

State of California

M O R A N D U M

DATE: August 6, 1997

TO: PERSONNEL MANAGEMENT LIAISONS

REFERENCE CODE: 97-028

THIS MEMORANDUM SHOULD BE DISTRIBUTED TO:

Personnel Officers

FROM: Department of Personnel Administration
Classification and Compensation Division

SUBJECT: Managerial Consolidation Project

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The Department of Personnel Administration and 26 State departments have worked together over the past year on the development of the Managerial Broadband demonstration project proposal. Teams representing the various participating departments have conducted topical literature reviews, surveyed other state governments for classification and broadband information, conducted focus group discussions with executive managers, reviewed minimum qualifications of all existing managerial classes, assessed various salary structures pertinent to broadband structures, reviewed and assessed information from a validated Federal study of managerial tasks and competencies, and developed the structural components discussed in the attached Managerial Broadband proposal.

The intent of the demonstration project is to consolidate existing managerial designated classes and explore alternatives to traditional methods of classification, selection, compensation, and downsizing of employees in managerial classes. At focus group meetings held with departmental executive management, it became apparent that the current classification and pay structure was not meeting the needs of the departments. Common concerns expressed by various groups were on issues dealing with the current selection process and the ability to provide more flexibility for better job/person matches, a more flexible salary program, and a less rigid downsizing process. In the development of this proposal, the Managerial Consolidation Project Team attempted to address the concerns voiced at the focus group discussions as well as try to streamline and simplify the current system.

Attached for your review is a draft proposal of the Managerial Broadband demonstration project. The Managerial Consolidation Project Team is proposing to consolidate existing managerial classes into five broadband classes with the following salary structure:

- Managerial Broadband (General) \$4811-6715
- Managerial Broadband (Legal) \$6379-8166
- Managerial Broadband (Medical) \$7028-9220
- Managerial Broadband (Engineering and Architecture) \$5408-7204
- Managerial Broadband (Law Enforcement and Safety) \$4799-6811

The features of the Managerial Broadband affords executive management greater flexibility in the selection of incumbents to key managerial positions; sets salaries based upon the individual's experience, skills and competencies, departmental budgetary considerations, and program needs; and streamlines the selection and downsizing process.

Also attached to this memorandum is a listing of the most frequently asked questions and answers regarding the proposal. Additional team work is being conducted relative to the development of skill sets and evaluation tools for incumbents of the proposed broadbands.

The proposal will be scheduled for a State Personnel Board hearing after department and union responses to the attached item are received and any expressed concerns are resolved. If, as a result of department and union input, significant changes are made, a revised draft proposal will be issued for additional review.

Members of the Managerial Consolidation Project Team will be available to meet and discuss the specifics of this proposal. Questions and comments should be directed to your designated Personnel Management Analyst or Margie Imai at (916) 324-9405, Calnet 454-9405, or by writing to her at 1515 "S" Street, North Building, Suite 400, Sacramento, CA 95814, no later than September 5, 1997.



Sadako Fujiwara
Program Manager

Attachments

MANAGERIAL BROADBAND DEMONSTRATION PROJECT

QUESTIONS AND ANSWERS

Q. What is the proposed broadband structure and who will be covered under this structure?

A. The proposed broadband structure is composed of five separate bands. Only those classes which clearly meet Government Code Section 3513(e) are included in the broadband. Civil service Career Executive Assignment classes will not be placed in the broadband due to their distinct class concept. Exempt positions are also excluded from the managerial broadbands. Classes that do not meet the definition will remain singular civil service classes as they are now.

The following lists the five broadband classes and identifies the Collective Bargaining Identifier of the classes that will be consolidated in that particular band:

- Managerial Broadband (General) -
M 01, 03, 10, 12, 17, 18, 19, 21
- Managerial Broadband (Legal) - M 02
- Managerial Broadband (Medical) - M 16
- Managerial Broadband (Engineering and Architecture) - M 09
- Managerial Broadband (Law Enforcement and Safety) -
M 06, 07, 08

Q. What is the expectation for all departments to participate?

A. The Managerial Consolidation Demonstration Project has been developed for utilization by all departments to provide them the opportunity to participate and explore new alternatives to the traditional methods of classifying, examining, selecting, compensating, and downsizing of employees in managerial classes. The Managerial Consolidation Project Team believes that participation of all departments is critical in order to evaluate the design and processes on a servicewide basis. As such, the team is proceeding with the expectation that all departments are included unless a compelling management need is communicated to the Department of Personnel Administration Executive staff to be excluded.

Q. What do the levels within the broadbands represent?

A. Each broadband has intervening salary levels established at 10 percent intervals from the minimum salary rate of the band. The levels will be shown as "ranges" within the broadband and

are established to prevent vacant positions from being budgeted at the minimum salary rate of the band. Schedule 8 information will report the lowest salary rate of the intervening salary level for vacant positions, rather than the minimum salary rate of the broadband. There are no allocation criteria allotted to the intervening salary levels. The salary rate of the incumbent reflects the level of the specific position.

Q. What is the nature of the probationary period in the broadband?

A. All new appointees into the broadbands will be required to serve a 24-month probationary period with evaluations to be presented at six-month intervals. Upon successful completion of the probationary period, incumbents will be deemed to have gained "status" in the broadband class. Current employees who move into the broadbands will not be required to serve new or longer probationary periods.

Q. How does a department determine the salary level of a position in the broadband?

A. Departments may establish an appropriate salary rate for each broadband position based upon the skills of the incumbent, perceived impact of the position within the organizational structure, and available funding. Departments should continue to consider internal reporting relationships to subordinate and supervisory classes, comparison to related positions, changes that have occurred in the organization, etc. While the Managerial Broadband provides flexibility to determine the salary level of a position, departments will be held fiscally responsible. There will be no additional funding available to provide salary increases.

Q. How will current employees' pay be affected?

A. Current incumbents will be reallocated to the appropriate broadband at their current salary rate with the exception of a few incumbents that will receive a slight increase in salary upon movement to the broadband in order to bring their current salary rates to the minimum salary rate of the applicable broadband. Once in the broadband, salary increases may occur on any schedule, but performance evaluations must be given at least annually. Salary increases may total no more than 10 percent during a 12-month period to the maximum rate of the band. General salary increases are determined by pay for performance.

Q. Can an employee have a salary reduction taken against him/her?

A. Once the incumbent gains status in the broadband class, the individual cannot have a salary reduction taken against him/her or be demoted either within or outside the broadband unless adverse action is taken against the employee using either Government Code Sections 19590 through 19593 or 19570 et seq., whichever would apply to the individual. Individuals do not accrue status as a result of limited-duration pay increases or exceptional recognition pay increases. These special pay features shall be terminated without fault at the end of the assigned period.

Q. How are recruitment and examinations conducted?

A. Departments may conduct examinations for single-function broadband positions either on an "open" or "promotional" basis. No eligible list needs to be developed for single-function positions. Departments with multiple broadband positions performing the same function may develop a pool of qualified candidates for these positions. Departments may develop their own unique examination plans.

Q. How would a layoff work within the broadband structure?

A. Departments may request functional or program-based downsizing of broadband positions based upon fiscal and program considerations. Total State service of broadband incumbents will determine the order of layoff or demotion in lieu of layoff within the function or program. Broadband incumbents who are laid off or demoted in lieu of layoff will receive only departmental reemployment rights.

Q. What criteria would departments use in the assessment process and performance evaluation?

A. Additional team work is being conducted relative to the development of skill sets and evaluation tools for incumbents of the proposed broadbands.

Q. What impact will there be on current employees by moving to a broadband?

A. Generally, there will be minimal impact on current employees. If the incumbent is serving a probationary period, they will continue to serve the remainder. If the incumbent has status in their current class, they will retain status at their current salary level. If they are not at the maximum salary rate of their current class, they will maintain their Merit Salary Adjustment date until they reach the maximum salary rate of

their current class; thereafter, they will be on pay for performance. The primary change will be that there is potential to reach the maximum of the broadband. Also, there is the limited-duration pay and exceptional recognition pay features.

Q. What happens if things go wrong during the five-year demonstration project?

A. Since the Managerial Broadband is a demonstration project, modifications may be made to the design and to the processes throughout the duration of the project. Periodic evaluations will be made and problems will be resolved as they arise. If the Managerial Broadband does not prove to be a success, the provision of the demonstration project designation guarantee that participants are not disadvantaged for their participation. Hopefully the system will be a success and be formally adopted and implemented as an ongoing classification plan prior to the end of the five-year period.

TO: STATE PERSONNEL BOARD

FROM: Managerial Consolidation Project Team

REVIEWED BY: Sadako Fujiwara, Team Sponsor
Classification and Compensation Division

SUBJECT: The Department of Personnel Administration (DPA), with the support of the State agencies listed on Attachment A, proposes: (1) adoption of a demonstration project to consolidate managerial classes into broadband classification structures; (2) establishment of five singular broadband classes; (3) establishment of a 24-month probationary period for each of the broadband classes; (4) appointment to the broadband classes by merit processes open to all persons meeting specific minimum qualifications cited in the class specification and cited by individual departments in the position description established for the individual position or group of positions; (5) reallocation of current incumbents into specific broadband classes; (6) waiver of relevant government codes and rules which will be set in abeyance in order to implement the demonstration project; and (7) adoption of rules which will allow the implementation of the demonstration project.

SUMMARY OF PROPOSAL

The DPA, in conjunction with 26 State departments, proposes the establishment of a demonstration project as allowed by Government Code Sections 19600 through 19607. The intent of the demonstration project is to: (1) consolidate existing managerial designated classes into five broadband classes entitled Managerial Broadband (General), Managerial Broadband (Legal), Managerial Broadband (Medical), Managerial Broadband (Engineering and Architecture), and Managerial Broadband (Law Enforcement and Safety); and (2) explore alternatives to traditional methods of examining, selecting, compensating, and downsizing of employees in managerial classes. Specific criteria relative to establishment of a demonstration project are discussed in detail below.

CONSULTED WITH

A consortium of departments participating as team members in the Managerial Consolidation Project as shown on Attachment A.

Copies of the demonstration project proposal have been shared with Personnel Officers throughout State service, have been placed on the DPA Web Page, and copies have been distributed to all current managerial incumbents whose classes are cited on Attachments B-F.

Additionally, copies of the proposal have been sent to all managerial interest groups identified on Attachment G.

AUTHORITY

Government Code Sections 19600 through 19607 grant the State Personnel Board (Board) authority to determine whether a specified change in personnel management policy or procedure will result in improved State personnel management. This proposal meets the conceptual intent of the statutes as it will result in a reduction of managerial classifications, expedite the selection process for appointments to these classes, provide greater executive flexibility in making job/person matches, and setting salaries based upon managerial performance.

BACKGROUND

Multiple forces have come to the forefront during the past three years which have focused attention on reengineering governmental structures and processes. In the human resources arena, the Little Hoover Commission Report, the Governor's Competitive Government Report, and the Constitutional Revision Commission recommendations have pointed to the need to review, revise, and make more efficient, the procedures and processes which govern personnel management within California State Government. To this end, the DPA developed a number of strategic goals and objectives to streamline the nonmerit aspects of personnel management and provide an atmosphere in which line managers across State Government are encouraged to develop the ability to make personnel management-related decisions without prior review and approval of service agency or departmental personnel staff. Among the strategic goals established by DPA and the Board, are ones which attempt to reduce the overall number of classes within civil service in order to simplify the classification structure within State Government, and afford other efficiencies.

In addition, DPA conducted focus groups with departmental executive management to solicit opinions and views regarding the current personnel management system. The groups responded that: (1) the current examination and selection processes need to be streamlined and provide more flexibility; (2) a more flexible salary program is needed; and (3) the current downsizing process is too rigid. With these concerns in mind, the Managerial Consolidation Project Team worked to streamline and simplify the current classification structure and provided greater flexibility to meet the challenges departments are faced with.

