

## RECRUITMENT HIRING-ABOVE-MINIMUM AUTHORIZATION

SECTION IUNIT 1

Class Code	Class	Department Location(s)	Range	Hiring-Above-Minimum Total Salary Rate
4101	Financial Institutions Examiner	<b>Financial Protection and Innovation</b>	Rg A	\$5441
4175	Auditor I	<b>Financial Protection and Innovation</b>  <b>All Other State Agencies</b> All Locations		\$5122  \$4214
4420	Insurance Examiner	<b>Insurance</b>	Rg A Rg B	\$4644 \$4424
4592	Public Utilities Regulatory Analyst I	<b>Public Utilities Commission</b>	Rg A Rg B Rg C	\$5307 \$5749 \$6913
5156	Junior Staff Analyst (General)	<b>Finance</b> Budget Division	Rg A Rg B	\$4426 \$4790
5841	Staff Services Management Auditor	<b>All State Agencies</b> All Locations	Rg A Rg B Rg C	\$4644 \$5028 \$6333

UNIT 3

Class Code	Class	Department Location(s)	Range	Hiring-Above-Minimum Total Salary Rate
2273	Teacher - State Hospitals (Learning Handicapped, Mentally Disabled)	<b>State Hospitals</b> Coalinga State Hospital	Rg A Rg B Rg C Rg D	\$6003 \$6280 \$6581 \$6893
2275	Teacher – State Hospitals (Adult Education)	<b>Developmental Services</b> Southern California Facility  <b>State Hospitals</b> Coalinga State Hospital	Rg A Rg B Rg C Rg D	\$6003 \$6280 \$6581 \$6893

**UNIT 4**

Class Code	Class	Department Location(s)	Range	Hiring-Above-Minimum Total Salary Rate
1282	Legal Secretary	<b>All State Agencies in the following counties:</b> Alameda, Contra Costa, Fresno, Los Angeles, Marin, Orange, Sacramento, San Diego, San Francisco, San Mateo, and Santa Clara	Rg A Rg B	\$4770 \$5012
1741	Accounting Technician	<b>All State Agencies</b> Alameda County		\$3581
3224	Senior Legal Typist	<b>All State Agencies in the following counties:</b> Alameda, Contra Costa, Fresno, Los Angeles, Marin, Orange, Sacramento, San Diego, San Francisco, San Mateo, and Santa Clara	Rg A Rg B	\$4067 \$4542

**UNIT 9**

Class Code	Class	Department Location(s)	Range	Hiring-Above-Minimum Total Salary Rate
3846	Water Resource Control Engineer	<b>State Water Resources Control Board</b>	Rg A Rg B	\$7150 \$8588
3884	Associate Safety Engineer (Elevators)	<b>Industrial Relations</b>		\$10,193

**UNIT 12**

Class Code	Class	Department Location(s)	Range	Hiring-Above-Minimum Total Salary Rate
1542	Senior Equipment Materiel Specialist	<b>Transportation in the following counties:</b> Alameda, Inyo, Los Angeles, Orange, San Bernardino, San Diego and San Luis Obispo		\$5654
1552	Equipment Materiel Specialist	<b>Transportation in the following counties:</b> Alameda, Inyo, Los Angeles, Orange, San Bernardino, San Diego and San Luis Obispo		\$5165

**UNIT 12**

<b>Class Code</b>	<b>Class</b>	<b>Department Location(s)</b>	<b>Range</b>	<b>Hiring-Above-Minimum Total Salary Rate</b>
3713	Caltrans Heavy Equipment Mechanic	<b>Transportation</b> <b>in the following counties:</b> Alameda, Inyo, Los Angeles, Orange, San Bernardino, San Diego and San Luis Obispo		\$6276
6353	Senior Foundation Driller	<b>Transportation</b> <b>in the following Division:</b> Division of Engineering Services		\$8068
6355	Foundation Driller Leadworker	<b>Transportation</b> <b>in the following Division:</b> Division of Engineering Services		\$7350
6356	Foundation Driller	<b>Transportation</b> <b>in the following Division:</b> Division of Engineering Services		\$5865
6831	Caltrans Heavy Equipment Mechanic Leadworker	<b>Transportation</b> <b>in the following counties:</b> Alameda, Inyo, Los Angeles, Orange, San Bernardino, San Diego and San Luis Obispo		\$6888
6834	Heavy Equipment Mechanic	<b>Water Resources</b> Castaic, Pearblossom, Oroville, Bakersfield, Lost Hills, and Byron	Rg A	\$6276

