

ALTERNATE RANGE CRITERIA 300

Established 3/13/90

Revised 8/3/99

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

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

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

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

1. One year of experience in the California state service performing professional accounting or auditing duties at a level equivalent to Tax Auditor, Franchise Tax Board, Range A; and completion of the educational requirements described below. or
2. One year of experience performing the duties of the class of Accountant I; and completion of the educational requirements described below. or
3. Two years of experience outside of California state service performing increasingly responsible professional tax accounting, or tax consulting and planning, or auditing experience equivalent to Tax Auditor, Franchise Tax Board; and completion of the educational requirements described below.

Education:

1. Equivalent to graduation from college, with a specialization in accounting. or
2. Completion of a prescribed professional accounting curriculum given by a resident or correspondence school of accountancy, including courses in elementary and advanced accounting, auditing, cost accounting, and business law. or
3. Completion of 19 semester units; 16 semester units of which shall be professional accounting courses given by a collegiate-grade residence institution including courses in elementary and intermediate or advanced accounting, auditing, and cost accounting; and three semester units of business law.

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

ALTERNATE RANGE CRITERIA 301

Established 4/13/90

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

Range B. This range shall apply to individuals who have served 12 months as Range A or who meet alternative criteria stated in the class specification.

Range C. This range shall apply to individuals who have satisfactorily completed the equivalent of 12 months as Range B or who meet alternative criteria stated in the class specification.

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

ALTERNATE RANGE CRITERIA 302 - PENDING**ALTERNATE RANGE CRITERIA 303 - PENDING****ALTERNATE RANGE CRITERIA 304 - PENDING****ALTERNATE RANGE CRITERIA 305**

Established 5/22/90

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

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

Range C. This range shall apply to persons who have satisfactorily completed: (1) a minimum of 12 months of experience in the class of Collections Specialist, Department of Motor Vehicles, