ALTERNATE RANGE CRITERIA 100

Established 3/30/78

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

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

Range B. This range shall apply to persons who have either: (1) satisfactorily completed 12 months as an Assistant Treasury Program Officer in State service; or (2) two years of experience in banking, trust investment or other responsible fiscal management work. This experience will preferably include some experience in the purchase of sale of securities. (Experience in California state service applied to this requirement must include one year at a level equivalent to Assistant Treasury Program Officer.)

ALTERNATE RANGE CRITERIA 101

Established 4/13/78
Revised 9/1/88; 12/2/08 Pay Letters 08-38 and 08-40

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

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

Range B. This range shall apply to persons who have either: (1) satisfactorily completed the equivalent of six months of Housing and Community Development Representative I, Range A; or (2) six months of satisfactory experience obtained outside State service performing technical or professional housing-related duties similar to those of Housing and Community Development Representative I.

Range C. This range shall apply to persons who have either: (1) graduated from a recognized four-year accredited college or university; or satisfactorily (2) completed 12 months within the class of Housing and Community Development Representative I, Range B; or (3) completed 18 months of experience outside State service performing technical or professional community development and housing-related duties similar to those of Housing and Community Development Representative I.

Typical examples of the settings of experience used in meeting the Ranges B and C criteria are: State service; Federal Government such as Housing and Urban Development, Federal Housing Administration, Farmers Home Administration; local city and county housing agencies; and private housing entities which provide work experience comparable to that of a Housing and Community Development Representative I. Experience in different settings may be combined toward meeting the criteria.

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

ALTERNATE RANGE CRITERIA 102

Established 6/8/78
Revised 5/31/83

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

Range B. This range shall apply to persons who have satisfactorily completed the equivalent of one year of experience in the State Lands Commission performing the duties of a Boundary Determination Technician, Range A, and completion of a minimum of six college units in surveying.

Range C. This range shall apply to persons who have satisfactorily completed the equivalent of one year of experience at Range B, or who have satisfactorily completed two years of experience with the State Lands Commission performing the duties of a Boundary Determination Technician, and completion of a minimum of 12 college units in surveying.

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

ALTERNATE RANGE CRITERIA 103

Established 7/13/78
Revised 9/1/88
Revised 10/1/08, Pay Letters 08-34 and 08-37

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

Range B. This range shall apply to persons who have satisfactorily completed the equivalent to six months of Workers' Compensation Assistant, Range A, experience or may apply to persons who have one year of nonclerical State or private employment experience performing duties similar to those of Workers' Compensation Assistant.

Range C. This range shall apply to persons who have graduated from a recognized four-year accredited college or university; or who have satisfactorily completed the equivalent of 12 months of Workers' Compensation Assistant, Range B, experience or may apply to persons who have two years of nonclerical State or private employment experience performing duties similar to those of Workers' Compensation Assistant.

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

ALTERNATE RANGE CRITERIA 105

Established 7/27/78

When an employee enters State service in the class of Economic Entomologist, he/she shall be appointed to the appropriate range in terms of the following criteria:

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

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

1. One year of experience in the California state service performing the duties of an Economic Entomologist, Range A. or

2. Two years of professional experience in economic entomology and equivalent to graduation from college with major work in zoological science including at least 20 units in entomology. (Possession of a Master's Degree in Entomology may be substituted for the required experience.)

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

ALTERNATE RANGE CRITERIA 106

Established 9/6/78

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

Range B. This range shall apply to persons who have satisfactorily completed 12 months of experience as a Seismological Instrument Aid and have successfully completed six units of formal training in the area of physical science, electronics or related subjects from a recognized university, college, or trade school.

When the requirements for movement to Range B are met and upon recommendation of the appointing power, the employee shall receive the minimum rate of Range B.

ALTERNATE RANGE CRITERIA 107

Established 11/29/78

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

Range B. This range shall apply to persons who have satisfactorily completed the equivalent of one year of Park and Recreation Specialist, Range A, experience; or may apply to persons who have one year of experience in planning, administrative, or technical work in connection with the

analysis, development, or implementation of outdoor recreation plans and programs. (A Master's Degree in Recreation, Environmental or Urban Planning, Public Administration, Park Management, or a natural resource-related field may be substituted for one year of this experience.)

Range C. This range shall apply to persons who have satisfactorily completed the equivalent of one year of Park and Recreation Specialist, Range B; or may apply to persons who have the equivalent of two years of experience in planning, administrative, or technical work in connection with the analysis, development, or implementation of outdoor recreation plans and programs. (A Master's Degree in Recreation, Environmental or Urban Planning, Public Administration, Park Management, or a natural resource-related field may be substituted for one year of this experience.)

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

ALTERNATE RANGE CRITERIA 108

Established 12/13/78
Revised 8/29/79

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

Range B. This range shall apply to persons who possess an Expressive Interpreting Certification, or an Expressive Translating Certification, or a Reverse Skills Certification issued by the Registry of Interpreters for the Deaf, or equivalent.

Range C. This range shall apply to persons who possess either a Comprehensive Skills Certification or a Legal Specialist Certification issued by the Registry of Interpreters for the Deaf, or equivalent.

When the requirements for the particular criteria are met, the employee shall receive a rate under the provisions of DPA Rule 599.681.

ALTERNATE RANGE CRITERIA 109

Established 12/13/78

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

Range B. This range shall apply to incumbents who regularly and routinely provide reading services to disabled State employees in a legal or medical setting requiring a level of reading skill equivalent to college level.

When the requirements for the particular criteria are met, the employee shall receive a rate under the provisions of DPA Rule 599.681.

ALTERNATE RANGE CRITERIA 110

Established 12/3/78
Revised 10/31/03

In accordance with DPA Rule 599.686 salary movement shall be as follows:

When an employee enters State service in an apprentice class as part of the Psychiatric Technician Apprenticeship training program, he/she shall be appointed to the appropriate step in the range for which he/she qualifies. The employee shall be moved to the appropriate step of the next-higher range as of the date following completion and upon notification that the requirements of the particular criteria have been met.

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

Range B. Enrollment in a formal Psychiatric Technician training program under the auspices of the Psychiatric Technician Apprenticeship training program.

Ranges C through E. Upon notification from the Joint Apprenticeship Committee and successful completion of the prescribed academic and practical work (at Range B or higher) as defined in the apprenticeship program standards for the Psychiatric Technician Apprentice, the apprentice will move to the appropriate step of the next-higher salary range as defined by the standards and stated on the notification at approximately the following rate:

Range C - When CNA certificate is obtained
Range D - 800 hours in Range C
Range E - Upon completion of the academic program

An employee who accepts a position as a Psychiatric Technician Apprentice with a State facility shall be allocated to the appropriate range in terms of the above criteria and upon successful completion of the apprenticeship program and appointment to the class of Psychiatric Technician or Psychiatric Technician (Safety) shall receive the first step of the salary range for the class of Psychiatric Technician or Psychiatric Technician (Safety).

ALTERNATE RANGE CRITERIA 111

Established 2/7/79
Revised 8/30/83

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

Range B. This range shall apply to persons who have satisfactorily completed six months of experience equivalent to Agricultural Services Technician II, Range A.

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

ALTERNATE RANGE CRITERIA 112

Established 5/9/79
Revised 12/01/05

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

Range B. This range shall apply to positions located a significant distance from a physician in an underserved health area (whereby physician contact is primarily restricted to telecommunications), and incumbents are regularly required to be "on call" 24 hours a day and deal with situations necessitating serious emergency care that would otherwise be provided by a physician or with a physician nearby.

When the requirements for the particular criteria are met, the employee shall receive a rate under the provisions of DPA Rule 599.681.

ALTERNATE RANGE CRITERIA 113

Established 5/23/79
Revised 9/1/88

Range A. This range shall apply to: (1) incumbents who have six months of experience as a Management Services Technician, Range B, and 12 semester or 18 quarter units of college courses in industrial/labor relations, economics, labor law, urban sociology, or a subject closely related to the work of a Management Services Technician; or (2) other incumbents who meet the minimum qualifications for Fair Employment and Housing Consultant I, but who do not meet the criteria for payment in Range B or Range C.

Range B. This range shall apply to persons who have satisfactorily completed the equivalent of six months of Fair Employment and Housing Consultant I experience, and may apply to persons who have the equivalent of six months of satisfactory experience outside State service performing duties related to: employment or housing discrimination compliance; intergroup relations in employment or housing affirmative action for equal employment or equal housing opportunity at a level equivalent to Fair Employment and Housing Consultant I.

Range C. This range shall apply to persons who have satisfactorily completed the equivalent of 12 months of Fair Employment and Housing Consultant I, Range B, experience or 18 months of Fair Employment and Housing Consultant I experience, and may apply to persons who have the equivalent of 18 months of satisfactory experience outside of State service performing duties related to: employment or housing discrimination compliance; intergroup relations in employment or housing affirmative action for equal employment or equal housing opportunity at a level equivalent to Fair Employment and Housing Consultant I.

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

ALTERNATE RANGE CRITERIA 114

Established 8/8/79
Revised 9/1/88

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

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

Range B. This range shall apply to persons who have satisfactorily completed the equivalent to six months of experience in Range A of the same class and may apply to persons who have the equivalent of six months of satisfactory experience outside the State service performing duties similar to those of the class.