**UNIT 17**

<b>Class Code</b>	<b>Class</b>	<b>Department Location(s)</b>	<b>Range</b>	<b>Hiring-Above-Minimum Total Salary Rate</b>
8011	Health Facilities Evaluator Nurse	<b>All Departments</b> <b>All Counties</b>		\$8759
8143	Nurse Evaluator I, Health Services	<b>Health Care Services</b> <b>Public Health</b>		\$6796
8144	Nurse Evaluator II, Health Services	<b>Health Care Services</b> <b>Public Health</b> <b>in the following counties:</b> Alameda, Contra Costa, Marin, San Francisco, San Mateo, Santa Clara, and Sonoma		\$8099

**UNIT 18**

<b>Class Code</b>	<b>Class</b>	<b>Department Location(s)</b>	<b>Range</b>	<b>Hiring-Above-Minimum Total Salary Rate</b>
7425	Psychiatric Technician Assistant	<b>Developmental Services</b> Southern California Facility		\$3547
8226	Psychiatric Technician Instructor	<b>State Hospitals</b> Coalinga State Hospital		\$7286

**UNIT 19**

<b>Class Code</b>	<b>Class</b>	<b>Department Location(s)</b>	<b>Range</b>	<b>Hiring-Above-Minimum Total Salary Rate</b>
8277	Physical Therapist II	<b>State Hospitals</b> Coalinga State Hospital		\$7500
8321	Rehabilitation Therapist State Facility (Music – Safety)	<b>State Hospitals</b> Coalinga State Hospital  <b>Corrections and Rehabilitation</b> Salinas Valley State Prison and Correctional Training Facility		\$4763
8323	Rehabilitation Therapist State Facility (Occupational - Safety)	<b>State Hospitals</b> Coalinga State Hospital  <b>Corrections and Rehabilitation</b> Salinas Valley State Prison and Correctional Training Facility		\$5241  \$4763
8324	Rehabilitation Therapist State Facility (Recreation - Safety)	<b>State Hospitals</b> Salinas Valley Psychiatric Program Coalinga State Hospital  Corrections and Rehabilitation Salinas Valley State Prison and Correctional Training Facility		\$4763
9252	Psychologist	<b>Corrections and Rehabilitation</b> All locations  <b>Department of Human Resources</b>	Rg A Rg L	\$11,596

**UNIT 19**

<b>Class Code</b>	<b>Class</b>	<b>Department Location(s)</b>	<b>Range</b>	<b>Hiring-Above-Minimum Total Salary Rate</b>
9281	Physical Therapist I, CF	<b>Corrections and Rehabilitation</b> Salinas Valley State Prison and Correctional Training Facility		\$6513
9890	Individual Program Coordinator	<b>Developmental Services Sonoma Southern California Facility Porterville</b>		\$4817
9897	Individual Program Coordinator (Safety)	<b>Developmental Services Porterville</b>		\$5059

