

Effective January 1, 2017, in compliance with an agreement between the State of California and Bargaining Unit (BU) 12, CalHR approved a 3.5-percent General Salary Increase. All classes designated R12 and rank-and-file ranges in U12 shall be increased by 3.5 percent. **(Note: The General Salary Increase for R12 Apprentice classes are based on the rates indicated below.)**

**EMPLOYEES**

Effective January 1, 2017, all employees designated R12 in the classes above shall receive the 3.5-percent increase, including employees who separated from state service prior to January 1, 2017, and have lump sum payments that extend beyond January 1, 2017. The lump sum payments shall be adjusted to reflect the above salary increase.

**R12 – Apprentice Classes**

Effective January 1, 2017, the following apprentice classes shall receive an increase based on the rates listed below. Employees in the classes shall receive the new listed salary rate.

<u>Class Code</u>	<u>Class Title</u>	<u>Rq</u>	<u>OSR</u>	<u>NSR</u>		
6267	Utility Craftsworker Apprentice, Water Resources	A	\$3,432	\$3,552		
		A	\$19.80	\$20.49		
		B	\$3,564	\$3,689		
		B	\$20.56	\$21.28		
		C	\$3,696	\$3,826		
		C	\$21.32	\$22.07		
		D	\$3,960	\$4,099		
		D	\$22.85	\$23.65		
		E	\$4,224	\$4,372		
		E	\$24.37	\$25.22		
		F	\$4,752	\$4,919		
		F	\$27.42	\$28.38		
		6457	Hydroelectric Plant Electrician Apprentice	A	\$3,521	\$3,644
				A	\$20.31	\$21.02
B	\$3,681			\$3,809		
B	\$21.24			\$21.98		
C	\$3,841			\$3,975		
C	\$22.16			\$22.93		
D	\$4,161			\$4,306		
D	\$24.01			\$24.84		
E	\$4,481			\$4,638		
E	\$25.85			\$26.76		
F	\$4,801			\$4,969		
F	\$27.70			\$28.67		
G	\$5,121			\$5,300		
G	\$29.54			\$30.58		
6458	Hydroelectric Plant Mechanic Apprentice	H	\$5,761	\$5,963		
		H	\$33.24	\$34.40		
		A	\$3,521	\$3,644		
		A	\$20.31	\$21.02		
		B	\$3,681	\$3,809		
		B	\$21.24	\$21.98		
		C	\$3,841	\$3,975		
		C	\$22.16	\$22.93		
		D	\$4,161	\$4,306		
		D	\$24.01	\$24.84		
		E	\$4,481	\$4,638		
		E	\$25.85	\$26.76		
		F	\$4,801	\$4,969		
		F	\$27.70	\$28.67		
G	\$5,121	\$5,300				
G	\$29.54	\$30.58				
H	\$5,761	\$5,963				
H	\$33.24	\$34.40				

<u>Class Code</u>	<u>Class Title</u>	<u>Rg</u>	<u>OSR</u>	<u>NSR</u>
6469	Hydroelectric Plant Operator Apprentice	A	\$3,521	\$3,644
		A	\$20.31	\$21.02
		B	\$3,681	\$3,809
		B	\$21.24	\$21.98
		C	\$3,841	\$3,975
		C	\$22.16	\$22.93
		D	\$4,161	\$4,306
		D	\$24.01	\$24.84
		E	\$4,801	\$4,969
		E	\$27.70	\$28.67
		F	\$5,441	\$5,631
		F	\$31.39	\$32.49

### **R19 and U19 (Rank-and-File Ranges)**

#### **CLASSES**

Effective January 1, 2017, in compliance with an agreement between the State of California and BU 19, CalHR approved a 3.5-percent General Salary Increase. All classes designated R19 and rank-and-file ranges in U19 shall be increased by 3.5 percent.

**(Note: Excludes Class Code 9252, Psychologist, Range L, and Class Code 9796 Rehabilitation Administrator I (Specialist), Range L).**

#### **EMPLOYEES**

Effective January 1, 2017, all employees designated R19 in the classes above shall receive the 3.5-percent increase, including employees who separated from state service prior to January 1, 2017, and have lump sum payments that extend beyond January 1, 2017. The lump sum payments shall be adjusted to reflect the above salary increase.

**DOCUMENTATION:** The State Controller's Office will process an Employment History mass update to post a GEN transaction effective 01/01/17 to increase the salary rate of eligible employees in the above bargaining units.