Range C. This range shall apply to persons who have satisfactorily completed 12 months of experience in Range B of the same class and may apply to persons who have the equivalent of 18 months of satisfactory experience outside of State service performing duties similar to those of the class to which being appointed.

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

ALTERNATE RANGE CRITERIA 116

Effective 7/1/79
Revised 9/1/88

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

Range B. This range shall apply to persons who have either: (1) satisfactorily completed the equivalent of six months of experience in Range A of the class; or (2) one year of experience performing tax compliance duties for another governmental entity. (This experience must be beyond that required to satisfy the minimum qualifications of the class.)

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

ALTERNATE RANGE CRITERIA 117

Established 8/29/79

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

Range B. This range applies to persons who have satisfactorily completed either: (1) one year of experience in State service in the class of an Agricultural Biologist, Range A; or (2) two years of professional experience in agricultural biology; or (3) possession of a master's degree in a biological science.

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

ALTERNATE RANGE CRITERIA 118

Established 8/29/79

Range A. This range applies to employees who do not meet the criteria for Range B.

Range B. This range applies to employees who have either: (1) six months of experience performing the duties of an Occupational Technician, Range A; or (2) one year of experience outside State service comparable to the duties of an Occupational Technician, Range A; or (3) possession of a college degree in the discipline(s) related to the subspecialty.

1. General - any major

2. Accounting - major in accounting or completion of either:

   A prescribed professional accounting curriculum given by a residence or correspondence school of accountancy, including courses in elementary and advanced accounting, auditing, cost accounting and business law. <u>or</u>

   The equivalent of 16 semester hours of professional accounting courses given by a collegiate grade residence institution, including courses in elementary and advanced accounting; auditing and cost accounting; and three semester hours of business law.

3. Biology - major in biology or chemistry or related field.

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

ALTERNATE RANGE CRITERIA 119

Established 5/23/79
Revised 12/8/84

Experience credited must be beyond that which is required to satisfy the minimum qualifications for Insurance Investigator.

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

Range B. This range shall apply to persons who have satisfactorily completed the equivalent of one year of Insurance Investigator, Range A, experience; or have two years of varied experience in insurance work requiring knowledge of insurance accounting and applicable laws, one year of which is investigative or field work; or have two years of investigative experience.

Range C. This range shall apply to persons who have satisfactorily completed the equivalent of one year of experience in State service performing the duties of an Insurance Investigator, Range B; or have three years of experience in insurance in private industry, or State service in a responsible capacity in work requiring a general knowledge of insurance principles and practices, including at least two years in investigations; or have three years of investigative experience.

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

ALTERNATE RANGE CRITERIA 120

Established 11/7/79
Revised 9/1/88

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

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

Range B. This range shall apply to persons who have satisfactorily completed the equivalent of 12 months as an Insurance Rate Analyst, Range A, or have had two years of experience outside of State service in a responsible position in the preparation, analysis, and application or review of rates and rating plans in a governmental agency exercising supervision over insurance rates; or in a rating bureau or insurance organization establishing rates; or in a responsible position in establishing or applying rates or rating plans in a fire or casualty insurance company.

This range will also apply when the duties of the position involve examinations of insurance companies and the location of employment is outside of the State of California and the incumbent does not meet the experience requirements for Range B.

Range C.

1. This range shall apply to persons who have satisfactorily completed the equivalent of 12 months as an Insurance Rate Analyst, Range B, and may apply to persons who have the equivalent of three years of satisfactory experience outside State service in a responsible position in the preparation, analysis, and application or review of insurance rates and rating plans in a governmental agency exercising supervision over insurance rates; or in a rating bureau or insurance organization establishing rates; or in a responsible position establishing or applying rates or rating plans in a fire or casualty insurance company. or

2. To persons who meet the criteria for Range B and the duties of the position involve examinations of insurance companies where the location of employment is outside the State of California.

Range D. This range shall apply when an incumbent has met the experience requirements as stated in Range C and the duties involve examination of insurance companies where the location of employment is outside the State of California.

Prior to movement to another class in State service, a position allocated to a salary range in Alternate Range Criteria 120, based on the criteria that the duties involve examination of insurance companies where the location of employment is outside the State of California, shall first be reallocated to the range which is appropriate without application of this "out-of-State" criteria.

When the requirements for the particular criteria are met and upon the recommendation of the appointing power, the employee shall receive a rate under the provisions of DPA Rule 599.674, except that upon movement to Range C Pattern I the provisions of DPA Rule 599.676 shall apply, and except that upon movement to Range C Pattern II or Range D, the provisions of DPA Rule 599.681 shall apply.

ALTERNATE RANGE CRITERIA 121

Established 11/28/79
Revised 9/1/88

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

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

Range B. This range shall apply to persons who have satisfactorily completed the equivalent of six months of experience in Range A of the same class and may apply to persons who have the equivalent of six months of satisfactory experience outside State service performing duties similar to those of the class to which being appointed.

Range C. This range shall apply to persons who have satisfactorily completed the equivalent of 12 months of experience in Range B of the same class and may apply to persons who have the equivalent of 18 months of satisfactory experience outside State service performing duties similar to those of the class to which being appointed.

A Master's or Doctoral Degree in Urban, Regional or Environmental Planning, Ecology, Marine Biology, Geology, Geography, Coastal Management, Environmental Science, Natural Resource Management, Public Policy, or a related field; or a J.D. degree from an accredited law school, may be substituted for one year of the general experience requirement. Both substitutions may be applied.

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

ALTERNATE RANGE CRITERIA 122

Established 11/28/79

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

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

Range B. This range shall apply to persons who have satisfactorily completed: (1) one year of experience in California State service performing the duties of an Environmental Hazards Specialist, Range A; (2) two years of professional experience in monitoring and/or investigating the impact of environmental contaminants; or (3) possess a Master's Degree in Chemistry, Biochemistry, Biological, Environmental, or related Agricultural Science.

ALTERNATE RANGE CRITERIA 124

Established 1/30/80
Revised 6/3/02

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

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

Range B. This range shall apply to persons who have either: (1) satisfactorily completed 24 months of Range A experience of the class (Crewleader, Crewleader II, or project team leader experience beyond that required to meet the minimum qualifications of the class may be substituted for up to 12 months of Range A experience on the basis that one month of Crewleader, Crewleader II, or project team leader experience is equal to one month of Range A experience; special corpsmember experience, performing the duties listed in the specification,

beyond that required to meet the minimum qualifications of the class may be substituted for up to 12 months of Range A experience on the basis that one month of qualifying special corpsmember experience is equal to one month of Range A experience); or (2) 36 months of experience in organizing, instructing, supervising, and evaluating six or more people, ages 16-25 in an organization requiring specific accomplishments or completion of specific tasks (experience used to meet the minimum qualifications may not be counted toward meeting this criteria). Such experience must include direct responsibility for the discipline, direction, and welfare of the persons involved. Qualifying experience can be gained through work in the following types of business/activities: labor crews in the private or public sector; organized outdoor adventure programs; service oriented organizations employing young adults (fast food chains, park and recreation facilities); seasonal labor; education; coaching; and scout leadership.

College education may be substituted for up to 12 months of either Range A experience or the required outside experience on the basis of 30 semester units of college education being equivalent to six months of the required experience.

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

ALTERNATE RANGE CRITERIA 125

Established 3/19/80
Revised 1/31/91; 3/1/91; 7/1/01

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

Range B. This range shall apply to persons who have 12 months of satisfactory experience in the California state service performing duties of a Payroll Specialist, Range A, or a Personnel Specialist, Range A. <u>or</u>

May apply to persons who have two years of satisfactory experience outside of State service performing personnel/payroll duties comparable to those of a Personnel or Payroll Specialist.

Range C. This range shall apply to all persons who have 12 months of satisfactory experience in the California state service performing the duties of a Payroll Specialist, Range B, or a Personnel Specialist, Range B.

Range D. This range shall apply to all persons who have satisfactorily completed one year of experience in the California state service performing the duties of a Payroll Specialist, Range C, or a Personnel Specialist, Range C.

When the requirements for the particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of DPA Rule 599.676 for salary movement from Range A to Range B. Salary movement from Range B to Range C is based on DPA Rule 599.674. Salary movement from Range C to Range D is based on DPA Rule 599.674.

ALTERNATE RANGE CRITERIA 126

Established 5/14/80

When an employee enters State service in an apprentice class as part of the Civil Maintenance, DWR Apprenticeship Training Program of the Department of Water Resources, he/she shall be appointed in the first step of Range A. The employee shall be moved to the first step of the next higher range as of the date of completion and upon submission of proof that the requirements for the particular criteria have been met.

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

Ranges B through F. Evidence of successful completion of the specific months of the prescribed academic and practical work of the apprenticeship program as defined in the apprenticeship agreement between the Department of Water Resources and the Division of Apprenticeship Standards. They are as follows:

Range B	-	6 months
Range C	-	12 months
Range D	-	18 months
Range E	-	24 months
Range F	-	30 months

An employee who accepts a position as a Civil Maintenance Apprentice, Water Resources, with the Department of Water Resources shall be allocated to the appropriate range in terms of the above criteria and upon successful completion of the apprenticeship program and appointment to the respective journeyperson class shall receive the first step of the salary range for the journeyperson class.