**UNIT 20**

<b>Class Code</b>	<b>Class</b>	<b>Department Location(s)</b>	<b>Range</b>	<b>Hiring-Above-Minimum Total Salary Rate</b>
7928	Clinical Laboratory Technologist	<b>State Hospitals</b> Atascadero and Metropolitan State Hospitals	Rg A	\$5725
8272	Physical Therapy Assistant	<b>All State Hospitals</b> Developmental Centers		\$3993
8276	Respiratory Care Practitioner	<b>Veterans Affairs</b> The Veterans Home of California, Yountville	Rg A Rg B Rg C	\$5303 \$5499 \$5746
8292	Occupational Therapy Assistant	<b>All State Hospitals</b> Developmental Centers		\$3841
8300	Respiratory Care Practitioner, Departments of Mental Health and Developmental Services	<b>State Hospitals and Developmental Services</b> All State Hospitals All Developmental Centers	Rg A Rg B Rg C	\$4169 \$4346 \$4537
9301	Clinical Laboratory Technologist (Safety)	<b>State Hospitals</b> Coalinga State Hospital	Rg A	\$6307
9316	Respiratory Care Practitioner, Correctional Facility	<b>Corrections and Rehabilitation</b> California Medical Facility	Rg A Rg B Rg C	\$4169 \$4346 \$4537
9820	Support Services Assistant (Interpreter)	<b>All State Agencies</b> All Locations	Rg A Rg B Rg C	\$4656 \$4857 \$5314

**EXCLUDED**

<b>Class Code</b>	<b>Class</b>	<b>CBID</b>	<b>Department Location(s)</b>	<b>Range</b>	<b>Hiring-Above-Minimum Total Salary Rate</b>
4738	Business Manager II	S01	<b>Developmental Services</b> Southern California Facility		\$9126
5267	Finance Budget Analyst	E97	<b>Finance</b> Budget Division *	Rg A	\$6215
5432	Financial and Performance Evaluator I, Department of Finance	E97	<b>Finance</b>	Rg A Rg B	\$5185 \$6529
8101	Nursing Coordinator (Safety)	S17	<b>Corrections and Rehabilitation</b> <b>Salinas Valley State Prison and Correctional Training Facility</b>		\$9153

\* The plus adjustment shall not be included in the base salary upon movement out of the Budget Division.

**EXCLUDED - Continued**

<b>Class Code</b>	<b>Class</b>	<b>CBID</b>	<b>Department Location(s)</b>	<b>Range</b>	<b>Hiring-Above-Minimum Total Salary Rate</b>
8216	Chief Executive Officer, Health Care (Safety)	M16	<b>Corrections and Rehabilitation</b> Receiver's Office		Up to \$21,927
8230	Unit Supervisor	S18	<b>Developmental Services</b> Southern California Facility	Rg A	\$7019
8239	Receiver's Medical Executive (Safety)	M16	<b>Corrections and Rehabilitation</b> Receiver's Office		Up to \$44,807
8241	Receiver's Nurse Executive (Safety)	M17	<b>Corrections and Rehabilitation</b> Receiver's Office		Up to \$25,433
9251	Chief Psychologist	S19	<b>Department of Human Resources</b>		\$14,767
9288	Senior Psychologist, Correctional Facility (Supervisor)	S19	<b>State Hospitals</b> Coalinga State Hospital	Rg A	\$9140
9825	Supervisor, Vocational Services	S19	<b>Developmental Services</b> Southern California Facility		\$5840

## GENERAL INSTRUCTIONS

FOR SECTION I

- A. Salaries for individuals hired under Section I of this authorization are a "plus" adjustment and will be shown as the base salary and a "plus" adjustment on the appointment documents. The base salary is the rate in which the employee is entitled to receive by applying the appropriate salary regulations. The plus rate is the rate the employee receives to equal the Hiring-Above-Minimum (HAM) Total Salary.
- B. The "plus" adjustment under this authorization is continued as employees receive merit salary adjustments.

EXAMPLE

1. Prior to 03/02/04:

\$2397	\$2508	\$2630	\$2755	\$2885
--------	--------	--------	--------	--------

As of 03/02/04:

The HAM rate = \$2630
\$2397 + \$233 = \$2630

How Merit Salary Adjustments are calculated:

1 <sup>st</sup> MSA	(a) $1.05 \times \$2397 = \$2517$ (New Base)
	(b) $1.05 \times \$2630 = \$2762$ (New Total)
	(c) \$2762 (New Total) - \$2517 (New Base) \$ 245 (New Plus)

2 <sup>nd</sup> MSA	(a) $\$2517 + \$245 = \$2762$ (Old Total)
	(b) $1.05 \times \$2517 = \$2643$ (New Base)
	(c) $1.05 \times \$2762 = \$2900$ (New Total); \$2900 exceeds max, reduce the "Plus"
	(d) \$2885 (Max) - \$2643 (New Base) \$ 242 (New Plus)