For employees who separated from state service prior to 01/01/17 and have lump sum payments that extend beyond 01/01/17, departments shall adjust their lump sum to reflect the above salary change

An SCO Personnel Letter with specific information regarding the mass update will be forthcoming.

## SPECIAL SALARY ADJUSTMENT

### R12 and U12 (Rank-and-File Ranges)

#### CLASSES

Effective January 1, 2017, in compliance with an agreement between the State of California and BU 12, CalHR approved a Special Salary Adjustment for the classes identified below. The classes shall be increased at the minimum and maximum of the salary range by the specified percentage shown below.

#### EMPLOYEES

Effective January 1, 2017, all employees designated R12 and U12 in the following classes and ranges shall receive a Special Salary Adjustment, including employees who separated from state service prior to January 1, 2017, and have lump sum payments that extend beyond January 1, 2017. The lump sum payments shall be adjusted to reflect the salary increase below.

Class Code	Class Title	Rg	3.5%	3.5%	%	SSA	SSA
			GSI	GSI		NSR	NSR
			Min	Max	SSA	Min	Max
2928	Exhibit Electronics Technician, California Museum of Science and Industry	A	\$3,645	\$4,189	5%	\$3,827	\$4,398
		B	\$3,987	\$4,595	5%	\$4,186	\$4,825
3713	CalTrans Heavy Equipment Mechanic		\$3,987	\$4,595	5%	\$4,186	\$4,825
6530	Electrician Supervisor	A	\$4,478	\$5,164	5%	\$4,702	\$5,422
6532	Electrician II	A	\$4,277	\$4,928	5%	\$4,491	\$5,174
		B	\$4,693	\$5,414	5%	\$4,928	\$5,685
6533	Electrician I	A	\$4,081	\$4,702	5%	\$4,285	\$4,937
		B	\$4,478	\$5,164	5%	\$4,702	\$5,422
6534	Electrician III (Correctional Facility)		\$4,917	\$5,672	5%	\$5,163	\$5,956
6538	Electrician II -Correctional Facility-		\$4,693	\$5,414	5%	\$4,928	\$5,685
6540	Museum Electrician		\$4,478	\$5,164	5%	\$4,702	\$5,422
6719	CalTrans Electronic Specialist (Repair Laboratory)		\$4,277	\$5,164	5%	\$4,491	\$5,422
6812	Heavy Equipment Bodyworker/Painter		\$3,728	\$4,285	5%	\$3,914	\$4,499
6813	Lead Heavy Equipment Bodyworker/Painter		\$3,902	\$4,491	5%	\$4,097	\$4,716

<u>Class Code</u>	<u>Class Title</u>	<u>Rg</u>	3.5% <u>GSI Min</u>	3.5% <u>GSI Max</u>	% <u>SSA</u>	SSA <u>NSR Min</u>	SSA <u>NSR Max</u>
6826	Heavy Equipment Mechanic (Correctional Facility)		\$4,377	\$5,045	5%	\$4,596	\$5,297
6831	CalTrans Heavy Equipment Mechanic Leadworker		\$4,377	\$5,045	5%	\$4,596	\$5,297
6834	Heavy Equipment Mechanic	A	\$3,987	\$4,595	5%	\$4,186	\$4,825
		B	\$4,377	\$5,045	5%	\$4,596	\$5,297
6910	Senior Telecommunications Technician		\$5,038	\$6,396	5%	\$5,290	\$6,716
6911	Telecommunications Technician		\$4,804	\$5,818	5%	\$5,044	\$6,109
6912	Telecommunications Technician Trainee		\$3,816	\$4,393	5%	\$4,007	\$4,613
6913	Electronics Technician	A	\$3,480	\$4,612	5%	\$3,654	\$4,843
		B	\$3,816	\$5,061	5%	\$4,007	\$5,314
6916	Electrician Technician - Correctional Facility-		\$3,816	\$5,061	5%	\$4,007	\$5,314
6924	CalTrans Electrician II		\$4,277	\$5,164	5%	\$4,491	\$5,422
6938	CalTrans Electrician I		\$4,081	\$4,702	5%	\$4,285	\$4,937

**DOCUMENTATION:** Departments must key a SAL transaction effective 01/01/17 for all applicable employees and correct any out of sequence transactions.

Departments can begin to key these transactions on 05/15/17, once the pay scales have been updated.

### **S12 and U12 (Supervisory Ranges)**

#### **CLASSES**

Effective January 1, 2017, CalHR approved a Special Salary Adjustment for all classes designated S12 and U12 identified below. The classes shall be increased at the minimum and maximum of the salary range by the specified percentage shown below.