ALTERNATE RANGE CRITERIA 127

Established 5/14/80

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

Range B. This range shall apply to incumbents who have satisfactorily completed one year of experience at Range A; or who have two years of professional experience performing pesticide use enforcement inspections and investigations at least one year of which must have been at a level of responsibility equivalent to Pesticide Use Specialist, Range A.

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

ALTERNATE RANGE CRITERIA 128

Established 6/5/80, Effective 7/1/80
Revised 3/16/93, 11/1/00

Experience gained outside State service may be credited only if the appointing power believes the experience was satisfactory and comparable in the type and quality to that of Deputy Commissioner I, Department of Real Estate.

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

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

1. Six months of service in Range A. or

2. In addition to the education requirements in the minimum qualifications for Range A, have successfully completed at an accredited college at least another 12 semester units or 18 quarter units in the following courses: Real Estate Practice, Real Estate Appraisal, Legal Aspects of Real Estate, Real Estate Finance, Real Estate Economics, Real Estate Accounting or advanced Real Estate courses. or

3. In addition to the minimum qualifications for Range A, have completed one additional year of experience as an investigator in civil or criminal law enforcement for a governmental or private agency.

Range C. This range shall apply to persons who have satisfactorily completed six months of service in Range B.

Range D. This range shall apply to persons who have satisfactorily completed 12 months of service in Range C.

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

ALTERNATE RANGE CRITERIA 129

Established 8/7/80
Revised 9/1/88

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

Range B. This range shall apply to persons who have satisfactorily completed the equivalent to six months of Business Equipment Analyst experience or have six months experience performing business equipment analytical duties similar to those of Business Equipment Analyst.

Range C. This range shall apply to persons who have satisfactorily completed the equivalent of 12 months of Business Equipment Analyst, Range B, experience or 18 months of Business Equipment Analyst experience or who have 18 months of experience performing business equipment analytical duties similar to those of Business Equipment Analyst. When the requirements for the particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of DPA Rule 599.674, except that upon movement to Range C, the provisions of DPA Rule 599.676 shall apply.

ALTERNATE RANGE CRITERIA 130

Established 8/7/80
Effective 9/1/80
Abolished 3/22/11, Pay Letters 11-07 and 11-10

ALTERNATE RANGE CRITERIA 131

Established 8/28/80

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

Range B. This range shall apply to incumbents who have satisfactorily completed one year of experience at Range A; or who have three years of administrative or staff experience in an emergency disaster relief for a civil defense agency, and equivalence to graduation from college. (Additional qualifying experience may be substituted for the required education on a year-for-year basis.)

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

ALTERNATE RANGE CRITERIA 132

Established 8/28/80

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

Range B. This range shall apply to incumbents who have satisfactorily completed one year of experience at Range A; or who have three years of experience in the operation, calibration and maintenance of electronic equipment, including radiation detection equipment or radiological devices.

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

ALTERNATE RANGE CRITERIA 133

Established 9/18/80
Revised 9/1/88; 5/2/01; 9/5/13 Pay Letters 13-16 and 14-04

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

Range B. This range shall apply to persons who have satisfactorily completed: (1) six months of service as a Driver Safety Hearing Officer, Range A; or (2) one year of service as a Licensing-Registration Examiner or Senior Motor Vehicle Technician.

Range C. This range shall apply to persons who have satisfactorily completed one year of service as a Driver Safety Hearing Officer, Range B.

Range D. This range shall apply to persons who have satisfactorily completed one year of service as a Driver Safety Hearing Officer, Range C.

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

ALTERNATE RANGE CRITERIA 134

Established 10/9/80
Revised 11/6/90; 5/2/01

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

Range B. This range shall apply to persons who have either: (1) satisfactorily completed six months of experience comparable to that of Programmer I, Range A. (This experience must be beyond that which is required to satisfy the minimum qualifications for the Programmer I classes.); or (2) experience performing programming duties while enrolled as a student at a recognized college may be applied toward meeting this requirement based on 1,000 hours being equal to six months. (This experience must be beyond that which is required to satisfy the minimum qualifications for the Programmer I classes.); or (3) completion of at least 60 semester or 90 quarter units at a recognized college or university with major work in an applied science such as mathematics, engineering, physics, statistics, or computer science.

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

ALTERNATE RANGE CRITERIA 135

Established 10/30/80

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

Range B. This range shall apply to those incumbents in the class of Clerk, California Conservation Corps, on October 9, 1980, and who remain in the class. Incumbents moving out of the class under any eligibility no longer qualify for this alternate range upon return to the class by any means other than mandatory reinstatement. Return by permissive actions shall be to Alternate Range A. Employees entering this class on or after October 9, 1980 shall not qualify for Alternate Range B.

ALTERNATE RANGE CRITERIA 137

Established 11/20/80
Revised 9/1/88
Revised 10/1/08, Pay Letters 08-34 and 08-37

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

Range B. This range shall apply to persons who have satisfactorily completed the equivalent of six months of Retirement Program Specialist I, Range A, and to persons who have the equivalent of six months of satisfactory experience outside of State service performing public retirement program duties similar to those of a Retirement Program Specialist I.

Range C. This range shall apply to persons who have graduated from a recognized four-year accredited college or university; or who have satisfactorily completed the equivalent of 12 months of Retirement Program Specialist I, Range B, experience or 18 months of Retirement Program Specialist I experience and to persons who have the equivalent of 18 months of satisfactory experience outside of State service performing public retirement program duties similar to those of Retirement Program Specialist I.

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

ALTERNATE RANGE CRITERIA 138

Established 12/18/80
Revised 06/10/10, Pay Letter 10-23

Range A. This range shall apply to incumbents who meet the minimum qualifications for Commercial Vehicle Inspection Specialist but do not meet the criteria for payment in Range B.

Range B. This range shall apply to persons who have 12 months of satisfactory experience in State service performing the duties of a Commercial Vehicle Inspection Specialist, Range A.

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

ALTERNATE RANGE CRITERIA 139

Established 12/18/80
Revised 5/16/82

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

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

Range B. This range shall apply to persons who: (1) have satisfactorily completed the equivalent of one year of Hearing Officer I, Department of Social Services, Range A, experience; or (2) possess an LL.B. or J.D. Degree from an approved law school, are active members of The California State Bar and have completed one year of experience in the practice of law[*]; or (3) have completed an approved two-year graduate curriculum in social work (Master's Degree in Social Work) and have completed one year of social work experience in the social welfare program of public agency[**]. (Experience in California State service must be at a level of responsibility equivalent to Social Service Consultant I.)

Range C. This range shall apply to persons who: (1) have satisfactorily completed the equivalent of one year of Hearing Officer I, Department of Social Services, Range B, experience; or (2) possess an LL.B. or J.D. Degree from an approved law school, are active members of the California State Bar, and have completed three years of experience in the practice of law; or (3) have completed an approved two-year graduate curriculum in social work experience in the social welfare program of a public agency. (Experience in California State service must be at a level of responsibility equivalent to Social Service Consultant I. Hearing Officer I, Department of Social Services, Range B, experience may be combined with experience in the practice of law in meeting the criteria for Range C.)

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[*] Experience in the "practice of law" is defined as only that legal experience acquired after admission to The California State Bar.

[**] The phrase "social work experience" as used in this pattern is defined as only that social work experience acquired after completion of an approved two-year graduate curriculum in social work.

ALTERNATE RANGE CRITERIA 140

Established 1/15/81
Revised 9/1/88

Experience gained outside State service may be credited only if an appointing power believes the experience was satisfactory and equivalent in type and quality to that of Transportation Analyst.

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

Range B. This range shall apply to persons who have satisfactorily completed the equivalent of six months of Range A experience in the class of Transportation Analyst and may apply to persons who have the equivalent of six months of satisfactory experience outside State service performing the duties similar to those of the class at Alternate Range A level or higher.

Range C. This range shall apply to persons who have satisfactorily completed the equivalent of 12 months of Range B experience in the class of Transportation Analyst and may apply to persons who have the equivalent of 18 months of satisfactory experience outside of State service performing duties similar to those of Range A and B in the class of Transportation Analyst. These would include such duties as development and interpretation of transportation rates and tariffs; experience in traffic and transportation requiring the general knowledge of regulatory statutes, rates, rules, and regulations; experience in surface carrier service and fare matters.

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

ALTERNATE RANGE CRITERIA 141

Established 1/15/81
Revised 9/1/88

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

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

Range B. This range shall apply to persons who have satisfactorily completed six months of Service as a Traffic Services Technician, Range A; and may apply to persons who have two years of experience in a governmental or private agency performing duties of a public contact nature which provides familiarity with the processing of traffic infractions or the handling of driver records and licensing actions. Experience gained in a municipal court system, a motor vehicles department, or a casualty insurance agency is preferable. (Experience in State service applied toward this requirement must include at least one year in a class with a level of responsibility not less than that of Office Assistant II.)

ALTERNATE RANGE CRITERIA 143

Effective 2/26/81

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

Range B. This range shall apply to those persons: (1) who have satisfactorily completed the equivalent of 24 months of Range A; or (2) who have received a Baccalaureate Degree in Law Enforcement or the biological sciences or a closely related field and who have satisfactorily completed two years of full-time paid law enforcement or technical fish and wildlife experience; or (3) who have two years (60 semester units) of college with a concentration in law enforcement or the biological sciences or a closely related field and who have satisfactorily completed four years of full-time paid law enforcement or technical fish and wildlife experience. Alternate range criteria cannot be combined for movement from Range A to Range B.