3 <sup>rd</sup> MSA	(a) $\$2643 + \$242 = \$2885$ (Old Total)
	(b) $1.05 \times \$2643 = \$2775$ (New Base)
	(c) \$2885 (Max) - \$2775 (New Base) \$ 110 (New Plus)

4 <sup>th</sup> MSA	(a) \$2885 (Max), No Plus
---------------------	---------------------------

2. Determining the HAM rate when base salary rate is above the minimum.
  - a. Employee's base salary rate is \$2517.
  - b. To determine the plus adjustment, subtract the employee's base salary rate from the total HAM rate.  
$$\$2630 - \$2517 = \$113$$
  - c. Employee's total salary rate is:  
$$\$2517 + \$113 = \$2630$$
- C. Special in-grade salary increases for incumbents of classes in Section I are not allowed.
- D. Any present employees, upon the effective date of a HAM authorization for a class and location who are receiving salaries lower than the approved "HAM" may receive a "Plus" adjustment to equal the approved "HAM TOTAL SALARY." Employees receiving an increase based on the approved HAM shall receive a new salary anniversary date as of the effective date of the HAM authorization pursuant to California Code of Regulation 599.683. Example: Effective January 1, 2004, a class in Los Angeles is approved for a HAM authorization to total \$2350, the minimum of the class is \$2000 with a plus of \$350 to equal a HAM TOTAL SALARY of \$2350. All employees receiving a salary in the class and location lower than \$2350 may receive a plus adjustment on their base salary to equal the \$2350 HAM TOTAL SALARY. If an employee receives an increase, their salary anniversary date shall be adjusted as of the January 1, 2004 effective date of the HAM authorization. Employees in the class and location at or above the \$2350 salary rate shall receive no HAM adjustment.
- E. A HAM authorization granted for a local recruitment difficulty is for that location only. If an employee leaves the area approved for a HAM, the HAM is cancelled and the employee's salary is restored based on service in the class without the plus adjustment; and, however, if the employee has served a minimum of two (2) years in the class, use the employee's combined salary rate (base salary and "plus") for the new "base" salary upon movement. If an employee moves from an area not authorized for a HAM to a HAM authorized area, the employee may receive a plus salary equal to incumbents with comparable service in the new location. If the employee receives an increase, a new salary anniversary date is established effective the date the employee moves to the HAM location pursuant to California Code of Regulation 599.683. When a HAM authorization expires or is terminated, employees shall retain their HAM rate, their salaries are not affected by cancellation of the HAM.
- F. When computing the salary for an employee who moves to another class with a higher salary range, use the combined salary rate (base salary and "plus") to compute the new appointment rate. On such a move, a new "plus" adjustment is not authorized except when the new class has an authorized HAM and the promotional rate is less than the authorized HAM rate.

- G. When computing the salary for an employee who moves by appointment from an employment list or as a result of Board action to a class with substantially the same salary range, use the employee's combined salary rate (base salary and "plus") to compute the appointment rate.
- H. When computing the salary for an employee who moves to a class with substantially the same or a lower salary range other than by appointment from an employment list, use the employee's base salary rate to compute the appointment rate. If the employee has served for a minimum of two (2) years in the "FROM" class, use the employee's combined salary rate (base salary and "plus") to compute the appointment rate.
- I. Alternate range movement for a class receiving a HAM will be calculated by multiplying the base salary rate and the total salary rate by the salary increase authorized under the established alternate range criteria. The new plus adjustment is calculated by subtracting the base salary rate from the total salary rate.

Example: The alternate range criteria authorizes salary movement based on California Code of Regulation 599.676.

Employees current base salary rate = \$2397.

Employees current plus rate = \$233.

Employees current total salary rate = \$2630.

$\$2397 \times 1.05 = \$2517$ . (New Base)

$\$2630 \times 1.05 = \$2762$ . (New Total)

$\$2762 - 2517 = \$245$ . (New Plus)

If the "TO" alternate range also has a HAM, and the employee's new rate is less than the HAM rate, then a new "plus" is established accordingly (see Section D above).