#### **EMPLOYEES**

Effective January 1, 2017, all employees designated S12 in the following classes and ranges shall receive a Special Salary Adjustment, including employees who separated from state service prior to January 1, 2017, and have lump sum payments that extend beyond January 1, 2017. The lump sum payments shall be adjusted to reflect the salary increase below.

<u>Class Code</u>	<u>Class Title</u>	<u>Rg</u>	<u>OSR Min</u>	<u>OSR Max</u>	<u>% SSA</u>	<u>SSA NSR Min</u>	<u>SSA NSR Max</u>
2929	Exhibit Electronics Supervisor, California Museum of Science and Industry	A	\$4,027	\$4,998	1.37%	\$4,082	\$5,066
6530	Electrician Supervisor	S T	\$4,532 \$4,978	\$5,127 \$5,631	1.11% 1.11%	\$4,582 \$5,033	\$5,184 \$5,694
6720	CalTrans Electronics Specialist Supervisor (Repair Laboratory)		\$4,524	\$5,620	1.30%	\$4,583	\$5,693
6763	Supervisor of Building Trades -Correctional Facility-		\$4,976	\$5,902	5.95%	\$5,272	\$6,253
6816	Supervising Highway Equipment Superintendent		\$6,436	\$8,001	0.30%	\$6,455	\$8,025
6828	CalTrans Highway Mechanic Supervisor		\$4,639	\$5,492	1.28%	\$4,698	\$5,562
6848	Mobile Equipment Superintendent I	A B	\$4,852 \$5,331	\$5,492 \$6,036	1.28% 1.28%	\$4,914 \$5,399	\$5,562 \$6,113
6909	Telecommunications Maintenance Supervisor I		\$5,331	\$6,960	1.32%	\$5,401	\$7,052
6923	Telecommunications Maintenance Supervisor III		\$6,509	\$8,029	0.04%	\$6,512	\$8,032
6925	CalTrans Electrical Supervisor		\$4,524	\$5,620	1.30%	\$4,583	\$5,693
6960	Electronics Technician Supervisor		\$3,855	\$4,778	6.42%	\$4,102	\$5,085

**DOCUMENTATION:** Departments must key a SAL transaction effective 01/01/17 for all applicable employees and correct any out of sequence transactions.

**R18**

**CLASSES**

Effective January 1, 2017, in compliance with an agreement between the State of California and BU 18, CalHR approved a Special Salary Adjustment for the classes identified below. The classes shall be increased at the minimum and maximum of the salary range by the specified percentage shown below.

**EMPLOYEES**

Effective January 1, 2017, all employees designated R18 in the following classes and ranges shall receive a Special Salary Adjustment, including employees who separated from state service prior to January 1, 2017, and have lump sum payments that extend beyond January 1, 2017. The lump sum payments shall be adjusted to reflect the above salary increase.

<u>Class Code</u>	<u>Class Title</u>	<u>Rg</u>	<u>OSR Min</u>	<u>OSR Max</u>	<u>% SSA</u>	<u>SSA NSR Min</u>	<u>SSA NSR Max</u>
8226	Psychiatric Technician Instructor		\$4,963	\$6,648	5%	\$5,211	\$6,980
8231	Senior Psychiatric Technician	A	\$3,652	\$4,660	1%	\$3,689	\$4,707
		B	\$3,821	\$4,872	1%	\$3,859	\$4,921
		C	\$4,005	\$5,106	1%	\$4,045	\$5,157
		S	\$5,303	\$5,707	1%	\$5,356	\$5,764
		T	\$5,534	\$5,995	1%	\$5,589	\$6,055
		U	\$5,781	\$6,292	1%	\$5,839	\$6,355
8252	Senior Psychiatric Technician (Safety)	A	\$3,652	\$4,660	1%	\$3,689	\$4,707
		B	\$3,821	\$4,872	1%	\$3,859	\$4,921
		C	\$4,005	\$5,106	1%	\$4,045	\$5,157
		P	\$5,569	\$5,995	1%	\$5,625	\$6,055
		Q	\$5,810	\$6,292	1%	\$5,868	\$6,355
		R	\$6,070	\$6,607	1%	\$6,131	\$6,673
		S	\$5,303	\$5,707	1%	\$5,356	\$5,764
		T	\$5,534	\$5,995	1%	\$5,589	\$6,055
		U	\$5,781	\$6,292	1%	\$5,839	\$6,355

**DOCUMENTATION:** Departments must key a SAL transaction effective 01/01/17 for all applicable employees and correct any out of sequence transactions.

**R19**

**CLASSES**

Effective January 1, 2017, in compliance with an agreement between the State of California and Bargaining Unit (BU) 19, CalHR approved a Special Salary Adjustment for the classes identified below. The classes shall be increased at the minimum and maximum of the salary range by the specified percentage shown below.

**EMPLOYEES**

Effective January 1, 2017, all employees designated R19 in the following classes and ranges shall receive a Special Salary Adjustment including employees who separated from state service prior to January 1, 2017, and have lump sum payments that extend beyond January 1, 2017. The lump sum payments shall be adjusted to reflect the salary increase below.

<u>Class Code</u>	<u>Class Title</u>	<u>Rq</u>	3.5% <u>GSI Min</u>	3.5% <u>GSI Max</u>	% <u>SSA</u>	SSA NSR <u>Min</u>	SSA NSR <u>Max</u>
2167	Registered Dietitian	A	\$3,735	\$4,881	5%	\$3,922	\$5,125
		T	\$4,492	\$5,734	5%	\$4,717	\$6,021
2168	Pre-Registered Dietitian		\$3,130	\$4,060	5%	\$3,287	\$4,263
2172	Registered Dietitian (Safety)	A	\$3,753	\$4,904	5%	\$3,941	\$5,149
		T	\$4,514	\$5,761	5%	\$4,740	\$6,049
8204	Occupational Therapist, Departments Of Mental Health And Developmental Services	A	\$3,456	\$4,982	10%	\$3,802	\$5,480
		S	\$4,834	\$6,790	10%	\$5,317	\$7,469
		U	\$5,766	\$6,790	10%	\$6,343	\$7,469
8277	Physical Therapist II		\$4,474	\$6,163	10%	\$4,921	\$6,779
8278	Speech Pathologist II		\$4,909	\$6,446	10%	\$5,400	\$7,091
8279	Speech Pathologist I		\$4,474	\$5,869	10%	\$4,921	\$6,456
8280	Physical Therapist I		\$4,095	\$5,627	10%	\$4,505	\$6,190
8287	Senior Occupational Therapist	A	\$3,964	\$5,728	10%	\$4,360	\$6,301
		S	\$5,318	\$7,470	10%	\$5,850	\$8,217
		U	\$6,344	\$7,470	10%	\$6,978	\$8,217
8288	Occupational Therapist	A	\$3,456	\$4,982	10%	\$3,802	\$5,480
		S	\$4,834	\$6,790	10%	\$5,317	\$7,469
		U	\$5,766	\$6,790	10%	\$6,343	\$7,469
8309	Speech Pathologist I, Departments Of Mental Health And Developmental Services		\$4,474	\$5,869	10%	\$4,921	\$6,456
8315	Physical Therapist I, Departments Of Mental Health And Developmental Services		\$4,095	\$5,627	10%	\$4,505	\$6,190
8876	Inspector Board of Pharmacy		\$6,334	\$8,311	5%	\$6,651	\$8,727
9279	Registered Dietitian, Correctional Facility	A	\$3,735	\$4,881	5%	\$3,922	\$5,125
		P	\$4,718	\$6,020	5%	\$4,954	\$6,321
9280	Occupational Therapist, Correctional Facility	A	\$3,456	\$4,982	10%	\$3,802	\$5,480
		P	\$4,834	\$6,790	10%	\$5,317	\$7,469
		Q	\$5,766	\$6,790	10%	\$6,343	\$7,469
9281	Physical Therapist I, Correctional Facility		\$4,095	\$5,627	10%	\$4,505	\$6,190