Twenty-six State departments have worked together over the past year in the preparation of this proposal. Teams representing the various participating departments have conducted topical literature reviews, surveyed other State Governments for classification and broadband information, conducted focus group discussions with executive managers, reviewed minimum qualifications of all existing managerial classes, assessed various salary structures pertinent to broadband structures, reviewed and assessed information from a validated Federal study of managerial tasks and competencies, and developed the specific structural components discussed in this presentation. Additional team work is being conducted relative to the development of skill sets and evaluation tools for incumbents of the proposed broadbands to be used on a servicewide basis.

INTENT OF PROPOSAL

This proposal addresses the need to develop and implement methods for consolidating managerial classes in California State Government and to provide for an alternative selection, compensation, and reduction in force process. The intent of this proposal is to develop a flexible classification and pay structure for managers which will be more efficient and reduce the number of classifications within State service. At the present time there are 326 managerial classes with 1,872 incumbents eligible for transition to managerial broadband classes. The proposed alternative selection process is to provide greater flexibility in making better job/person matches and to expedite the hiring process. It is proposed that upon implementation, the managerial broadband demonstration project will proceed for a period of five years, with periodic evaluations to be conducted on an annual basis, and reports of performance presented to the Board.

MAJOR PROVISIONS OF PROPOSAL

The major provisions of the demonstration project are described below.

CLASSIFICATION CONSIDERATIONS:

Structure of the New Class Series

Participating departments agree that the proposed managerial broadband classes should include only those existing classes which clearly meet the intent of Government Code Section 3513 (e). Government Code Section 3513 (e) defines a managerial employee as "any employee having significant responsibilities for formulating or administering agency or departmental policies and programs, or administering an agency or department." Attachments B-F list the classes to be included in the specific broadbands. Civil service CEA classes, although designated as managerial, will not be placed in the broadbands. The class concepts are defined within the CEA category descriptions which differ somewhat from civil service managerial classes. CEAs should have been addressed during the CEA conversion assessment conducted by the DPA and the Board during 1996 and 1997. Exempt positions are also excluded from the managerial broadbands.

Need for New Class

In order to appropriately align the managerial concepts, subordinate supervisory and rank-and-file classification structure, minimum qualifications, salary structure, and community of interest among existing managerial classes, it is proposed that five managerial broadbands be established. These parenthetical broadband classes include:

- (General) - Bargaining Units 01, 03, 10, 12, 17, 18, 19, 21
- (Legal) - Bargaining Unit 02
- (Medical) - Bargaining Unit 16
- (Engineering and Architecture) - Bargaining Unit 09
- (Law Enforcement and Safety) - Bargaining Units 06, 07, 08

The establishment of broadband classes will simplify the classification plan by significantly reducing the number of existing classes; provide for a more flexible recruitment and selection process; provide greater salary setting alternatives; and create a broader candidate pool for vacant managerial positions.

Minimum Qualifications

In order to accommodate the variety of existing promotional minimum qualifications patterns, all proposed broadbands allow using departments to cite position-specific education, experience, or licensing requirements in the individual position description and job bulletin for each position. As the majority of existing managerial classes have well defined areas of responsibility, and department-specific promotional paths, departments may determine the amount and type of promotional experience deemed most appropriate for the specific position concept. Departments will also be allowed to develop additional education or experience as "Additional Desirable Qualifications" in addition to that stated in the "Minimum Qualifications."

MERIT ISSUE CONSIDERATIONS:

Status Considerations/Probationary Period

It is proposed that all new appointees to managerial broadband classes serve a 24-month probationary period, with evaluations to be presented at six-month intervals. Upon successful completion of the probationary period, incumbents will be deemed to have gained "status" in the broadband for merit-related activities. All current managerial incumbents will be reallocated with the same status that they now enjoy. Current managerial incumbents who have completed the probationary period for their civil service class will not be required to serve an additional period of probation. Probationary incumbents in existing managerial classes will be required to complete the original period of probation before attaining status in the broadband to which they are reallocated.

Incumbents successfully completing the probationary period, or who transition into the broadband and have completed the probationary period of their civil service class, or transition into the broadband and complete an existing probationary period will gain status in the broadband. Reinstatement, transfer, reemployment, and other merit issue rights are based on this status.

Current incumbents in managerial classes will be reallocated into the appropriate broadband class with no increase in salary with the exception of a few incumbents that will receive a slight increase in salary upon movement into the broadband in order to bring their current salary rates to the minimum salary rate of the applicable broadband. Once the incumbent gains status in the broadband class, the individual cannot have a salary reduction taken against him/her or be demoted either within or outside the broadband unless adverse action is taken against the employee using either Government Code Sections 19590 through 19593 or 19570 et seq., whichever would apply to the individual. Individuals do not accrue status as a result of limited-duration increases or exceptional recognition pay increases. These special pay features shall be terminated without fault at the end of the assigned period.

Movement based upon status considerations emanate from the maximum salary of the specific broadband, not an intervening level within the broadband. Upon completion of other demonstration projects, incumbents in managerial positions may reinstate to this managerial broadband at the current salary level for the duties they are currently performing and no lower than their previous civil service managerial class for the duration of this demonstration project.

Incumbents will be reallocated to the appropriate managerial broadband and Footnote 24 will be applied to the classes indicated on Attachments B-F to prevent further permanent appointments to the classes during the life of this demonstration project and to designate that the classes may be abolished if the demonstration project is successful and becomes permanent.

Recruitment and Examination Plan

Examinations may be administered for specific single-function broadband positions. All examinations will be a competitive process based on job-related criteria, and no eligible lists need be developed for single-function positions. Departments with multiple broadband positions performing the same function may develop a pool of qualified candidates for these positions. Departments may establish "continuous filing" procedures for pool candidates. Departments may develop their own unique examination plans that must be based on merit as ascertained in a competitive examination that is based on job-related criteria. Transfer of eligibility for "pool" candidates is not necessary because of the availability of continuous filing privileges; therefore no transfer of eligibility will be allowed for "pool" candidates. All appointments to broadband positions will be as a result of a competitive exam process (A01 transactions), but "transfers" (A02 transactions) will be allowed from one position in the broadband to another at the same level and between broadbands if candidates meet all of the additional licensing or certification requirements for appointment to the new band.

Departments may determine to examine on an "open" or "promotional" basis following evaluation of the needs of the department and the competitive pool of candidates. Current State employees meeting the minimum qualifications stated on examination bulletins may compete in an examination administered on either an open or promotional basis.

Appeal Rights

The Managerial Consolidation Project does not propose changes to individual or group appeal rights. Incumbents in managerial broadband classes may appeal to the Board regarding merit-related issues under existing Government Code Sections. The burden of proof rests with the incumbent of the managerial broadband if Government Code Sections 19590 through 19593 apply to the individual. This is the same as it is currently.

Salary Structure

The salary structure for the broadbands are as indicated:

Managerial Broadband (General)	\$4811-6715
Managerial Broadband (Legal)	\$6379-8166
Managerial Broadband (Medical)	\$7028-9220
Managerial Broadband (Engineering and Architecture)	\$5408-7204
Managerial Broadband (Law Enforcement and Safety)	\$4799-6811

Layoff/Reemployment

Departments may request functional or program-based (subdivisional) downsizing of broadband positions based upon fiscal and program considerations. Total State service of broadband incumbents will determine the order of layoff or demotion in lieu of layoff within the function or program.

Existing managerial incumbents transitioning into the broadband that are in existing managerial classification structures which encompass more than one managerial class [e.g., Staff Services Manager III and Staff Services Manager II (Managerial) and Data Processing Manager IV and Data Processing Manager III] will be allowed to demote down through the corresponding salary level of the lower level civil service class based on seniority. If sufficient seniority exists to remain at the lower broadband level, incumbents may remain within the broadband. If sufficient seniority does not exist, incumbents will be demoted in lieu of layoff to their previous nonbroadband class.

Newly appointed broadband incumbents with prior State service will be demoted in lieu of layoff to their previous nonbroadband class, unless there are multiple managerial positions in the area of layoff, then the least senior employee will be demoted in lieu of layoff. Broadband incumbents with no prior State service will be laid off, unless there are multiple managerial positions in the area of layoff and the incumbents have sufficient seniority to remain in the band. Broadband incumbents with no prior State service will be allowed to exercise permissive rights to other civil service classes.

If incumbents are demoted in lieu of layoff to their previous nonbroadband class, but their previous class is no longer being used or the incumbents do not have sufficient seniority to retain a position in that class, then they will demote down through the levels based on the demotional patterns as they do now.

Broadband incumbents who are laid off or demoted in lieu of layoff will receive only departmental reemployment rights. The occupational disciplines are so varied that having a general reemployment list would create appointment problems for the hiring department because the individuals would not have the relevant experience necessary to perform the job. State Restriction of Appointment (SROA) eligibility will not be available to incumbents of the managerial broadbands for the same reason; however, surplus status will be offered to all

incumbents of managerial broadband classes faced with layoff or demotion in lieu of layoff. Surplus status provides employees the opportunity to seek job vacancies to which they would be competitive.

Managerial incumbents impacted by downsizing will be subject to an evaluation of performance. Managerial incumbents subject to layoff or demotion in lieu of layoff will have 24 months deducted from their total State service score if their performance is deemed not satisfactory. Additional team work is being conducted to develop assessment tools and procedures.

Protection of Merit Principles

The merit principle which stipulates that civil servants shall be appointed and promoted on the basis of qualifications was established in 1934. This proposal to establish managerial broadbands adheres to this principle in that all incumbents must meet specified minimum qualifications, including the possession of any required license or certificate; must participate in a bonafide, competitive examination that is based on job-related criteria and open to all those qualified to apply prior to appointment; will be evaluated during a probationary period prior to attaining any rights granted by permanent status; and may be rejected or disciplined for lack of demonstrated performance.

RECOMMENDATIONS

1. That the State Personnel Board approve the proposed demonstration project for managerial broadbanding and selection.
2. That staff be authorized to provide the Legislature with the final version of the proposal 90 days prior to the date of implementation as required in Government Code Section 19602 (e).
3. That the Managerial Broadbanding and Selection Demonstration Project be authorized to begin 90 days after the plan is transmitted to the Legislature and to continue for a period of up to five years.
4. That the following laws be waived to allow for the implementation of this demonstration project:

Government Code Sections to be listed.

5. That the following regulations be adopted and reflected in Title 2, Division 1, Chapter, 1, Subchapter 4, Article 5, 549.60:

Regulations to be listed.

6. That the following classes be established; the proposed specifications for these classes as shown in this calendar be adopted; and the probationary periods be as specified below:

<u>Class</u>	<u>Probationary Period</u>
Managerial Broadband (General)	24 months
Managerial Broadband (Legal)	24 months
Managerial Broadband (Medical)	24 months
Managerial Broadband (Engineering and Architecture)	24 months
Managerial Broadband (Law Enforcement and Safety)	24 months

7. That all appointments to the following classes that require a probationary period and that are effective on or after the effective date of the start of this demonstration project, shall require service of a two-year probationary period before an employee may attain permanent status in the class:

Managerial Broadband (General)
 Managerial Broadband (Legal)
 Managerial Broadband (Medical)
 Managerial Broadband (Engineering and Architecture)
 Managerial Broadband (Law Enforcement and Safety)

8. That the following resolutions be adopted:

- (a) WHEREAS the State Personnel Board on _____ established the broadband classes as shown below in Column I; and the duties and responsibilities of these classes are substantially included in the previously existing classes as shown in attachments identified in Column II and included in this item; and

WHEREAS the knowledge, skills, abilities, and competencies required for the new broadband classes identified in Column I were substantially tested for in the examinations held for the classes shown in the corresponding attachment identified in Column II: Therefore be it

RESOLVED, That each person with civil service status in the classes identified in the attachments on the date this demonstration project becomes effective shall be reallocated to, and is hereby granted, the same civil service status without further examination in the appropriate broadband class identified in Column I at the salary level the individual is currently making, but no lower than the minimum of the appropriate broadband class.

