

**ALTERNATE RANGE CRITERIA 400**

Established 2/1/99

Abolished 1/9/07 - Pay Letter 07-10

**ALTERNATE RANGE CRITERIA 401**

Established 11/01/98

Revised 01/01/99 - Pay Letter 99-01

Revised 03/01/02 - Pay Letter 02-15

Revised 07/01/04 - Pay Letter 04-12

Revised 07/01/17 - Pay Letter 17-24

Range A. This range shall apply to employees who do not meet the criteria for payment in Range J.

Range J. Effective July 1, 2004, this range shall apply to incumbents who are required to work a minimum of 164 hours in a recurring 28 consecutive day work period as established by the departments under the 7k provisions of the FLSA pursuant to Section 11.11 of the BU 6 MOU. This alternate range represents full compensation for all hours worked up to 164 hours in a 28 consecutive day work period. Effective November 1, 1998 through June 30, 2004, these incumbents were subject to 168 hours rather than 164 hours.

Upon movement to Range J from Range A, employees shall receive a one-step (5%) increase and shall retain their Merit Salary Adjustment (MSA) anniversary date. Thereafter, every twelve (12) qualifying pay periods, employees shall receive MSAs in accordance with the BU 6 MOU until the maximum of the range is reached.

When employees are no longer eligible for payment under the provisions of Range J, they shall be placed in Range A with one-step (5%) decreased from their Range J salary rate and shall retain their MSA anniversary date.

Salary Range A shall be used to make salary comparisons for discretionary and mandatory actions. Salary Range J shall NOT be used to make salary comparisons between classes.

Upon movement in the same class to the same alternate range:

The employee shall move to the same alternate range and retain his/her salary rate and salary adjustment anniversary date.

Example: Correctional Counselor II (Specialist), Range J to Correctional Counselor II (Specialist), Range J.

Upon movement to another R06 class with exactly the same salary alternate range:

The employee shall move to the same salary alternate range and retain his/her salary rate and salary adjustment anniversary date.

Example: Parole Agent II (Specialist), Range J to Correctional Counselor II (Specialist), Range J.

Upon movement to another class with a different salary range:

To determine the new ("to") appointment salary rate, Range J employees will move from the appropriate rate in Range A by reducing the based-on salary rate by one-step (5%). Apply the appropriate salary rule application to this reduced rate (other special pays and/or pay differentials, etc., may come into play).

The salary adjustment anniversary date is unaffected by this process.

Effective March 1, 2002, upon list appointment (A01) or permissive reinstatement (A02) to an excluded class (M/S/C/E designation):

To determine the new ("to") appointment salary rate, use the current Range J salary rate and apply the appropriate salary rule application to this rate (other special pays and/or pay differentials, etc., may come into play).

### **ALTERNATE RANGE CRITERIA 402**

Established 1/5/99

Experience gained outside of State service may be credited only if the appointing power determines that the experience was satisfactory and comparable in type and quality to that of Associate Deputy Inspector General.

Range A. This range shall apply to incumbents who do not meet the criteria for payment in Range B.

Range B. This range shall apply to incumbents who have satisfactorily completed the equivalent of 12 months of Associate Deputy Inspector General, Range A, experience. (A master's degree in a field in which the employee gains the skills and abilities described in the class specification for Associate Deputy Inspector General may be substituted for the required experience.)

When the requirements for a particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of DPA Rule 599.676.

### **ALTERNATE RANGE CRITERIA 403**

Established 1/5/99

Experience gained outside of State service may be credited only if the appointing power determines that the experience was satisfactory and comparable in type and quality to that of Deputy Inspector General.

Range A. This range shall apply to incumbents who do not meet the criteria for payment in Range B or Range C.

Range B. This range shall apply to incumbents who have satisfactorily completed the equivalent of 12 months of Deputy Inspector General, Range A, experience.

Range C. This range shall apply to incumbents who have satisfactorily completed the equivalent of 12 months of Deputy Inspector General, Range B, experience.

When the requirements for a particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of DPA Rule 599.676.

**ALTERNATE RANGE CRITERIA 404**

Established 1/20/99

Range A. This range shall apply to incumbents who do not meet the criteria for payment in Range B.

Range B. This range shall apply to incumbents who have either:

1. Successfully completed one year performing education program duties of a class equivalent in level to an Assistant Field Representative, School Administration, Range A.  
or
2. One year of administrative, supervisory, or equivalent staff level experience in a public school system or State educational agency performing a major business or administrative function.

When the requirements for a particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of DPA Rule 599.676.

**ALTERNATE RANGE CRITERIA 405**

Established 5/5/99

Revised 3/15/01

Range A. This range shall apply to incumbents who do not meet the criteria for payment in Range B.

Range B. This range shall apply to the legal secretaries who meet all of the criteria for Range A, have completed at least 12 months at Range A with satisfactory or above performances rating, and either:

1. Work in a department that has level IV attorneys. or
2. Perform legal secretarial work for the chief legal administrator with major administrative responsibility for a complex legal program and large professional staff.

When the requirements for a particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of DPA Rule 599.676.

**ALTERNATE RANGE CRITERIA 406**

Established 5/5/99

Range A. This range shall apply to persons who do not meet the criteria for payment in Range B.

Range B. This range shall apply to persons who have satisfactorily completed 12 months of service in Range A of Senior Auditor Evaluator, Bureau of State Audits, and whose annual performance assessment has been rated "strong" or "exceptional" in all three competency areas: Personal Attributes; Leadership Qualities; and Functional Expertise.

When the requirements for the particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of DPA Rule 599.676.

**ALTERNATE RANGE CRITERIA 408**

Established 9/9/99

Range A. This range shall apply to persons who do not meet the criteria for Range B.

Range B. This range shall apply to persons who have demonstrated the possession of the intermediate level of competencies for the class as certified by the department.

When the requirements for a particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of DPA Rule 599.676

**ALTERNATE RANGE CRITERIA 409**

Established 10/5/99

Range A. This range shall apply to incumbents who do not meet the criteria for payment at Ranges B or C.

Range B. Possession of a bachelor's degree in any field from an accredited college or university. or

Satisfactory completion of one year of experience in the class of Counselor, School for the Blind, Range A, or Counselor, School for the Deaf, Range A, and successful completion of 15 semester units of collegiate level, job-related courses from an accredited college or university. (Courses meeting this requirement shall correspond with those on a list of approved courses designated by the California Department of Education, and units received for courses required to meet the minimum qualifications for the classes of Counselor, School for the Blind, Range A, or Counselor, School for the Deaf, Range A, shall not be accepted toward meeting this requirement.)

Range C. Possession of a bachelor's degree in any field from an accredited college or university, and satisfactory completion of one year of experience as a Counselor, School for the Blind, Range A or B, or Counselor, School for the Deaf, Range A or B. or

Satisfactory completion of one year of experience in the class of Counselor, School for the Blind, Range B, or Counselor, School for the Deaf, Range B, and successful completion of 15 semester units of collegiate level, job-related courses from an accredited college or university. (Courses meeting this requirement shall correspond with those on a list of approved courses designated by the California Department of Education. Units received for courses required to meet the minimum qualifications for the classes of Counselor, School for the Blind, Range B, or Counselor, School for the Deaf, Range B, shall not be accepted toward meeting this requirement.)

When the requirements for the particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of DPA Rule 599.676, except for movement to Range C, the provisions of DPA Rule 599.674 shall apply.

**ALTERNATE RANGE CRITERIA 411**

Established 9/9/99

Range A. This range shall apply to incumbents who do not meet the criteria for payment in Range B.

Range B. This range shall apply to persons who have either: (1) satisfactorily completed 12 months of experience as a Pension Program Representative, Range A, and whose readiness to move to Range B has been certified by management; or (2) 18 months of experience which must include client/customer service contact involving the interpretation or explanation of policies, regulations, or procedures for a public agency or private institution, such as a bank, insurance company, credit bureau, or title company.

When the requirements for a particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of DPA Rule 599.676.

**ALTERNATE RANGE CRITERIA 412**

Established 9/8/99

Revised 10/18/05, Pay Letters 05-30 and 06-01

Revised 10/1/08, Pay Letters 08-34 and 08-37

Experience gained outside State service may be credited only if the appointing power believes the experience was satisfactory and comparable in type and quality to that of a Pension Program Analyst.

Range A. This range shall apply to persons who do not meet the criteria for Range B or Range C.

Range B. This range shall apply to persons who have satisfactorily completed either: (1) six (6) months of analytical experience equivalent to that of a Pension Program Analyst, Range A, or (2) six (6) months of experience outside of California state service performing analytical duties equivalent to the level of a Pension Program Analyst, Range A.

Range C. This range shall apply to persons who have graduated from a recognized four-year accredited college or university; or who satisfactorily completed either: (1) twelve (12) months of analytical experience equivalent to the level of a Pension Program Analyst, Range B, or (2) eighteen (18) months of experience outside of California state service performing analytical duties equivalent to the level of a Pension Program Analyst.

When the requirements for the particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of DPA Rule 599.674, except for movement to Range C, the provisions of DPA Rule 599.676 shall apply.

**ALTERNATE RANGE CRITERIA 413**

Established 12/2/99

Experience gained outside State service may be credited only if the appointing power believes the experience was satisfactory and comparable in type and quality to that of a Fish and Wildlife Technician.

Range A. This range will apply to those individuals who do not meet the criteria for Range B.

Range B. This range:

1. Shall apply to persons who have satisfactorily completed the equivalent of two years of Fish and Wildlife Technician, Range A, experience.
2. May apply to persons who have the equivalent of two years of satisfactory experience outside of State service performing duties comparable to those of a Fish and Wildlife Technician, Range A, or two years of experience in fish hatchery work.

(Sixty semester units of college with courses in biological sciences, fisheries management, or a related field may be substituted for one year of experience.)

Typical examples of the settings of experience used in meeting the criteria are: State service; the Federal Government; other State and local government entities; special districts such as parks, forestry, or fish and wildlife performing construction and maintenance work on habitat development projects; and private industry entities which provide work experience comparable to that of a Fish and Wildlife Technician. Experience in different settings may be combined toward meeting the criteria.

When the requirements for a particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of DPA Rule 599.676.

#### **ALTERNATE RANGE CRITERIA 416**

Established 11/2/99

Range A. This range shall apply to incumbents who do not meet the criteria for Ranges B or C.

Range B. This range applies to persons who have satisfactorily completed either:

1. Two years of experience in the California state service performing the duties of a Wildlife Forensic Specialist, Range A. or
2. Four years of professional experience beyond the trainee level in a biological sciences laboratory setting performing the duties of a molecular biologist, biochemical geneticist, or a closely related position. This experience must have included at least two years as a forensic specialist having independent responsibility for issuing written reports concerning analytical findings and conclusions and testifying in court as an accepted expert witness on such findings and conclusions. (A Ph.D. in Molecular Biology, Biochemical Genetics, or a closely related field may be substituted for two years of the required general experience.) Experience in the California state service applied toward this requirement must include at least two years performing the duties comparable to a Wildlife Forensic Specialist, Range B, and graduation from college with a bachelor's degree in one of the biological sciences, including the equivalent of eight semester hours of general chemistry, four semester hours of biochemistry, four semester hours of genetics, and three semester hours of quantitative analysis.

Range C. This range applies to persons who have satisfactorily completed either:

1. One year of experience in the California state service performing the duties of a Wildlife Forensic Specialist, Range B. or
2. Five years of professional experience beyond the trainee level in a biological sciences laboratory setting performing the duties of a molecular biologist, biochemical geneticist, or a closely related position. This experience must have included at least two years as a forensic specialist having independent responsibility for issuing written reports concerning analytical findings and conclusions and testifying in court as an accepted expert witness on such findings and conclusions. (A Ph.D. in Molecular Biology, Biochemical Genetics, or a closely related field may be substituted for two years of the required general experience.) Experience in the California state service applied toward this requirement must include at least one year performing the duties comparable to a Wildlife Forensic Specialist, Range B, and graduation from college with a bachelor's

degree in one of the biological sciences, including the equivalent of eight semester hours of general chemistry, four semester hours of biochemistry, four semester hours of genetics, and three semester hours of quantitative analysis.

When the requirements for a particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of DPA Rule 599.676.

### ALTERNATE RANGE CRITERIA 417 – PENDING

### ALTERNATE RANGE CRITERIA 418

Established 1/1/00

Revised 12/15/00

Range A. This range shall apply to persons who do not meet the criteria for Range B or Range C or Range D.

Range B. This range shall apply to persons who have either:

1. In State service, satisfactorily completed one year of experience performing duties equivalent to a Transportation Surveyor (Caltrans), Range A. or
2. Two years of professional surveying experience outside State service. and

Graduation from a four-year curriculum in Surveying, Surveying Engineering, or Surveying Geomatics accredited by the Accreditation Board for Engineering Technology. (Possession of a valid certificate as a Land Surveyor in Training issued or accepted by the California Board of Registration for Professional Engineers and Land Surveyors or possession of a valid certificate as an Engineer in Training accepted by the California Board of Registration for Professional Engineers and Land Surveyors in lieu of a certificate as a Land Surveyor in Training may be substituted for the required education.)

Range C. This range shall apply to persons who have either:

1. In State service, completed two years of experience performing duties equivalent to a Transportation Surveyor (Caltrans), Range B. or
2. In State service, completed one year of experience performing duties equivalent to a Transportation Surveyor (Caltrans), Range B. and

Successful completion of the Transportation Surveyor Academy. or

3. Three years of professional surveying experience outside State service. and

Graduation from a four-year curriculum in Surveying, Surveying Engineering, or Surveying Geomatics accredited by the Accreditation Board for Engineering Technology. (Possession of a valid certificate as a Land Surveyor in Training issued or accepted by the California Board of Registration for Professional Engineers and Land Surveyors or possession of a valid certificate as an Engineer in Training accepted by the California



Board of Registration for Professional Engineers and Land Surveyors in lieu of a certificate as a Land Surveyor in Training may be substituted for the required education.)

Range D. This range shall apply to persons who:

Possess a valid California Land Surveyors License issued by the California Board of Registration of Professional Engineers and Land Surveyors. (A certificate of registration as a Civil Engineer issued by the California Board of Registration for Professional Engineers and Land Surveyors prior to January 1, 1982 satisfies this requirement.)

NOTE: "Professional surveying experience" for the purpose of Alternate Range Criteria 418 is defined as: (1) actual work experience in land surveying gained after graduation from a four-year college or university with a degree in the surveying curriculum; or (2) actual work experience gained after possession of a valid certificate as a Land Surveyor-in-Training issued by the California Board for Professional Engineers and Land Surveyors or issued by another jurisdiction and accepted by the California Board for Professional Engineers and Land Surveyors or actual work experience gained after possession of a valid certificate as an Engineering-in-Training issued by the California Board for Professional Engineers and Land Surveyors or issued by another jurisdiction and accepted by the California Board of Professional Engineers and Land Surveyors; or (3) actual work experience gained anytime performing the duties of a survey party chief, chief of parties, or lead person of a field survey crew or survey office team.

When the requirements for the criteria for a range are met and the appointing power so recommends, the employee shall move to the appropriate rate in the higher range under the provisions of DPA Rule 599.676.

#### **ALTERNATE RANGE CRITERIA 419**

Established 1/1/00

Range A. This range shall apply to incumbents who do not meet the criteria for payment in Range B or C.

Range B. This range shall apply to persons who have satisfactorily completed the equivalent of one year in the California state service performing the duties of an Energy and Mineral Resources Engineer, Range A. or

Education: Equivalent to graduation from college with major work in geology, petroleum engineering, or a closely related field of engineering. (Qualifying experience may be substituted for the required education on a year-for-year basis. This experience must have included responsibility for inspection of oil, gas, and geothermal well drilling, production, maintenance, and abandonment operations, and related activities or must have included work in a minerals extraction program. In the California state service, one year at the Oil and Gas Technician III level meets this qualification.) and

Experience: Two years of engineering experience in oil field work in drilling, production, maintenance, and abandonment operations, the technical inspection of such operations, or in the production of other mineral resources. A Graduate Degree in Geology, Petroleum

Engineering, or a closely related field of engineering may be substituted for the required experience.

Range C. This range shall apply to persons who have satisfactorily completed the equivalent of two years in the California state service performing the duties of an Energy and Mineral Resources Engineer, Range B. or

Education: Equivalent to graduation from college with major work in geology, petroleum engineering, or a closely related field of engineering. (Qualifying experience may be substituted for the required education on a year-for-year basis. This experience must have included responsibility for inspection of oil, gas, and geothermal well drilling, production, maintenance, and abandonment operations, and related activities or must have included work in a minerals extraction program. In the California state service, one year at the Oil and Gas Technician III level meets this qualification.) and

Experience: Four years of engineering experience in oil field work in drilling, production, maintenance, and abandonment operations, the technical inspection of such operations, or in the production of other mineral resources. A Graduate Degree in Geology, Petroleum Engineering, or a closely related field of engineering may be substituted for two years of the required four years of experience.

When the requirements for the criteria for a range are met and the appointing power so recommends, the employee shall move to the appropriate rate in the higher range under the provisions of Department of Personnel Administration Rule 599.676, except upon movement to Range C, the provisions of Department of Personnel Administration Rule 599.674(b) shall apply.

### **ALTERNATE RANGE CRITERIA 420**

Established 1/1/00

This criteria will be used to allocate incumbents to Alternate Range A, Range B, or Range C.

Range A. This range shall apply to individuals who do not meet the criteria for payment in Range B or Range C.

Range B. This range shall apply to individuals who have satisfactorily completed the equivalent of twelve months at Range A, or who can show evidence of satisfactory completion of one year experience as a peace officer performing investigative work beyond the experience required to meet the minimum qualifications of the class and possession of a Peace Officer Standards and Training Basic Certificate.

(Experience in California state service applied toward this requirement must include at least 12 months performing the duties of a class with level of responsibility not less than that of Investigator, Department of Motor Vehicles, Range, A, including peace officer status, as recognized by the Commission on Peace Officer Standards and Training).