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

ALTERNATE RANGE CRITERIA 144

Established 3/19/81

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

Range B. This range shall apply to:

Either I

The equivalent of six months' experience as a Budget Technician I.

Or II

One year of experience involving developing, maintaining and auditing budget information for a private business.

Or III

One year of experience involving writing or editing of original correspondence or materials for reports, including arithmetical computations and reviewing of computer printouts equivalent to that of a Budget Technician.

Or IV

Twelve college units in the area of public or business administration, statistics, accounting or economics.

Or V

Twelve months of experience performing work comparable to that of an Office Technician.

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

ALTERNATE RANGE CRITERIA 145

Established 4/9/81
Revised 7/20/93

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

Range B. This range shall apply to persons who have satisfactorily completed 12 months' experience performing duties of a Workers' Compensation Payroll Auditor, Range A, or 12 months' experience performing duties of a Workers' Compensation Claims Adjuster, Range A, or 12 months' experience performing duties of a Workers' Compensation Insurance Representative, Range A, or 12 months' experience performing duties of a Workers' Compensation Insurance Technician, Range B, and may apply to persons who have equivalent experience outside State service.

Experience in the previously existing class of Workers' Compensation Insurance Representative I, Range A or Range B, or Workers' Compensation Insurance Technician, Range B, may be combined with the appropriate ranges and class to meet the alternate range criteria.

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

ALTERNATE RANGE CRITERIA 146

Established 4/9/81
Revised 2/1/11, Pay Letters 11-02 and 11-04

Experience gained outside State service may be credited only if the appointing power believes the experience was satisfactory and comparable in type and quality to that of a Veterinarian (General) or Veterinarian (Meat Inspection).

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

Range B: This range shall apply to persons who have satisfactorily completed the equivalent of six (6) months of Range A experience and may apply to persons who have the equivalent of six (6) months of satisfactory experience outside of State service performing veterinary medicine involving animal disease and/or environmental toxicology identification, prevention, control, and eradication.

Range C: This range shall apply to persons who have satisfactorily completed the equivalent of twelve (12) months of Range B experience and may apply to persons who have the equivalent of eighteen (18) months of satisfactory experience outside of State service performing veterinary medicine involving animal disease and/or environmental toxicology identification, prevention, control, and eradication.

Range D: This range shall apply to persons who have satisfactorily completed the equivalent of twelve (12) months of Range C experience and may apply to persons who have the equivalent of thirty (30) months of satisfactory experience outside of State service performing veterinary medicine involving animal disease and/or environmental toxicology identification, prevention, control, and eradication.

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

ALTERNATE RANGE CRITERIA 147

Established 5/21/81

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

Range B. This range shall apply to persons who have satisfactorily completed: (1) six months' experience performing the duties of a Disability Evaluation Technician, Range A; or (2) one year of experience in processing disability evaluation claims under Titles II, XVI, and XIX of the Social Security Act in a class with a level of responsibility equivalent to that of an Office Technician (General); or (3) equivalent to graduation from college.

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

ALTERNATE RANGE CRITERIA 148

Established 5/21/81
Revised 9/1/88; 12/2/08 Pay Letters 08-38 and 08-40

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

Range B. This range shall apply to persons who satisfactorily completed: (1) the equivalent of six months as a Disability Evaluation Analyst, Range A; or (2) the equivalent of six months of satisfactory experience outside State service above the trainee level performing technical medical evaluation of the physical or mental functioning of adults or children similar to the duties of a Disability Evaluation Analyst.

Range C. This range shall apply to persons who either: (1) have graduated from a recognized four-year accredited college or university; or who have satisfactorily completed: (2) the equivalent of 12 months as a Disability Evaluation Analyst, Range B; or (3) the equivalent of 18 months of satisfactory experience outside State service above the trainee level performing technical evaluation of the physical or mental functioning of adults or children similar to the duties of a Disability Evaluation Analyst.

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

ALTERNATE RANGE CRITERIA 149

Established 6/11/81
Revised 9/1/88

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

Range B. This range shall apply to persons who have either: (1) satisfactorily completed six months of technical or professional experience equivalent to that of Health Analyst, Range A; or (2) six months of experience performing health planning related duties in a class comparable to Health Program Technician II; or (3) a Master's Degree in Public Health, Business Administration, Public Administration, Hospital Administration, Health Planning, Education, Economics, Statistics, or other closely related health fields; or (4) six months outside State service performing analytical health planning or health administration duties.

Range C. This range shall apply to persons who have satisfactorily completed either: (1) 12 months of technical or professional health experience equivalent to that of Health Analyst, Range B; or (2) a Doctorate Degree in Health Planning, Education, Public Health, Business Administration, Public Administration, Hospital Administration, Economics, Statistics, or a closely related health field; or (3) 18 months outside State service performing analytical health planning or health administration duties.

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

ALTERNATE RANGE CRITERIA 150

Established 7/2/81
Revised 9/1/88

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

Range B. This range shall apply to persons who have either: (1) satisfactorily completed six months of technical or professional housing finance-related experience equivalent to that of Housing Finance Trainee, Range A; or (2) a Master's Degree in Planning, Economics, Business, Government, Finance, or a related field; or (3) six months of experience obtained outside State service performing technical or professional housing finance-related duties and equivalent to graduation from college with a degree in Planning, Economics, Business, Government, Finance, or a related field.

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

ALTERNATE RANGE CRITERIA 151

Established 7/22/81

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

Range B. This range shall apply to persons who have satisfactorily completed one year of experience in State service performing staff duties equivalent to those of a Administrative Officer I, Resource Agency, and may apply to persons who have the equivalent of 18 months of technical experience outside of State service performing fiscal management, budgeting administrative analysis, personnel, or business service administration duties similar to those of Administrative Officer I, Resource Agency.

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

ALTERNATE RANGE CRITERIA 152

Established 8/13/81

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

Range B. This range shall apply to persons who have either: (1) satisfactorily completed 12 months of technical or professional experience equivalent to that of Range A; or (2) 18 months of experience outside of State service performing duties related to health education in a class comparable to Health Education Consultant I.

Typical examples of settings of experience used in meeting the criteria are: State service; the Federal Government; other State and local government entities which provide work experience comparable to Health Education Consultant I. Experience in different settings may be combined toward meeting the criteria.

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

ALTERNATE RANGE CRITERIA 153

Established 8/13/81

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

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

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

1. Twelve months of service in Range A and six semester units of automobile mechanics in an accredited junior college or comparable institution; or

2. Six months of service in Range A and six months of service as an Automotive Pool Attendant I and six semester units of automobile mechanics in an accredited junior college or comparable institution; or

3. An Associate of Arts Degree in Automobile Mechanics from an accredited junior college or comparable institution.

Range C. This range shall apply to an incumbent who has successfully completed 12 months of Service in Range B and 12 semester units of automobile mechanics in an accredited junior college or comparable institution.

ALTERNATE RANGE CRITERIA 154

Established 8/31/81
Revised 2/1/99

Range A. This range shall apply to any incumbent of a position who does not meet the criteria for payment at either Range B or Range C.

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

Range C. This range shall apply to incumbents who possess a valid specialty certificate issued by the American Board of Podiatric Surgery or the American Board of Quality Assurance and Utilization Review Physicians.

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

ALTERNATE RANGE CRITERIA 155

Established 9/29/81

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

Range B. This range shall apply to persons who have satisfactorily completed the equivalent of six months as an Examination Proctor, Range A.

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

ALTERNATE RANGE CRITERIA 156

Established 10/21/81
Revised 11/02/10, PL 10-24, 10-29
Revised: 07/05/11, PL 11-15, 11-17

This applies to incumbents appointed on or after November 2, 2010.

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

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

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

Range C: This range shall apply to individuals who have satisfactorily completed the equivalent of 24 months of experience in Range B of the same class and may apply to persons who have the equivalent of 36 months of satisfactory experience outside of State service performing duties similar to those of the class beyond the experience required to meet the minimum qualifications of the class.

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

ALTERNATE RANGE CRITERIA 157

Established 12/16/81

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

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

1. One year of experience as a Milk Production Cost Analyst, Range A. or

2. Education: Equivalent to graduation from college with a major in Farm Management, Dairy Industry, Agricultural Economics, or Animal Husbandry. (Additional qualifying experience may be substituted for the required education on a year-for-year basis.)

and

One year of responsible agricultural experience in one or a combination of the following fields:

a. Commercial dairy farm operations. or

b. Farm management service organization. or

c. Research or teaching of a varied character relating to milk production. or

d. Agricultural extension work on dairy problems. or

e. Work in cooperative dairy associations engaged in production and/or marketing of milk and milk products involving analysis and solution of problems concerning dairy production.

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

ALTERNATE RANGE CRITERIA 158

Established 12/16/81

When an employee enters State service in the Programmer Apprentice class, he/she shall be appointed to the first step of Range A. The employee shall be assigned to the first step of the next higher range upon the recommendation from the Joint Apprenticeship Committee that all the requirements have been satisfactorily completed for the previous period.