<u>Column I</u>	<u>Column II</u>
Managerial Broadband (General)	Attachment B
Managerial Broadband (Legal)	Attachment C

Column I

Column II

Managerial Broadband (Medical)

Attachment D

Managerial Broadband (Law Enforcement and Safety)

Attachment F

- (b) WHEREAS managerial employees currently participating in other demonstration projects shall not be reallocated, at this time, to the Managerial Broadband classes established for this demonstration project; and

WHEREAS it is not the intent of this demonstration project to interfere with demonstration projects already in process; and

WHEREAS it is not the intent of this demonstration project that all managerial employees that meet the criteria will take part, if and when the other demonstration projects are completed or terminated: Therefore be it

RESOLVED, That all managerial incumbents currently in other demonstration projects shall be reallocated into the appropriate managerial broadband identified in this demonstration project at the conclusion or dissolution of the other demonstration projects.

9. That employees that are laid off or demoted in lieu of layoff while participating in this demonstration project shall not be placed on any general reemployment list nor shall they have SROA eligibility.
10. That Footnote 24 be applied to the classes indicated on Attachments B-F to prevent further permanent appointments to the classes during the life of this demonstration project and to designate that the classes may be abolished if the demonstration project is successful and becomes permanent.



ATTACHMENT A

MANAGERIAL CONSOLIDATION PROJECT TEAM MEMBERS

Team Leader: Marie Powell, Department of Housing and Community Development

Co-Team Leader: Margie Imai, Department of Personnel Administration

Sub-Team Leaders:

Barbara Armstrong, Office of Criminal Justice Planning

Mary Carrillo, Department of Corrections

Gabriella Green, Franchise Tax Board

Wait Harris, Department of Industrial Relations

Gail Rauscher, Secretary of State

Marion Rutkauskas, State Personnel Board

Estella Simoneau, Board of Equalization

Karen Vierra, Department of Corrections

Team Members:

Gerard Anderson, State Controller's Office

Jeannie Beatty, Department of Consumer Affairs

Linda Bitner, Department of Finance

Denise Caesar, Department of Motor Vehicles

George Carazo, Public Utilities Commission

Debbie Chambliss, Department of Finance

Karen Cohen, State Personnel Board

Staci Donnachie, Air Resources Board

Jo Ann Frierson, Department of Parks and Recreation

Jennifer Gereghty, Department of Housing and Community Development

Glen Goddard, State Personnel Board

Holly Hollingsworth, Department of Insurance

John Jackson, State Personnel Board

Ed Jimenez, Department of Motor Vehicles

Cynde Jones, California Integrated Waste Management Board

Cindy Liondakakis, Department of Developmental Services

Susan Lorenz, Department of Mental Health

Daisy McKenzie, State Personnel Board

Carol Pennington, Teale Data Center

Alison Raymer, Legislative Counsel Bureau

Terry Robinson, California Highway Patrol

Mary Sayre, Department of Justice

Rosemary Schmidt, Department of Food and Agriculture

Denise Sims, Department of the Youth Authority

Richard Sneed, Department of Corrections

Lynn Wilkerson, Air Resources Board

Martha Wilson, Department of Developmental Services

ATTACHMENT B
MANAGERIAL BROADBAND (GENERAL)

<u>CLASS CODE</u>	<u>CLASS TITLE</u>
4545	Accounting Administrator III
5420	Actuary State Compensation Insurance Fund
9510	Administrator II, Fair Employment and Housing
4352	Administrator III Franchise Tax Board
4346	Administrator IV, Franchise Tax Board
5351	Administrator, Deferred Compensation Programs
2822	Administrator, Industrial Education Program, California Museum of Science and Industry
2802	Administrator, Science Program, California Museum of Science and Industry
8364	Alcohol Program Administrator
9482	Area Administrator, Division of Apprenticeship Standards
4200	Assistant Chief Division of Accounting State Controllers Office
9479	Assistant Chief Division of Apprenticeship Standards
4202	Assistant Chief Division of Local Government Fiscal Affairs State Controllers Office
2299	Assistant Chief of Education, Correctional Program
3880	Assistant Chief, Cal/Osha Consultation Service
9538	Assistant Chief, Division of Labor Standards Enforcement
4008	Assistant Chief, Division of Tax Administration, State Controller's Office
4209	Assistant Chief, Division of Unclaimed Property, State Controller's Office
4516	Assistant Chief, Investments, State Teachers' Retirement System
6727	Assistant Chief, Marine Facilities Inspection and Management Division

<u>CLASS CODE</u>	<u>CLASS TITLE</u>
2830	Assistant Director of Child Development
4621	Assistant Division Chief/Program Manager Department of Motor Vehicles
5916	Assistant Executive Director, California Transportation Commission
8878	Assistant Executive Officer II, Professional and Vocational Regulation
4781	Assistant Hospital Administrator
4977	Assistant Manager, Land Operations
0028	Branch Chief I, Inspection Services
0396	Branch Chief II, Inspection Services
0247	Branch Chief, Animal Health
8027	Branch Chief, Chemistry Laboratory Services
0271	Branch Chief, Meat Inspection
1606	Branch Chief, Pest Management and Prevention
4320	Business Taxes Administrator III, Board of Equalization
6776	Caltrans Accounting Administrator IV
2724	Career-Vocational Education Administrator II
2591	Chief Associate in Postsecondary Education Studies
6009	Chief Division of Corporate Filing and Services
6246	Chief Field Division Department of Water Resources
2797	Chief of Archives
4759	Chief of Facilities Planning
6885	Chief of Mobile Equipment Operations

<u>CLASS CODE</u>	<u>CLASS TITLE</u>
5450	Chief of Research Correctional Program
4649	Chief Planning Officer San Francisco Bay Conservation and Development Commission
4474	Chief Savings and Loan Examiner
0560	Chief Vector Control Section
6465	Chief Water and Power Dispatcher
6614	Chief, Accountancy Enforcement Program
4208	Chief, Division of Unclaimed Property, State Controller's Office
8000	Chief, Environmental Health Programs
4732	Chief, Governmental Affairs Office, State Energy Resources Conservation and Development Commission
7142	Chief, Marketing Branch, Prison Industries
4626	Chief, Office of Prevention Services, Department of Mental Health
5379	Chief, Public Participation Program, Department of Health Services
7146	Chief, Quality Assurance, Prison Industries
7760	Chief, Radiological Health Section
9516	Chief, Rehabilitation Bureau
5707	Chief, Technical Assistance and Analysis Division, Fair Political Practices Commission
2836	Child Development Administrator II
8255	Clinical Administrator
8340	Community Program Administrator II
4570	Comptroller Department of Water Resources

<u>CLASS CODE</u>	<u>CLASS TITLE</u>
1007	Conservation Administrator II, California Conservation Corps
4916	Consultant on Hospital Administration
8133	Coordinator of Nursing Services
1623	Coordinator, Legislative Information System
4912	Correctional Health Services Administrator II, Correctional Facility
5642	Criminal Justice Specialist III
1393	Data Processing Manager III
1387	Data Processing Manager IV
2143	Departmental Food Administrator
4568	Deputy Comptroller Department of Water Resources
4747	Deputy Director, Legislative, Governmental, and Public Affairs, California Coastal Commission
4521	Deputy Division Chief, California Energy Commission
4650	Deputy Executive Secretary, California Pollution Control Financing Authority
1929	Director of Development, California Museum of Science and Industry
2537	Director, Vocational Education, California Community Colleges
8426	Disability Evaluation Services Administrator III
4259	Division Chief Retirement Systems
5339	Division Chief, Secretary of State's Office
8722	Driver Safety Manager III
2729	Education Administrator for Special Programs
2658	Education Administrator II

<u>CLASS CODE</u>	<u>CLASS TITLE</u>
2639	Education Research and Evaluation Administrator II
4774	Employment Development Administrator
4609	Energy Program Specialist III (Forecasting)
4805	Energy Resource Specialist III (Managerial)
0769	Environmental Program Manager II
1759	Fairs Horse Racing Consultant
2521	Fairs Management Consultant
1786	Field Operations Manager, California State Lottery
4257	Health Program Audit Manager III, Department of Health Services
8429	Health Program Manager III
4780	Hospital Administrator
8788	Housing and Community Development Manager III
5198	Housing Finance Chief (Construction Services)
5192	Housing Finance Chief (Management Services)
5249	Housing Finance Chief (Rental)
5251	Housing Finance Chief (Single Family)
9537	Labor Relations Manager I
9539	Labor Relations Manager II
9314	Loss Control Certification Unit Manager
9309	Manager II State Compensation Insurance Fund
9306	Manager III State Compensation Insurance Fund

<u>CLASS CODE</u>	<u>CLASS TITLE</u>
9312	Manager IV, State Compensation Insurance Fund
4960	Manager of Exhibit Services
8285	Manager of Program Services Veterans Home and Medical Center
4750	Manager of Support Services Veterans Home and Medical Center
6896	Manager Transportation Services California Highway Patrol
8730	Manager V Department of Motor Vehicles
7141	Master Production Scheduler, Prison Industries
4143	Media Director, Fair Political Practices Commission
8370	Mental Health Program Administrator
4553	Mineral and Land Audit Program Manager
7646	Mortgage Insurance Officer
2864	Museum Director, California State Railroad Museum
4523	Office Manager I, California Energy Commission
4524	Office Manager II, California Energy Commission
4230	Operations Security Officer
5322	Personnel Program Manager I
5323	Personnel Program Manager II
4094	Principal Auditor, Bureau of State Audits
3692	Principal Geologist
5270	Principal Program Budget Analyst I
5271	Principal Program Budget Analyst II

<u>CLASS CODE</u>	<u>CLASS TITLE</u>
5273	Principal Program Budget Analyst III
5455	Principal Property Appraiser (Board of Equalization)
4497	Principal Public Utility Financial Examiner
4954	Principal Right of Way Agent
0100	Principal State Metrologist
4723	Principal Transportation Planner
7158	Prison Industries Administrator
9441	Program Administrator III (Hospital Operations)
8103	Program Director (Mental Disabilities-Forensic Facility)
8268	Program Director -Developmental Disabilities Programs-
8269	Program Director -Mental Disabilities Programs-
6459	Program Water and Power Dispatcher
4372	Public Land Manager II
3193	Rail Transportation Manager II
4702	Recycling Program Manager II
0010	Regional Coordinator Department of Food and Agriculture
9523	Regional Director II, Agricultural Labor Relations Board
9521	Regional Director, Agricultural Labor Relations Board
9524	Regional Director, Public Employment Relations Board
9789	Rehabilitation Administrator II
6401	Research Manager III (Demography)

<u>CLASS CODE</u>	<u>CLASS TITLE</u>
7423	Research Manager III (Geographic Information Systems)
5740	Research Manager III -General-
5741	Research Manager III -Social/Behavioral-
7148	Sales Manager, Prison Industries
3028	School Facilities Program Administrator III
1087	Senior Park and Recreation Specialist
4729	Special Adviser to a Commissioner, State Energy Resources Conservation and Development Commission
6965	Special Assistant, Department of Food and Agriculture (Animal Industry)
6969	Special Assistant, Department of Food and Agriculture (General)
6971	Special Assistant, Department of Food and Agriculture (Marketing Services)
6972	Special Assistant, Department of Food and Agriculture (Measurement Standards)
6973	Special Assistant, Department of Food and Agriculture (Pest Management)
6974	Special Assistant, Department of Food and Agriculture (Plant Industry)
2751	Special Education Administrator II
4969	Staff Services Manager II (Managerial)
4802	Staff Services Manager III
9682	Superintendent California School for the Deaf
9685	Superintendent Diagnostic School for Neurologically Handicapped Children
5301	Supervising Administrative Analyst Accounting Systems
4292	Supervising Auditor III, State Controller's Office
5626	Supervising Aviation Consultant