Range C. This range shall apply to individuals who have satisfactorily completed the equivalent of twelve months in the class of Investigator, Department of Motor Vehicles, Range B; or who have evidence of satisfactory completion of four years of peace officer experience, with at least three years of experience performing investigative work, and possession of the Peace Officer

Standards and Training Basic Certificate. (Experience in California state service applied toward this requirement must include at least 12 months performing the duties of a class with a level of responsibility not less than that of Investigator, Department of Motor Vehicles, Range B.)

When the requirements for the criteria for a range are met and the appointing power so recommends, the employee shall move to the appropriate rate in the higher range under the provisions of Department of Personnel Administration Rule 599.676, except that upon movement to Range C, the provisions of Department of Personnel Administration Rule 599.674(b) shall apply.

**ALTERNATE RANGE CRITERIA 421**

Established 3/2/00

This criteria will be used to allocate incumbents to Alternate Range A, Range B, or Range C.

Range A. This range shall apply to individuals who do not meet the criteria for payment in Range B or Range C.

Range B. This range shall apply to individuals who have satisfactorily completed the equivalent of 12 months of Fraud Investigator, Department of Health Services, Range A, or who have evidence of satisfactory completion of one year of experience as a peace officer in an investigative assignment performing criminal investigations beyond the experience required to meet the minimum qualifications of the class and possession or immediate eligibility for the Peace Officer Standards and Training Basic Certificate. Experience in the California state service applied toward this requirement must include at least 12 months performing the duties of a class with the level of responsibility not less than that of a Fraud Investigator, Department of Health Services, Range A.

Range C. This range shall apply to individuals who have satisfactorily completed the equivalent of 12 months of Fraud Investigator, Department of Health Services, Range B, or who have evidence of satisfactory completion of four years of experience as a peace officer in an investigative assignment performing criminal investigations, with at least three years to include experience performing criminal fraud investigations, and possession of or immediate eligibility for the Peace Officer Standards and Training Basic Certificate. Experience as a peace officer must fall within the definitions in Sections 830.1, 830.2, or 830.3 of the California Penal Code. Experience in the California state service applied toward this requirement must include at least 12 months performing the duties of a class with the level of responsibility not less than that of a Fraud Investigator, Department of Health Services, Range B.

When the requirements for the criteria for a range are met and the appointing power so recommends, the employee shall move to the appropriate rate in the higher range under the provisions of Department of Personnel Administration Rule 599.676, except that movement to Range C, the provisions of Rule 599.674(b) shall apply.

**ALTERNATE RANGE CRITERIA 422**

Established 4/18/00

Range A. This range shall apply to persons who do not meet the criteria for Range B or Range C.

Range B. This range shall apply to persons who have satisfactorily completed six months of experience as a Customer Service Specialist, Franchise Tax Board, Range A, and who readiness to move to Range B has been certified by management; or to persons who have six months of satisfactory experience outside of State service performing client-customer service contact duties similar to those of a Customer Service Specialist, Franchise Tax Board, Range A.

Range C. This range shall apply to persons who have satisfactorily completed 12 months of experience as a Customer Service Specialist, Franchise Tax Board, Range B, and whose readiness to move to Range C has been certified by management; or to persons who have 12 months of satisfactory experience outside of State service performing client-customer service contact duties similar to those of a Customer Service Specialist, Franchise Tax Board, Range B.

When the requirements of the particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of Department of Personnel Administration Rule 599.674(b), except upon movement to Range C, the provisions of Department of Personnel Administration Rule 599.676 will apply.

### **ALTERNATE RANGE CRITERIA 423**

Established 2/1/00

These criteria will be used to allocate incumbents to Alternate Range A, B, C, or D of the Waste Management Engineer class.

Under pattern (2) of Range B and C, possession of a master's degree in environmental, chemical, sanitary, civil, mechanical, or a related engineering field from a recognized college or university may be substituted for one year of experience; possession of a doctorate degree in the same fields from a recognized college or university may be substituted for two years of experience.

Range A. This range shall apply to incumbents who do not meet the criteria for Range B, C, or D.

Range B. This range shall apply to incumbents who have satisfactorily completed:

- (1) One year in the California state service performing the duties of a Waste Management Engineer, Range A. or
- (2) Two years of experience performing engineering work comparable in level, duties, and responsibilities to a Waste Management Engineer, Range A.

Range C. This range shall apply to incumbents who have satisfactorily completed:

- (1) Two years in the California state service performing the duties of a Waste Management Engineer, Range B. or

- (2) Three years of increasing responsible experience performing engineering work comparable in level, duties, and responsibilities to a Waste Management Engineer, Range B.

Range D. This range shall apply to incumbents who possess a valid certificate of registration as a professional engineer issued by the California State Board of Registration for Professional Engineers.

When the requirements for movement to Range B, C, or D are satisfied, and upon recommendation of the appointing power, the employee shall receive the rate in Range B, C, or D under provisions of Department of Personnel Administration Rule 599.676.

#### **ALTERNATE RANGE CRITERIA 424**

Established 6/1/00

Under Pattern (3) of Range B and Pattern (2) of Range C, possession of a Master's Degree in Engineering with a specialization in environmental engineering, water resources, sanitary, or related engineering option from a recognized college or university may be substituted for one year of experience; possession of a doctorate degree in the same fields from a recognized college or university may be substituted for two years of experience. (Candidates who are pursuing graduate work toward a master's degree must receive the degree before they will be considered eligible for appointment to the range.)

Range A. This range shall apply to incumbents who do not meet the criteria for payment in Range B, C, or D.

Range B. This range shall apply to incumbents who have either:

1. Demonstrated at least satisfactory performance as a Water Resource Control Engineer, Range A, in the California state service for one year. or
2. Who possess a Master's Degree in Engineering with a specialization in environmental engineering, water resources, sanitary, or related engineering option. (Candidates who are pursuing graduate work toward a master's degree must receive the degree before they will be considered eligible for appointment to this range.) or
3. Two years of professional experience in water quality engineering or environmental engineering comparable in level, duties, and responsibilities to a Water Resource Control Engineer, Range A.

Range C. This range shall apply to incumbents who have:

1. Demonstrated at least satisfactory performance as a Water Resource Control Engineer, Range B, in the California state service for two years. or
2. Three years of professional experience in water quality engineering or environmental engineering comparable in level, duties, and responsibilities to a Water Resource Control Engineer, Range B.

Range D. This range shall apply to incumbents who:

Possess a valid certificate of registration as a civil or professional engineer issued by the California State Board of Registration for Professional Engineers.

When the requirements for movement to Range B or C are met and upon recommendation of the appointing power, the employee shall receive a rate in the new range under the provisions of Department of Personnel Administration Rule 599.676. Upon movement from Range C to D, the provisions of Department of Personnel Administration Rule 599.674(b) shall apply.

**ALTERNATE RANGE CRITERIA 425**

Established 7/1/00

Range A. This range shall apply to individuals who do not meet the criteria for payment in Range B or Range C.

Range B. This range shall apply to individuals who have satisfactorily completed the equivalent of 12 months at Range A, or who can show evidence of satisfactory completion of one-year experience as a peace officer performing criminal investigations beyond the experience required to meet the minimum qualifications of the class and possession of a Peace Officer Standards and Training Basic Certificate. (Experience in the California state service applied toward this requirement must include at least 12 months performing the duties of a class with a level of responsibility not less than that of a Criminal Investigator, Employment Development Department, Range A, including peace officer status, as recognized by the Commission on Peace Officer Standards and Training.)

Range C. This range shall apply to individuals who have satisfactorily completed the equivalent of 12 months in the class of Criminal Investigator, Employment Development Department, Range B; or who have evidence of satisfactory completion of three years of experience, with at least two years of experience performing criminal investigations as a peace officer and possession of the Peace Officer Standards and Training Basic Certificate. (Experience in the California state service applied toward this requirement must include at least 12 months performing the duties of a class with a level of responsibility not less than that of a Criminal Investigator, Employment Development Department, Range B.)

When the requirements for the criteria for a range are met and the appointing power so recommends, the employee shall move to the appropriate rate in the higher range under the provisions of Department of Personnel Administration Rule 599.676, except that movement to Range C the provisions of Department of Personnel Administration Rule 599.674(b) shall apply.

**ALTERNATE CRITERIA RANGE 426**

Established 8/31/00

Range A. This range shall apply to individuals who do not meet the criteria for payment in Range B or Range C.

Range B. This range shall apply to individuals who have satisfactorily completed the equivalent of 12 months in the class of Criminal Investigator, Department of Toxic Substances Control, Range A; or who have evidence of satisfactory completion of one year of experience as a peace officer in an investigative assignment performing criminal investigations beyond the experience required to meet the minimum qualifications of the class and possession or immediate eligibility for the Peace Officer Standards and Training Basic or Specialized Basic Certificate. (Experience in the California state service applied toward this requirement must include at least 12 months performing the duties of a class equivalent to that of Criminal Investigator, Department of Toxic Substances Control, Range A.)

Range C. This range shall apply to individuals who have satisfactorily completed the equivalent of 12 months in the class of Criminal Investigator, Department of Toxic Substances Control, Range B; or who have evidence of satisfactory completion of four years of experience as a peace officer in an investigative assignment performing criminal investigations and possession of or immediate eligibility for a Peace Officer Standards and Training Basic or Specialized Basic Certificate. (Experience as a peace officer must fall within the definitions in Sections 830.1, 830.2, or 830.3 of the California Penal Code.

Experience in the California state service applied toward this requirement must include at least 12 months performing the duties of a class equivalent to that of Criminal Investigator, Department of Toxic Substances Control, Range B.)

When the requirements for a particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of DPA Rule 599.676, except that upon movement to Range C, the provisions of DPA Rule 599.674(b) will apply.

#### **ALTERNATE CRITERIA RANGE 427**

Established 11/1/00

Revised 4/24/12, 06/18/21

Pay Letters 12-11, 12-18, 21-17

Abolished 06/01/23, Pay Letter 23-15 and 23-16

#### **ALTERNATE RANGE CRITERIA 428**

Established 5/2/00

When an employee first enters the class, he/she shall be eligible for appointment to the appropriate range in terms of the following criteria. Professional engineering experience for the purpose of this Alternate Range Criteria is defined as actual work experience gained after graduation from a four-year college or university with a degree in an engineering curriculum.

Range A. This range shall apply to persons who do not meet the criteria for Range B, Range C, or Range D.

Range B. This range shall apply to persons who have either:

1. One year of experience in the California state service performing duties equivalent to a Mechanical Engineer, Range A. or

2. Two years of professional engineering experience outside State service performing mechanical engineering work designing, planning, and writing specifications for mechanical systems in dams, electrical power and pumping plants, substations, radio stations, highways, tunnels, bridges, and institutional and office buildings; preparing designs, detailed drawings, and specifications for mechanical systems such as heating, ventilating, air-conditioning, refrigeration, plumbing, water supply and water purification systems, sanitary and drainage systems, or steam generating plants; checking working drawings; preparing material lists and purchasing requisitions; making detailed field inspections of material and equipment, and construction operations; making or supervising the installation, repair, or recommending improvements of mechanical equipment or systems; leading the work and reviewing the reports of lower-level engineers; and preparing correspondence and reports. and

A bachelor's degree in an engineering curriculum accredited by the Accreditation Board for Engineering and Technology. or

A master's or doctorate degree in an engineering curriculum from a college or university that has an engineering baccalaureate degree program accredited by the Accreditation Board for Engineering and Technology.

Range C. This range shall apply to persons who have either:

1. Two years of experience in the California state service performing duties equivalent to a Mechanical Engineer, Range B. or
2. Three years of professional engineering experience outside State service performing mechanical engineering work designing, planning, and writing specifications for mechanical systems in dams, electrical power and pumping plants, substations, radio stations, highways, tunnels, bridges, and institutional and office buildings; preparing designs, detailed drawings, and specifications for mechanical systems such as heating, ventilating, air-conditioning, refrigeration, plumbing, water supply and water purification systems, sanitary and drainage systems, or steam generating plants; checking working drawings; preparing material lists and purchasing requisitions; making detailed field inspections of material and equipment, and construction operations; making or supervising the installation, repair, or recommending improvements of mechanical equipment or systems; leading the work and reviewing the reports of lower-level engineers; and preparing correspondence and reports. and

A bachelor's degree in an engineering curriculum accredited by the Accreditation Board for Engineering and Technology. (Possession of a Doctor's Degree in Engineering may be substituted for two years of experience; possession of a Master's Degree in Engineering may be substituted for one year of experience.)

Range D. This range shall apply to persons who have:

Possession of a valid certificate of registration as an engineer issued by the California State Board of Registration for Professional Engineers.

When the requirements for movement to Range B or C are met and upon recommendation of the appointing power, the employee shall receive the rate in Range B or C under the provisions of Department of Personnel Administration Rule 599.676, except that upon movement from



Range C to Range D, the provisions of Department of Personnel Administration Rule 599.674(b) shall apply.

**ALTERNATE RANGE CRITERIA 429**

Established 2/7/01

Revised 12/2/08, Pay Letters 08-38 and 08-40

Range A. This range shall apply to incumbents who do not meet the criteria for payment in any other range.

Range B. This range shall apply to persons who have satisfactorily completed either: (1) the equivalent of six months of Program Evaluator, CalPERS experience; or (2) one year of professional experience outside of State service performing accounting, auditing, management information system, or related financial and/or performance consulting duties similar to those of Program Evaluator, CalPERS.

Range C: This range shall apply to persons who either: (1) have graduated from a recognized four-year accredited college or university; or who satisfactorily completed (2) the equivalent of 12 months of Program Evaluator, CalPERS, Range B, experience; or (3) 18 months of Program Evaluator, CalPERS experience; or (4) the equivalent of two years of professional experience outside of State service performing accounting, auditing, management information system, or related financial and/or performance consulting duties similar to those of Program Evaluator, CalPERS.

When the requirements for the particular criterion are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of Section 599.674, except that upon movement to Range C, the provisions of Section 599.676 will apply.

**ALTERNATE RANGE CRITERIA 430**

Established: 10/01/01

Revised: 06/20/13 – Pay Letters 13-10, 13-13

Range A. This range shall apply to incumbents who do not meet the Range B or Range C criteria.

Range B. One year of satisfactory experience in the California state service performing duties comparable to an Environmental Scientist, Range A; or two years of professional scientific experience in environmental analysis research, management, planning, regulations, or investigation. Comparable volunteer and internship positions prior to appointment into the Environmental Scientist series shall bear equal weight as a career paid position, performed during or after completion of the required education. Possession of a master's degree in a biological, chemical, physical, or environmental science, or a closely related scientific discipline will substitute for the required experience.

Range C. Two years of satisfactory experience in the California state service performing duties comparable to an Environmental Scientist, Range B; or three years of professional scientific experience in environmental analysis, research, management, planning, regulation, or

investigation. Comparable volunteer and internship positions prior to appointment into the Environmental Scientist series shall bear equal weight as a career paid position, performed during or after completion of the required education. Possession of a master's degree in a biological, chemical, physical, or environmental science, or a closely related scientific discipline may be substituted for one year of experience; or possession of a doctorate in a biological, chemical, physical, or environmental science, or a closely related scientific discipline may be substituted for the required experience.

When the requirements for the particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of California Code of Regulations, Title 2, Section 599.676.

**ALTERNATE RANGE CRITERIA 431**

Established 3/1/01

Experience gained outside State service may be credited only if the appointing power believes the experience was satisfactory and comparable in type and quality to that of a Senior Vocational Rehabilitation Counselor.

When the requirements for the particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of DPA Rule 599.676, except for movement from Range C to D, and for movement from Range D to E, the provisions of DPA Rule 599.674(a) shall apply.

**SENIOR VOCATIONAL REHABILITATION COUNSELOR, RANGE A****PATTERN 1**

Education: A Bachelor's Degree from an accredited college or university with at least 12 semester units in Rehabilitation, Social, or Behavioral Sciences. Registration as a senior in an accredited college or university will admit applicants to the examination; however, applicant must produce evidence of graduation prior to consideration for appointment.

and

Experience: Must have one year of paid, volunteer, or life experience working with individuals with disabilities.

**SENIOR VOCATIONAL REHABILITATION COUNSELOR, RANGE B****PATTERN 1**

Education: A Bachelor's Degree from an accredited college or university and completion of 24 graduate semester units in medical, psychological, vocational, counseling, or assistive technology.

**PATTERN 2**

Education: A Bachelor's Degree from an accredited college or university and completion of 12 graduate semester units in medical, psychological, vocational, counseling, or assistive technology.

and

Experience: One year of counseling experience with primary responsibility for evaluating and planning for independence and gainful employment of individuals with disabilities.

**PATTERN 3**

Education: A Bachelor's Degree from an accredited college or university with at least 12 semester units in Rehabilitation, Social, or Behavioral Sciences.

and

Experience: One year of satisfactory counseling experience with the California Department of Rehabilitation or Department of Mental Health with primary responsibility for evaluating and planning for independence and gainful employment of individuals with disabilities.

and

Competency: Satisfactory completion of:

- (a) All four of the following Department of Rehabilitation courses and competency evaluations:

Introduction to Rehabilitation Counseling  
Case Assessment and Documentation  
Plan Development  
Diversity

and

- (b) Satisfactory completion of any two of the following Department of Rehabilitation courses and competency evaluations or equivalent coursework, which are approved in advance:

Informed Choice  
Interviewing Skills  
Job Placement/Career Development  
Medical Aspects (minimum of eight hours)  
Social Security Work Incentives  
Rehabilitation Technology  
Implementation/Mapping of Rehabilitation Technology  
Caseload Management/Client Services Management

SENIOR VOCATIONAL REHABILITATION COUNSELOR, RANGE C

PATTERN 1

Education: A Master's Degree in Rehabilitation.

PATTERN 2

Education: A Master's Degree in Social or Behavioral Sciences.

and

Experience: One year of counseling experience with primary responsibility for evaluating and planning for independence and gainful employment of individuals with disabilities.

PATTERN 3

Education: A Bachelor's Degree from an accredited college or university and completion of 24 graduate semester units in medical, psychological, vocational, counseling, or assistive technology.

and

Experience: Two years of counseling experience with primary responsibility for evaluating and planning for independence and gainful employment of individuals with disabilities.