Range A. This range will be applied to incumbents who do not meet the criteria for payment at other ranges.

Ranges B through D. Evidence of successful completion of the specific months of the described academic and practical work of the Apprenticeship Program or equivalence.

Range B	-	6 months
Range C	-	12 months
Range D	-	18 months

An employee who accepts a position as a Programmer Apprentice should be assigned to the appropriate range in terms of the above criteria and upon successful completion of the Apprenticeship Program shall be qualified for appointment to the journey level class of Programmer II and shall move into the first step of the salary range for Programmer II.

ALTERNATE RANGE CRITERIA 159

Established 2/2/82

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

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

1. One year of experience in State service performing the duties of a Plant Quarantine Inspector, Range A. or

2. Two years of experience performing agricultural inspection of plants, vegetables, and fruits for presence of agricultural pests carried in conveyances and requiring personal contact with the traveling public, at least one year of which must have been at a level of responsibility equivalent to Plant Quarantine Inspector.

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

ALTERNATE RANGE CRITERIA 160

Established 2/2/82

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

Range B. This range shall apply to incumbents who have satisfactorily completed one year of experience at Range A; or who have two years of experience performing quantity control inspections and investigations at least one year of which must have been at a level of responsibility equivalent to Quantity Control Specialist I, Range A.

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

ALTERNATE RANGE CRITERIA 161

Established 2/3/82

Range A. This range shall apply when the duties of the position involve examinations of various companies and the location of employment is in the State of California.

Range B. This range shall apply when the duties of the position involve examination of various companies and the location of employment is outside the State of California.

Prior to movement to another class in State service, a position allocated to a salary range in Alternate Range B based upon the criteria that the position is headquartered outside the State of California shall first be reallocated to a range which is appropriate without application of this criteria.

When the requirements for the particular criteria are met, the employee shall receive a rate under the provisions of DPA Rule 599.681.

ALTERNATE RANGE CRITERIA 162

Established 3/2/82

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

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

1. One year of experience in State service performing the duties of an Agricultural Pest Control Specialist, Range A. or

2. Three years of agricultural field experience performing agricultural pest control duties. (Experience in State service applied toward meeting this requirement must have been in a class with a level of responsibility equivalent to an Agricultural Pest Control Specialist, Range A.) (Completion of one year of college work with courses in agriculture or one of the life sciences may be substituted for one year of the required experience.)

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

ALTERNATE RANGE CRITERIA 163

Established 3/17/82
Revised 5/11/82

Range A. This range shall apply when the duties of the position involve examinations of various companies and the location of employment is in the State of California and if the employee does not meet the criteria for Range C, E, or G.

Range B. This range shall apply when the duties of the position involve examinations of various companies and the location of employment is outside the State of California and the employee does not meet the criteria for Range D, F, or H.

Range C. This range shall apply to employees whose location of employment is in the State of California and who meet all the following conditions:

1. Has successfully completed a course of study in electronic data processing fundamentals and principles.

2. Has completed a course of study in the use of generalized audit retrieval software package as prescribed by the department and has demonstrated proficiency in its use.

3. Has been assigned an examination where the majority of the duties involve the evaluation of controls in electronic data processing systems of various companies and has demonstrated proficiency in this area for a period of six months.

4. Has been certified by a board whose members shall include the Examiner's Supervising Examiner; the Supervising Examiner, Electronic Data Processing; and the Personnel Officer, as qualified for this range. <u>and</u>

5. The location of employment is in the State of California and does not meet the criteria for Range E or G.

Range D. This range shall apply when the employee meets the conditions for Alternate Range C and the location of employment is outside the State of California and does not meet the criteria for Range F or H.

Range E. This range shall apply to persons whose location of employment is in the State of California and who have satisfactorily completed the equivalent of 12 months as an Insurance Examiner, Range A, B, C, or D, or have had two years of experience outside of State service in examining the financial operations of business enterprises or with an insurance carrier as an actuary, accountant, or in some capacity requiring a knowledge of insurance accounting and applicable laws and the incumbent does not meet the requirements of Range G. Both State service and non-State service experience may be combined on a proportional basis to meet the total experience requirement.

Range F. This range shall apply when the employee meets the conditions for Alternate Range E and the location of employment is outside the State of California.

Range G. This range shall apply to employees whose location of employment is in the State of California and who meet the conditions for both Alternate Ranges C and E.

Range H. This range shall apply when the employee meets the conditions for both Alternate Ranges C and E and the location of employment is outside the State of California.

Prior to the movement to another class in State service, a position allocated to a salary range in Alternate Range B, D, F, or H based on the criteria that the position is headquartered outside the State of California shall first be reallocated to a range which is appropriate without application of this criteria.

When the requirements for the particular criteria are met, the employee shall receive a rate under the provisions of DPA Rule 599.681, except that incumbents moving from Ranges A through D to Ranges E through H shall move under the provisions of DPA Rule 599.676.

ALTERNATE RANGE CRITERIA 164

Established 4/6/82
Revised 11/5/91

When an employee first enters the class, he/she shall be eligible for appointment to the appropriate range in terms of the following criteria. Experience gained outside the State service may be credited only if an appointing power believes the experience was satisfactory and equivalent in type and quality to that of the class of Public Utilities Regulatory Analyst I. This experience must be beyond that which is required to satisfy the minimum qualifications for the class of Public Utilities Regulatory Analyst I.

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

Range B. This range shall apply to persons who have satisfactorily completed either: (1) six months of experience equivalent to that of a Public Utilities Regulatory Analyst I, Range A; or (2) six months of experience outside State service performing economic, financial or policy research duties equivalent to that of Public Utilities Regulatory Analyst I; or (3) a master's degree or advancement to Ph.D. candidacy requiring 30 semester units or 45 quarter units for completion in Economics, Finance, Business Administration, Public Policy, or a closely related field.

Range C. This range shall apply to persons who have satisfactorily completed either: (1) 12 months of experience equivalent to that of a Public Utilities Regulatory Analyst I, Range B; or (2) 18 months of experience outside State service performing economic, financial, or policy research duties equivalent to that of a Public Utilities Regulatory Analyst I; or (3) a Master's Degree or advancement to Ph.D. candidacy requiring 60 semester or 90 quarter units for completion in Economics, Finance, Business Administration, Public Policy, or a closely related field; or (4) two different Master's Degrees in Economics, Finance, Business Administration, Public Policy or a closely related field; or (5) a Doctorate Degree in Economics, Finance, Business Administration, Public Policy, or a closely related field.

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

ALTERNATE RANGE CRITERIA 165

Established 4/21/82

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

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

1. One year of experience in State service performing the duties of an Agricultural Marketing Technician, Range A. <u>or</u>

2. A four-year college degree in the agricultural sciences, agricultural economics, marketing, or a related field. or

3. Equivalent to two years' experience assisting in the collection and dissemination of market information, direct marketing of agricultural commodities or other experience in a commercial agricultural marketing program. (Experience in State service applied toward this requirement must be in a class with a level of responsibility equivalent to an Office Technician.)

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

ALTERNATE RANGE CRITERIA 168

Established 07/01/82
Revised 06/01/89; 10/01/92; 10/31/97; 10/01/98; 01/01/99; 08/07/01; 03/01/02; 07/01/04, Pay Letters 02-15, 04-12

Range 1. This hourly apprenticeship range shall apply to Correctional Officers while attending the basic academy and who do not meet the criteria for payment in Range B, Range C, Range J, or Range K.

Range A. This apprenticeship range shall apply to Youth Correctional Officers while attending the basic academy and who do not meet the criteria for payment in Range B, Range C, Range J, or Range K. (Became ineligible for new hire Correctional Officers 10/31/97).

Range B. This apprenticeship range shall apply to employees who have graduated from or completed the appropriate basic academy established by the departments and who do not meet the criteria for payment in Range C, Range J, or Range K.

Upon movement to Range B from Range 1 or Range A, employees shall receive the minimum salary rate. Upon satisfactory progress in completing requirements of the apprenticeship program established for the classification, employees are eligible to receive one-step (5%) apprenticeship increases effective the first day of the monthly pay period following every six (6) qualifying pay periods until the maximum of the range is reached.

NOTE: To document the one-step (5%) apprenticeship increase, the State Controller's Office (SCO) shall treat the increase as a Merit Salary Adjustment (MSA) in order to automate the increase. This increase is subject to the MSA process.

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

Upon movement to Range J from Range B, employees shall receive a one-step (5%) increase and shall retain their salary adjustment anniversary date.

Upon movement to Range J from Range 1 or Range A, employees shall receive the minimum salary rate and shall receive a new salary adjustment anniversary date.

Upon satisfactory progress in completing requirements of the apprenticeship program established for the classification, employees are eligible to receive one-step (5%) apprenticeship increases effective the first day of the monthly pay period following every six (6) qualifying pay periods until the maximum of the range is reached. Qualifying pay periods include time served in Range B, if applicable.

NOTE: To document the one-step (5%) apprenticeship increase, the SCO shall treat the increase as an MSA in order to automate the increase. This increase is subject to the MSA process.

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

Range C. This journeyperson range shall apply to employees who have satisfactorily completed the apprenticeship program for the employees' classification and who do not meet the criteria for payment in Range K.