<u>CLASS CODE</u>	<u>CLASS TITLE</u>
4311	Supervising Bank Examiner
4440	Supervising Corporation Examiner
4719	Supervising Environmental Planner
2254	Supervising Fiscal Systems Analyst, Caltrans
7055	Supervising Health Care Service Plan Analyst
6231	Supervising Industrial Hygiene Specialist, State Compensation Insurance Fund
3841	Supervising Industrial Hygienist
5005	Supervising Land Agent (Managerial)
4163	Supervising Management Auditor
5164	Supervising Personnel Selection Consultant
5429	Supervising Program Review Analyst
5098	Supervising Property Agent
4961	Supervising Right of Way Agent
4164	Supervising State Financial Examiner III
7945	Supervising Toxicologist (Managerial)
4725	Supervising Transportation Planner
2302	Supervisor of Compensatory Education Program
2090	Tahoe Conservancy Program Manager
4337	Tax Administrator III, Employment Development Department
5850	Tax Service Specialist
5173	Telecommunications Systems Manager II (Managerial)

<u>CLASS CODE</u>	<u>CLASS TITLE</u>
4245	Treasury Program Manager III
2557	Vocational Education Supervisor, Correctional Program
9341	Workers' Compensation Compliance Manager
9213	Workers' Compensation Manager

ATTACHMENT C
MANAGERIAL BROADBAND (LEGAL)

<u>CLASS CODE</u>	<u>CLASS TITLE</u>
6101	Assistant Chief Administrative Law Judge, Public Utilities Commission
5871	Assistant Chief Counsel
5810	Assistant Chief Public Utilities Counsel
6044	Assistant Executive Secretary California Law Revision Commission
4053	Associate General Counsel, Unfair Labor Practices, Agricultural Labor Relations Board
6132	Chief Administrative Law Judge, Department of Health Services
6043	Chief Hearing Advisor, California Energy Commission
6127	Chief Hearing Officer/Executive Secretary, New Motor Vehicle Board
5935	Counsel, Multi-State Tax Affairs, Franchise Tax Board
5748	Principal Deputy Legislative Counsel II
9914	Regional Manager, Claims Adjudication
5704	Senior Assistant Attorney General
5863	Senior Assistant Attorney General, Special Prosecutions Unit
6065	Senior Fair Employment and Housing Counsel (Supervisor)
5882	Supervising Counsel, Legal Programs, Department of Corporations



ATTACHMENT D

MANAGERIAL BROADBAND (MEDICAL)

**CLASS
CODE**

CLASS TITLE

7823	Assistant Medical Officer, State Personnel Board
5447	Assistant Warden, Psychiatric Services, Correctional Facility
7830	Chief Dentist
9344	Chief Dentist, Correctional Facility
2578	Chief Deputy, Clinical Services, Correctional Facility
7547	Chief Medical Officer, Correctional Facility
7536	Chief Medical Officer, Veterans Home and Medical Center
7529	Chief of Medicine, Veterans Home and Medical Center
7600	Chief of Professional Education Mental Hospital
7610	Chief of Professional Education, Developmentally Disabled Hospital
7561	Chief Physician and Surgeon
9267	Chief Physician and Surgeon, Correctional Facility
7612	Chief Psychiatrist, Correctional Facility
7668	Chief, Office of County Health Services
7789	Medical Program Consultant, Department of Health Services
7606	Office of Program Review Consultant (Medical), State Hospitals
7601	Program Director -Medical-
9698	Program Director-Medical (Forensic Facility)
7674	Public Health Medical Administrator I



ATTACHMENT E

MANAGERIAL BROADBAND (ENGINEERING AND ARCHITECTURE)

<u>CLASS CODE</u>	<u>CLASS TITLE</u>
3870	Assistant Chief, Division of Occupational Safety and Health
3262	Assistant Division Chief/Regional Executive Officer, Water Resources Control Board
3878	Assistant Division Chief, Air Resources Board
4015	Chief Compliance Officer, Health Facilities Construction
3219	Chief Construction Branch Department of Water Resources
4025	Chief Construction Supervisor
3248	Chief Engineer, Reclamation Board
3208	Chief of Utility Operations, Water Resources
3773	Chief Petroleum Engineer
3765	Chief Reservoir Engineer State Lands Division
4168	Chief, Compliance Division, Air Resources Board
2541	Chief, Planning and Construction
3759	Chief, Research and Development, Extractive Development Program, State Lands Commission
4849	Electric Generation System Program Specialist III
4118	Principal Architect, Health Facilities
3183	Principal Bridge Engineer
3444	Principal Construction Engineer Water Resources
3442	Principal Construction Engineer, Department of Corrections
3255	Principal Engineer Water Resources
3819	Principal Engineer, Drinking Water Program

<u>CLASS CODE</u>	<u>CLASS TITLE</u>
3254	Principal Hydraulic Engineer
3671	Principal Hydroelectric Power Utility Engineer
3979	Principal Landscape Architect, Caltrans
3560	Principal Mechanical and Electrical Engineer Hydraulic Structures
3902	Principal Safety Engineer -Construction-
3877	Principal Safety Engineer -Electrical-
3881	Principal Safety Engineer -Elevator-
3911	Principal Safety Engineer -Industrial-
3885	Principal Safety Engineer -Mineral Industries Mining and Tunneling-
3883	Principal Safety Engineer -Pressure Vessels-
3908	Principal Safety Engineer -Staff Services-
4512	Principal Transportation Division Public Utilities Commission
3152	Principal Transportation Engineer, Caltrans
3851	Principal Water Resource Control Engineer
7143	Prison Industries Engineer
3503	Program Manager, Public Utilities Commission
3871	Regional Manager, Division of Occupational Safety and Health
9944	Supervising Air Quality Engineer, Department of Consumer Affairs
3014	Supervising Boundary Determination Officer
3184	Supervising Bridge Engineer
3133	Supervising Civil Engineer, Resources Agency

<u>CLASS CODE</u>	<u>CLASS TITLE</u>
3443	Supervising Construction Engineer, Department of Corrections
3745	Supervising Engineering Geologist, Caltrans
3633	Supervising Equipment Engineer
3050	Supervising Land Surveyor
3980	Supervising Landscape Architect
2973	Supervising Landscape Architect, Caltrans
3374	Supervising Materials and Research Engineer
2179	Supervising Mechanical and Electrical Engineer, Caltrans
3793	Supervising Mineral Resources Engineer
3156	Supervising Transportation Electrical Engineer
3155	Supervising Transportation Engineer, Caltrans
3850	Supervising Water Resource Control Engineer (Managerial)



ATTACHMENT F

MANAGERIAL BROADBAND (LAW ENFORCEMENT AND SAFETY)

**CLASS
CODE**

CLASS TITLE

8681	Assistant Bureau Chief, Division of Law Enforcement, Department of Justice
8531	Assistant Director Commission on Peace Officer Standards and Training
0294	Branch Chief, Livestock Identification
1605	Branch Chief, Marketing Services
1607	Branch Chief, Measurement Standards
0317	Branch Chief, Milk and Dairy Foods Control
8682	Bureau Chief, Division of Law Enforcement, Department of Justice
8360	California Police Captain
8186	Chief (Fire and Rescue Services)
8999	Chief Arson and Bomb Investigator
7545	Chief Fraud Bureau, Department of Insurance
8608	Chief Investigator, Department of Insurance
8683	Chief Investigator, Medi-Cal Fraud Unit, Department of Justice
8600	Chief Lottery Agent
9746	Chief of Investigations, Board of Prison Terms
9030	Chief, Food and Drug Branch
9008	Codes and Standards Administrator III
9645	Correctional Administrator, Department of Corrections
9650	Correctional Captain
8467	Criminalist Manager
4798	Department of Justice Administrator II

<u>CLASS CODE</u>	<u>CLASS TITLE</u>
4799	Department of Justice Administrator III
8534	Deputy Chief of Operations, Bureau of Narcotic Enforcement, Department of Justice
8483	Deputy Chief, Investigations and Enforcement, Department of Consumer Affairs
8673	Deputy Division Chief Alcoholic Beverage Control
0971	Deputy Regional Director-State Parks
2883	Director, California Specialized Training Institute
8966	Division Chief, California State Fire Marshal's Office
9646	Facility Captain, Correctional Institution
1031	Forestry and Fire Protection Administrator
8528	Law Enforcement Consultant II, Commission on Peace Officer Standards and Training
3944	Manager Motor Carrier Safety Program, California Highway Patrol
8770	Managing Deputy Commissioner IV
9754	Parole Administrator I Adult Parole
9753	Parole Administrator II Adult Parole
9563	Program Administrator, Correctional School (Managerial)
6843	Program Manager II, Department of Consumer Affairs
6317	Program Manager III, Office Of Emergency Services
1052	Senior Air Operations Officer
6876	Senior Forestry Equipment Manager
8529	Senior Law Enforcement Consultant Commission on Peace Officer Standards and Training

**CLASS
CODE**

CLASS TITLE

8522	Senior Special Agent-in-Charge, Department of Justice
8523	Special Agent-in-Charge, Department of Justice
1037	Unit Chief
9558	Youth Authority Administrator, Community and Staff Services
9556	Youth Authority Administrator, Rehabilitation Services
9739	Youthful Offender Parole Board Representative



ATTACHMENT G

MANAGERIAL INTEREST GROUPS

**Ron Alexander, President
Corrections Ancillary Staff Supervisors**

**Elwood K. Allshouse, President
CDF Firefighters**

**Pete Cannon, President
Motor Vehicle Managers and Supervisors Association**

**Jan Carr, President
Coalition of Communications**

**Clyde B. Creel, President
California State Managers and Supervisors Association**

**Jim D. Eddington, President
California Association of Public Health Managers and Supervisors**

**Ronald Franklin, President
Association of California State Supervisors**

**Robert F. Katz, President
Association of California State Attorneys and Administrative Law Judges**

**Tim Landrus, President
Association of Supervising Special Investigators**

**Dennis Mayhew, President
California Association of Professional Scientists**

**Chester Mordasini, President
California Teamsters Public, Professional and Medical Employees Union**

**Donald Novey, President
California Correctional Peace Officers Association**

**Jerry Oliver, President
Department of Transportation Supervisors**

**Mike Rastegar, President
Professional Engineers in California Government**

**Ron Snider, President
California Association of Highway Patrolmen**

Attachment G
Page 2

Richard L. Tatum
California Correctional Supervisors Org., Inc.

W. Jean Thomas, Acting President
Union of PERB Employees (UPE)

Randy Trefry, President
California State Supervisory Peace Officers' Association

Mike Van Buskirk, President
Motor Carrier Supervisors' Benefits Committee

CALIFORNIA STATE PERSONNEL BOARD

SPECIFICATION

Schematic Code: ZZ82
Class Code: 7709
Established:
Revised: --
Title Changed: --

MANAGERIAL BROADBAND (GENERAL)

DEFINITION

With broad discretion, incumbents work in a wide variety of administrative and line program functions with responsibilities for program and policy development and implementation.

Positions in this broadband meet the managerial concepts stated in Government Code 3513 (e), which defines a managerial employee as "any employee having significant responsibilities for formulating or administering agency or departmental policies and programs or administering an agency or department." Three functions which identify an employee assigned to such a position are (1) administering an agency or department; (2) formulating agency or departmental policies and programs; or (3) administering agency or departmental policies and programs.

TYPICAL TASKS

Incumbents in this broadband resolve problems and reach workable solutions; involve relevant people in decision-making; model high standards of honesty and integrity; maintain a high level of professional expertise; clarify programmatic issues; encourage the highest professional standards; encourage open communication and input from staff and others; adjust to meet changing priorities; promote teamwork within the organization; take corrective action when problems arise; create an environment of employee fairness; empower staff with authority to make decisions; exercise the final review and approval of work output; ensure activities and services reflect management policies; establish program goals and objectives; develop budgetary plans and authorize expenditure of funds; evaluate program performance and effectiveness; conduct briefings and other meetings; provide opportunities for a diverse workforce; promote safety in the workplace; perform other related tasks and exhibit other related competencies.

Using departments may cite additional "Typical Tasks" necessary to describe individual managerial positions.

MINIMUM QUALIFICATIONS

Five years of increasingly responsible administrative, technical, or analytical experience in the occupational discipline described in the individual position description(s), two years of which must have been in a supervisory or managerial capacity. Specific program experience, education, licensing, or certification requirements of a specific position may also be required as indicated in the individual position description and job bulletin for each position.