PATTERN 4

Education: A Bachelor's Degree from an accredited college or university and completion of 12 graduate semester units in medical, psychological, vocational counseling, or assistive technology.

and

Experience: One year of satisfactory counseling experience with the California Department of Rehabilitation or the Department of Mental Health with primary responsibility for evaluating and planning for independence and gainful employment of individuals with disabilities.

and

Competency: Satisfactory completion of all six of the following Department of Rehabilitation courses and competency evaluations or equivalent coursework, which are approved in advance:

- Introduction to Rehabilitation Counseling
- Case Assessment and Documentation
- Plan Development
- Diversity
- Rehabilitation Technology
- Social Security Work Incentives

#### PATTERN 5

Education: A Bachelor's Degree from an accredited college or university with at least 12 semester units in Rehabilitation, Social, or Behavioral Sciences.

and

Experience: Two years of satisfactory counseling experience with the California Department of Rehabilitation or the Department of Mental Health with primary responsibility for evaluating and planning for independence and gainful employment of individuals with disabilities.

and

Competency: Satisfactory completion of all six of the following Department of Rehabilitation courses and competency evaluations or equivalent coursework, which are approved in advance:

- Introduction to Rehabilitation Counseling
- Case Assessment and Documentation
- Plan Development
- Diversity
- Rehabilitation Technology
- Social Security Work Incentives

#### SENIOR VOCATIONAL REHABILITATION COUNSELOR, RANGE D

##### PATTERN 1

Education: A Master's Degree in Rehabilitation.

and

Competency: Certified Rehabilitation Counselor (CRC) credential.

##### PATTERN 2

Education: A Master's Degree in Social or Behavioral Sciences.

and

Experience: One year of counseling experience with primary responsibility for evaluating and planning for independence and gainful employment of individuals with disabilities.

and

Competency: Certified Rehabilitation Counselor (CRC) credential.

### PATTERN 3

Education: A Master's Degree in Rehabilitation, Social, or Behavioral Sciences.

and

Experience: One year of satisfactory counseling experience with the California Department of Rehabilitation or the Department of Mental Health with primary responsibility for evaluating and planning for independence and gainful employment of individuals with disabilities.

and

Competency: Satisfactory completion of:

- (a) All six of the following Department of Rehabilitation courses and competency evaluations:

Introduction to Rehabilitation Counseling  
Case Assessment and Documentation  
Plan Development  
Diversity  
Rehabilitation Technology  
Social Security Work Incentives

and

- (b) Satisfactory completion of any two of the following Department of Rehabilitation courses and competency evaluations or equivalent coursework, which are approved in advance:

Informed Choice  
Caseload Management/Client Services Management  
Implementation/Mapping of Rehabilitation Technology  
Interviewing Skills  
Job Placement/Career Development  
Medical Aspects (minimum of eight hours)

### PATTERN 4

Education: A Bachelor's Degree from an accredited college or university and completion of 24 graduate semester units in medical, psychological, vocational, counseling, or assistive technology.

and

Experience: Two years of satisfactory counseling experience with the California Department of Rehabilitation or the Department of Mental Health with primary responsibility for evaluating and planning for independence and gainful employment of individuals with disabilities.

and

Competency: Satisfactory completion of:

- (a) All six of the following Department of Rehabilitation courses and competency evaluations:

Introduction to Rehabilitation Counseling  
 Case Assessment and Documentation  
 Plan Development  
 Diversity  
 Rehabilitation Technology  
 Social Security Work Incentives

and

- (b) Satisfactory completion of any two of the following Department of Rehabilitation courses and competency evaluations or equivalent coursework, which are approved in advance:

Informed Choice  
 Caseload Management/Client Services Management  
 Implementation/Mapping of Rehabilitation Technology  
 Interviewing Skills  
 Job Placement/Career Development  
 Medical Aspects (minimum of eight hours)

#### PATTERN 5\*

- \* Candidates are eligible for appointment to this range only if they were appointed to the Vocational Rehabilitation Trainee or Vocational Rehabilitation Counselor classification prior to date of adoption of the revised Senior Vocational Rehabilitation Counselor classification. Pattern 5 expires effective three years after the revised Senior Vocational Rehabilitation Counselor classification is adopted.

Education: A Bachelor's Degree from an accredited college or university with at least 12 semester units in Rehabilitation, Social, or Behavioral Sciences.

and

Experience: Four years of satisfactory counseling experience with the California Department of Rehabilitation or the Department of Mental Health with primary responsibility for evaluating and planning for independence and gainful employment of individuals with disabilities.

and

Competency: Satisfactory completion of:

- (a) All six of the following Department of Rehabilitation courses and competency evaluations:

Introduction to Rehabilitation Counseling  
 Case Assessment and Documentation  
 Plan Development  
 Diversity  
 Rehabilitation Technology  
 Social Security Work Incentives

and

- (b) Satisfactory completion of any two of the following Department of Rehabilitation courses and competency evaluations or equivalent coursework, which are approved in advance:

Informed Choice  
Caseload Management/Client Services Management  
Implementation/Mapping of Rehabilitation Technology  
Interviewing Skills  
Job Placement/Career Development  
Medical Aspects (minimum of eight hours)

**SENIOR VOCATIONAL REHABILITATION COUNSELOR, RANGE E**

Education: A Master's Degree in Rehabilitation.

and

Experience: Two years of satisfactory counseling experience with the California Department of Rehabilitation or the Department of Mental Health with primary responsibility for evaluating and planning for independence and gainful employment of individuals with disabilities.

and

Competency: Satisfactory completion of:

- (a) All six of the following Department of Rehabilitation courses and competency evaluations:

Introduction to Rehabilitation Counseling  
Case Assessment and Documentation  
Plan Development  
Diversity  
Rehabilitation Technology  
Social Security Work Incentive

and

- (b) Satisfactory completion of any four of the following Department of Rehabilitation courses and competency evaluations or equivalent coursework, which are approved in advance:

Informed Choice  
Caseload Management/Client Services Management  
Implementation/Mapping of Rehabilitation Technology  
Interviewing Skills  
Job Placement/Career Development  
Medical Aspects (minimum of eight hours)

**PATTERN 2**

Education: A Master's Degree in Rehabilitation, Social, or Behavioral Sciences.

and

Experience: Three years of satisfactory counseling experience with the California Department of Rehabilitation or the Department of Mental Health with the primary responsibility for evaluating and planning for independence and gainful employment of individuals with disabilities.

and

Competency: Certified Rehabilitation Counselor (CRC) credential.



**PATTERN 3**

Education: A Master's Degree in Social or Behavioral Sciences.  
and

Experience: Three years of satisfactory counseling experience with the California Department of Rehabilitation or the Department of Mental Health with primary responsibility for evaluating and planning for independence and gainful employment of individuals with disabilities.  
and

Competency: Satisfactory completion of:

- (a) All six of the following Department of Rehabilitation courses and competency evaluations:

Introduction to Rehabilitation Counseling  
Case Assessment and Documentation  
Plan Development  
Diversity  
Rehabilitation Technology  
Social Security Work Incentives

and

- (b) Satisfactory completion of any four of the following Department of Rehabilitation courses and competency evaluations or equivalent coursework, which are approved in advance:

Informed Choice  
Caseload Management/Client Services Management  
Implementation/Mapping of Rehabilitation Technology  
Interviewing Skills  
Job Placement/Career Development  
Medical Aspects (minimum of eight hours)

**PATTERN 4\***

\* Candidates are eligible for appointment to this range only if they were appointed to the Vocational Rehabilitation Trainee or Vocational Rehabilitation Counselor classification prior to date of adoption of the revised Senior Vocational Rehabilitation Counselor classification. Pattern 4 expires effective three years after the revised Senior Vocational Rehabilitation Counselor classification is adopted.

Education: A Bachelor's Degree from an accredited college or university and completion of 24 graduate semester units in medical, psychological, vocational, counseling, or assistive technology.

and

Experience: Six years of satisfactory counseling experience with the California Department of Rehabilitation or the Department of Mental Health with primary responsibility for evaluating and planning for independence and gainful employment of individuals with disabilities.

and

Competency: Satisfactory completion of:

(a) All six of the following Department of Rehabilitation courses and competency evaluations:

- Introduction to Rehabilitation Counseling
- Case Assessment and Documentation
- Plan Development
- Diversity
- Rehabilitation Technology
- Social Security Work Incentives

and

(b) Satisfactory completion of any four of the following Department of Rehabilitation courses and competency evaluations or equivalent coursework, which are approved in advance:

- Informed Choice
- Caseload Management/Client Services Management
- Implementation/Mapping of Rehabilitation Technology
- Interviewing Skills
- Job Placement/Career Development
- Medical Aspects (minimum of eight hours)

PATTERN 5\*

\* Candidates are eligible for appointment to this range only if they were appointed to the Vocational Rehabilitation Trainee or Vocational Rehabilitation Counselor classification prior to date of adoption of the revised Senior Vocational Rehabilitation Counselor classification. Pattern 5 expires effective three years after the revised Senior Vocational Rehabilitation Counselor classification is adopted.

Education: A Bachelor's Degree from an accredited college or university with at least 12 semester units in Rehabilitation, Social, or Behavioral Sciences.

and

Experience: Ten years of satisfactory counseling experience with the California Department of Rehabilitation or the Department of Mental Health with primary responsibility for evaluating and planning for independence and gainful employment of individuals with disabilities.

and

Competency: Satisfactory completion of:

(a) All six of the following Department of Rehabilitation courses and competency evaluations:

- Introduction to Rehabilitation Counseling

Case Assessment and Documentation  
Plan Development  
Diversity  
Rehabilitation Technology  
Social Security Work Incentives

and

(b) Satisfactory completion of any four of the following Department of Rehabilitation courses and competency evaluations or equivalent coursework, which are approved in advance:

Informed Choice  
Caseload Management/Client Services Management  
Implementation/Mapping of Rehabilitation Technology  
Interviewing Skills  
Job Placement/Career Development  
Medical Aspects (minimum of eight hours)

### **ALTERNATE RANGE CRITERIA 432**

Established 1/31/02

Experience gained outside of State service may be credited only if the appointing power believes the experience was satisfactory and comparable in type and quality to a Licensing Representative II, Alcoholic Beverage Control, Range A.

Range A. This range shall apply to those incumbents who do not meet the criteria for appointment in Range B.

Range B. This range shall apply to incumbents who have achieved 18 months of satisfactory experience equivalent to the duties of a Licensing Representative II, Alcoholic Beverage Control, Range A.

When the requirements for the particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of DPA Rule 599.674.

### **ALTERNATE RANGE 433**

Established 10/01/02

Range A. This range shall apply to incumbents who manage smaller district offices, less complex and sensitive programs than those at Range B, and do not meet the criteria for payment to Range B.

Range B. This range shall apply to incumbents who are assigned to manage district offices, staff departments, or other organizational units within the State Compensation Insurance Fund that have been determined in allocation standards approved by DPA as being larger and more complex than those to which Range A incumbents are assigned.

When the requirements for the particular criteria are met, the employee shall receive a rate under the provisions of DPA Rule 599.674

**ALTERNATE RANGE 434**

Established 10/01/02

These criteria will be used to allocate incumbents to Alternate Range A, B, C, or D of the Engineering Geologist classification.

When the requirements for the particular criteria are met for movement to Range B or C and upon recommendation of the appointing power, the employee shall receive a rate in the new range equivalent to that provided for movement to a class with a higher salary range under the provisions of Department of Personnel Administration Rule 599.676. Upon movement from Range C to D, the provisions of Department of Personnel Administration Rule 599.674 shall apply.

Range A. This range shall apply to incumbents who do not meet the criteria for Range B, C, or D.

Range B. This range shall apply to incumbents who have satisfactorily completed either (1) one year in the California state service as an Engineering Geologist, Range A; or (2) two years of professional engineering geological experience including one year of actual detailed field study applicable to the solution of groundwater or civil engineering problems; or (3) possession of a Master's Degree in Geology or Engineering Geology. This is in addition to any degree used to qualify for the Engineering Geologist examination. (Professional experience is defined as experience equivalent to Engineering Geologist, Range A, gained after meeting the minimum qualifications for entry into the Engineering Geologist class.)

Range C. This range shall apply to incumbents who have satisfactorily completed either (1) two years in the California state service as an Engineering Geologist, Range B; or (2) four years of professional engineering geological experience outside of the State service, including two years of actual detailed field study applicable to the solution of groundwater or civil engineering problems. (Professional experience is defined as experience equivalent to Engineering Geologist, Range B, gained after meeting the minimum qualifications for entry into the Engineering Geologist class.)

Range D. This range will apply to incumbents who meet the criteria for Range C and who possess a valid certificate of registration as a professional geologist or geophysicists issued by the California Board of Geologists and Geophysicists.

**ALTERNATE RANGE 436**

Established 04/01/04, Pay Letters 04-05 and 04-06

Experience or education used to meet the minimum qualifications or alternate range criteria requirements shall not be used for subsequent movement through the Alternate Range Criteria.

Range A. This range shall apply to incumbents who do not meet the Range B or Range C criteria.

Range B. One year of satisfactory experience in the California state service performing duties comparable to Chemist, Range A; or two years of comparable professional chemistry experience outside of the California state service. Possession of a master's degree in chemistry, biochemistry, toxicology, or a closely related chemistry discipline from a recognized institution will substitute for the required experience.

Range C. Two years of satisfactory experience in the California state service performing duties comparable to a Chemist, Range B; or three years of comparable professional chemistry experience outside of the California state service. Possession of a master's degree in chemistry, biochemistry, toxicology, or a closely related chemistry discipline from a recognized institution may be substituted for one year of experience; or possession of a doctorate in chemistry, biochemistry, toxicology, or a closely related chemistry discipline from a recognized institution may be substituted for two years of the experience.

When the requirements for the particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of Department of Personnel Administration Rule 599.676.

**ALTERNATE RANGE CRITERIA 437**

Established 09/01/06 - PL 06-46

Revised 09/01/06 - PL 06-46B, PL 06-46C, PL 07-21

Revised 10/01/07 - PL 07-40

Revised 01/01/08 - PL 08-33

Revised 03/20/13 - PL 13-14

Revised 10/01/16 - PL 16-21

Revised 01/05/17 - PL 17-05

Range A. This range shall apply to employees that are not at Department of Corrections and Rehabilitation Adult and Juvenile Institutions and Departments of Mental Health, Developmental Services, and Veterans Affairs.

Range J. This range shall apply to positions at the Department of State Hospitals (Stockton) and Department of Corrections and Rehabilitation within Correctional Health Care Services Division and Adult Institutions (except for positions at the following locations: San Quentin State Prison, Correctional Training Facility, and Salinas Valley State Prison).

Range K. This range shall apply to positions at the Department of Corrections and Rehabilitation within Correctional Health Care Services Division and Adult Institutions at the following (Bay Area only) locations: San Quentin State Prison, Correctional Training Facility, and Salinas Valley State Prison.

Range P. This range shall apply to all positions at the Department of Corrections and Rehabilitation within Correctional Health Care Services Division and Adult Institutions where there is no salary distinction between the Bay Area and other locations.

Range Q. This range shall apply to the class of Certified Nursing Assistant at the Department of Corrections and Rehabilitation within Correctional Health Care Services Division and Adult Institutions where there is no salary distinction between the Bay Area and other locations.

Range R. This range shall apply to the Department of Corrections and Rehabilitation, Division of Juvenile Justice.

Range S. This range no longer applies due to the ending of Staged PERS. This range applied to employees within the Departments of State Hospitals, Developmental Services, and Veterans Affairs that had staged PERS.

Range T. This range shall apply to employees within the Departments of State Hospitals, Developmental Services, and Veterans Affairs that either:

- Do not have staged PERS;
- Have completed their staged PERS requirement; or
- Do have staged PERS; however, a separate range for staging was not added to the classification because the minimum rate did not have to be lowered to accomplish the staging. Example: Class Code 8213 is a staged PERS class and only one new range is added to the classification.

Range U. This range shall apply to employees within the Department of State Hospitals, Salinas Valley.

Range V. This range shall apply to employees within the California Department of Veterans Affairs.

### **CALIFORNIA DEPARTMENT OF CORRECTIONS AND REHABILITATION**

Effective 10/01/07, employees hired new to State service are to be appointed to the entrance rate of the status range then moved to the entrance rate of the appropriate California Department of Corrections and Rehabilitation range the same day.

Salary movement to Range J, K, P, or Q as of 09/01/06 up to the issue date of Pay Letter 06-46 (November 16, 2006) shall be made by the directive of the Federal Court Receiver. The Department of Personnel Administration is approving these salaries based on the provisions provided by the Federal Court Order re: Receiver's Motion for a Waiver of State law, file date October 17, 2006. The Department of Corrections and Rehabilitation, Correctional Health Care Services Division and Adult Institutions has delegation to make appointments to these ranges based on the above provisions as directed by the Federal Court Receiver.

Salary movement to Range R as of 09/01/06 up to the issue date of Pay Letter 06-46B (December 15, 2006) shall be made in accordance with the Farrell v. Allen consent decree (Case No. R03079344) and court "Order Directing DJJ to implement the Health Care Services Remedial Plan" filed on June 7, 2006. The Department of Corrections and Rehabilitation, Division of Juvenile Justice has delegation to make appointments to this range based on the above provision.

Prior to movement to another class in State service an employee receiving compensation under Alternate Range J, K, P, Q or R shall first be returned to the appropriate salary range received prior to movement to Alternate Range J, K, P, Q, or R and shall have their salary adjusted by

any merit salary adjustments the employee would have been eligible to receive. Movement between Alternate Range J, K, P, Q, or R shall be based on California Code of Regulations, title 2, section 599.681 unless otherwise provided by the Federal Court Receiver.

Salary movement from a class not covered by Alternate Range 437 to a class receiving Alternate Range Criteria 437 other than pursuant to Pay Letter 06-46 or 06-46B shall first be made to the status range of either Range A, B, C, or D (depending on the classification) and movement to Alternate Range J, K, P, Q, or R shall be based on the salary movement provisions outlined in Pay Letter 06-46 or 06-46B for the classification with exception to the employee's salary anniversary date. The employee's salary anniversary date shall be based on the percent increase provided and in accordance with California Code of Regulations, title 2, section 599.683.

## EXAMPLE:

An employee is at the maximum salary of Pharmacy Technician, Departments of Mental Health and Developmental Services (Class Code 7658) and transfers to Pharmacy Technician (Class Code 7979) at the Department of Corrections and Rehabilitation, Avenal State Prison, effective 12/01/06. The employee is eligible for Alternate Range P.

## FROM CLASS:

<u>Class Code</u>	<u>Class Title</u>	<u>Salary Range</u>
7658	Pharmacy Technician, Departments of Mental Health and Developmental Services	\$2,551 - 3,103

## TO CLASS:

<u>Class Code</u>	<u>Class Title</u>	<u>Salary Range</u>
7979	Pharmacy Technician	Rg A \$2,551 - 3,103 Rg P \$2,894 - 3,519 Rg R \$2,894 - 3,519

The employee would first be appointed to the maximum of status Range A at \$3103. The employee would then move by alternate range movement (335 transaction) to Range P and apply the salary movement outlined in Pay Letter 06-46 with exception to the employee's salary anniversary date.

$\$3103 + \$200 \times 3.8 \text{ percent } (1.038) = \$3429$  upon movement to Range P with a salary anniversary date of 10/01/07.

Salary movement for employees currently receiving compensation under Alternate Range J, K, P, Q, or R that are appointed to another class under Alternate Range 437 shall be made in accordance with the appropriate salary rule. The salary rule determination is based on the movement between the status ranges of the "FROM" and "TO" classes. Once the salary rule has been determined, apply the salary rule to the employee's current salary in Range J, K, P, Q or R then calculate their new salary rate for the "TO" class.

## EXAMPLE:

The employee is in Range J of Supervising Registered Nurse II, CF at the salary rate of \$7571 with the Department of Corrections and Rehabilitation, Corcoran and is being promoted to Supervising Registered Nurse III, CF.



## FROM CLASS:

<u>Class Code</u>	<u>Class Title</u>		<u>Salary Range</u>
9318	Supervising Registered Nurse II, Correctional Facility	Rg A	\$5,139 - 6,653
		Rg J	\$7,571 - 9,203
		Rg K	\$8,345 - 10,143
		Rg R	\$7,571 - 9,203

## TO CLASS:

<u>Class Code</u>	<u>Class Title</u>		<u>Salary Range</u>
9319	Supervising Registered Nurse III, Correctional Facility	Rg A	\$5,471 - 7,099
		Rg J	\$7,905 - 9,609
		Rg K	\$8,715 - 10,593
		Rg R	\$7,905 - 9,609

Range A is the status range to determine the salary rule for movement.  
 $\$7099 - \$6653 = \$446 \div \$6653 = 6.7\%$

The employee would move under the provisions of California Code of Regulations, title 2, section 599.674 and receive a 5% increase.

$$\$7571 \times 1.05 = \$7950$$

The employee would receive a salary of \$7950 upon movement to Range J of the Supervising Registered Nurse III, Correctional Facility.

**DEPARTMENTS OF STATE HOSPITALS, DEVELOPMENTAL SERVICES, AND VETERANS AFFAIRS**

Employees in the class up to the issue date of Pay Letter 08-33 shall move to Range S, T, or U based on Pay Letter 08-33.

After the issue date of Pay Letter 08-33 employees new to State civil service appointed to classifications covered by Alternate Range Criteria 437 for the Departments of State Hospitals, Developmental Services, and Veterans Affairs shall be appointed to the minimum of Range T, U, or V.

Prior to movement to another class in State service not covered by Alternate Range Criteria 437, an employee receiving compensation under Range T, U, or V shall have their salary movement based on the appropriate salary range received prior to movement to Range T, U, or V and shall have their salary adjusted by any merit salary adjustments the employee would have been eligible to receive.

Salary movement from a class not covered by Alternate Range Criteria 437 to a class receiving Alternate Range Criteria 437 shall first be made to the status range and movement to non-status ranges shall be based on California Code of Regulations, title 2, sections 599.673, 599.674, 599.675, or 599.676. Examples can be found under CDCR on pages 3 through 4 of this Alternate Range Criteria 437.

Employees covered by Alternate Range Criteria 437 moving to another class covered by Alternate Range Criteria 437 shall be made pursuant to the appropriate salary rules. Salary comparison to another classification is based on SPB Rule 431 and once the salary relationship is determined, the employee shall move from their current rate based on California Code of Regulations, title 2, sections 599.673, 599.674, 599.675, or 599.676.

Movement between Ranges T and U shall be based on California Code of Regulations, title 2, section 599.681.

**ALTERNATE RANGE CRITERIA 438 – PENDING****ALTERNATE RANGE CRITERIA 439 – PENDING****ALTERNATE RANGE CRITERIA 440**

Established 10/7/03 – Pay Letters 03-18 and 04-10

**GENERAL CRITERIA**

Employees in the class of Reentry Program Instructor, California Department of Corrections, shall be appointed to the appropriate salary range based on each employee's time base and the completion of department-approved college level coursework taken after appointment.

**INCENTIVE INCREASES**

When an employee being paid at Range A under the 12-12 (Regular) Pay Plan, or at Range D under the 11-12 Pay Plan, or at Range G under the 10-12 Pay Plan, or at Range J under the 9-12 Pay Plan, completes at least six units in college level courses approved by his/her department and taken after appointment, the employee shall be entitled to a salary range increase under the provisions of DPA Rule 599.681. Such advances shall be known as "Incentive Increases" and no employee shall be eligible for more than one Incentive Increase in any calendar year. Incentive Increase salary ranges include Ranges B and C (12-12 Pay Plan); Ranges E and F (11-12 Pay Plan); Ranges H and I (10-12 Pay Plan); and Ranges K and L (9-12 Pay Plan.)

#### 12-12 PAY OPTIONS

Range A: This range will apply to full-time employees who do not meet the criteria for appointment to Ranges D, G or J and who have not completed the required number of units for appointment to Ranges B or C.

Range B: This range will apply to full-time employees who do not meet the criteria for appointment to Ranges E, H or K and who have completed six units of department-approved college level coursework taken after appointment.

Range C: This range will apply to full-time employees who do not meet the criteria for appointment to Ranges F, I or L and who have completed six additional units of department-approved college level coursework taken after appointment. (These six units are in addition to the units required to qualify for appointment to Range B.)

#### 11-12 PAY OPTIONS

Range D: This range will apply to incumbents with full-time permanent or probationary status who elect to work 11 months in a 12 month period.

Range E: This range will apply to incumbents with full-time permanent or probationary status who elect to work 11 months in a 12 month period and who have completed six units of department-approved college level coursework taken after appointment.

Range F: This range will apply to incumbents with full-time permanent or probationary status who elect to work 11 months in a 12 month period and who have completed six additional units of department-approved college level coursework taken after appointment. (These six units are in addition to the units required to qualify for appointment to Range E.)

#### 10-12 PAY OPTION

Range G: This range will apply to incumbents with full-time permanent or probationary status who elect to work 10 months in a 12 month period.

Range H: This range will apply to incumbents with full-time permanent or probationary status who elect to work 10 months in a 12 month period and who have completed six units of department-approved college level coursework taken after appointment.

Range I: This range will apply to incumbents with full-time permanent or probationary status who elect to work 10 months in a 12 month period and who have completed six additional units of department-approved college level coursework taken after appointment. (These six units are in addition to the units required to qualify for appointment to Range H.)

**9-12 PAY OPTION**

Range J: This range will apply to incumbents with full-time permanent or probationary status who elect to work 9 months in a 12 month period.

Range K: This range will apply to incumbents with full-time permanent or probationary status who elect to work 10 months in a 12 month period and who have completed six units of department-approved college level coursework taken after appointment.

Range L: This range will apply to incumbents with full-time permanent or probationary status who elect to work 10 months in a 12 month period and who have completed six additional units of department-approved college level coursework taken after appointment. (These six units are in addition to the units required to qualify for appointment to Range H.)

**ALTERNATE RANGE CRITERIA 441**

Established 07/07/04 – Pay Letters 04-16 and 04-26

Range A. This range shall apply to persons who do not meet the criteria for Range B, Range C, or Range D.

Range B. This range shall apply to persons who have either:

1. In State service, satisfactorily completed one year of experience performing duties equivalent to an Equipment Engineer, Range A. or
2. Two years of professional engineering experience outside State service in work primarily involving the use, care, and management of, or the construction and repair of, automotive or heavy construction equipment. and

A bachelor's degree in an engineering curriculum related to equipment engineering from a college or university accredited by the Accreditation Board of Engineering Technology.  
or

3. One year of professional engineering experience outside State service in work primarily involving the use, care, and management of, or the construction and repair of, automotive or heavy construction equipment. and

A master's or doctorate degree in an engineering curriculum related to equipment engineering from a college or university accredited by the Accreditation Board of Engineering Technology.

Range C. This range shall apply to persons who have either:

1. In State service, satisfactorily completed two years of experience performing duties equivalent to an Equipment Engineer, Range B. or

2. Three years of professional engineering experience outside State service in work primarily involving the use, care, and management of, or the construction and repair of, automotive or heavy construction equipment. and

A bachelor's degree in an engineering curriculum related to equipment engineering from a college or university accredited by the Accreditation Board of Engineering Technology.  
or

3. Two years of professional engineering experience outside State service in work primarily involving the use, care, and management of, or the construction and repair of, automotive or heavy construction equipment. and

A master's or doctorate degree in an engineering curriculum related to equipment engineering from a college or university accredited by the Accreditation Board of Engineering Technology.

Range D. This range shall apply to persons who:

Possess a valid certificate of registration as a professional engineer issued by the California Board of Registration for Professional Engineers and Land Surveyors.

NOTE: "Professional engineering experience" for the purpose of Alternate Range Criteria 441 is defined as actual work experience gained after graduation from a four-year college or university with a degree in an engineering curriculum.

When the requirements for the particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of DPA Rule 599.676 except that upon movement from Range C to Range D, the provisions of DPA Rule 599.674 shall apply.

#### **ALTERNATE RANGE CRITERIA 442**

Established 11/03/04 – Pay Letters 04-30, 05-02,  
Revised 01/31/07 - Pay Letter 07-08, 07-10

When an employee enters State service in either the class of Investment Officer I, Public Employees' Retirement System, or Investment Officer I, California State Teachers' Retirement System, the employee shall be appointed to the appropriate range in accordance with the following criteria. When the requirements for the particular criteria are met and upon the recommendation of the appointing power, the employee shall be moved to the appropriate rate in the higher salary range in accordance with Department of Personnel Administration Rule 599.676.

Range A. This range shall apply to incumbents who do not meet the criteria for Range B, Range C, or Range D.

Range B. This range shall apply to persons who have either (1) satisfactorily completed six months of service at Range A; or (2) twelve months of professional investment analysis experience for a public agency or private financial institution, insurance company, pension fund,

endowment fund, investment firm, or other private corporation or entity having a major investment management program.

Range C. This range shall apply to persons who have either (1) satisfactorily completed six months of service at Range B; or (2) 18 months of professional investment analysis experience to a public agency or private financial institution, insurance company, pension fund, endowment fund, investment firm, or other private corporation or entity having a major investment management program.

Range D. This range shall apply to persons who have either: (1) satisfactorily completed six months of service at Range C; or (2) 24 months of professional investment analysis experience for a public agency or private financial institution, insurance company, pension fund, endowment fund, investment firm, or other private corporation or entity having a major investment management program.

Note: An advanced degree in any of the fields cited in the Minimum Qualifications or a related field, or certification as a Charter Financial Analyst or other equivalent financial or accounting certification, such as a Certified Public Accountant, may be substituted for one year of the required experience cited in (2) for any of the above ranges.

### **ALTERNATE RANGE CRITERIA 443**

Established 5/23/06 - Pay Letters 06-18 and 06-31

Experience gained outside State service may be credited only if the appointing power believes that the experience was satisfactory and comparable in type and quality to that of a Senior Vocational Rehabilitation Counselor, Qualified Rehabilitation Professional.

Range A. This range will apply to those individuals who do not meet the criteria for Range B or Range C.

Range B. This range shall apply to persons who have satisfactorily completed the equivalent of 12 months of Senior Vocational Rehabilitation Counselor, Qualified Rehabilitation Professional, and may apply to persons who have the equivalent of 12 months of satisfactory experience outside of State service performing professional vocational rehabilitation counseling in a public or private setting.

Range C. This range shall apply to persons who have satisfactorily completed the equivalent of 24 months of Senior Vocational Rehabilitation Counselor, Qualified Rehabilitation Professional, and may apply to persons who have the equivalent of 24 months of satisfactory experience outside of State service performing professional vocational rehabilitation counseling in a public or private setting.

Typical examples of the settings of experience used in meeting the criteria are: State Government; the Federal Government; other State and local government entities; private vocational rehabilitation entities; public or private not-for-profit institutions or entities; and private industry entities which provide work experience comparable to that of a Senior Vocational Rehabilitation Counselor, Qualified Rehabilitation Professional. Experience in different settings may be combined towards meeting the criteria.

When the requirements for the criteria for a range are met and the appointing power so recommends, the employee shall move to the appropriate rate in the higher range under the provisions of Department of Personnel Administration Rule 599.674.

**ALTERNATE RANGE CRITERIA 444**

Established 7/1/06

Revised 07/01/06 PL06-24 and PL06-31

Revised 02/22/08 PL08-12 and PL08-17

Revised 12/02/10 PL10-24 and PL10-29

Range A. This range shall apply to incumbents who do not meet the criteria for payment in Range B.

Range B. This range shall apply to incumbents who possess a valid certificate in psychiatry issued by the American Board of Psychiatry and Neurology or the American Osteopathic Board of Neurology and Psychiatry.

When the requirements for the criteria for a range are met and the appointing power so recommends, the employee shall move to the appropriate rate in the higher range under the provisions of Department of Personnel Administration Rule 599.674.

**ALTERNATE RANGE CRITERIA 445**

Established 04/01/06, PL 06-35B

Abolished: 08/06/07, PL 08-01

**ALTERNATE RANGE CRITERIA 446**

Established 01/31/07, Pay Letter 07-08 and 07-10

Upon entering the class of Tax Auditor, Employment Development Department, or after entering and upon completion of the requirements, employees shall be eligible for appointment to the appropriate range in terms of the following criteria:

Experience gained outside the California state service may be credited only if the appointing power believes the experience was satisfactory and comparable in type and quality to that of a Tax Auditor, Employment Development Department.

Range A. This range shall apply to individuals who do not meet the criteria for payment at Range B.

Range B. This range shall apply to individuals who have satisfactorily completed the following:

Experience:

Either I

One year of experience in the California state service performing professional accounting or auditing duties at a level equivalent to a Tax Auditor, Employment Development Department, Range A, and completion of the educational requirements described below.

Or II

Two years of experience outside of the California state service performing increasingly responsible professional tax accounting, or tax consulting and planning, or auditing experience equivalent to a Tax Auditor, Employment Development Department, Range A, and completion of the educational requirements described below.

and

Education:

Either I

Equivalent to graduation from college with a specialization in accounting.

Or II

Completion of either (1) a prescribed professional accounting curriculum given by a residence or correspondence school of accountancy, including courses in elementary and advanced accounting, auditing, cost accounting, and business law; or (2) the equivalent of 19 semester units, 16 semester units of which must have been professional accounting courses given by a collegiate grade residence institution, including courses in elementary and intermediate or advanced accounting, auditing, and cost accounting, and three semester hours of business law.

When the requirements for a particular criterion are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of DPA Rule 599.676.

#### **ALTERNATE RANGE CRITERIA 448**

Established 01/01/07 - PL 07-09, 07-09A

Revised: 01/01/07 - PL 07-16, PL 07-25

Revised: 07/01/07 – PL 08-32

Revised: 11/01/08 – PL 08-36

Revised: 03/20/13 – PL 13-14

Range P. This range shall apply to all positions at the following locations who do not meet the criteria for payment in Range Q or Range R:

#### **Department of Corrections and Rehabilitation**

- Health Care Services Division and Adult Institutions
- Division of Juvenile Justice
- Parole Outpatient Clinics
- Board of Parole Hearings
- Third Day Visiting Program

#### **Department of State Hospitals**

- Salinas Valley, Vacaville, and Stockton

Salary movement to Range P for the Department of Corrections and Rehabilitation, Health Care Services Division and Adult Institutions, Board of Parole Hearings, and Third Day Visiting



Program shall be in accordance with Federal Court Order No. CIV S-90-0520 LKK JFM P, Coleman vs. Schwarzenegger, filed on December 15, 2006.

Salary movement to Range P for the Department of Corrections and Rehabilitation, Division of Juvenile Justice is in accordance with the Farrell v. Allen consent decree (Case No. R03079344) and court order "Directing DJJ to implement the health care services remedial plan" filed on June 7, 2006.

Salary movement to Range P for the Department of Corrections and Rehabilitation, Parole Outpatient Clinics, and Board of Parole Hearings, and Third Day Visiting Program) shall be in accordance with the Agreements between the Department of Personnel Administration and the American Federation of State, County, and Municipal Employees (AFSCME) and the Union of American Physicians and Dentists (UAPD) regarding the extension of the December 15, 2006 Coleman court ordered salaries.

The Department of Corrections and Rehabilitation has delegation to make appointments to Range P based on the above provisions.

Range Q. This range shall apply to employees who meet the criteria for Range B, as provided in Alternate Range Criteria 029, Alternate Range Criteria 444, Alternate Range Criteria 449, or Alternate Range Criteria 450.

Range R. This range shall apply to employees who meet the criteria for Alternate Range C, as provided in Alternate Range Criteria 029.

Range S. This range no longer applies due to the ending of Staged PERS. This range applied to employees at Department of State Hospitals, Atascadero State Hospital, Metropolitan State Hospital, Napa State Hospital, Patton State Hospital, or Coalinga State Hospital who did not meet Alternate Range Criteria 444 for payment in Range B, and who were subject to Staged PERS.

Range T. This range no longer applies due to the ending of Staged PERS. This range applied to employees at Department of State Hospitals, Atascadero State Hospital, Metropolitan State Hospital, Napa State Hospital, Patton State Hospital, or Coalinga State Hospital who possessed a valid certificate in psychiatry issued by the American Medical Board of Psychiatry and Neurology or the American Osteopathic Board of Neurology and Psychiatry and who were subject to Staged PERS.

Range U. This range shall apply to employees at Department of State Hospitals, Atascadero State Hospital, Metropolitan State Hospital, Napa State Hospital, Patton State Hospital, or Coalinga State Hospital who do not meet Alternate Range Criteria 444 for payment in Range B, and who are not subject to Staged PERS.

Range V. This range shall apply to employees at Department of State Hospitals, Atascadero State Hospital, Metropolitan State Hospital, Napa State Hospital, Patton State Hospital, or Coalinga State Hospital who possess a valid certificate in psychiatry issued by the American Medical Board of Psychiatry and Neurology or the American Osteopathic Board of Neurology and Psychiatry and who are not subject to Staged PERS.

Prior to movement to another class in State service, an employee receiving compensation under Alternate Range P, Q, R, U, or V shall first be returned to the appropriate salary range received

prior to movement to Alternate Range P, Q, R, U, or V and shall have their salary adjusted by any merit salary adjustments the employee would have been eligible to receive.

Salary movement from Alternate Range A, B, or C to Alternate Range P, Q, or R shall be under the provisions of DPA Rule 599.681. Salary movement from Range P to Q or Q to R shall be based on the provisions of the appropriate alternate range criteria associated with the class.

Salary movement from Alternate Range A, B, or C to Alternate Range U or V shall be under the provisions of DPA Rule 599.681. Salary movement from Range U to V shall be based on the provisions of the appropriate alternate range criteria associated with the class.

**ALTERNATE RANGE CRITERIA 449**

Established 01/01/07 – PL 07-09

Revised 01/01/07 - PL 07-09A

Revised 04/01/07 and 07/01/07 - PL 07-46

Revised 02/21/13 – PL 13-02, PL 13-03

Range P. This range shall apply to incumbents who are in the process of securing licensure as a Psychologist issued by the California Board of Psychology. Incumbents shall remain in Range P only for the amount of time necessary to be eligible for licensure, not to exceed a maximum of three years. Failure to obtain a valid license within this time period will result in termination from State service for failure to meet the conditions of employment.

Unlicensed individuals, who are recruited from outside the State of California and who qualify for licensure, may be appointed to Range P for a maximum of two years at which time licensure shall have been obtained or the employment shall be terminated. Additionally, they must take the licensure examination at the earliest possible date after the date of employment.

For persons employed less than full-time, an extension of a waiver of licensure may be granted for additional years proportional to the extent of part-time employment, as long as the person is employed without interruption in service, but in no case shall the waiver exceed five years.

Range Q. This range shall apply to incumbents who possess a valid license as a Psychologist issued by the California Board of Psychology.

Range S. This range shall apply to incumbents in positions at Department of Mental Health, Department of Developmental Services, and Department of Veterans Affairs who meet the criteria for Range P.

Range T. This range shall apply to incumbents in positions at Department of Mental Health, Department of Developmental Services, and Department of Veterans Affairs who meet the criteria for Range Q.

When the requirements for the criteria for a range are met and the appointing powers so recommends, the employee shall move to the appropriate rate in the higher range under the provisions of 599.676.

**ALTERNATE RANGE CRITERIA 450**

Established 01/01/07 – PL 07-09

Revised 01/01/07 - PL 07-09A

Revised 04/01/07 - PL 07-46

Range P. This range shall apply to incumbents who are in the process of securing licensure as a Licensed Clinical Social Worker issued by the California Board of Behavioral Science. Incumbents may be appointed to Range P but must secure a valid license within four years of appointment; however an individual can be employed in Range P only to the extent necessary to be eligible for licensure plus one year. An extension of the waiver may be granted for one additional year based on extenuating circumstances, as provided by Section 1277(e) of the Health and Safety Code. The time duration for unlicensed employment does not apply to active doctoral candidates in social work, social welfare, or social service, until the completion of such training. Employment shall be terminated for incumbents who fail to obtain licensure in the required timeframe or

Unlicensed individuals, who are recruited from outside the State of California and who qualify for licensure, may be appointed to Range P for a maximum of one year at which time licensure shall have been obtained or the employment shall be terminated; an extension of the waiver may be granted for an additional one year based on extenuating circumstances, as provided by Section 1277(e) of the Health and Safety Code.

Individuals granted an additional one year based on extenuating circumstances may be appointed to Range P for a maximum of two years at which time licensure shall have been obtained or the employment shall be terminated. Additionally, they must take the licensure examination at the earliest possible date after the date of employment.

Range Q. This range shall apply to incumbents who possess a valid license as a Licensed Clinical Social Worker issued by the California Board of Behavioral Science. Registration as an Associate Clinical Social Worker shall not qualify incumbents for payment in this range.

Range S. This range shall apply to incumbents in positions at Department of Mental Health, Department of Developmental Services, and Department of Veterans Affairs who meet the criteria for Range P.

Range T. This range shall apply to incumbents in positions at Department of Mental Health, Department of Developmental Services, and Department of Veterans Affairs who meet the criteria for Range Q.

When the requirements for the criteria for a range are met and the appointing powers so recommends, the employee shall move to the appropriate rate in the higher range under the provisions of Department of Personnel Administration Rule 599.674.

#### **ALTERNATE RANGE CRITERIA 451**

Established 03/24/09 – PL 09-03A and PL 09-07

Range A. This range shall apply to individuals who do not meet the criteria for payment in Range B.

Range B. This range shall apply to individuals who have satisfactorily completed either:

1. Six months of experience performing duties comparable to Child Support Technician, Department of Child Support Services, Range A, and at least two courses in basic accounting or at least one course each in basic accounting and business or commercial law; or
2. One year of State service experience performing duties at a level of responsibility comparable to Child Support Technician, Department of Child Support Services; or
3. The equivalent to graduation from college, which must include at least two courses in basic accounting or at least one course each in basic accounting and business or commercial law.

When the requirements for the particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of Department of Personnel Administration Rule 599.674(b).

**ALTERNATE RANGE CRITERIA 452**

Established 03/24/09 – PL 09-03A and PL 09-07

Range A. This range shall apply to individuals who do not meet the criteria for payment in Range B or Range C.

Range B. This range shall apply to individuals who have satisfactorily completed either:

4. Six months of experience in the class of Child Support Specialist, Department of Child Support Services, Range A; or
5. One year of experience performing increasingly responsible collection duties at a level comparable in responsibility to the Child Support Specialist, Department of Child Support Services, class (this experience must be beyond that required to satisfy the minimum qualifications of the class); or
6. The equivalent to graduation from college, with at least once course each in basic accounting or Federal or State business or commercial law and once course in either economics, business administration, or public administration.

Range C. This range shall apply to individuals who have satisfactorily completed 12 months of experience in the class of Child Support Specialist, Department of Child Support Services, Range B.

When the requirements for the particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of Department of Personnel Administration Rule 599.674(b).

**ALTERNATE RANGE CRITERIA 453**

Established 07/10/07 – PL 07-30, 08-08

Range A. This range shall apply to persons who do not meet the criteria for Range B or Range C.

Range B. This range shall apply to persons who have satisfactorily completed either: (1) six months of experience as a Health Facility Construction Financing Analyst, Range A, or (2) one year of experience performing technical or analytical construction or mortgage loan underwriting, originating, processing, closing, or evaluating lender performance with an institutional lender or investor, Federal Housing Administration, Veteran's Administration, Federal National Mortgage Association, or comparable Federal or State agency; or (3) possession of a master's degree in business administration, accounting, real estate, economics, finance, construction management, or architecture.

Range C. This range shall apply to persons who have satisfactorily completed either: (1) twelve months of experience as a Health Facility Construction Financing Analyst, Range B; or (2) eighteen months of experience performing technical or analytical construction or mortgage loan underwriting, originating, processing, closing, or evaluating lender performance with an institutional lender or investor, Federal Housing Administration, Veteran's Administration, Federal National Mortgage Association, or comparable Federal or State agency.

When the requirements for the criteria for a range are met and the appointing power so recommends, the employee shall move to the appropriate rate in the higher range under the provisions of Alternate Range Criteria 453 and in accordance with DPA Rule 599.681.

#### **ALTERNATE RANGE CRITERIA 454**

Established 7/8/08, Pay Letter 08-23A and 08-37  
Revised 7/8/08, Pay Letter 09-04

Experience gained outside State service may be credited only if the appointing power believes the experience was satisfactorily and comparable in type and quality to that of a Case Records Technician.

Range A. This range shall apply to incumbents who do not meet the criteria for payment in Range B or Range C.

Range B. This range shall apply to incumbents who have satisfactorily completed the equivalent of 12 months of experience in Range A of the same class; or may apply to persons who have the equivalent of 18 months of satisfactory experience outside the State service performing correctional case records duties similar to those of a Case Records Technician.

Range C. This range shall apply to incumbents who have satisfactorily completed the equivalent of 12 months of experience in Range B of the same class; or may apply to persons who have the equivalent of 30 months of satisfactory experience outside the State service performing correctional case records duties similar to those of a Case Records Technician.

When the requirements for the particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of DPA Rule 599.674.

**ALTERNATE RANGE CRITERIA 455**

Established 03/01/07 – PL 07-14  
Revised 03/01/07 – PL 07-20

Range P. This range shall apply to positions at the Department of Corrections and Rehabilitation, within Correctional Health Care Services Division and Adult Institutions and the Division of Juvenile Justice, for medical employees who are Non-Board Certified.

Range Q. This range shall apply to positions at the Department of Corrections and Rehabilitation, within Correctional Health Care Services Division and Adult Institutions and the Division of Juvenile Justice, for medical employees who are Lifetime Board Certified.

Range R. This range shall apply to positions at the Department of Corrections and Rehabilitation, within Correctional Health Care Services Division and Adult Institutions and the Division of Juvenile Justice, for medical employees who possess Time-Limited Board Certification.

Salary movement is based on the provisions provided by the Federal Court Order re: Receiver's Motion for Waiver of State Law, filed October 17, 2006 and in accordance with the Farrell V. Allen consent decree (Case No. R03079344) and court order "Directing DJJ to implement the health care services remedial plan" filed on June 7, 2006. The Department of Corrections and Rehabilitation has delegation to make appointments to the above ranges based on the above provisions.

Pursuant to Pay Letter 07 14 and Pay Letter 07-20 salary movement to Range P for the Department of Corrections and Rehabilitation, Correctional Health Care Services Division and Adult Institutions shall be made by the directive of the Federal Court Receiver. Salary movement to Range P for the Department of Corrections and Rehabilitation, Division of Juvenile Justice shall be made by the court order "Directing DJJ to implement the health care services remedial plan" filed on June 7, 2006. The Department shall determine eligibility for movement to Ranges Q and R.

An employee appointed to a classification after the issue date of Pay Letter 07-14 or Pay Letter 07-20 will first be appointed to the employee's status range and will then move to the appropriate range (Range P, Q, or R) by a 335 transaction.

Prior to movement to another class in State service, an employee within the Department of Corrections and Rehabilitation, Correctional Health Care Services Division and Adult Institutions and the Division of Juvenile Justice receiving compensation under Range P, Q, or R, shall first be returned to the appropriate salary range received prior to movement to Range P, Q, or R, and shall have the salary adjusted by any merit salary adjustments the employee would have been eligible to receive.

**ALTERNATE RANGE CRITERIA 456**

Established: 07/01/06, PL 07-19  
Revised: 07/01/07, PL 07-34  
Abolished 01/01/24, Pay Letters 24-03 and 24-05

**ALTERNATE RANGE CRITERIA 457**

Established 04/01/07 – PL 07-27, PL 07-27A, PL 07-27B, PL 07-56A

Range P. This range shall apply to incumbents with staged PERS (Pay Differential 346) and who possess the legal requirements for the practice of dentistry in California as determined by the California Board of Dental Examiners and have completed less than four years of full-time experience working as a Dentist in the California Department of Corrections and Rehabilitation.

Range Q. This range shall apply to incumbents with staged PERS (Pay Differential 346) and who possess the legal requirements for the practice of dentistry in California as determined by the California Board of Dental Examiners; and

1. Have completed at least four years but less than ten years of full-time experience working as a Dentist in the California Department of Corrections and Rehabilitation. Or
2. Possess a Dental Specialty Certificate in Periodontics, Endodontics, or Prosthetics issued by an American Specialty Board. Or
3. Have completed an approved residency training program of at least two years in an accepted dental specialty in an approved hospital or institution.

Range R. This range shall apply to incumbents with staged PERS (Pay Differential 346) and who possess the legal requirements for the practice of dentistry in California as determined by the California Board of Dental Examiners and have completed ten years of full-time experience working as a Dentist in the California Department of Corrections and Rehabilitation.

Range S. This range shall apply to incumbents no longer subject to staged PERS (Pay Differential 346) and who possess the legal requirements for the practice of dentistry in California as determined by the California Board of Dental Examiners and have completed less than four years of full-time experience working as a Dentist in the California Department of Corrections and Rehabilitation.

Range T. This range shall apply to incumbents no longer subject to staged PERS (Pay Differential 346) and who possess the legal requirements for the practice of dentistry in California as determined by the California Board of Dental Examiners; and

1. Have completed at least four years but less than ten years of full-time experience working as a Dentist in the California Department of Corrections and Rehabilitation. Or
2. Possess a Dental Specialty Certificate in Periodontics, Endodontics, or Prosthetics issued by an American Specialty Board. Or
3. Have completed an approved residency training program of at least two years in an accepted dental specialty in an approved hospital or institution.

Range U. This range shall apply to incumbents no longer subject to staged PERS (Pay Differential 346) and who possess the legal requirements for the practice of dentistry in

California as determined by the California Board of Dental Examiners and have completed ten years of full-time experience working as a Dentist in the California Department of Corrections and Rehabilitation.

Salary movement to Range P, Q, or R as of April 1, 2007 up to the issue date of Pay Letter 07-27 July 9, 2007 shall be made by the directive of the Federal court order No. C 05-05241 JSW, Perez vs. Tilton, Filed on June 12, 2007. The Department of Corrections and Rehabilitation, Correctional Health Care Division and Adult Institutions; and Division of Juvenile Justice; have delegation to make appointments to these ranges based on the provisions as directed by the Federal Court Order.

When the requirements for Range Q or T are met and upon recommendation of the appointing power, the employee shall move to the appropriate rate in the higher range under the provisions of Department of Personnel Administration Rule 599.676.

When the requirements for Range R or U are met and upon recommendation of the appointing power, the employee shall move to the appropriate rate under the provisions of Department of Personnel Administration Rule 599.674.

Effective April 1, 2009, employees shall move to Ranges S, T, or U based on their combined base salary and the staged PERS Pay Differential 346 rate.

When appointing a new hire into a class receiving Alternate Range Criteria 457 use the minimum of Alternate Range S, T, or U depending on the employee's eligibility and subtract the staged PERS Pay Differential rate to determine the employee's salary placement in either Ranges P, Q, or R.

Upon movement to another class outside the employee's department, an employee receiving compensation under Alternate Range P, Q, R, S, T, or U may retain their current salary rate up to the maximum of the appropriate salary range of the to class.

Department of Corrections and Rehabilitation employees receiving compensation under Alternate Range P, Q, R, S, T, or U shall move to another Department of Corrections and Rehabilitation dental classification from their current alternate range.

Salary movement from a class other than a Department of Corrections and Rehabilitation dental class not covered by Alternate Range Criteria 457 to a class receiving Alternate Range Criteria 457 other than pursuant to Pay Letter 07-27 shall first be made to the status range of either A, B, C, or D and movement to Alternate Range P, Q, R, S, T, or U shall be based on the salary movement provisions outlined in Pay Letter 07-27B for the classification with exception to the employee's salary anniversary date. The employee's salary anniversary date shall be based on the percent increase provided and in accordance with DPA Rule 599.683.

#### **ALTERNATE RANGE CRITERIA 458**

Established 04/01/07 and 06/05/07 – PL 07-27, PL 07-27A, PL 07-27B  
Revised 04/01/07, 07/01/07 – PL 07-46, PL 07-46A, PL 07-46B



Range A. This range shall apply to incumbents employed at the Department of Corrections and Rehabilitation within Correctional Health Care Division and Adult Institutions; and Division of Juvenile Justice; who do not meet the criteria for Ranges P or Q.

Range P. This range shall apply to incumbents with staged PERS (Pay Differential 346) and are employed at the Department of Corrections and Rehabilitation within Correctional Health Care Division and Adult Institutions; and Division of Juvenile Justice.

Range Q. This range shall apply to incumbents no longer subject to staged PERS (Pay Differential 346) and are employed at the Department of Corrections and Rehabilitation within Correctional Health Care Division and Adult Institutions; and Division of Juvenile Justice.

Salary movement to Range P as of April 1, 2007 up to the issue date of Pay Letter 07-27 July 9, 2007 shall be made by the directive of the Federal court order No. C 05-05241 JSW, Perez vs. Tilton, Filed on June 12, 2007. The Department of Corrections and Rehabilitation, Correctional Health Care Division and Adult Institutions; and Division of Juvenile Justice; has delegation to make appointments to these ranges based on the provisions as directed by the Federal Court Order.

Effective April 1, 2009, employees shall move to Range Q based on their combined base salary and the staged PERS Pay Differential 346 rate.

When appointing a new hire into a class receiving Alternate Range Criteria 458 use the minimum of Alternate Range Q depending on the employee's eligibility and subtract the staged PERS Pay Differential rate to determine the employee's salary placement in Range P.

Upon movement to another class outside the employee's department, an employee receiving compensation under Alternate Range P or Q may retain their current salary rate up to the maximum of the appropriate salary range of the to class.

Department of Corrections and Rehabilitation employees receiving compensation under Alternate Range P or Q shall move to another Department of Corrections and Rehabilitation dental classification from their current alternate range.