Upon movement to Range C from Range B or Range J, employees shall receive the minimum salary rate or a one-step (5%) increase, whichever is higher, and shall receive a new MSA anniversary date. Thereafter, every twelve (12) qualifying pay periods after movement to Range C, employees shall receive MSAs in accordance with the BU 6 MOU until the maximum of the range is reached.

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

Upon movement to Range K from Range C, employees shall receive a one-step (5%) increase and shall retain their MSA anniversary date.

Upon movement to Range K from Range J, employees shall receive the minimum salary rate and shall receive a new MSA anniversary date.

Thereafter, every twelve (12) qualifying pay periods, employees shall receive MSAs in accordance with the BU 6 MOU until the maximum of the range is reached.

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

Salary Ranges 1, A, B, and C may be used individually to make salary comparisons for discretionary actions between classes. Salary Range C shall be used to make salary comparisons for mandatory actions if the move is “to” the class of Correctional Officer (CO) or Youth Correctional Officer (YCO). Salary Ranges J and K shall NOT be used to make salary comparisons between classes.

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

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

Example: YCO, Range J to YCO, Range J.

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

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

Examples: CO, Range K to YCO, Range K; CO, Range B to YCO, Range B.

Upon movement to another class with a different salary range:

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

The salary adjustment anniversary date is unaffected by this process. However, the anniversary date for Ranges B and J is subject to the R06 apprenticeship provisions and is not governed by DPA anniversary rules. The new (“to”) anniversary date is established based on the provisions of the new (“to”) class, if applicable.

Effective March 1, 2002, upon promotion (+10% or more via list [A01] or permissive reinstatement [A02]) to an excluded class (M/S/C/E designation):

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

ALTERNATE RANGE CRITERIA 170

Established 07/01/82
Revised 06/01/89; 10/01/92; 10/31/97; 10/01/98; 01/01/99;
03/01/02; 07/01/04, Pay Letters 02-15, 04-12

Range A. This apprenticeship range shall apply to employees while attending the basic academy established by the department and who do not meet the criteria for payment in Range B, Range C, Range J, or Range K.

Range B. This apprenticeship range shall apply to employees who have graduated from the basic academy established by the department and who do not meet the criteria for payment in Range C, Range J, or Range K.

Upon movement to Range B from Range A, employees shall receive the minimum salary rate or a one-step (5%) increase, whichever is higher, and shall receive a new Merit Salary Adjustment (MSA) anniversary date. Upon satisfactory progress in completing requirements of the apprenticeship program established for the classification, employees are eligible to receive one-step (5%) apprenticeship increases effective the first day of the monthly pay period following every six (6) qualifying pay periods until the maximum of the range is reached.

NOTE: To document the one-step (5%) apprenticeship increase, the State Controller's Office (SCO) shall treat the increase as an MSA in order to automate the increase. This increase is subject to the MSA process.

Range J. Effective July 1, 2004, this apprenticeship range shall apply to incumbents who meet criteria for payment at Range B under Alternate Range Criteria 170 and who are required to work a minimum of 164 hours in a recurring 28 consecutive day work period as established by the departments under the 7k provisions of the FLSA pursuant to Section 11.11 of the BU 6 MOU. This alternate range represents full compensation for all hours worked up to 164 hours in a 28 consecutive day work period. Effective October 1, 1998 through June 30, 2004, these incumbents were subject to 168 hours rather than 164 hours.

Upon movement to Range J from Range B, employees shall receive a one-step (5%) increase and shall retain their salary adjustment anniversary date.

Upon movement to Range J from Range A, employees shall receive the minimum salary rate and shall receive a new salary adjustment anniversary date.

Upon satisfactory progress in completing requirements of the apprenticeship program established for the classification, employees are eligible to receive one-step (5%) apprenticeship increases effective the first day of the monthly pay period following every six (6) qualifying pay periods until the maximum of the range is reached. Qualifying pay periods include time served in Range B, if applicable.

NOTE: To document the one-step (5%) apprenticeship increase, the SCO shall treat the increase as an MSA in order to automate the increase. This increase is subject to the MSA process.

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

Range C. This journeyperson range shall apply to employees who have satisfactorily completed twenty-four (24) months in Range B and/or Range J and the apprenticeship program for the employees' classification and who do not meet the criteria for payment in Range K.

Upon movement to Range C from Range B or Range J, employees shall receive the minimum salary rate or a one-step (5%) increase, whichever is higher, and shall receive a new MSA

anniversary date. Thereafter, every twelve (12) qualifying pay periods after movement to Range C, employees shall receive MSAs in accordance with the BU 6 MOU until the maximum of the range is reached.

Range K. Effective July 1, 2004, this journeyperson range shall apply to incumbents who meet criteria for payment at Range C under Alternate Range Criteria 170 and who are required to work a minimum of 164 hours in a recurring 28 consecutive day work period as established by the departments under the 7k provisions of the FLSA pursuant to Section 11.11 of the BU 6 MOU. This alternate range represents full compensation for all hours worked up to 164 hours in a 28 consecutive day work period. Effective October 1, 1998 through June 30, 2004, these incumbents were subject to 168 hours rather than 164 hours.

Upon movement to Range K from Range C, employees shall receive a one-step (5%) increase and shall retain their MSA anniversary date.

Upon movement to Range K from Range J, employees shall receive the minimum salary rate and shall receive a new MSA anniversary date.

Thereafter, every twelve (12) qualifying pay periods after movement to Range K, employees shall receive MSAs in accordance with the BU 6 MOU until the maximum of the range is reached.

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

Salary Ranges A, B, and C may be used individually to make salary comparisons for discretionary actions between classes. Salary Range C shall be used to make salary comparisons for mandatory actions if the move is “to” the class of Youth Correctional Counselor (YCC). Salary Ranges J and K shall NOT be used to make salary comparisons between classes.

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

> The employee shall move to the same alternate range and retain his/her salary rate and salary adjustment anniversary date.
>
> Example: YCC, Range J to YCC, Range J.

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

> The employee shall move to the same salary alternate range and retain his/her salary rate and salary adjustment anniversary date.
>
> Only Example: YCC, Range A to YCO (Youth Correctional Officer), Range A.

Upon movement to another class with a different salary range:

> To determine the new (“to”) appointment salary rate, Range J and Range K employees will move from the appropriate rate in Range B or Range C by reducing the

based-on salary rate by one-step (5%). Apply the appropriate salary rule application to this reduced rate (other special pays and/or pay differentials, etc., may come into play).

The salary adjustment anniversary date is unaffected by this process. However, the anniversary date for Ranges B and J is subject to the R06 apprenticeship provisions and is not governed by DPA anniversary rules. The new ("to") anniversary date is established based on the provisions of the new ("to") class, if applicable.

Effective March 1, 2002, upon promotion (+10% or more via list [A01] or permissive reinstatement [A02]) to an excluded class (M/S/C/E designation):

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

ALTERNATE RANGE CRITERIA 171

Established 7/7/82

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

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

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

1. One year of experience in State service performing the duties of an Agricultural Biological Technician, Range A. <u>or</u>

2. Two years of technical laboratory experience performing duties similar in level of responsibility to those of an Agricultural Biological Technician, Range A. <u>or</u>

3. Equivalent to graduation from college with a major in a biological science.

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

ALTERNATE RANGE CRITERIA 172

Established 7/7/82
Revised 1/23/90

When an employee enters the class of Registration Specialist (Agricultural Chemicals), the employee may be appointed to the appropriate range in terms of the following criteria:

Experience gained outside State service may be credited only if the appointing power believes the experience was satisfactory and comparable in type and quality to that of a Registration Specialist (Agricultural Chemicals).

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

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

a. One year of experience in California state service performing the duties of a Registration Specialist (Agricultural Chemicals), Range A. or

b. One year of experience in registering pesticides, commercial fertilizers or livestock drugs with state regulatory agencies and/or the U.S. Environmental Protection Agency, U.S. Food and Drug Administration; or enforcing State and/or Federal laws and regulations pertaining to pesticide, commercial fertilizer or livestock drug registration. [Experience in California state service applied toward this requirement must be performing the duties of a class at a level of responsibility not less than those of a Registration Specialist (Agricultural Chemicals), Range A.] or

c. Two years of professional experience enforcing State or Federal laws and regulations (other than those concerning registration) pertaining to pesticides and/or commercial fertilizers such as: conducting inspections, and investigations and/or preparing reports on use, worker health and safety, and environmental monitoring. or

d. Two years of professional experience as a State-licensed pest control advisor.

An employee appointed to this range with other than Range A experience shall have an education equivalent to graduation from college with a job-related science major such as agriculture, chemistry, biology, microbiology, or plant science, and shall have completed at least one course in organic chemistry. Additional qualifying experience may be substituted for the required education on a year-for-year basis.

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

a. One year of experience in California State service performing the duties of a Registration Specialist (Agricultural Chemicals), Range B. or

b. Two years of experience in registering pesticides, commercial fertilizers or livestock drugs with State regulatory agencies and/or the U.S. Environmental Protection Agency, U.S. Food and Drug Administration; or enforcing State and/or Federal laws and regulations pertaining to pesticide, commercial fertilizer, or livestock drug registration. [Experience in California state service applied toward this requirement must be performing the duties of a class at a level of responsibility not less than those of a Registration Specialist (Agricultural Chemicals), Range B.] or

c. Three years of professional experience enforcing State or Federal laws and regulations (other than those concerning registration) pertaining to pesticides and/or commercial fertilizers such as conducting inspections and investigations and/or preparing reports on use, worker health and safety, and environmental monitoring. or

d. Three years of professional experience as a State-licensed pest control advisor.