KNOWLEDGE, SKILLS, ABILITIES, AND COMPETENCIES

Knowledge of: Administrative and program laws, rules, and regulations; and technical aspects of the discipline.

Skill in: Identifying and analyzing problems and trends; building trust; negotiating for mutually acceptable solutions; and imparting organizational vision to others.

Ability to: Express succinct, well-organized facts and ideas; make logical judgments; effectively deal with pressure and ambiguity in the workplace; find solutions to complex problems; encourage and facilitate cooperation, teamwork, and pride; manage and resolve conflicts; coordinate within the organization to accomplish goals; and anticipate potential challenges or opportunities.

Competencies: Models high standards of honesty, integrity, and trust; demonstrates openness to change and new information; exhibits commitment to improving services and effectiveness; recognizes own strengths and weaknesses; considers and responds to the needs and feelings of others; facilitates an open exchange of ideas; is sensitive to cultural diversity in the workplace; and adapts leadership style to a variety of situations.

ADDITIONAL DESIRABLE QUALIFICATIONS

Some positions within this broadband may cite specified education or experience in addition to that stated in the "Minimum Qualifications."

Using departments may cite additional "Knowledge, Skills, Abilities, and Competencies" necessary to describe individual managerial positions.

Some positions within this broadband may require "Special Personal Characteristics" to be determined by the examining department.

CALIFORNIA STATE PERSONNEL BOARD

SPECIFICATION

Schematic Code: ZZ86
Class Code: 7711
Established:
Revised: --
Title Changed: --

MANAGERIAL BROADBAND (LEGAL)

DEFINITION

With broad discretion, incumbents work in a wide variety of legal functions with responsibilities for program and policy development and implementation.

Positions in this broadband meet the managerial concepts stated in Government Code 3513 (e), which defines a managerial employee as "any employee having significant responsibilities for formulating or administering agency or departmental policies and programs or administering an agency or department." Three functions which identify an employee assigned to such a position are (1) administering an agency or department; (2) formulating agency or departmental policies and programs; or (3) administering agency or departmental policies and programs.

TYPICAL TASKS

Incumbents in this broadband resolve problems and reach workable solutions; involve relevant people in decision-making; model high standards of honesty and integrity; maintain a high level of professional expertise; clarify programmatic issues; encourage the highest professional standards; encourage open communication and input from staff and others; adjust to meet changing priorities; promote teamwork within the organization; take corrective action when problems arise; create an environment of employee fairness; empower staff with authority to make decisions; exercise the final review and approval of work output; ensure activities and services reflect management policies; establish program goals and objectives; develop budgetary plans and authorize expenditure of funds; evaluate program performance and effectiveness; conduct briefings and other meetings; provide opportunities for a diverse workforce; promote safety in the workplace; and perform other related tasks and exhibit other related competencies.

Using departments may cite additional "Typical Tasks" necessary to describe individual managerial positions.

MINIMUM QUALIFICATIONS

The majority of positions in this broadband require active membership in the State Bar of California or Bar Associations of other states as a requirement of eligibility for appointment. Examination announcements will state this requirement if necessary for eligibility for appointment.

Five years of increasingly responsible legal experience in the occupational discipline described in the individual position description(s), two years of which must have been in a supervisory or managerial capacity. Specific program requirements¹ relative to a specific position may also be required as indicated in the individual position description and job bulletin for each position.

KNOWLEDGE, SKILLS, ABILITIES, AND COMPETENCIES

Knowledge of: Administrative and program laws, rules, and regulations; and technical aspects of the discipline.

Skill in: Identifying and analyzing problems and trends; building trust; negotiating for mutually acceptable solutions; and imparting organizational vision to others.

Ability to: Express succinct, well-organized facts and ideas; make logical judgments; effectively deal with pressure and ambiguity in the workplace; find solutions to complex problems; encourage and facilitate cooperation, teamwork, and pride; manage and resolve conflicts; coordinate within the organization to accomplish goals; and anticipate potential challenges or opportunities.

Competencies: Models high standards of honesty, integrity, and trust; demonstrates openness to change and new information; exhibits commitment to improving services and effectiveness; recognizes own strengths and weaknesses; considers and responds to the needs and feelings of others; facilitates an open exchange of ideas; is sensitive to cultural diversity in the workplace; and adapts leadership style to a variety of situations.

ADDITIONAL DESIRABLE QUALIFICATIONS

Some positions within this broadband may cite specified education or experience in addition to that stated in the "Minimum Qualifications."

¹ Experience in the "practice of law" or "performing legal duties" or "legal experience" is defined as only that legal experience acquired after admission to The Bar. Some positions may allow experience acquired after admission to Bar Associations of other states.

Using departments may cite additional "Knowledge, Skills, Abilities, and Competencies" necessary to describe individual managerial positions.

Some positions within this broadband may require "Special Personal Characteristics" to be determined by the examining department.



CALIFORNIA STATE PERSONNEL BOARD

SPECIFICATION

Schematic Code: ZZ88
Class Code: 7712
Established:
Revised: --
Title Changed: --

MANAGERIAL BROADBAND (MEDICAL)

DEFINITION

With broad discretion, incumbents work in a wide variety of medically-related line program functions with responsibilities for program and policy development and implementation.

Positions in this broadband meet the managerial concepts stated in Government Code 3513 (e), which defines a managerial employee as "any employee having significant responsibilities for formulating or administering agency or departmental policies and programs or administering an agency or department." Three functions which identify an employee assigned to such a position are (1) administering an agency or department; (2) formulating agency or departmental policies and programs; or (3) administering agency or departmental policies and programs.

TYPICAL TASKS

Incumbents in this broadband resolve problems and reach workable solutions; involve relevant people in decision-making; model high standards of honesty and integrity; maintain a high level of professional expertise; clarify programmatic issues; encourage the highest professional standards; encourage open communication and input from staff and others; adjust to meet changing priorities; promote teamwork within the organization; take corrective action when problems arise; create an environment of employee fairness; empower staff with authority to make decisions; exercise the final review and approval of work output; ensure activities and services reflect management policies; establish program goals and objectives; develop budgetary plans and authorize expenditure of funds; evaluate program performance and effectiveness; conduct briefings and other meetings; provide opportunities for a diverse workforce; promote safety in the workplace; and perform other related tasks and exhibit other related competencies.

Using departments may cite additional "Typical Tasks" necessary to describe individual managerial positions.

MINIMUM QUALIFICATIONS

Possession of the legal requirements for the practice of the specific medical or dental discipline as determined by the Medical Board of California or the California Board of Osteopathic Examiners or the California Board of Dental Examiners. (Applicants may be admitted to the examination prior to meeting these requirements, but must meet the requirements before being eligible for appointment.)

Five years of increasingly responsible administrative or medical experience in the occupational discipline described in the individual position description(s), two years of which must have been in a supervisory or managerial capacity. Specific program experience, education, licensing, or certification requirements of a specific position may also be required as indicated in the individual position description and job bulletin for each position.

KNOWLEDGE, SKILLS, ABILITIES, AND COMPETENCIES

Knowledge of: Administrative and program laws, rules, and regulations; and technical aspects of the discipline.

Skill in: Identifying and analyzing problems and trends; building trust; negotiating for mutually acceptable solutions; and imparting organizational vision to others.

Ability to: Express succinct, well-organized facts and ideas; make logical judgments; effectively deal with pressure and ambiguity in the workplace; find solutions to complex problems; encourage and facilitate cooperation, teamwork, and pride; manage and resolve conflicts; coordinate within the organization to accomplish goals; and anticipate potential challenges or opportunities.

Competencies: Models high standards of honesty, integrity, and trust; demonstrates openness to change and new information; exhibits commitment to improving services and effectiveness; recognizes own strengths and weaknesses; considers and responds to the needs and feelings of others; facilitates an open exchange of ideas; is sensitive to cultural diversity in the workplace; and adapts leadership style to a variety of situations.

DRUG TESTING REQUIREMENTS

Some positions within this broadband require that applicants be required to pass a drug screening test. Testing of current employees who are applicants in an examination is permitted only if the person does not have a current appointment to a class for which drug testing is a requirement.

SPECIAL PHYSICAL OR PERSONAL CHARACTERISTICS

Some positions within this broadband may require "Special Physical or Personal Characteristics" to be determined by the examining department.

ADDITIONAL DESIRABLE QUALIFICATIONS

Some positions within the broadband may cite specified education or experience in addition to that stated in the "Minimum Qualifications."

Using departments may cite additional "Knowledge, Skills, Abilities, and Competencies" necessary to describe individual managerial positions.



CALIFORNIA STATE PERSONNEL BOARD

SPECIFICATION

Schematic Code: ZZ80
Class Code: 7708
Established:
Revised: --
Title Changed: --

MANAGERIAL BROADBAND (ENGINEERING AND ARCHITECTURE)

DEFINITION

With broad discretion, incumbents work in a wide variety of engineering and architectural line program functions with responsibilities for program and policy development and implementation.

Positions in this broadband meet the managerial concepts stated in Government Code 3513 (e), which defines a managerial employee as "any employee having significant responsibilities for formulating or administering agency or departmental policies and programs or administering an agency or department." Three functions which identify an employee assigned to such a position are (1) administering an agency or department; (2) formulating agency or departmental policies and programs; or (3) administering agency or departmental policies and programs.

TYPICAL TASKS

Incumbents in this broadband resolve problems and reach workable solutions; involve relevant people in decision-making; model high standards of honesty and integrity; maintain a high level of professional expertise; clarify programmatic issues; encourage the highest professional standards; encourage open communication and input from staff and others; adjust to meet changing priorities; promote teamwork within the organization; take corrective action when problems arise; create an environment of employee fairness; empower staff with authority to make decisions; exercise the final review and approval of work output; ensure activities and services reflect management policies; establish program goals and objectives; develop budgetary plans and authorize expenditure of funds; evaluate program performance and effectiveness; conduct briefings and other meetings; provide opportunities for a diverse workforce; promote safety in the workplace; and perform other related tasks and exhibit other related competencies.

Using departments may cite additional "Typical Tasks" necessary to describe individual managerial positions.

MINIMUM QUALIFICATIONS

Some positions within this broadband may require certification in the specific discipline required to successfully perform the tasks of the position.

Engineering positions within this broadband may require possession of a valid certificate of registration as a civil engineer issued by the California State Board of Registration for Professional Engineers.

Five years of increasingly responsible administrative or technical experience in the occupational discipline described in the individual position description(s), two years of which must have been in a supervisory or managerial capacity. Specific program requirements, education, licensing, or certification requirements may also be required as indicated in the individual position description and job bulletin for each position.

KNOWLEDGE, SKILLS, ABILITIES, AND COMPETENCIES

Knowledge of: Administrative and program laws, rules, and regulations; and technical aspects of the discipline.

Skill in: Identifying and analyzing problems and trends; building trust; negotiating for mutually acceptable solutions; and imparting organizational vision to others.

Ability to: Express succinct, well-organized facts and ideas; make logical judgments; effectively deal with pressure and ambiguity in the workplace; find solutions to complex problems; encourage and facilitate cooperation, teamwork, and pride; manage and resolve conflicts; coordinate within the organization to accomplish goals; and anticipate potential challenges or opportunities.

Competencies: Models high standards of honesty, integrity, and trust; demonstrates openness to change and new information; exhibits commitment to improving services and effectiveness; recognizes own strengths and weaknesses; considers and responds to the needs and feelings of others; facilitates an open exchange of ideas; is sensitive to cultural diversity in the workplace; and adapts leadership style to a variety of situations.

ADDITIONAL DESIRABLE QUALIFICATIONS

Some positions within this broadband may cite specified education or experience in addition to that stated in the "Minimum Qualifications."

Using departments may cite additional "Knowledge, Skills, Abilities, and Competencies" necessary to describe individual managerial positions.

Some positions within this broadband may require "Special Personal Characteristics" to be determined by the examining department.



CALIFORNIA STATE PERSONNEL BOARD

SPECIFICATION

Schematic Code: ZZ84
Class Code: 7710
Established:
Revised: --
Title Changed: --

MANAGERIAL BROADBAND (LAW ENFORCEMENT AND SAFETY)

DEFINITION

With broad discretion, incumbents work in a wide variety of law enforcement-related line program functions with responsibilities for program and policy development and implementation.

Positions in this broadband meet the managerial concepts stated in Government Code 3513 (e), which defines a managerial employee as "any employee having significant responsibilities for formulating or administering agency or departmental policies and programs or administering an agency or department." Three functions which identify an employee assigned to such a position are (1) administering an agency or department; (2) formulating agency or departmental policies and programs; or (3) administering agency or departmental policies and programs.

TYPICAL TASKS

Incumbents in this broadband resolve problems and reach workable solutions; involve relevant people in decision-making; model high standards of honesty and integrity; maintain a high level of professional expertise; clarify programmatic issues; encourage the highest professional standards; encourage open communication and input from staff and others; adjust to meet changing priorities; promote teamwork within the organization; take corrective action when problems arise; create an environment of employee fairness; empower staff with authority to make decisions; exercise the final review and approval of work output; ensure activities and services reflect management policies; establish program goals and objectives; develop budgetary plans and authorize expenditure of funds; evaluate program performance and effectiveness; conduct briefings and other meetings; provide opportunities for a diverse workforce; promote safety in the workplace; and perform other related tasks and exhibit other related competencies.

Using departments may cite additional "Typical Tasks" necessary to describe individual managerial positions.

MINIMUM QUALIFICATIONS

Five years of increasingly responsible administrative, technical, or analytical experience in the occupational discipline described in the individual position description(s), two years of which must have been in a supervisory or managerial capacity. Specific program experience, education, licensing, or certification requirements of a specific position may also be required as indicated in the individual position description and job bulletin for each position.

KNOWLEDGE, SKILLS, ABILITIES AND COMPETENCIES

Knowledge of: Administrative and program laws, rules, and regulations; and technical aspects of the discipline.

Skill in: Identifying and analyzing problems and trends; building trust; negotiating for mutually acceptable solutions; and imparting organizational vision to others.

Ability to: Express succinct, well-organized facts and ideas; make logical judgments; effectively deal with pressure and ambiguity in the workplace; find solutions to complex problems; encourage and facilitate cooperation, teamwork, and pride; manage and resolve conflicts; coordinate within the organization to accomplish goals; and anticipate potential challenges or opportunities.

Competencies: Models high standards of honesty, integrity, and trust; demonstrates openness to change and new information; exhibits commitment to improving services and effectiveness; recognizes own strengths and weaknesses; considers and responds to the needs and feelings of others; facilitates an open exchange of ideas; is sensitive to cultural diversity in the workplace; and adapts leadership style to a variety of situations.

SPECIAL REQUIREMENTS

Some positions within this broadband may require the following:

Under the provisions of Penal Code Section 832, successful completion of a training course in laws of arrest, search and seizure, and in firearms and chemical agents is a requirement for permanent status in a specific position.

Government Code 1029 provides that persons convicted of a felony are disqualified from employment as peace officers. Such persons are not eligible to compete for, or be appointed to, specific positions in this broadband.

Government Code 1029.1 requires that a thorough background investigation be completed prior to appointment date. Persons unsuccessful in the investigation cannot be appointed as a peace officer in this broadband.

Government Code Section 1031 (c) provides that a candidate for a peace officer position be fingerprinted for search of local, State, and national fingerprint files to disclose any criminal record.

Government Code Section 1031 (f) provides that any physical and psychological suitability examinations administered be completed prior to appointment date. Persons who are not successful in these examinations cannot be appointed as a peace officer.

Any person prohibited by State or Federal law from possessing, using, or having in his/her custody or control, any firearm, firearm device, or other weapon or device authorized for use by the California Department of Corrections is not eligible to compete for, be appointed to, or continue employment in specific positions in this broadband.

CITIZENSHIP REQUIREMENT

Some positions within this broadband require that:

Pursuant to Government Code Section 1031 (a), in order to be appointed to a peace officer position, a person must be either a United States citizen or be a permanent resident alien who is eligible for and has applied for United States citizenship. Any permanent resident alien who is employed as a peace officer shall be disqualified from holding that position if his/her application for citizenship is denied.

DRUG TESTING REQUIREMENT

Some positions within this broadband require that:

Applicants are required to pass a drug screening test. (The drug screening test will be waived for employees who are currently in a designated "Sensitive" position or class for which drug testing is required under State Personnel Board Rule 213.)

AGE LIMITATION

Some positions within this broadband require specific age limitations, for which the applicant's birth date must be stated on the application for examination.

ADDITIONAL DESIRABLE QUALIFICATIONS

Some positions within this broadband may cite specified education or experience in addition to that stated in the "Minimum Qualifications."

Using departments may cite additional "Knowledge, Skills, Abilities, and Competencies" necessary to describe individual managerial positions.

Some positions within this broadband require "Special Personal Characteristics" to be determined by the examining department.

SALARY STRUCTURE RECOMMENDATIONS

The attached charts depict the salary structures of the classes within the Managerial Broadband. Each salary structure shown is derived from existing rates for managerial classes and is identified by the name of the specific broadband class for which it is established. There are a few managerial classes with salary rates that are either too low or too high to fall within the bands. These classes will remain as separate classes and incumbents will not be reallocated to the Managerial Broadband class.

Each salary structure has intervening salary levels established at approximately 10 percent intervals from the minimum rate. These intervening levels will be shown as "ranges" within the broadband and are established to prevent vacant positions from being budgeted at the minimum salary rate of the broadband. Schedule 8 information will report the lowest salary rate of the intervening salary level for vacant positions, rather than the minimum salary rate of the specific broadband.

There are no allocation criteria allotted to salary levels, and incumbents may be moved from salary rate to salary rate based upon Pay for Performance, or as indicated below. The broadband "Definition" describes the managerial class concept, and departments may establish an appropriate salary rate for each broadband position based upon the skills of the incumbent, perceived impact of the position within the organizational structure, and available funding. There is no overall salary cap for positions within the Managerial Broadband. Current incumbents in managerial classes will be reallocated into the appropriate broadband class with no increase in salary with the exception of a few incumbents that will receive a slight increase in salary upon movement into the broadband in order to bring their current salary rates to the minimum salary rate of the applicable broadband. Current incumbents who are not at the maximum salary rate of their current class will maintain their MSA dates until they reach the maximum rate of their class; thereafter, salary increases will be based on Pay for Performance.

Once the incumbents are in the broadbands, they may receive up to a 10 percent increase in salary during any 12-month period based upon Pay for Performance. Incumbents in the Managerial Broadband must go through a competitive examination before they can be appointed to a different position that will result in a salary increase of 10 percent or greater (A01 transactions). Incumbents may "transfer" from one position in the broadband to another at the same level (A02 transactions). Incumbents newly appointed to the broadband may receive any salary between the minimum and the maximum rates determined by the department.

Limited-duration increases of 5 percent in salary may occur for enhanced assignments of managerial broadband incumbents for periods up to two years. Enhanced assignments may include special project assignments, higher level duties assumed temporarily due to a vacancy or leave of absence of a higher level managerial position, or other short-term job changes deemed extraordinary by executive management. No status rights will accrue from the limited-duration salary increase.

Broadband incumbents may also receive 12 months of exceptional recognition pay for previously sustained outstanding performance, but incumbents must have been at the same salary rate for 12 months. Five percent exceptional recognition pay may be granted only for 12 months within a 36-month period. For example, a managerial broadband incumbent gets

5 percent exceptional recognition pay from January 1 through December 31, 1997 and is not eligible for exceptional recognition pay again until January 1, 2000. A change in assignment or level of responsibility negates the 36-month waiting period. Individuals do not accrue status as a result of limited-duration increases or exceptional recognition pay increases and shall be terminated without fault at the end of the assigned period.

Alternate Ranges 08, 43, 73, and 242 will no longer be applicable. The proposed salary ranges for the Managerial Broadband classes have incorporated the existing salary of the alternate ranges. The Managerial Broadband allows for the departments to establish an appropriate salary level for each position and may take into consideration the criteria outlined in the alternate ranges. Alternate Range 41 will no longer be applicable. An Out-of-State Pay Differential will replace alternate Range 41.

The following Pay Differentials for the classes identified will no longer be applicable:

Assistant Chief Counsel and Chief Counsel II, CEA Pay Differential

Assistant Chief Counsel
Counsel, Multistate Tax Affairs, Franchise Tax Board

Attorney Differential Pay

Assistant Chief Counsel

Educational/Professional Differential

Special Agent-in-Charge, Department of Justice
Senior Special Agent-in-Charge, Department of Justice
Assistant Bureau Chief, Division of Law Enforcement, Department of Justice
Deputy Chief of Operations, Bureau of Narcotic Enforcement, Department of Justice

Regional Director, Agricultural Labor Relations Board Differential Pay

Regional Director, Agricultural Labor Relations Board

The Managerial Broadband allows for the departments to establish an appropriate salary level for each position in the broadband class and may take into consideration the criteria outlined in the pay differential cited above. Current incumbents in managerial classes that are receiving compensation under the pay differentials cited above will be reallocated into the appropriate broadband class based on their combined salary rate (base salary plus pay differential).

Salary Upon Reinstatement

Incumbents may have permissive or mandatory reinstatement rights to the managerial broadband. The maximum salary rate of the broadband will be used for permissive or mandatory movement. Existing salary rules will be used to determine an incumbent's salary rate upon reinstatement.



MANAGERIAL BROADBAND (GENERAL)

5%

6770

6448

6141

5849

5570

5305

5052

4811

6715
6448
5849
5305
4811



**MANAGERIAL BROADBAND (GENERAL)
M01, 03, 10, 12, 17, 18, 19, 21 CLASSES**

<u>CLASS CODE</u>	<u>CLASS TITLE</u>	<u>CURRENT SALARY</u>
4545	Accounting Administrator III	\$5283-5824
5420	Actuary State Compensation Insurance Fund	A \$5283-5824 B \$5808-6404
9510	Administrator II, Fair Employment and Housing	\$5283-5824
4352	Administrator III Franchise Tax Board	\$5283-5824
4346	Administrator IV, Franchise Tax Board	\$5808-6404
5351	Administrator, Deferred Compensation Programs	\$5039-5556
2822	Administrator, Industrial Education Program, California Museum of Science and Industry	\$5176-5706
2802	Administrator, Science Program, California Museum of Science and Industry	\$5176-5706
8364	Alcohol Program Administrator	\$5283-5824
9482	Area Administrator, Division of Apprenticeship Standards	\$5032-5547
4200	Assistant Chief Division of Accounting State Controllers Office	\$5283-5824
9479	Assistant Chief Division of Apprenticeship Standards	\$5541-6109
4202	Assistant Chief Division of Local Government Fiscal Affairs State Controllers Office	\$5283-5824
2299	Assistant Chief of Education, Correctional Program	\$5278-5818
3880	Assistant Chief, Cal/Osha Consultation Service	\$5943-6553
9538	Assistant Chief, Division of Labor Standards Enforcement	\$5541-6109
4008	Assistant Chief, Division of Tax Administration, State Controller's Office	\$5283-5824
4209	Assistant Chief, Division of Unclaimed Property, State Controller's Office	\$5283-5824
4516	Assistant Chief, Investments, State Teachers' Retirement System	\$5283-5824

<u>CLASS CODE</u>	<u>CLASS TITLE</u>	<u>CURRENT SALARY</u>
6727	Assistant Chief, Marine Facilities Inspection and Management Division	\$5283-5824
2830	Assistant Director of Child Development	\$5828-6425
4621	Assistant Division Chief/Program Manager Department of Motor Vehicles	\$5283-5824
5916	Assistant Executive Director, California Transportation Commission	\$5808-6404
8878	Assistant Executive Officer II, Professional and Vocational Regulation	\$4689-5170
4781	Assistant Hospital Administrator	\$4811-5305
4977	Assistant Manager, Land Operations	\$5541-6109
0028	Branch Chief I, Inspection Services	\$4919-5424
0396	Branch Chief II, Inspection Services	\$5408-5963
0247	Branch Chief, Animal Health	\$5408-5963
8027	Branch Chief, Chemistry Laboratory Services	\$5408-5963
0271	Branch Chief, Meat Inspection	\$5408-5963
1606	Branch Chief, Pest Management and Prevention	\$5408-5963
4320	Business Taxes Administrator III, Board of Equalization	\$5808-6404
6776	Caltrans Accounting Administrator IV	\$5808-6404
2724	Career-Vocational Education Administrator II	\$5691-6274
2591	Chief Associate in Postsecondary Education Studies	\$5691-6274
6009	Chief Division of Corporate Filing and Services	\$5283-5824
6246	Chief Field Division Department of Water Resources	\$5943-6553
2797	Chief of Archives	\$4811-5305