Salary movement from a class other than a Department of Corrections and Rehabilitation dental class not covered by Alternate Range Criteria 458 to a class receiving Alternate Range Criteria 458 other than pursuant to Pay Letter 07-27 shall be based on the status range and movement to Alternate Range P or Q shall be based on the salary movement provisions outlined in Pay Letter 07-27B for the classification with exception to the employee's salary anniversary date. The employee's salary anniversary date shall be based on the percent increase provided in and in accordance with DPA Rule 599.683.

#### **ALTERNATE RANGE CRITERIA 459**

Established 07/01/07, PL 07-35B

Range A. This range shall apply to incumbents who are in classes at departments that are designated to receive the General Salary Increase.

Range B. This range shall apply to incumbents who are in classes at departments that are designated to receive the General Salary Increase.

Range C. This range shall apply to incumbents who are in classes at departments that are not designated to receive the General Salary Increase.

Range D. This range shall apply to incumbents who are in classes at departments that are not designated to receive the General Salary Increase.

**ALTERNATE RANGE CRITERIA 460**

Established 04/01/07 and 07/01/07 – PL 07-46

Range S. This range shall apply to incumbents in position at Department of Mental Health, Department of Developmental Services, Department of Veterans Affairs, and Department of Corrections and Rehabilitation at Solano who would otherwise qualify for the status range of Alternate Range A.

Range T. This range shall apply to incumbents in position at Department of Mental Health, Department of Developmental Services, Department of Veterans Affairs, and Department of Corrections and Rehabilitation at Solano who would otherwise qualify for the status range of Alternate Range B.

Range U. This range shall apply to incumbents in position at Department of Mental Health, Department of Developmental Services, Department of Veterans Affairs, and Department of Corrections and Rehabilitation at Solano who would otherwise qualify for the status range of Alternate Range C.

Salary movement shall be based on the provisions of the Alternate Range Criteria established for the status ranges.

**ALTERNATE RANGE CRITERIA 461**

Established: 04/01/07, PL 07-48

Revised: 04/01/07, PL 07-48A, and 07-48B

Range A. This range shall apply to Unlicensed Dental Assistants that do not meet the criteria for Ranges B, P, Q, R, S, T, or U.

Range B. This range shall apply to incumbents in positions approved by the Department of Personnel Administration's and the State Personnel Board's staff as having regular, direct responsibility for work supervision, on-the-job training, and work performance evaluation of at least two inmates, wards or resident workers who substantially replace civil service employees for a total of at least 173 allocated hours of inmates', wards', or resident workers' time per pay period.

This range may also apply to employees in positions approved by the Department of Personnel Administration's staff as having direct supervisory responsibility over incumbents who meet the conditions stated above.

Exception: Employees in classes that are eligible for the Institutional Worker Supervision Pay (IWSP) Differential shall not be eligible for Alternate Range B.

Prior to movement to another class in State service, an employee receiving compensation under Range B shall first be returned to Range A at a salary rate which he/she would have received had he/she remained in Range A

Range P. This range shall apply to unlicensed Dental Assistants who may or may not have staged PERS (Pay Differential 363) and who have completed less than four years of full-time experience as a Dental Assistant in the California Department of Corrections and Rehabilitation.

Range Q. This range shall apply to unlicensed Dental Assistants with staged PERS (Pay Differential 363) who have completed at least four years of full-time experience as a Dental Assistant in the California Department of Corrections and Rehabilitation. **Or**

Registered Dental Assistants with staged PERS (Pay Differential 363) who possess a license issued by the Committee on Dental Auxiliaries (COMDA) of the Dental Board of California and who have completed less than ten years of full-time experience working as a Registered Dental Assistant in the California Department of Corrections and Rehabilitation.

Range R. This range shall apply to Registered Dental Assistants with staged PERS (Pay Differential 363) who possess a license issued by the Committee on Dental Auxiliaries (COMDA) of the Dental Board of California and who have completed ten years of full-time experience working as a Registered Dental Assistant in the California Department of Corrections and Rehabilitation.

Range S. This range shall apply to unlicensed Dental Assistants who are Fully PERS or who are no longer subject to staged PERS (Pay Differential 363) and who have completed less than four years of full-time experience as a Dental Assistant in the California Department of Corrections and Rehabilitation.

Range T. This range shall apply to unlicensed Dental Assistants no longer subject to staged PERS (Pay Differential 363) and who have completed at least four years of full-time experience as a Dental Assistant in the California Department of Corrections and Rehabilitation.  
**Or**

Registered Dental Assistants no longer subject to staged PERS (Pay Differential 363) and who possess a license issued by the committee on Dental Auxiliaries (COMDA) of the Dental Board of California and who have completed less than ten years of full-time experience working as a Registered Dental Assistant in the California Department of Corrections and Rehabilitation.

Range U. This range shall apply to Registered Dental Assistants no longer subject to staged PERS (Pay Differential 363) and who possess a license issued by the Committee on Dental Auxiliaries (COMDA) of the Dental Board of California and who have completed ten years of full-time experience working as a Registered Dental Assistant in the California Department of Corrections and Rehabilitation.

When appointing a new hire into a class receiving Alternate Range Criteria 461 use the minimum of Alternate Range S, T, or U depending on the employee's eligibility and subtract the

staged PERS Pay Differential rate to determine the employee's salary placement in either Ranges P, Q, or R.

Upon movement to another class outside the employee's department, an employee receiving compensation under Alternate Range P, Q, R, S, T, or U may retain their current salary rate up to the maximum of the appropriate salary range of the to class.

Department of Corrections and Rehabilitation employees receiving compensation under Alternate Range P, Q, R, S, T, or U shall move to another Department of Corrections and Rehabilitation dental classification from their current alternate range.

When the requirements or criteria for a range are met and upon recommendation of the appointing power, the employee shall move to the appropriate rate in the higher range under the provisions of Department of Personnel Administration Rule 599.676.

**ALTERNATE RANGE CRITERIA 462**

Established 04/01/07, PL 07-48  
Amended: 04/01/07, PL 07-48B

Range A. This range shall apply to incumbents that do not meet the criteria for Range P or Q.

Range P. This range shall apply to incumbents with staged PERS (Pay Differential 363) working in the classification of Dental Hygienist at the Department of Corrections and Rehabilitation within the locations of: Division of Correctional Health Care Services; Adult Institutions, and Division of Juvenile Justice.

Range Q. This range shall apply to incumbents who are no longer subject to staged PERS (Pay Differential 363) working in the classification of Dental Hygienist at the Department of Corrections and Rehabilitation within the locations of: Division of Correctional Health Care Services; Adult Institutions, and Division of Juvenile Justice.

When appointing a new hire into a class receiving Alternate Range Criteria 462 use the minimum of Alternate Range Q depending on the employee's eligibility and subtract the staged PERS Pay Differential rate to determine the employee's salary placement in Range P.

Upon movement to another class outside the employee's department, an employee receiving compensation under Alternate Range P or Q may retain their current salary rate up to the maximum of the appropriate salary range of the to class.

Department of Corrections and Rehabilitation employees receiving compensation under Alternate Range P or Q shall move to another Department of Corrections and Rehabilitation dental classification from their current alternate range.

**ALTERNATE RANGE CRITERIA 463**

Established: 10/09/07, PL 07-50A and PL 08-05  
Revised: 10/09/07, PL 08-18

Range A. This range is the status range for the classification.

Range P. This range shall apply to incumbents in positions at the Department of Corrections and Rehabilitation, Correctional Health Care Services Division, and Adult Institutions, Inmate Dental Services Program, subject to Staged PERS.

Range Q. This range shall apply to incumbents in positions no longer subject to Staged PERS.

Effective October 9, 2007, employees hired into this class are to be appointed to the entrance rate of the status range then moved to the entrance rate of Range P on the same day. To prevent employees from receiving a salary loss upon a promotion to Class Code 9255 Supervising Dental Assistant, Department of Corrections and Rehabilitation employees receiving compensation under Alternate Range Criteria 461 or 462 shall move to classes receiving compensation under Alternate Range Criteria 463 from their current alternate range and shall be appointed directly to the appropriate Department of Corrections and Rehabilitation range. Movement shall be based under the provisions of Department of Personnel Administration Rule 599.676.

Prior to movement to another class in State service, an employee receiving compensation under Alternate Range P shall first be returned to Range A and shall have their salary adjusted by any merit salary adjustments the employee would have been eligible to receive. Movement between Alternate Range A and P shall be based on DPA Rule 599.681.

#### **ALTERNATE RANGE CRITERIA 464**

Established 07/01/07, PL 08-06

Range P. This range shall apply to incumbents with staged PERSability (Pay Differential 366) and who possess the legal requirements for the practice of dentistry in California as determined by the California Board of Dental Examiners and have completed less than four years of full-time experience working as a Dentist in the Departments of Mental Health, Developmental Services, or Veterans Affairs.

Range Q. This range shall apply to incumbents with staged PERSability (Pay Differential 366) and who possess the legal requirements for the practice of dentistry in California as determined by the California Board of Dental Examiners; and

1. Have completed at least four years but less than ten years of full-time experience working as a Dentist in the Departments of Mental Health, Developmental Services, or Veterans Affairs. Experience must be under the same appointing authority and shall not be combined with experience under any other appointing authority. Or
2. Possess a Dental Specialty Certificate in Periodontics, Endodontics, or Prosthetics issued by an American Specialty Board. Or
3. Have completed an approved residency training program of at least two years in an accepted dental specialty in an approved hospital or institution.

Range R. This range shall apply to incumbents with staged PERSability (Pay Differential 366) and who possess the legal requirements for the practice of dentistry in California as determined

by the California Board of Dental Examiners and have completed ten years of full-time experience working as a Dentist in the Departments of Mental Health, Developmental Services, or Veterans Affairs. Experience must be under the same appointing authority and shall not be combined with experience under any another appointing authority.

Range S. This range shall apply to incumbents no longer subject to staged PERSability (Pay Differential 366) and who possess the legal requirements for the practice of dentistry in California as determined by the California Board of Dental Examiners and have completed less than four years of full-time experience working as a Dentist in the Departments of Mental Health, Developmental Services, or Veterans Affairs.

Range T. This range shall apply to incumbents no longer subject to staged PERSability (Pay Differential 366) and who possess the legal requirements for the practice of dentistry in California as determined by the California Board of Dental Examiners; and

1. Have completed at least four years but less than ten years of full-time experience working as a Dentist in the Departments of Mental Health, Developmental Services, and Veterans Affairs. Experience must be under the same appointing authority and shall not be combined with experience under any other appointing authority. Or
2. Possess a Dental Specialty Certificate in Periodontics, Endodontics, or Prosthetics issued by an American Specialty Board. Or
3. Have completed an approved residency training program of at least two years in an accepted dental specialty in an approved hospital or institution.

Range U. This range shall apply to incumbents no longer subject to staged PERSability (Pay Differential 366) and who possess the legal requirements for the practice of dentistry in California as determined by the California Board of Dental Examiners and have completed ten years of full-time experience working as a Dentist in the Departments of Mental Health, Developmental Services, or Veterans Affairs. Experience must be under the same appointing authority and shall not be combined with experience under any another appointing authority.

Salary movement to Range P, Q, or R as of July 1, 2007 up to the issue date of Pay Letter 08-06, Dated February 19, 2008, shall be based on an Agreement between the Department of Personnel Administration and the Union of American Physicians and Dentists (UAPD) regarding Perez equity salaries for the Departments of Developmental Services, Mental Health, or Veterans Affairs.

When the requirements for Range Q or T are met and upon recommendation of the appointing power, the employee shall move to the appropriate rate in the higher range under the provisions of Department of Personnel Administration Rule 599.676.

When the requirements for Range R or U are met and upon recommendation of the appointing power, the employee shall move to the appropriate rate under the provisions of Department of Personnel Administration Rule 599.674.

Effective July 1, 2009, employees shall move to Ranges S, T, or U based on their combined base salary and the staged PERSability Pay Differential 366 rate.

When appointing a new hire after the issue date of Pay Letter 08-06 into a class receiving Alternate Range Criteria 464 use the minimum of Alternate Range S, T, or U depending on the employee's eligibility and subtract the staged PERSability Pay Differential rate to determine the employee's salary placement in either Ranges P, Q, or R.

Prior to movement to another class in State service an employee receiving compensation under Alternate Range P, Q, R, S, T, or U shall first be returned to the appropriate salary range A, B, C, or D (Alternate Range Criteria 89) received prior to movement to Alternate Range P, Q, R, S, T, or U.

Salary movement from a class not covered by Alternate Range Criteria 464 to a class receiving Alternate Range Criteria 464 other than pursuant to Pay Letter 08-06 shall first be made to the status range of either A, B, C, or D (Alternate Range Criteria 89) and movement to Alternate Range P, Q, R, S, T, or U shall be based on the salary movement provisions outlined in Pay Letter 08-06 for the classification with exception to the employee's salary anniversary date. The employee's salary anniversary date shall be based on the percent increase provided and in accordance with DPA Rule 599.683.

### **ALTERNATE RANGE CRITERIA 465**

Established 07/01/07 – PL 08-06

Range P. This range shall apply incumbents with staged PERSability (Pay Differential 366) and are employed at Departments of Developmental Services, Mental Health, and Veterans Affairs.

Range S. This range shall apply to incumbents no longer subject to staged PERSability (Pay Differential 366) and are employed at Departments of Developmental Services, Mental Health, and Veterans Affairs.

Salary movement to Range P as of July 1, 2007 up to the issue date of Pay Letter 08-06, Dated February 19, 2008 shall be based on an Agreement between the Department of Personnel Administration and the Union of American Physicians and Dentists (UAPD) regarding Perez equity salaries for the Departments of Developmental Services, Mental Health, and Veterans Affairs.

Effective July 1, 2007, employees shall move to Range S based on their combined base salary and the staged PERSability Pay Differential 366 rate.

When appointing a new hire after the issue date of Pay Letter 08-06 into a class receiving Alternate Range Criteria 465 use the minimum of Alternate Range S depending on the employee's eligibility and subtract the staged PERSability Pay Differential rate to determine the employee's salary placement in Range P.

Prior to movement to another class in State service an employee receiving compensation under Alternate Range P or S shall first be returned to the appropriate salary range A, B, or C (Alternate Range Criteria 43) received prior to movement to Alternate Range P or S.

Salary movement from a class not covered by Alternate Range Criteria 465 to a class receiving Alternate Range Criteria 465 other than pursuant to Pay Letter 08-06 shall first be made to the status range (Alternate Range Criteria 43) and movement to Alternate Range P or S shall be

based on the salary movement provisions outlined in Pay Letter 08-06 for the classification with exception to the employee's salary anniversary date. The employee's salary anniversary date shall be based on the percent increase provided in and in accordance with DPA Rule 599.683.

**ALTERNATE RANGE CRITERIA 466**

Established 10/31/07 – PL 08-02

Range A. This range shall apply to incumbents who do not meet the criteria for payment in Ranges B through G.

Range B. This range shall apply to positions at the Department of Corrections and Rehabilitation within Correctional Health Care Services Division and Adult Institutions except for positions at the following locations: San Quentin State Prison, Correctional Training Facility, and Salinas Valley State Prison with less than 12 months equivalent to full-time experience as a Licensed Vocational Nurse (LVN) with an unencumbered license.

Range C. This range shall apply to positions at the Department of Corrections and Rehabilitation within Correctional Health Care Services Division and Adult Institutions except for positions at the following locations: San Quentin State Prison, Correctional Training Facility, and Salinas Valley State Prison after 12 months equivalent to full-time experience as an LVN with an unencumbered license.

Range D. This range shall apply to positions at the Department of Corrections and Rehabilitation within Correctional Health Care Services Division and Adult Institutions except for positions at the following locations: San Quentin State Prison, Correctional Training Facility, and Salinas Valley State Prison after 24 months equivalent to full-time experience as an LVN with an unencumbered license.

Range E. This range shall apply to positions at the Department of Corrections and Rehabilitation within Correctional Health Care Services Division and Adult Institutions at the following (Bay Area only) locations: San Quentin State Prison, Correctional Training Facility, and Salinas Valley State Prison with less than 12 months equivalent to full-time experience as an LVN with an unencumbered license.

Range F. This range shall apply to positions at the Department of Corrections and Rehabilitation within Correctional Health Care Services Division and Adult Institutions at the following (Bay Area only) locations: San Quentin State Prison, Correctional Training Facility, and Salinas Valley State Prison after 12 months equivalent to full-time experience as an LVN with an unencumbered license.

Range G. This range shall apply to positions at the Department of Corrections and Rehabilitation within Correctional Health Care Services Division and Adult Institutions at the following (Bay Area only) locations: San Quentin State Prison, Correctional Training Facility, and Salinas Valley State Prison after 24 months equivalent to full-time experience as an LVN with an unencumbered license.

Ranges B – G are not status ranges and employees shall move from the status Range A upon movement to another class in State service unless moving to another California Department of Correction and Rehabilitation classification with non-status ranges.



**ALTERNATE RANGE CRITERIA 467 – Pending****ALTERNATE RANGE CRITERIA 468**

Established 7/8/08, Pay Letter 08-23 and 08-37

Experience gained outside State service may be credited only if the appointing power believes the experience was satisfactory and comparable in the type and quality to that of Route Sales Representative.

Range A. This range shall apply to persons who do not meet the criteria for Range B.

Range B. This range shall apply to persons who have either:

Satisfactorily completed 12 months' experience performing the duties of a Route Sales Representative, Range A. or

Experience: Two years' sales experience. and

Education: Successful completion of 60 semester units of study from a State accredited college or comparable institution, preferably with significant course work in one or more of the following areas: marketing, public speaking, writing, information technology, merchandising, statistics, and/or accounting. (Additional qualifying experience or education may be substituted for the required education or experience on a year-for-year basis.) or

Education: Equivalent to graduation from college with a Bachelor's Degree, preferably with course work in business and marketing.

When the requirements for a particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of DPA Rule 599.676.

**ALTERNATE RANGE CRITERIA 469**

Established 07/01/07 – PL 08-09

Range S: This range shall apply to incumbents at the Departments of Developmental Services, Mental Health, and Veterans Affairs for medical employees who are Non-Board Certified and are receiving staged PERS Pay Differential 370.

Range T: This range shall apply to incumbents at Departments of Developmental Services, Mental Health, and Veterans Affairs for medical employees who are Lifetime Board Certified and are receiving staged PERS Pay Differential 370.