An employee appointed to this range with other than Range B experience shall have an education equivalent to graduation from college with a job-related science major such as agriculture, chemistry, biology, microbiology, or plant science, and shall have completed at least one course in organic chemistry. Additional qualifying experience may be substituted for the required education on a year-for-year basis.

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

ALTERNATE RANGE CRITERIA 173

Established 8/31/82

Experience gained outside State service may be credited only if the appointing power believes the experience was satisfactory and comparable in the type and quality to that of Direct Marketing Specialist. Experience in each Alternate Range Criteria can be combined for movement from Range A to B and from B to C.

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

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

1. Six months of experience in State service performing the duties of a Direct Marketing Specialist, Range A. or

2. One year of experience in farm management or the management of a direct marketing establishment or related direct marketing programs involving the production or marketing of agricultural products. or

3. A Master's Degree in Agricultural Sciences, Agricultural Economics, Economics, Mathematics, or a related field.

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

1. One year of experience in State service performing the duties of a Direct Marketing Specialist, Range B. or

2. Two years of experience in farm management, the management of a direct marketing establishment, or related direct marketing programs involving the production or marketing of agricultural products. State service experience used to satisfy the general experience requirement must be at a level of responsibility at least equivalent to that obtained in the class of Direct Marketing Specialist, Range B.

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

ALTERNATE RANGE CRITERIA 174

Established 8/31/82

Experience gained outside State service may be credited only if the appointing power believes the experience was satisfactory and comparable in the type and quality to that of Marketing Specialist. Experience in each Alternate Range Criteria can be combined for movement from Range A to B and B to C.

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

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

1. One year of experience in State service performing the duties of a Marketing Specialist, Range A. <u>or</u>

2. One year of professional and responsible experience in large scale agricultural marketing. <u>or</u>

3. A Master's Degree in Agricultural Sciences, Agricultural Economics, Economics, Mathematics, Business Administration, or a related field.

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

1. One year of experience in the State service performing the duties of Marketing Specialist, Range B. <u>or</u>

2. Two years of responsible experience in any one or a combination of the following:

   a. Market news service reporting of agricultural commodities. <u>or</u>

   b. College teaching, agricultural extension, or research work in the field of production and marketing or agricultural commodities. <u>or</u>

   c. Work relating to the production, processing, and marketing of agricultural commodities which provides an extensive knowledge of marketing conditions and practices. <u>or</u>

   d. Agricultural commodity inspection, grading, or certification work which provides an extensive knowledge of marketing conditions and practices.

<u>and</u>

<u>Education</u>: Equivalent to graduation from college with major work in an agricultural field with a minimum of 12 semester units in Economics or Agricultural Economics. (Additional qualifying experience may be substituted for the required education on a

year-for-year basis.) State service experience used to satisfy the general experience requirement must be at a level of responsibility at least equivalent to that obtained in the class of Marketing Specialist, Range B.

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

ALTERNATE RANGE CRITERIA 175

Established 9/1/82
Revised 10/1/95, 9/16/97, 2/1/01

Experience gained outside of State service may be counted only if the appointing power believes the experience was satisfactory and comparable to that of Special Agent, Department of Justice.

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

Range B. This range shall apply to persons who have satisfactorily completed either: (1) the equivalent of 12 months of Special Agent, Department of Justice, Range A; or (2) three years of experience as a peace officer* in an investigative assignment performing civil, criminal, or narcotics law enforcement work (patrol experience may be substituted for the required experience on the basis of one year of patrol experience being equivalent to six months of investigative experience), and equivalent to completion of two years of college. (Additional qualifying experience may be substituted for the required college education on a year-for-year basis.) (Experience in State service applied toward this requirement must include at least one year performing the duties of a class with a level of responsibility not less than that of Special Agent, Department of Justice, Range A.); or (3) two years of experience as a peace officer* in an investigative assignment performing civil, criminal, or narcotics law enforcement work (patrol experience may be substituted for the required investigative experience on the basis of one year of patrol experience being equivalent to six months of investigative experience), and equivalent to graduation from college. (Experience in State service applied toward this requirement must include at least one year performing the duties of a class with level of responsibility not less than that of Special Agent, Department of Justice, Range A.)

Range C. This range shall apply to persons who have satisfactorily completed either: (1) the equivalent of 12 months of Special Agent, Department of Justice, Range B; or (2) four years of experience as a peace officer* in an investigative assignment performing civil, criminal, or narcotics law enforcement work, (patrol experience may be substituted for the required experience on the basis of one year of patrol experience being equivalent to six months of investigative experience), and equivalent to completion of two years of college. (Additional qualifying experience may be substituted for the required college education on a year-for-year basis.) (Experience in State service applied toward this requirement must include at least one

* In California as defined in Sections 8301.1, 830.2, and 830.3 of the California Penal Code or equivalent Federal and out-of-State law enforcement.

year performing the duties of a class with a level of responsibility not less than that of Special Agent, Department of Justice, Range B.); or (3) three years of experience as a peace officer* in an investigative assignment performing civil, criminal or narcotics law enforcement work, (patrol experience may be substituted for the required experience on the basis of one year of patrol experience being equivalent to six months of investigative experience), and equivalent to graduation from college. (Experience in State service applied toward this requirement must include at least one year performing the duties of a class with a level of responsibility not less than that of Special Agent, Department of Justice, Range B.)

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

ALTERNATE RANGE CRITERIA 176

Established 8/31/82

Experience gained outside State service may be credited only if the appointing power believes the experience was satisfactory and comparable in the type and quality to that of Fruit and Vegetable Quality Control Inspector.

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

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

1. One year of experience in State service performing the duties of a Fruit and Vegetable Quality Control Inspector, Range A. <u>or</u>

2. Three years of experience growing, harvesting, grading, packing, or inspecting fruits, nuts, or vegetables, at least one year of which must have been at a level of responsibility equivalent to Fruit and Vegetable Quality Control Inspector, Range A.

<u>and</u>

Who have successfully obtained a valid license issued by the United States Department of Agriculture to inspect fruits, nuts, and vegetables for fresh shipment or processing. (Education equivalent of graduation from college with major work in agriculture may be substituted for two years of the required experience.)

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

ALTERNATE RANGE CRITERIA 177

Established 11/4/82

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

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

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

1. One year of experience in State service performing the duties of a Meat Food Inspector, Range A. or

2. Three years of experience performing postmortem and antemortem examinations of animals to determine their fitness for human consumption and inspecting meat products and plants for compliance with government regulations. (College education with specialization in animal husbandry may be substituted for the required experience on the basis of two years of education being equivalent to one year of experience.)

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

ALTERNATE RANGE CRITERIA 178

Established 11/17/82
Revised 12/20/83

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

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

Range B. This range shall apply to persons who possess valid licenses or equivalent authorizations issued under the U.S. Grain Standards Act or the Agricultural Marketing Act to weigh grain and inspect at least five grains and/or commodities, of which one must be wheat; and who have satisfactorily completed either:

1. One year of experience in State service performing duties of a Grain and Commodity Inspector, Range A. or

2. Three years of experience in the inspection, sampling, grading, weighing, or analysis of grain or commodities. (Education equivalent to graduation from college with major work in agriculture may be substituted for two years of the required experience.)

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

ALTERNATE RANGE CRITERIA 179

Established 12/15/82

When an employee enters State service in the class of Stationary Engineer Apprentice as a part of the approved apprenticeship program, the employee shall be appointed to the first step of Range A. All appointments to this class shall be made at the first step of Range A unless otherwise approved by the "apprentice committee." The employee shall be moved to the first step of the next-higher range as of the date of satisfactory completion and upon submission of proof that the requirement for the particular criteria have been met.

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

Ranges B through G. Evidence of successful completion of the specific months of the prescribed academic and practical work as defined in the apprenticeship program standards for Stationary Engineer Apprentice (Four-Year Program). The months of practical work required are as follows:

Range B	-	12 months	Range F	-	36 months
Range C	-	18 months	Range G	-	42 months
Range D	-	24 months			
Range E	-	30 months			

Range H. This range shall apply to incumbents who meet the criteria for payment for both Range A of Alternate Range Criteria 179 and Range B of Alternate Range Criteria 40.

Ranges I through N. These ranges shall apply to incumbents who meet the criteria for payment for both Ranges B through N of Alternate Range Criteria 179 and Range B of Alternate Range Criteria 40.

Range I	-	12 months	Range M	-	36 months
Range J	-	18 months	Range N	-	42 months
Range K	-	24 months			
Range L	-	30 months			

An employee who accepts a position as an apprentice shall be allocated to the appropriate range in terms of the above criteria and upon successful completion of the apprenticeship program and appointment to the journey level class shall receive the first step of the salary range for the journey level class.

Movement from one alternate range to another alternate range shall be governed by DPA Rules 599.681 and 599.686.