<u>Class Code</u>	<u>Class Title</u>	<u>Rq</u>	3.5% <u>GSI Min</u>	3.5% <u>GSI Max</u>	% <u>SSA</u>	SSA NSR <u>Min</u>	SSA NSR <u>Max</u>
9342	Physical Therapist II, Correctional Facility		\$4,474	\$6,163	10%	\$4,921	\$6,779
9346	Senior Occupational Therapist, Correctional Facility	A P Q	\$3,964 \$5,318 \$6,344	\$5,728 \$7,470 \$7,470	10% 10% 10%	\$4,360 \$5,850 \$6,978	\$6,301 \$8,217 \$8,217
9423	Adoptions Specialist	A B	\$4,095 \$4,488	\$5,361 \$5,888	5% 5%	\$4,300 \$4,712	\$5,629 \$6,182
9768	Muslim Chaplain		\$4,317	\$5,668	5%	\$4,533	\$5,951
9769	Muslim Chaplain (Intermittent)		\$99.64 \$24.91	\$228.90 \$32.70	5% 5%	\$104.60 \$26.15	\$240.31 \$34.33
9897	Individual Program Coordinator (Safety)		\$3,307	\$4,341	5%	\$3,472	\$4,558
9912	Native American Spiritual Leader		\$4,317	\$5,668	5%	\$4,533	\$5,951
9913	Native American Spiritual Leader (Intermittent)		\$99.64 \$24.91	\$228.90 \$32.70	5% 5%	\$104.60 \$26.15	\$240.31 \$34.33
9916	Catholic Chaplain		\$4,317	\$5,668	5%	\$4,533	\$5,951
9919	Jewish Chaplain		\$4,317	\$5,668	5%	\$4,533	\$5,951
9920	Jewish Chaplain - Intermittent-		\$99.64 \$24.91	\$228.90 \$32.70	5% 5%	\$104.60 \$26.15	\$240.31 \$34.33
9922	Protestant Chaplain		\$4,317	\$5,668	5%	\$4,533	\$5,951
9923	Protestant Chaplain - Intermittent-		\$99.64 \$24.91	\$228.90 \$32.70	5% 5%	\$104.60 \$26.15	\$240.31 \$34.33

**DOCUMENTATION:** Agencies must key a SAL transaction for the classes listed effective 07/01/17 and correct any subsequent transactions.

Departments can begin to key these transactions on 05/15/17, once the pay scales have been updated.

**S19**

**CLASSES**

Effective January 1, 2017, CalHR approved a Special Salary Adjustment for the classes designated S19 identified below. The classes shall be increased at the minimum and maximum of the salary range by the specified percentage shown below.

**EMPLOYEES**

Effective January 1, 2017, all employees designated S19 in the following classes and ranges shall receive a Special Salary Adjustment, including employees who separated from state service prior to January 1, 2017, and have lump sum payments that extend beyond January 1, 2017. The lump sum payments shall be adjusted to reflect the salary increase below.

<u>Class Code</u>	<u>Class Title</u>	<u>Rg</u>	<u>OSR Min</u>	<u>OSR Max</u>	<u>% SSA</u>	<u>NSR Min</u>	<u>NSR Max</u>
2147	Food Administrator II - Correctional Facility-		\$5,242	\$6,513	7%	\$5,609	\$6,969
2153	Food Administrator I - Correctional Facility-	P	\$4,764	\$5,965	11.27%	\$5,301	\$6,637
		R	\$4,764	\$5,965	11.27%	\$5,301	\$6,637
8874	Supervising Inspector Board of Pharmacy		\$6,591	\$9,082	0.89%	\$6,650	\$9,163

**DOCUMENTATION:** Departments must key a SAL transaction effective 01/01/17 for all applicable employees and correct any out of sequence transactions.

**SECTION 5: HIRING-ABOVE-MINIMUM AUTHORIZATION**

- R12 class codes 1542 and 1552 are updated to reflect a 3.5-percent GSI increase. (Effective 01/01/2017)
- R12 class codes 3713, 6831, and 6834 are updated to reflect a 3.5-percent GSI and 5% SSA increase. (Effective 01/01/2017)
- R18 class code 8226 is updated to reflect a 5-percent SSA increase. (Effective 01/01/2017)
- R19 classes are updated to reflect a 3.5-percent GSI increase. (Effective 01/01/2017)
- Lanterman Developmental Center has been removed due to closure. (Effective 06/30/2015)

**DOCUMENTATION:** Departments must key a GEN transaction effective 01/01/17 for eligible employees with a plus salary.

#### **SECTION 8: VARIABLE COMPENSATION**

- The Salary Rates section for class 6834, Heavy Equipment Mechanic, is updated to reflect the 3.5-percent General Salary Increase and the 5-percent Special Salary Adjustment. (Effective 01/01/17)
- The Salary Rates Chaplains (Intermittent) section is updated to reflect the new salary range in the example section. (Effective 01/01/17)

#### **SECTION 14: PAY DIFFERENTIALS**

1. PAY DIFFERENTIAL 136  
RECRUITMENT AND RETENTION DIFFERENTIAL PAY – DEVELOPMENTAL SERVICES/DEPARTMENT OF VETERANS AFFAIRS/DEPARTMENT OF MENTAL HEALTH – BARGAINING UNITS 03, 04, 07, 15, 16, 18, 19, 20, AND EXCLUDED EMPLOYEES is amended: (Effective 06/30/15)

The following department is deleted:

- Lanterman Developmental Center

**DOCUMENTATION:** Departments must key a 350 transaction effective 06/30/15 for all applicable employees and correct any out of sequence transactions.