Range U: This range shall apply to incumbents at the Departments of Developmental Services, Mental Health, and Veterans Affairs for medical employees who possess Time-Limited Board Certification and are receiving staged PERS Pay Differential 370.

Ranges V: This range shall apply to incumbents employed at the Departments of Developmental Services, Mental Health, and Veterans Affairs for medical employees who are Non-Board Certified and are no longer subject to staged PERS.

Ranges W: This range shall apply to incumbents employed at the Departments of Developmental Services, Mental Health, and Veterans Affairs for medical employees who are Lifetime Board Certified and are no longer subject to staged PERS.

Ranges Y: This range shall apply to incumbents employed at the Departments of Developmental Services, Mental Health, and Veterans Affairs for medical employees who possess Time-Limited Board Certification and are no longer subject to staged PERS.

Salary movement is based on the agreement reached between the State and UAPD on 09/11/07. The Departments of Developmental Services, Mental Health, and Veterans Affairs have delegation to make appointments to the above ranges based on the above provisions.

When appointing a new hire after the issue date of Pay Letter 08-09 into a class receiving Alternate Range Criteria 469 use the Alternate Range V, W, or Y rate depending on the employee's eligibility and subtract the staged PERS Pay Differential rate to determine the employee's salary placement in either Ranges S, T, or U.

An employee receiving compensation under Alternate Range S, T, U, V, W, or Y and moving into another class in State service, shall have their salary calculated based on the status range received prior to movement to Alternate Range S, T, U, V, W, or Y. For new hires placed into Alternate Range S, T, or U and moving into another class in State service, the employee's salary is calculated based on the class status ranges A, B, C, or D using Alternate Range Criteria 008 or 092.

Salary movement from a class not covered by Alternate Range Criteria 469 to a class receiving Alternate Range Criteria 469 other than pursuant to Pay Letter 08-09 issued 03/28/08 shall first be made to the status range of either A, B, C, or D and movement to Alternate Range S, T, U, V, W, or Y shall be based on the salary movement provisions outlined in Pay Letter 08-09 for the classification with exception to the employee's salary anniversary date. The employee's

salary anniversary date shall be based on the percent increase provided and in accordance with DPA Rule 599.683.

**ALTERNATE RANGE CRITERIA 470**

Established 01/01/08 - PL 08-09

Range S. This range shall apply to any incumbent of a position who does not meet the criteria for payment at either Range B or Range C and are receiving staged PERS Pay Differential 372.

Range T. This range shall apply to incumbents who have at sometime been accepted for an examination for a specialty certification as evidenced by a written statement from the American Board of Podiatric Surgery or the American Board of Quality Assurance and Utilization Review Physicians and are receiving staged PERS Pay Differential 372.

Range U. This range shall apply to incumbents who possess a valid specialty certificate issued by the American Board of Podiatric Surgery or the American Board of Quality Assurance and Utilization Review Physicians and are receiving staged PERS Pay Differential 372.

Range V. This range shall apply to any incumbent of a position who does not meet the criteria for payment at either Range B or Range C and are no longer subject to staged PERS Pay Differential 372.

Range W. This range shall apply to incumbents who have at sometime been accepted for an examination for a specialty certification as evidenced by a written statement from the American Board of Podiatric Surgery or the American Board of Quality Assurance and Utilization Review Physicians and are no longer subject to staged PERS Pay Differential 372.

Range Y. This range shall apply to incumbents who possess a valid specialty certificate issued by the American Board of Podiatric Surgery or the American Board of Quality Assurance and Utilization Review Physicians and are no longer subject to staged PERS Pay Differential 372.

When an employee qualifies under the established criteria for advancement to a higher range, he/she shall be entitled to an increase under the provisions of DPA Rule 599.681. Such an advance shall be known as an "incentive increase."

Salary movement is based on the agreement reached between the State and UAPD on 09/11/07. The Departments of Developmental Services, Mental Health, and Veterans Affairs have delegation to make appointments to the above ranges based on the above provisions.

When appointing a new hire after the issue date of Pay Letter 08-09 issued March 28, 2008, use the minimum of Alternate Range V, W, or Y depending on the employee's eligibility and subtract the 3 year staged PERS Pay Differential rate to determine the employee's salary placement in Ranges S, T, or U. The employee automatically receives a 3 year staged PERS.

Employees receiving compensation under Alternate Range S, T, U, V, W, or Y and moving into another class in State service shall have their salary calculated based on the status range received prior to movement to Alternate Range S, T, U, V, W, or Y. For new hires into Alternate Range S, T, or U and moving into another class in State service, the employee's salary is calculated based on the class status ranges A, B, or C using Alternate Range Criteria 154.

Salary movement from a class not covered by Alternate Range Criteria 470 to a class receiving Alternate Range Criteria 470 other than pursuant to Pay Letter 08-09 shall first be made to the status range of either A, B, or C and movement to Alternate Range S, T, U, V, W, or Y shall be based on the salary movement provisions outlined in Pay Letter 08-09 for the classification with exception to the employee's salary anniversary date. The employee's salary anniversary date shall be based on the percent increase provided and in accordance with DPA Rule 599.683.

**ALTERNATE RANGE CRITERIA 471**

Established 04/01/07 and 07/01/07 – PL 07-46B

Revised: 04/01/07 and 07/01/07 – PL 08-31

Range P. This range shall apply to incumbents with staged PERS (Pay Differential 373) and are employed at the Department of Corrections and Rehabilitation, All Institutions, Except Headquarters.

Range Q. This range shall apply to incumbents no longer subject to staged PERS (Pay Differential 373) and are employed at the Department of Corrections and Rehabilitation, All Institutions, Except Headquarters.

Ranges S and T. These ranges shall apply to incumbents with staged PERS (Pay Differential 373) and are employed at the Department of Mental Health, Department of Developmental Services, or Department of Veterans Affairs.

Ranges U and V. These ranges shall apply to incumbents no longer subject to staged PERS (Pay Differential 373) and are employed at the Department of Mental Health, Department of Developmental Services, or Department of Veterans Affairs.

For R16, M16, S16, effective 04/01/08 for a 2 year staged PERS or 04/01/09 for a 3 year staged PERS employees shall move to Ranges U or V based on their combined base salary and the staged PERS Pay Differential 373 rate.

For R19 and S19, effective 07/01/08 for a 2 year staged PERS or 07/01/09 for a 3 year staged PERS employees shall move to Ranges U or V based on their combined base salary and the staged PERS Pay Differential 373 rate.

When appointing a new hire after the issue date of Pay Letter 07-46 dated 10/31/07 into a class receiving Alternate Range Criteria 471 use the minimum of Alternate Ranges P, U, or V depending on the employee's eligibility and subtract the 3 year staged PERS Pay Differential rate to determine the employee's salary placement in Ranges P, S, or T.

Prior to movement to another class in State service an employee receiving compensation under Alternate Range S or T shall move to the appropriate salary range in the new class. Their salary will be based on the salary they would have received if they were in the status ranges of either Range A, B, or C prior to movement to Alternate Range S or T.

Employees will retain their constant differential rate when moving between salary ranges within a classification and upon movement to any other classification covered by staged PERS Pay

Differential 373 until their sunset date. The employee will not receive Pay Differential 373 rate of the "to" class.

Salary movement from a class not covered by Alternate Range Criteria 471 to a class receiving Alternate Range Criteria 471 other than pursuant to Pay Letter 07-46B shall first be made to the status range A, B, or C and movement to Alternate Range S or T shall be based on the salary movement provisions outlined in Pay Letter 07 46B for the classification with exception to the employee's salary anniversary date. The employee's salary anniversary date shall be based on the percent increase provided in and in accordance with DPA Rule 599.683.

When an employee qualifies under the established criteria for advancement to a higher range, he/she shall be entitled to an increase under the provisions of DPA Rule 599.681.

**ALTERNATE RANGE CRITERIA 472**

Established 07/01/07, PL 08-11

Revised 03/20/13, PL 13-14

Range A. This range shall apply to incumbents who do not meet the criteria for Ranges P, Q, R, or S.

Range P. This range no longer applies due to the ending of staged PERS. This range applied to incumbents with staged PERS (Pay Differential 374) and were employed at the Department of Developmental Services, Department of Veterans Affairs, or the Department of State Hospitals in locations other than the Salinas Valley, Vacaville, or Stockton.

Range Q. This range no longer applies due to the ending of staged PERS. This range applied to incumbents with staged PERS (Pay Differential 374) and were employed at the Department of State Hospitals in Salinas Valley, Vacaville, or Stockton.

Range R. This range shall apply to incumbents employed at the Department of Developmental Services, Department of Veterans Affairs, or Department of Veterans Affairs, or the Department of State Hospitals in locations other than the Salinas Valley, Vacaville, or Stockton.

Range S. This range shall apply to incumbents employed at the Department of State Hospitals in Salinas Valley, Vacaville, or Stockton.

Employees hired new to State service are to be appointed to the status Range A and then moved to the appropriate Ranges R or S depending on their location.

Prior to movement to another class in State service an employee receiving compensation under Alternate Range R or S shall first be returned to the status Range A.

Salary movement from a class not covered by Alternate Range Criteria 472 to a class receiving Alternate Range Criteria 472 other than pursuant to Pay Letter 08-11 shall first be made to the status Range A and then to the minimum of Range R or S.

**ALTERNATE RANGE CRITERIA 473**

Established 01/01/08 – PL 08-33

Range A. This range shall apply to Unlicensed Dental Assistants that do not meet the criteria for Ranges B, T, U, V, W, or Y.

Range B. This range shall apply to incumbents in positions approved by the Department of Personnel Administration's and the State Personnel Board's staff as having regular, direct responsibility for work supervision, on the job training, and work performance evaluation of a least two inmates, wards or resident workers who substantially replace civil service employees for a total of at least 173 allocated hours of inmates', wards', or resident workers' time per pay period.

This range may also apply to employees in positions approved by the Department of Personnel Administration's staff as having direct supervisory responsibility over incumbents who meet the conditions stated above. Exception: Employees in classes that are eligible for the Institutional Worker Supervision Pay (ISWP) Differential shall not be eligible for Alternate Range B. Prior to movement to another class in State service, an employee receiving compensation under Range B shall first be returned to Range A at a salary rate which he/she would have received had he/she remained in Range A.

Range T. This range shall apply to unlicensed Dental Assistants who have completed less than four years of full-time experience as a Dental Assistant in the Departments of Mental Health, Developmental Services, and Veterans Affairs and either:

- Do not have staged PERS;
- Have completed their staged PERS requirement; or
- Do have staged PERS; however, a separate range for staging was not added to the classification because the minimum rate did not have to be lowered to accomplish the staging. Example: Class Code 8213 is a staged PERS class and only one new range is added to the classification.

Range U. This range shall apply to unlicensed Dental Assistants with staged PERS (Pay Differential 389) who have completed at least four years of full-time experience as a Dental Assistant in the Departments of Mental Health, Developmental Services, or Veterans Affairs. Or

Registered Dental Assistants with staged PERS (Pay Differential 389) who possess a license issued by the Committee on Dental Auxiliaries (COMDA) of the Dental Board of California and who have completed less than ten years of full-time experience working as a Registered Dental Assistant in the California Department of Developmental Services, Mental Health or Veterans Affairs.

Range V. This range shall apply to Registered Dental Assistants with staged PERS (Pay Differential 389) who possess a license issued by the Committee on Dental Auxiliaries (COMDA) of the Dental Board of California and who have completed ten years of full-time experience working as a Registered Dental Assistant in the Departments of Mental Health, Developmental Services, or Veterans Affairs.

Range W. This range shall apply to unlicensed Dental Assistants no longer subject to staged PERS (Pay Differential 389) and who have completed at least four years of full-time experience as a Dental Assistant in the Departments of Mental Health, Developmental Services, or Veterans Affairs. Or

Registered Dental Assistants no longer subject to staged PERS (Pay Differential 389) and who possess a license issued by the Committee on Dental Auxiliaries (COMDA) of the Dental Board of California and who have completed less than ten years of full-time experience working as a Registered Dental Assistant in the Departments of Mental Health, Developmental Services, or Veterans Affairs.

Range Y. This range shall apply to Registered Dental Assistants no longer subject to staged PERS (Pay Differential 389) and who possess a license issued by the Committee on Dental Auxiliaries (COMDA) of the Dental Board of California and who have completed ten years of full-time experience working as a Registered Dental Assistant in the Departments of Mental Health, Developmental Services, or Veterans Affairs.

After the issue date of Pay Letter 08-33 employees new to State civil service appointed to classifications covered by Alternate Range Criteria 473 for the Departments of Mental Health, Developmental Services, and Veterans Affairs shall be appointed to the minimum of Range T, U, V, W, or Y. New hires will not be staged.

Effective 01/01/08 up to the issue date of Pay Letter 08-33, salary movement to Range T, V, or W shall be pursuant to Plata/Perez Equity Pay Letter 08-33.

Prior to movement to another class in State service not covered by Alternate Range Criteria 473, an employee receiving compensation under Range T, U, V, W, or Y shall be based on the appropriate salary range received prior to movement to Range T, U, V, W, or Y and shall have their salary adjusted by any merit salary adjustments the employee would have been eligible to receive.

Employees covered by Alternate Range Criteria 473 moving to another class receiving Alternate Range Criteria 473 shall be made pursuant to the appropriate salary rules. Salary comparison to another classification is based on SPB Rule 431 and once the salary relationship is determined, the employee shall move from their current rate based on DPA Rules 599.673, 599.674, 599.675, or 599.676.

Movement between Ranges T, U, V, W, or Y shall be based on DPA Rule 599.681.

#### **ALTERNATE RANGE CRITERIA 474**

Established 07/01/09, Pay Letters 09-14 and 09-15

Range A. This range shall apply to incumbents who do not meet the criteria for payment in Range B.

Range B. This range shall apply to incumbents who have 18 months of satisfactory experience in the California state service performing duties comparable to a Labor Relations Analyst (Range A).

or

Two years of experience acquired in one or a combination of the following types of employer-employee relations work:

Labor relations research in unit determination, election certification procedures, preparation for negotiations, fact-finding, or grievance arbitration; or

Resolution of grievances arising under labor agreements; or

Negotiations or preparation of labor agreements; or

Consultation, meet and confer, and resolution of conflict in public sector employer-employee relations; or

Conciliation, mediation, or arbitration of labor disputes; or

Administration and/or the investigation and settlement of violation complaints in regard to State or Federal labor management relations laws.

and

Education: Equivalent to graduation from a recognized four-year accredited college or university. (Qualifying experience may be substituted for the required education on a year-for-year basis.)

When the requirements for the particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of DPA Rule 599.674, except that upon movement to Range B, the provisions of DPA Rule 599.676 shall apply.

\* Experience gained outside of State service may be credited only if the appointing power believes the experience was satisfactory and comparable in type and quality to that of a Labor Relations Analyst.

### **ALTERNATE RANGE CRITERIA 475**

Established 07/01/09, Pay Letters 09-12 and 09-15

Range A. This range is the status range for the classification and shall apply to employees who do not meet the criteria for Range P.

Range P. This range shall apply to incumbents in positions at the California Department of Corrections and Rehabilitation, Correctional Health Care Services Division, and Adult Institutions, Inmate Dental Services Program, in accordance with the Federal Court Order (Perez vs. Schwarzenegger), Case No. C05-05241 JSW, filed June 12, 2007.

Salary movement from a class not covered by Alternate Range Criteria (ARC) 475 to a class receiving ARC 475 shall be to the status Range A then to the entrance rate of the California Department of Corrections and Rehabilitation, Range P, the same day.

Employees covered by ARC 475 moving to another class covered by ARC 475 shall be made pursuant to the appropriate salary rules. Salary comparison to another classification is based on SPB Rule 431 and once the salary relationship is determined, the employee shall move from their current rate based on DPA Rules 599.673, 599.674, 599.675, or 599.676.



Employees hired new to State civil service to classifications covered by ARC 475 are to be appointed to the entrance rate of the status range then moved to the entrance rate of the California Department of Corrections and Rehabilitation, Range P, the same day.

Prior to movement to another class in State civil service not covered by ARC 475, an employee receiving compensation under Range P shall have their salary movement based on the appropriate salary range received prior to movement to Range P and shall have their salary adjusted by any merit salary adjustments the employee would have been eligible to receive.

**ALTERNATE RANGE CRITERIA 477**

Established: 07/5/11, PL 11-15, 11-17

This applies to incumbents appointed on or before November 1, 2010.

Experience gained outside State service may be credited only if the appointing power believes the experience was satisfactory and equivalent in type and quality to that of the class to which being appointed to.

Range A: This range shall apply to individuals who do not meet the criteria for payment in Range B or Range C.

Range B: This range shall apply to individuals who have satisfactorily completed the equivalent of 12 months of experience in Range A of the same class and may apply to persons who have the equivalent of 12 months of satisfactory experience outside of State service performing duties similar to those of the class beyond the experience required to meet the minimum qualifications of the class.

Range C: This range shall apply to individuals who have satisfactorily completed the equivalent of 12 months of experience in Range B of the same class and may apply to persons who have the equivalent of 24 months of satisfactory experience outside of State service performing duties similar to those of the class beyond the experience required to meet the minimum qualifications of the class.

When the requirements for the particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of DPA Rule 599.676, except for movement from Range B to C, the provisions of DPA Rule 599.674 shall apply.

**ALTERNATE RANGE CRITERIA 478**

Established: 07/25/13, PL 13-12

Experience gained outside State service may be credited only if the appointing power believes the experience was satisfactory and comparable in type and quality to that of Hydroelectric Plant Technician I.

Range A. This range shall apply to incumbents who do not meet the criteria for payment in Range B.

Range B. This range shall apply to incumbents who either have satisfactorily completed one year of State service performing the duties of a Hydroelectric Plant Technician I, Range A; or have successfully completed the Hydroelectric Plant Electrician, Mechanic, or Operator Apprenticeship program; or have two years of experience performing technical work in the installation, inspection, testing, calibration, trouble shooting, maintenance, and repair of control systems and associated equipment, one year of which shall have been in the field of electronic control systems or testing, calibrating, and maintaining electrical/electronic/mechanical equipment involving the use of instrumentation in an electrical utility facility or equivalent industrial facility and completed an approved technical curriculum in electrical/electronic/mechanical technology at the community college level or equivalent. (Work experience in the field of electronic control systems or electrical/electronic/mechanical may be substituted for the required education on the basis of one year of experience to one semester [15 units] of college.)