ALTERNATE RANGE CRITERIA 180

Established 12/15/82

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

Range B. This range shall apply to persons who have either: (1) satisfactorily completed 12 months as an Assistant Investment Officer, Retirement Systems, in State service; or

(2) 18 months of professional experience in investment analysis, investment management, or related field for a public agency institution such as a bank, insurance company, pension and endowment fund, or security dealer. (A Master's Degree in Business Administration, Finance, or Economics may be substituted for one year of the required experience.)

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

ALTERNATE RANGE CRITERIA 181

Established 2/1/83
Revised 2/20/02

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

Range B. This range shall apply to persons who have satisfactorily completed 12 months' experience performing duties comparable to those of a Disability Insurance Program Representative, Range A, in the Employment Development Department.

Range C. This range shall apply to persons who have satisfactorily completed 12 months' experience performing duties comparable to those of a Disability Insurance Program Representative, Range B, in the Employment Development Department.

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

ALTERNATE RANGE CRITERIA 182

Established 2/1/83

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

Range B. This range shall apply to persons who have satisfactorily completed the equivalent of 12 months as an Employment Program Counselor, Range A; or who possess a Master's Degree in Behavioral Sciences with a major emphasis in counseling or vocational guidance.

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

ALTERNATE RANGE CRITERIA 183

Established 2/1/83

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

Range B. This range shall apply to persons who have satisfactorily completed 12 months' experience performing duties comparable to those of an Employment Program Representative, Range A, in the Employment Development Department.

Range C. This range shall apply to persons who have satisfactorily completed 12 months' experience performing duties comparable to those of an Employment Program Representative, Range B, in the Employment Development Department.

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

ALTERNATE RANGE CRITERIA 184

Established 2/2/83

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

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

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

> One year of experience in State service performing the duties of Dairy Foods Specialist, Range A. or
>
> Two years of experience in a public agency in inspection or enforcement work pertaining to dairy farms or milk and milk products.

Range C. Three years of experience in a public agency in inspection or enforcement work pertaining to dairy farms or milk and milk products.

and

Possession of a specialty dairy product inspection, rating, or survey certificate issued by the United States Food and Drug Administration or United States Department of Agriculture, and who is required to perform specialty inspections on a regular basis. (Limited USDA certification for single commodity does not qualify for Range C.) or

Credentialed Registered Environmental Health Specialist/Registered Sanitarian (REHS/RS)

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

ALTERNATE RANGE CRITERIA 186

Established 2/1/83
Effective 7/1/83
Revised 7/1/94

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

Range B. This range shall apply to incumbents who are assigned full time as flight officers in the flight program of the California Highway Patrol.

Range C. This range shall apply to incumbents who are assigned full time as pilots in the flight program of the California Highway Patrol.

A patrol flight month is a pay period during which time the employee is assigned full time as a pilot or flight officer to the flight program, until such time as he/she is removed from flight duty or assigned to other duties for more than 30 days. Flight program pay will continue while a regularly assigned pilot or flight officer is on vacation, sick leave, temporary military leave, and while on injury status as a result of aircraft operation provided that in no case shall flight program pay continue beyond one year from the date of the injury. Proportional payment will be made when reassignment to other than a piloting or flight officer assignment occurs during the pay period.

An employee whose position is allocated to any one of the alternate ranges shall be entitled to an increased or decrease under the provision of DPA Rule 599.681 as of the date of such action. However, employees at the maximum of the salary range shall move to the maximum rate of the new range.

ALTERNATE RANGE CRITERIA 187

Established 4/5/83

Experience gained outside State service may be credited only if the appointing power believes the experience was satisfactory and comparable in the type and quality of Feed, Fertilizer, and Livestock Drugs Inspector.

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

Range B. This range shall apply to persons who have satisfactorily completed one year of experience in State service performing the duties of a Feed, Fertilizer, and Livestock Drugs Inspector, Range A; or three years of experience in the manufacture, inspection, sampling, processing, or distribution of commercial feeds, fertilizing materials, or livestock drugs, at least one year of which must have been at a level of responsibility equivalent to Feed, Fertilizer, and Livestock Drugs Inspector, Range A; <u>and</u> equivalent to completion of 12 semester units in chemistry (education equivalent to graduation from college with major work in related agricultural sciences and 12 semester units in chemistry may be substituted for two years of the required experience).

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

ALTERNATE RANGE CRITERIA 188

Established 4/5/83

Experience gained outside State service may be credited only if the appointing power believes the experience was satisfactory and comparable in the type and quality of Livestock Inspector.

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

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

1. One year of experience in State service performing the duties of Livestock Inspector, Range A. or

2. Three years of experience in raising livestock or in some other activity providing familiarity with livestock production. or

3. Two years of experience in a governmental agency in agricultural inspection or enforcement work pertaining to livestock production which provides experience comparable to that obtained as a Livestock Inspector, Range A. (Completion of a two-year course or program in an agricultural college or recognized standing with specialization in an animal husbandry or in related agricultural subject may be substituted for one-half of the experience required in paragraphs 2 and 3 above.)

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

ALTERNATE RANGE CRITERIA 189

Established 5/3/83

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

Range B. This range shall apply to persons who have satisfactorily completed the equivalent of six months of Range A experience, or who have completed one year of experience in medical supply work.

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

ALTERNATE RANGE CRITERIA 195

Established 5/31/83
Revised 3/7/00, 11/30/07 PL 07-59 and PL 08-08

Experience gained outside State service may be credited only if the appointing power believes the experience was satisfactory and comparable in the type and quality to that of Enforcement Representative I, Contractors State License Board or Enforcement Representative I, Contractors State License Board (Non-Peace Officer).

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

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

1. One year of service in Range A and are consistently performing at a satisfactory level as determined by the appointing power. or

2. Have completed four years of experience in one or a combination of the following:

    a. A government agency or private firm which has provided skills in investigation or complaint resolution work. or

    b. Employment in a building construction trade.

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

ALTERNATE RANGE CRITERIA 196

Established 7/6/83
Revised 10/21/93; 01/01/09, Pay Letters 08-41 and 09-04

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

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

Range B. This range shall apply to persons who have satisfactorily completed the equivalent of six months as a Licensing Program Analyst, Range A, and may apply to persons who have one year of experience involving analytical, evaluative, or enforcement duties for a social service program for children, adults, or the elderly in need of care and supervision as provided in community care facilities.

Range C. This range shall apply to persons who have the equivalent to graduation from college with any major; or have satisfactorily completed the equivalent of 12 months as a Licensing

Program Analyst, Range B; and may apply to persons who have the equivalent of 18 months of satisfactory experience outside of State service performing analytical, evaluative, or enforcement duties for a social service program for children, adults, or the elderly in need of care and supervision as provided in community care facilities.

Range D. This range shall apply to persons who have satisfactorily completed the equivalent of 12 months of Licensing Program Analyst, Range C; or 36 months of professional experience involving analytical, evaluative, or enforcement duties for a social service program for children, adults, or the elderly in need of care and supervision as provided in community care facilities and possess the equivalent to graduation from college.

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

ALTERNATE RANGE CRITERIA 197

Established 8/30/83

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

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

Satisfactorily completed 12 months of experience as a Communicable Disease Representative, Range A. or

Eighteen months of experience as Health Program Technician I in the Infectious Disease Section and equivalent to completion of 30 semester units of college level academic education. or

Satisfactorily completed two years of experience in the Infectious Disease Section performing duties of Public Health Assistant II and equivalent to completion of 30 semester units of college level academic education. or
Two years of experience as a Medical Service Corpsman dealing with communicable diseases or a communicable disease representative or investigator in a local, State, or Federal health agency and equivalent to completion of 30 semester units of college level academic education.

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

ALTERNATE RANGE CRITERIA 198

Established 8/30/83
Revised 3/2/89

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

Range B. This range shall apply to incumbents who are responsible on a regular basis for carrying out a specified work and training program during the workday including planning and controlling work assignments in the areas of fire suppression, resource management, vocational shop construction and maintenance, and other emergency-related activities, for adult State and county inmates, county and youth authority wards and/or California Conservation Corps crew members in conservation camps, fire centers, or camp/center training facilities; and who possess a California driver's license valid for operation of any bus designed to carry more than 15 passengers, any single vehicle with three or more axles, any such vehicle towing another vehicle weighing less than 6,000 pounds gross.

Upon movement from Range A to Range B, a permanent or probationary employee shall receive a new rate in Range B that is two steps or 10 percent above the rate received as Fire Captain, Range A and shall retain his/her salary anniversary date.

Upon movement from Range B to Range A, a permanent or probationary employee shall receive a new rate in Range A that is two steps or 10 percent below the rate received as Fire Captain, Range B and shall retain his/her salary anniversary date.

Upon movement of a permanent or probationary employee to another classification in State service, the employee's new salary rate will be adjusted from the rate of pay received at the time of the change in classification. Upon promotion of a permanent or probationary Fire Apparatus Engineer to Fire Captain, Range B, the employee shall receive a minimum increase in pay of three steps (approximately 15 percent).

ALTERNATE RANGE CRITERIA 199

Established 8/30/83

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

Range B. This range shall apply to persons who have satisfactorily completed the equivalent of 12 months of Architectural Designer experience or have three years of architectural experience in an architectural office which is engaged in the planning and designing of a wide variety of buildings, and equivalent to graduation from college with major work in architecture.

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