When movement is based on California Code of Regulation 599.681, find the dollar difference between the maximum salary rates of the alternate ranges and add to both based on salary and total salary. The new plus adjustment is calculated by subtracting the new base salary rate from the new total salary rate.

- J. The salary rate paid to employees who are reinstating after separation from a class authorized a "plus" salary adjustment is determined by the California Code of Regulation 599.677. Generally, employees should be rehired under the hiring-above-minimum authorizations in effect at the time of rehire. However, reinstated employees may be hired at a rate equivalent to the rate they last received, adjusted for any salary range changes which occurred during the period of separation. Departments using their discretionary authority should consider the employee's value to the State and equity among employees in the class.
- K. The rate authorized under Section I will be honored for any individual to whom a firm job commitment is made during the effective period of this authorization if the individual reports to work not later than 30 calendar days after cancellation of this authorization.

**SECTION II**  
**(Abolished - PL 07-14)**

**SECTION III**

**PLATA II**

Section III applies to employees appointed pursuant to Order No. C01-1361 TEH, Plata vs. Arnold Schwarzenegger. Employees entitled to the HAM authorizations identified below include all new hires as of 12/01/05 in the following classifications that meet the criteria listed.

**UNIT 19**

<b>Class Code</b>	<b>Class</b>	<b>Department Location(s)</b>	<b>Range</b>	<b>Hiring-Above-Minimum Total Salary Rate</b>
8016	Physician Assistant, Correctional Facility	<b>CDCR</b> Division of Juvenile Justice All Locations (Eff. 12/06/05)	Rg A	\$10,151

**Instructions for Section III**

Rates for individuals hired under Section III of this authorization will be shown as the base on the appointment documents.

**SECTION IV**  
**(Abolished – PL 08-33)**

**SECTION V**

Section V applies to employees appointed by EMSA. Employees entitled to the HAM authorizations identified below include all new hires as of 03/09/20 in the following classifications listed.

<b>Class Code</b>	<b>Class</b>	<b>CBID</b>	<b>Department Location(s)</b>	<b>Range</b>	<b>Hiring-Above-Minimum Total Salary Rate</b>
7551	Physician and Surgeon	R16	<b>EMSA</b>	Rg A Rg B Rg C Rg D	\$10,161 \$12,310 \$12,904 \$13,278
8165	Registered Nurse	R17	<b>EMSA</b>	Rg A	\$6,572
8212	Nurse Practitioner	R17	<b>EMSA</b>	Rg A	\$8,394

<b>Class Code</b>	<b>Class</b>	<b>CBID</b>	<b>Department Location(s)</b>	<b>Range</b>	<b>Hiring-Above-Minimum Total Salary Rate</b>
8232	Psychiatric Technician	R18	<b>EMSA</b>	Rg A Rg B Rg C	\$3,912 \$4,077 \$4,256
7982	Pharmacist I	R19	<b>EMSA</b>	Rg A	\$7,222
8016	Physician Assistant, Correctional Facility	R19	<b>EMSA</b>	Rg A	\$8,716
9824	Behavior Specialist II	R19	<b>EMSA</b>	Rg A	\$5,525
9839	Senior Psychologist (Health Facility) (Specialist)	R19	<b>EMSA</b>	Rg A	\$7,462
9847	Staff Psychologist - Clinical-	R19	<b>EMSA</b>	Rg A	\$6,797
7374	Medical Assistant	R20	<b>EMSA</b>	Rg A	\$3,362
8185	Certified Nursing Assistant	R20	<b>EMSA</b>	Rg A	\$2,891
8249	Licensed Vocational Nurse	R20	<b>EMSA</b>	Rg A	\$3,937
8276	Respiratory Care Practitioner	R20	<b>EMSA</b>	Rg A Rg B Rg C	\$4,244 \$4,431 \$4,630

### Instructions for Section V

Rates for individuals hired under Section V of this authorization will be shown as the base on the appointment documents.