When the requirements for the particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of the California Code of Regulations 599.676.

**ALTERNATE RANGE CRITERIA 479**

Established: 03/05/15, PL 15-12

Range A. This range shall apply to incumbents who do not meet the criteria for Range B.

Range B. This range shall apply to persons who have satisfactorily completed either (1) the equivalent of twelve months of Finance Budget Analyst, Range A; or (2) three years of progressively responsible experience with duties involving the preparation, justification, analysis and forecasting of revenues.

When the requirements for the particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provision of the California Code of Regulations Section 599.676.

**ALTERNATE RANGE CRITERIA 480**

Established: 7/7/15 - Pay Letter 15-20

Range A. This range is the status range for the classification and shall apply to employees who do not meet the criteria for Range P.

Range P. This range shall apply to incumbents in executive level positions at the California Department of Corrections and Rehabilitation, Division of Health Care Services, and Adult Institutions, Mental Health Services Program who supervise, either directly or indirectly, clinicians currently receiving Coleman salaries, as ordered by the Federal Court Order No. CIV S-90-0520 LKK JFM P, Coleman vs. Schwarzenegger, filed on December 15, 2006.

Employees hired new to State civil service to classifications covered by Alternate Range Criteria (ARC) 480 are to be appointed to the entrance rate of the status range then moved to the

entrance rate of the California Department of Corrections and Rehabilitation, Range P, the same day.

Salary movement from a class not covered by ARC 480 to a class receiving ARC 480 shall first be made to the status Range A and moved to Alternate Range P on the same day. Movement to Range P shall be based on DPA Rule 599.681.

Salary movement for employees currently receiving compensation under ARC 480 under Alternate Range P that are appointed to another class under ARC 480 shall be made in accordance with the appropriate salary rule. The salary rule determination is based on the movement between the status ranges of the "FROM" and "TO" classes. Once the salary rule has been determined, apply the salary rule to the employee's current salary in Range P then calculate their new salary rate for the "TO" class.

Prior to movement to another class in State civil service not covered by ARC 480, an employee receiving compensation under Range P shall have their salary movement based on the appropriate salary range received prior to movement to Range P and shall have their salary adjusted by any merit salary adjustments the employee would have been eligible to receive.

**ALTERNATE RANGE CRITERIA 481**

Established 5/10/19, Pay Letters 19-08 and 19-10

Range A. This range will apply to those individuals who do not meet the criteria for Ranges P or S.

Range P. This range shall apply to the Chief Operating Officer position at the California Public Employees' Retirement System as designated in Government Code section 20098.

Range S. This range shall apply to the Chief Operating Officer position at the California State Teachers' Retirement System as designated in Education Code section 22212.5.

When the requirements for the criteria are met and the appointing power so recommends, the employee shall receive a rate under the provisions of California Code of Regulations, title 2, section 599.676.

**ALTERNATE RANGE CRITERIA 482**

Established 1/31/18, Pay Letters 18-04 and 18-05

When using education to meet the Alternate Range Criteria, education must include at least 6 semester units (or 9 quarter units) of information technology or closely related course work. Closely related coursework refers to a course of study involving the study of computing, such as software engineering, computer engineering, Management Information Systems, Geographic Information System, and computing technology.

Range A. This range shall apply to persons who do not meet the criteria for Range B or Range C.

Range B. This range shall apply to persons who meet the Minimum Qualifications for the classification and who have:

1. Completed one year of satisfactory additional experience performing duties equivalent to or higher than an Information Technology Technician, or
2. Completed an additional 30 semester or 45 quarter units from an accredited college or university.

Range C. This range shall apply to persons who meet the Minimum Qualifications for the classification and who have:

1. Completed two years of satisfactory additional experience performing duties equivalent to or higher than an Information Technology Technician, or
2. Completed an additional 60 semester or 90 quarter units from an accredited college or university.

When the requirements for the criteria are met and upon recommendation of the appointing power, the employee moving from Range A to Range B shall receive a rate under the provisions of California Code of Regulations, title 2, section 599.674. The employee moving from Range B to Range C shall receive a rate under the provisions of California Code of Regulations, title 2, section 599.676.

**ALTERNATE RANGE CRITERIA 483**

Established 1/31/18, Pay Letters 18-04 and 18-05

When using education to meet the Alternate Range Criteria, education must include at least 15 semester units (or 22.5 quarter units) of information technology or closely related course work. Closely related coursework refers to a course of study involving the study of computing, such as software engineering, computer engineering, Management Information Systems, Geographic Information System, and computing technology.

Range A. This range shall apply to persons who do not meet the criteria for Range B, Range C, or Range D.

Range B. This range shall apply to persons who meet the Minimum Qualifications for the classification and who have:

1. Completed one year of satisfactory additional experience performing duties equivalent to or higher than an Information Technology Associate, or
2. Completed an additional 30 semester or 45 quarter units from an accredited college or university.

Range C. This range shall apply to persons who meet the Minimum Qualifications for the classification and who have:

1. Completed three years of satisfactory additional experience performing duties equivalent to or higher than an Information Technology Associate, or
2. Received a bachelor's degree from an accredited college or university

Range D. This range shall apply to persons who meet the Minimum Qualifications for the classification and who have completed five years of satisfactory additional experience performing duties equivalent to or higher than an Information Technology Associate.

When the requirements for the criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of California Code of Regulations, title 2, section 599.674 upon movement to Range B or Range C and a rate under the provisions of California Code of Regulations, title 2, section 599.676 upon movement to Range D.

**ALTERNATE RANGE CRITERIA 484**

Established 1/31/18, Pay Letters 18-04 and 18-05

Range A. This range shall apply to persons who do not meet the criteria for Range B or Range C.

Range B. This range shall apply to persons who meet the Minimum Qualifications for the classification and who have also completed two years of satisfactory additional experience performing duties equivalent to or higher than an Information Technology Specialist I.

Range C. This range shall apply to persons who meet the Minimum Qualifications for the classification and who have also completed four years of satisfactory additional experience performing duties equivalent to or higher than an Information Technology Specialist I.:

When the requirements for the criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of California Code of Regulations, title 2, section 599.676. Upon movement to Range C, the employee shall receive a rate under the provisions of California Code of Regulations, title 2, section 599.674 shall apply.

**ALTERNATE RANGE CRITERIA 485**

Established 9/18/19, Pay Letters 19-PERS3 and 19-CalSTRS2

Range P. This range shall apply to all Deputy Chief Investment Officers at the California Public Employees' Retirement System as designated in Government Code section 20098.

Range S. This range shall apply to all Deputy Chief Investment Officers at the California State Teachers' Retirement System as designated in Education Code section 22212.5.

When the requirements for the criteria are met and the appointing power so recommends, the employee shall receive a rate under the provisions of California Code of Regulations, title 2, section 599.676.

**ALTERNATE RANGE CRITERIA 487**

Established 11/13/20, Pay Letters 21-02 and 21-03

Range A. This range shall apply to incumbents who do not meet the criteria for payment in Range B.

Range B. This range shall apply to incumbents who have satisfactorily completed the equivalent of 12 months of Range A experience or who possess a valid California Peace Officer Standards and Training (POST) basic certificate.

When the requirements for the criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of California Code of Regulations, title 2, section 599.676.

**ALTERNATE CRITERIA RANGE 488**

Established: 06/18/21

Pay Letter 21-17

Range A: This range shall apply to individuals who do not meet the criteria for Range B.

Range B. This range shall apply to individuals who hold and maintain a provisional license to practice law issued by the State Bar of California's Provisional Licensure Program.

When the requirements for the particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of California Code of Regulations, Title 2, section 599.676.

**ALTERNATE RANGE CRITERIA 489**

Established 02/01/22

Pay Letters 22-06 and 22-07

Range A. This range shall apply to individuals who do not meet the criteria for range B.

Range B. This range shall apply to individuals who have either: (1) One year of experience performing the duties of a class with a level of responsibility equivalent to Administrative Law Judge, Range A; or, (2) Six years of experience in the practice of law\*, in which two years of experience in the conduct of judicial or quasi-judicial hearings in the capacity of presiding officer; or, (3) Three years of experience in the presentation of evidence and the examination of witnesses before a trial court or quasi-judicial administrative body.

For positions performing workers' compensation law judge duties, incumbents shall have six years of experience in the practice of law, four years of experience in workers' compensation law.

\*For the purposes of this alternate range, experience in the "practice of law" or "performing legal duties" is defined as: (1) only that legal experience acquired after admission to any State Bar, or (2) experience as a judicial clerk for a federal court, California's state courts, or any other state's courts, or (3) legal experience acquired while practicing under a provisional license to practice law issued by the State Bar of California's Provisional Licensure Program, to constitute experience in the practice of law. For an individual's judicial clerkship to qualify as experience in the practice of law or performing legal duties, the experience must have been gained after receipt of a Juris Doctor or equivalent degree.

NOTE: Experience gained inside state service and experience gained outside state service may be combined to meet the experience requirements of either pattern.

When the requirements for the criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of California Code of Regulations, title 2, section 599.674.

**ALTERNATE RANGE CRITERIA 490**

Established 02/01/22

Pay Letters 22-06 and 22-07

Range A. This range shall apply to individuals who do not meet the criteria for range B.

Range B. This range shall apply to individuals who have either: (1) One year of experience performing the duties of a class with a level of responsibility equivalent to Administrative Law Judge, PUC, Range A; or, (2) Two years of experience in the Public Utilities Commission at a level of responsibility equivalent to that obtained in the class of Supervising Transportation Representative performing one or a combination of the following:

1. The presentation of exhibits or evidence, or the examination of witnesses, at Public Utilities Commission hearings or the direct supervision of persons performing those functions; or the supervision of the preparation of proposed ex parte decisions of the Public Utilities Commission.

or

2. The rendering of responsible assistance to a Commissioner in reviewing, evaluating, and recommending action to be taken by the Commissioner, or in the preparation for or hearing cases coming for formal hearing before the Commissioner or Commission, or in the preparation of decisions by the Commissioner or Commission. or

Experience: Five years of professional experience in the practice of law\*, including at least two years in public utility regulation matters which involved several contested cases or two years conducting judicial or quasi-judicial hearings as presiding officer; and

\*For the purposes of this alternate range, experience in the "practice of law" or "performing legal duties" is defined as: (1) only that legal experience acquired after admission to any State Bar, or (2) experience as a judicial clerk for a federal court, California's state courts, or any other state's courts, or (3) legal experience acquired while practicing under a provisional license to practice law issued by the State Bar of California's Provisional Licensure Program, to constitute experience in the practice of law. For an individual's judicial clerkship to qualify as experience in the practice of law or performing legal duties, the experience must have been gained after receipt of a Juris Doctor or equivalent degree.

NOTE: Experience gained inside state service and experience gained outside state service may be combined to meet the experience requirements of either pattern.

When the requirements for the criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of California Code of Regulations, title 2, section 599.674.



**ALTERNATE RANGE CRITERIA 491**

Established 01/13/22

Pay Letters 22-06 and 22-07

Range A. This range shall apply to incumbents who do not meet the criteria for Range B.

Range B. This range shall apply to incumbents who have successfully completed a California Commission on Peace Officer Standards and Training (POST) Regular Basic Course approved by the department.

When the requirements for the criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of California Code of Regulations, title 2, section 599.674.

**ALTERNATE RANGE CRITERIA 492**

Established 12/01/22

Pay Letters 22-42 and 22-43

Experience gained outside State service may be credited only if the appointing power believes the experience was satisfactory and equivalent in type and quality to that of the class to which being appointed to.

Range A: This range shall apply to incumbents who do not meet the criteria for payment in Range B.

Range B: This range shall apply to individuals who have satisfactorily completed the equivalent of 36 months of experience in Range A of the same class and may apply to persons who have the equivalent of 36 months of satisfactory experience outside of State service performing duties similar to those of the class beyond the experience required to meet the minimum qualifications of the class.

When the requirements for the particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of California Code of Regulations, title 2, section 599.676.

**ALTERNATE RANGE CRITERIA 493**

Established 06/01/22

Pay Letters 22-16 and 22-17

Range A. This range shall apply to persons who do not meet the criteria for Range B, or C.

Range B. This range shall apply to persons who have either:

- Passed at least one professional actuarial examination offered by either the Society of Actuaries (SOA), Casualty Actuarial Society (CAS), or an actuarial organization for which the SOA or CAS honors exam credits; or

- Two years of satisfactory experience performing the duties of an Actuarial Analyst, Range A; or
- Two years of satisfactory increasingly responsible experience outside state service reconciling and editing data to be used in actuarial or statistical valuations; applying actuarial or statistical methods and techniques to make or verify calculations; compiling and producing actuarial reports or statistical summaries; and utilizing actuarial software programs to determine liabilities or actuarial value of assets or statistical forecasts.

Range C. This range shall apply to persons who have either:

- Passed at least three professional actuarial examinations offered by either the SOA, CAS, or an actuarial organization for which the SOA or CAS honors exam credits; or
- One year of satisfactory experience performing the duties of an Actuarial Analyst, Range B; or
- Three years of satisfactory increasingly responsible experience outside state service reconciling and editing data to be used in actuarial valuation; applying actuarial or statistical methods and techniques to make or verify calculations; compiling and producing actuarial reports or statistical summaries; and utilizing actuarial software programs to determine liabilities or actuarial value of assets or statistical forecasts.

NOTE: Experience gained within California state civil service and outside of California state civil service may be combined to meet the experience requirements.

When the requirements for the particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of California Code of Regulations, title 2, section 599.676, except that upon movement to range C, the provisions of California Code of Regulations, title 2, section 599.674 shall apply.

#### **ALTERNATE RANGE CRITERIA 494**

Established 8/16/19, Pay Letters 19-16 and 19-17

Range A. This range shall apply to those individuals who do not meet the criteria for Range B.

Range B. This range shall apply to persons who have satisfactorily completed the equivalent of 12 months of Crime Analyst I, Range A; who have graduated from a recognized four-year accredited college or university; or who have one year of work experience obtaining, analyzing, and/or disseminating criminal justice information.

When the requirements for the particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of California Code of Regulations, title 2, section 599.676.

**ALTERNATE RANGE CRITERIA 495**

Established 06/01/22

Pay Letters 22-16 and 22-17

Range A. This range shall apply to persons who do not meet the criteria for Range B.

Range B. This range shall apply to persons who have either:

- Two years of satisfactory experience performing the duties of an Actuary, Range A; or
- Two years of satisfactory actuarial or statistical experience while possessing an Associateship, (e.g., Associate of the Society of Actuaries (ASA) or Associate of the Casualty Actuarial Society (ACAS)) credential with the Society of Actuaries (SOA), Casualty Actuarial Society (CAS), Certified Specialist in Predictive Modeling (CSPA) with the CAS or an actuarial organization provided mutual recognition by the SOA or CAS.

NOTE: Experience gained within California state civil service and outside of California state civil service may be combined to meet the experience requirements.

When the requirements for the particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of California Code of Regulations, title 2, section 599.674.

**ALTERNATE RANGE CRITERIA 496**

Established 06/26/23

Revised 07/01/23 - Pay Letter 23-20 and Pay Letter 23-20A

Range A. This range shall apply to employees who do not meet the criteria for payment in Range J.

Range J. Effective June 26, 2023, this range shall apply to incumbents who meet criteria for payment at Range A under Alternate Range Criteria 496 and who are required to work a minimum of 42.5 hours in a 7 consecutive day work period as established by the departments under the 7k provisions of the FLSA. This alternate range represents full compensation for all hours worked up to 42.5 hours in a 7 consecutive day work period.

Upon movement to Range J from Range A, employees shall receive a 6.25 percent increase and shall retain their Merit Salary Adjustment (MSA) anniversary date.

Upon movement in the same class to the same alternate range criteria:

The employee shall move to the same alternate range and retain their salary rate and MSA anniversary date.

Upon movement between classes with the same alternate range criteria:

To determine the new ("To") appointment salary rate, Range J employees will move from the appropriate rate in Range A by reducing the based-on salary rate by 6.25 percent. Apply the

appropriate salary rule application to this reduced rate (other special pays and/or pay differentials, etc., may come into play).

The employee shall then be moved back to Range J in the new classification on the same day.

Upon movement to Range J from Range A, employees shall receive a 6.25 percent increase and shall retain their MSA anniversary date.

Range A shall be used to make salary comparisons for discretionary and mandatory actions. Range J salary shall not be used to make salary comparisons between classes.

Upon movement to another class with a different alternate range criteria:

To determine the new ("to") appointment salary rate, Range J employees will move from the appropriate rate in Range A by reducing the based-on salary rate by 6.25 percent. Apply the appropriate salary rule application to this reduced rate (other special pays and/or pay differentials, etc., may come into play).

Range A salary shall be used to make salary comparisons for discretionary and mandatory actions. Range J salary shall not be used to make salary comparisons between classes.

Upon movement to an excluded Unit 06 class (M/S/C/E designation) other than a class with the same alternate range:

To determine the new ("to") appointment salary rate, use the current Range J salary rate and apply the appropriate salary rule application to this rate (other special pays and/or pay differentials, etc., may come into play).

### **ALTERNATE RANGE CRITERIA 497**

Established 03/01/24  
Pay Letter 24-07

Range A. This range shall apply to incumbents who do not meet the criteria for payment in Range B.

Range B. This range shall apply to incumbents that are employed by the California Correctional Health Care Services, California Department of Corrections and Rehabilitation, California Department of Veterans Affairs, California Prison Industry Authority, Department of Development Services, or the Department of State Hospitals.

Prior to movement to another class in State service or the same class in another State agency, an employee receiving compensation under Range B shall first be returned to Range A at a salary the employee would have received if they remained in Range A.

Movement between Range A and Range B shall be based on California Code of Regulations, title 2, section 599.681.