<u>CLASS CODE</u>	<u>CLASS TITLE</u>	<u>CURRENT SALARY</u>
4759	Chief of Facilities Planning	\$5032-5547
6885	Chief of Mobile Equipment Operations	\$4799-5291
5450	Chief of Research Correctional Program	\$5283-5824
4649	Chief Planning Officer San Francisco Bay Conservation and Development Commission	\$5541-6109
4474	Chief Savings and Loan Examiner	\$5541-6109
0560	Chief Vector Control Section	\$5408-5963
6465	Chief Water and Power Dispatcher	\$5800-6395
6614	Chief, Accountancy Enforcement Program	\$5283-5824
4208	Chief, Division of Unclaimed Property, State Controller's Office	\$5808-6404
8000	Chief, Environmental Health Programs	\$5531-6099
4732	Chief, Governmental Affairs Office, State Energy Resources Conservation and Development Commission	\$5541-6109
7142	Chief, Marketing Branch, Prison Industries	\$5541-6109
4626	Chief, Office of Prevention Services, Department of Mental Health	\$5541-6109
5379	Chief, Public Participation Program, Department of Health Services	\$4811-5305
7146	Chief, Quality Assurance, Prison Industries	\$5541-6109
7760	Chief, Radiological Health Section	\$5662-6243
9516	Chief, Rehabilitation Bureau	\$4799-5291
5707	Chief, Technical Assistance and Analysis Division, Fair Political Practices Commission	\$5032-5547
2836	Child Development Administrator II	\$5691-6274
8255	Clinical Administrator	\$5155-5684

<u>CLASS CODE</u>	<u>CLASS TITLE</u>	<u>CURRENT SALARY</u>
8340	Community Program Administrator II	\$5541-6109
4570	Comptroller Department of Water Resources	\$6090-6715
1007	Conservation Administrator II, California Conservation Corps	\$4472-4931
4916	Consultant on Hospital Administration	\$5283-5824
8133	Coordinator of Nursing Services	\$4693-5174
1623	Coordinator, Legislative Information System	\$5808-6404
4912	Correctional Health Services Administrator II, Correctional Facility	\$5032-5547
5642	Criminal Justice Specialist III	\$4582-5052
1393	Data Processing Manager III	\$5283-5824
1387	Data Processing Manager IV	\$5808-6404
2143	Departmental Food Administrator	\$4771-5260
4568	Deputy Comptroller Department of Water Resources	\$5283-5824
4747	Deputy Director, Legislative, Governmental, and Public Affairs, California Coastal Commission	\$6090-6715
4521	Deputy Division Chief, California Energy Commission	\$5541-6109
4650	Deputy Executive Secretary, California Pollution Control Financing Authority	\$5283-5824
1929	Director of Development, California Museum of Science and Industry	\$5541-6109
2537	Director, Vocational Education, California Community Colleges	\$5691-6274
8426	Disability Evaluation Services Administrator III	\$5032-5547
4259	Division Chief Retirement Systems	\$4799-5291
5339	Division Chief, Secretary of State's Office	\$4811-5305

<u>CLASS CODE</u>	<u>CLASS TITLE</u>	<u>CURRENT SALARY</u>
8722	Driver Safety Manager II	\$4582-5052
2729	Education Administrator for Special Programs	\$5155-5684
2658	Education Administrator II	\$5691-6274
2639	Education Research and Evaluation Administrator II	\$5691-6274
4774	Employment Development Administrator	\$5032-5547
4609	Energy Program Specialist III (Forecasting)	\$5032-5547
4805	Energy Resource Specialist III (Managerial)	\$4582-5052
0769	Environmental Program Manager II	\$5943-6553
1759	Fairs Horse Racing Consultant	\$4582-5052
2521	Fairs Management Consultant	\$4582-5052
1786	Field Operations Manager, California State Lottery	\$5032-5547
4257	Health Program Audit Manager III, Department of Health Services	\$5283-5824
8429	Health Program Manager III	\$5032-5547
4780	Hospital Administrator	\$6090-6715
8788	Housing and Community Development Manager III	\$5283-5824
5198	Housing Finance Chief (Construction Services)	\$5808-6404
5192	Housing Finance Chief (Management Services)	\$5808-6404
5249	Housing Finance Chief (Rental)	\$5808-6404
5251	Housing Finance Chief (Single Family)	\$5808-6404
9537	Labor Relations Manager I	\$4811-5305
9539	Labor Relations Manager II	\$5283-5824
9314	Loss Control Certification Unit Manager	\$4910-5414

Managerial Broadband (General)

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<u>CLASS CODE</u>	<u>CLASS TITLE</u>	<u>CURRENT SALARY</u>
9309	Manager II State Compensation Insurance Fund	\$4811-5305
9306	Manager III State Compensation Insurance Fund	\$5283-5824
9312	Manager IV, State Compensation Insurance Fund	\$5808-6404
4960	Manager of Exhibit Services	\$4582-5052
8285	Manager of Program Services Veterans Home and Medical Center	\$5032-5547
4750	Manager of Support Services Veterans Home and Medical Center	\$4582-5052
6896	Manager Transportation Services California Highway Patrol	\$4799-5291
8730	Manager V Department of Motor Vehicles	\$4582-5052
7141	Master Production Scheduler, Prison Industries	\$5118-5642
4143	Media Director, Fair Political Practices Commission	\$4582-5052
8370	Mental Health Program Administrator	\$5283-5824
4553	Mineral and Land Audit Program Manager	\$4811-5305
7646	Mortgage Insurance Officer	\$4538-5003
2864	Museum Director, California State Railroad Museum	\$5023-5538
4523	Office Manager I, California Energy Commission	\$5032-5547
4524	Office Manager II, California Energy Commission	\$5541-6109
4230	Operations Security Officer	\$4811-5305
5322	Personnel Program Manager I	\$5039-5556
5323	Personnel Program Manager II	\$5283-5824
3692	Principal Geologist	\$5943-6553
5270	Principal Program Budget Analyst I	\$5032-5547

<u>CLASS CODE</u>	<u>CLASS TITLE</u>	<u>CURRENT SALARY</u>
5271	Principal Program Budget Analyst II	\$5283-5824
5273	Principal Program Budget Analyst III	\$5541-6109
5455	Principal Property Appraiser (Board of Equalization)	\$5283-5824
4497	Principal Public Utility Financial Examiner	\$5283-5824
4954	Principal Right of Way Agent	\$5808-6404
0100	Principal State Metrologist	\$4919-5424
4723	Principal Transportation Planner	\$5808-6404
4094	Principal Auditor, Bureau of State Audits	\$6090-6715
7158	Prison Industries Administrator	\$5541-6109
9441	Program Administrator III (Hospital Operations)	\$5155-5684
8103	Program Director (Mental Disabilities- Forensic Facility)	\$4693-5174
8268	Program Director-Developmental Disabilities Programs-	\$4693-5174
8269	Program Director- Mental Disabilities Programs-	\$4693-5174
6459	Program Water and Power Dispatcher	\$5531-6099
4372	Public Land Manager II	\$5032-5547
3193	Rail Transportation Manager II	\$5408-5963
4702	Recycling Program Manager II	\$5278-5818
0010	Regional Coordinator Department of Food and Agriculture	\$5408-5963
9523	Regional Director II, Agricultural Labor Relations Board	\$5808-6404
9521	Regional Director, Agricultural Labor Relations Board	\$5283-5824
9524	Regional Director, Public Employment Relations Board	\$5283-5824
9789	Rehabilitation Administrator II	\$4599-5070

<u>CLASS CODE</u>	<u>CLASS TITLE</u>	<u>CURRENT SALARY</u>
6401	Research Manager III (Demography)	\$5283-5824
7423	Research Manager III (Geographic Information Systems)	\$5283-5824
5740	Research Manager III-General-	\$5283-5824
5741	Research Manager III-Social/Behavioral	\$5283-5824
7148	Sales Manager, Prison Industries	\$4811-5305
3028	School Facilities Program Administrator III	\$5032-5547
1087	Senior Park and Recreation Specialist	\$5032-5547
4729	Special Adviser to a Commissioner, State Energy Resources Conservation and Development Commission	\$5283-5824
6965	Special Assistant, Department of Food and Agriculture (Animal Industry)	\$5408-5963
6969	Special Assistant, Department of Food and Agriculture (General)	\$5408-5963
6971	Special Assistant, Department of Food and Agriculture (Marketing Services)	\$5408-5963
6972	Special Assistant, Department of Food and Agriculture (Measurement Standards)	\$5408-5963
6973	Special Assistant, Department of Food and Agriculture (Pest Management)	\$5408-5963
6974	Special Assistant, Department of Food and Agriculture (Plant Industry)	\$5408-5963
2751	Special Education Administrator II	\$5691-6274
4969	Staff Services Manager II (Managerial)	\$4811-5305
4802	Staff Services Manager III	\$5283-5824
9682	Superintendent California School for the Deaf	\$5968-6580
9685	Superintendent Diagnostic School for Neurologically Handicapped Children	\$5556-6125

<u>CLASS CODE</u>	<u>CLASS TITLE</u>	<u>CURRENT SALARY</u>
5301	Supervising Administrative Analyst Accounting Systems	\$5283-5824
4292	Supervising Auditor III, State Controller's Office	\$5547-6115
5626	Supervising Aviation Consultant	\$5032-5547
4311	Supervising Bank Examiner	\$5283-5824
4440	Supervising Corporation Examiner	\$5283-5824
4719	Supervising Environmental Planner	\$5283-5824
2254	Supervising Fiscal Systems Analyst, Caltrans	\$5283-5824
7055	Supervising Health Care Service Plan Analyst	\$5283-5824
6231	Supervising Industrial Hygiene Specialist, State Compensation Insurance Fund	\$5150-5678
3841	Supervising Industrial Hygienist	\$5408-5963
5005	Supervising Land Agent (Managerial)	\$5032-5547
4163	Supervising Management Auditor	\$5283-5824
5164	Supervising Personnel Selection Consultant	\$5032-5547
5429	Supervising Program Review Analyst	\$5283-5824
5098	Supervising Property Agent	\$5032-5547
4961	Supervising Right of Way Agent	\$5283-5824
4164	Supervising State Financial Examiner III	\$5283-5824
7945	Supervising Toxicologist (Managerial)	\$6071-6693
4725	Supervising Transportation Planner	\$5283-5824
2302	Supervisor of Compensatory Education Program	\$5155-5684
2090	Tahoe Conservancy Program Manager	\$4582-5052
4337	Tax Administrator III, Employment Development Department	\$5541-6109

<u>CLASS CODE</u>	<u>CLASS TITLE</u>	<u>CURRENT SALARY</u>
5850	Tax Service Specialist	\$4582-5052
5173	Telecommunications Systems Manager II (Managerial)	\$4582-5052
4245	Treasury Program Manager III	\$5283-5824
2557	Vocational Education Supervisor, Correctional Program	\$4799-5291
9341	Workers' Compensation Compliance Manager	\$5283-5824
9213	Workers' Compensation Manager	\$4811-5305

MANAGERIAL BROADBAND (LEGAL)

5%

8549

8142

7754

7385

7033

6698

6379

8166
7754
7033
6379



MANAGERIAL BROADBAND (LEGAL) - M02 CLASSES

<u>CLASS CODE</u>	<u>CLASS TITLE</u>	<u>CURRENT SALARY</u>
6101	Assistant Chief Administrative Law Judge, Public Utilities Commission	\$7053-7777
5871	Assistant Chief Counsel	\$6692-7378
5810	Assistant Chief Public Utilities Counsel	\$7395-8153
6044	Assistant Executive Secretary California Law Revision Commission	\$6379-7033
4053	Associate General Counsel, Unfair Labor Practices, Agricultural Labor Relations Board	\$6379-7033
6132	Chief Administrative Law Judge, Department of Health Services	\$6857-7560
6043	Chief Hearing Advisor, California Energy Commission	\$6857-7560
6127	Chief Hearing Officer/Executive Secretary, New Motor Vehicle Board	\$7217-7957
5935	Counsel, Multi-State Tax Affairs, Franchise Tax Board	\$7217-7957
5748	Principal Deputy Legislative Counsel II	\$7395-8153
9914	Regional Manager, Claims Adjudication	\$7131-7862
5704	Senior Assistant Attorney General	\$7053-7777
5863	Senior Assistant Attorney General, Special Prosecutions Unit	\$7053-7777
6065	Senior Fair Employment and Housing Counsel (Supervisor)	\$6379-7033
5882	Supervising Counsel, Legal Programs, Department of Corporations	\$6692-7378



MANAGERIAL BROADBAND (MEDICAL)

5%

9417

8969

8542

8135

7748

7379

7028

9220
8542
7748
7028



MANAGERIAL BROADBAND (MEDICAL) - M16 CLASSES

<u>CLASS CODE</u>	<u>CLASS TITLE</u>	<u>CURRENT SALARY</u>
7823	Assistant Medical Officer, State Personnel Board	A \$7368-8110 B \$7727-8508 C \$8110-8747
5447	Assistant Warden, Psychiatric Services, Correctional Facility	B \$8508-9086 C \$8921-9175
7830	Chief Dentist	A \$7229-7969 B \$7580-8139 C \$7953-8341
9344	Chief Dentist, Correctional Facility	A \$7229-7969 B \$7580-8139 C \$7953-8341
2578	Chief Deputy, Clinical Services, Correctional Facility	A \$8508-9175 C \$8921-9220
7547	Chief Medical Officer, Correctional Facility	A \$8508-8961 B \$8921-9086
7536	Chief Medical Officer, Veterans Home and Medical Center	\$8508-9086
7529	Chief of Medicine, Veterans Home and Medical Center	B \$8110-8747 C \$8508-8961
7600	Chief of Professional Education Mental Hospital	B \$8508-9086 C \$8921-9175
7610	Chief of Professional Education, Developmentally Disabled Hospital	B \$8508-9086 C \$8921-9175
7561	Chief Physician and Surgeon	B \$8110-8747 C \$8508-8961
9267	Chief Physician and Surgeon, Correctional Facility	B \$8110-8747 C \$8508-8961
7612	Chief Psychiatrist, Correctional Facility	B \$8508-8961 C \$8921-9086

<u>CLASS CODE</u>	<u>CLASS TITLE</u>	<u>CURRENT SALARY</u>
7668	Chief, Office of County Health Services	A \$7028-7727 B \$7727-8341 C \$8110-8663 D \$8508-8747
7789	Medical Program Consultant, Department of Health Services	\$8508-8961
7606	Office of Program Review Consultant (Medical), State Hospitals	A \$8508-8961 C \$8921-9086
7601	Program Director -Medical-	A \$8508-9086 C \$8921-9175
9698	Program Director-Medical (Forensic Facility)	A \$8508-9086 B \$8921-9175
7674	Public Health Medical Administrator I	B \$8508-9086 C \$8921-9175

MANAGERIAL BROADBAND (ENGINEERING AND ARCHITECTURE)

5%

7609

7247

6902

6573

6260

5962

5678

5408

7204
6573
5962
5408



**MANAGERIAL BROADBAND (ENGINEERING AND ARCHITECTURE)
M09 CLASSES**

<u>CLASS CODE</u>	<u>CLASS TITLE</u>	<u>CURRENT SALARY</u>
3870	Assistant Chief, Division of Occupational Safety and Health	\$5943-6553
3262	Assistant Division Chief/Regional Executive Officer, Water Resources Control Board	\$5531-6099
3878	Assistant Division Chief, Air Resources Board	\$5662-6243
4015	Chief Compliance Officer, Health Facilities Construction	\$5943-6553
3219	Chief Construction Branch Department of Water Resources	\$6230-6869
4025	Chief Construction Supervisor	\$6257-6857
3248	Chief Engineer, Reclamation Board	\$5408-5963
3208	Chief of Utility Operations, Water Resources	\$6534-7204
3773	Chief Petroleum Engineer	\$6230-6869
3765	Chief Reservoir Engineer State Lands Division	\$6230-6869
4168	Chief, Compliance Division, Air Resources Board	\$5943-6553
2541	Chief, Planning and Construction	\$5408-5963
3759	Chief, Research and Development, Extractive Development Program, State Lands Commission	\$6230-6869
4849	Electric Generation System Program Specialist III	\$5032-5547
4118	Principal Architect, Health Facilities	\$5943-6553
3183	Principal Bridge Engineer	\$5943-6553
3444	Principal Construction Engineer Water Resources	\$5943-6553
3442	Principal Construction Engineer, Department of Corrections	\$5943-6553
3255	Principal Engineer Water Resources	\$5943-6553

<u>CLASS CODE</u>	<u>CLASS TITLE</u>	<u>CURRENT SALARY</u>
3819	Principal Engineer, Drinking Water Program	\$5943-6553
3254	Principal Hydraulic Engineer	\$5943-6553
3671	Principal Hydroelectric Power Utility Engineer	\$5943-6553
3979	Principal Landscape Architect, Caltrans	\$5943-6553
3560	Principal Mechanical and Electrical Engineer Hydraulic Structures	\$5943-6553
3902	Principal Safety Engineer - Construction	\$5408-5963
3877	Principal Safety Engineer - Electrical	\$5408-5963
3881	Principal Safety Engineer - Elevator	\$5408-5963
3911	Principal Safety Engineer - Industrial	\$5408-5963
3885	Principal Safety Engineer - Mineral Industries Mining and Tunneling	\$5408-5963
3883	Principal Safety Engineer - Pressure Vessels	\$5408-5963
3908	Principal Safety Engineer - Staff Services	\$5408-5963
4512	Principal Transportation Division Public Utilities Commission	\$5943-6553
3152	Principal Transportation Engineer, Caltrans	\$5943-6553
3851	Principal Water Resource Control Engineer	\$5943-6553
7143	Prison Industries Engineer	\$5032-5547
3503	Program Manager, Public Utilities Commission	\$5943-6553
3871	Regional Manager, Division of Occupational Safety and Health	\$5408-5963

Managerial Broadband (Engineering
and Architecture)
Page 3

<u>CLASS CODE</u>	<u>CLASS TITLE</u>	<u>CURRENT SALARY</u>
9944	Supervising Air Quality Engineer, Department of Consumer Affairs	\$4889-5943
3014	Supervising Boundary Determination Officer	\$5408-5963
3184	Supervising Bridge Engineer	\$5408-5963
3133	Supervising Civil Engineer, Resources Agency	\$5408-5963
3443	Supervising Construction Engineer, Department of Corrections	\$5408-5963
3745	Supervising Engineering Geologist, Caltrans	\$5408-5963
3633	Supervising Equipment Engineer	\$5408-5963
3050	Supervising Land Surveyor	\$5408-5963
3980	Supervising Landscape Architect	\$5408-5963
2973	Supervising Landscape Architect, Caltrans	\$5408-5963
3374	Supervising Materials and Research Engineer	A \$5408-5963 B \$5943-6553
2179	Supervising Mechanical and Electrical Engineer, Caltrans	\$5408-5963
3793	Supervising Mineral Resources Engineer	\$6230-6869
3156	Supervising Transportation Electrical Engineer	\$5408-5963
3155	Supervising Transportation Engineer, Caltrans	\$5408-5963
3850	Supervising Water Resource Control Engineer (Managerial)	\$5408-5963

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**MANAGERIAL BROADBAND
(LAW ENFORCEMENT AND SAFETY)**

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**MANAGERIAL BROADBAND (LAW ENFORCEMENT AND SAFETY)
M06, 07, 08 CLASSES**

<u>CLASS CODE</u>	<u>CLASS TITLE</u>	<u>CURRENT SALARY</u>
8681	Assistant Bureau Chief, Division of Law Enforcement, Department of Justice	\$5436-5994
8531	Assistant Director Commission on Peace Officer Standards and Training	\$5697-6281
0294	Branch Chief, Livestock Identification	\$4919-5424
1605	Branch Chief, Marketing Services	\$5408-5963
1607	Branch Chief, Measurement Standards	\$4919-5424
0317	Branch Chief, Milk and Dairy Foods Control	\$5408-5963
8682	Bureau Chief, Division of Law Enforcement, Department of Justice	\$5800-6395
8360	California Police Captain	\$4799-5291
8186	Chief (Fire and Rescue Services)	\$5408-5963
8999	Chief Arson and Bomb Investigator	\$4944-5451
7545	Chief Fraud Bureau, Department of Insurance	\$5436-5994
8608	Chief Investigator, Department of Insurance	\$5067-5586
8683	Chief Investigator, Medi-Cal Fraud Unit, Department of Justice	\$5436-5994
8600	Chief Lottery Agent	\$5183-5714
9746	Chief of Investigations, Board of Prison Terms	\$5660-6241
9030	Chief, Food and Drug Branch	\$6178-6811
9008	Codes and Standards Administrator III	\$5155-5684
9645	Correctional Administrator, Department of Corrections	\$5798-6392
9650	Correctional Captain	\$5398-5951

Managerial Broadband (Law Enforcement
and Safety)
Page 2

<u>CLASS CODE</u>	<u>CLASS TITLE</u>	<u>CURRENT SALARY</u>
8467	Criminalist Manager	\$5408-5963
4798	Department of Justice Administrator II	\$4799-5291
4799	Department of Justice Administrator III	\$5278-5818
8534	Deputy Chief of Operations, Bureau of Narcotic Enforcement, Department of Justice	\$5800-6395
8483	Deputy Chief, Investigations and Enforcement, Department of Consumer Affairs	\$5309-5853
8673	Deputy Division Chief Alcoholic Beverage Control	\$5415-5970
0971	Deputy Regional Director - State Parks	\$5538-6106
2883	Director, California Specialized Training Institute	\$5697-6281
8966	Division Chief, California State Fire Marshal's Office	\$4944-5451
9646	Facility Captain, Correctional Institution	\$5398-5951
1031	Forestry and Fire Protection Administrator	\$5556-6125
8528	Law Enforcement Consultant II, Commission on Peace Officer Standards and Training	\$5071-5591
3944	Managing Motor Carrier Safety Program, California Highway Patrol	\$5032-5547
8770	Manager Deputy Commissioner IV	\$5408-5963
9754	Parole Administrator I Adult Parole	\$5668-6249
9753	Parole Administrator II Adult Parole	\$6087-6711
9563	Program Administrator, Correctional School (Managerial)	\$5533-6101
6843	Program Manager II, Department of Consumer Affairs	\$5155-5684
6317	Program Manager III, Office Of Emergency Services	\$5364-5913

<u>CLASS CODE</u>	<u>CLASS TITLE</u>	<u>CURRENT SALARY</u>
1052	Senior Air Operations Officer	\$5556-6125
6876	Senior Forestry Equipment Manager	\$4799-5291
8529	Senior Law Enforcement Consultant Commission on Peace Officer Standards and Training	\$5574-6146
8522	Senior Special Agent-in-Charge, Department of Justice	\$5436-5994
8523	Special Agent-in-Charge, Department of Justice	\$5183-5714
1037	Unit Chief	\$5556-6125
9558	Youth Authority Administrator, Community and Staff Services	\$5938-6547
9556	Youth Authority Administrator, Rehabilitation Services	\$5938-6547
9739	Youthful Offender Parole Board Representative	\$5975-6588

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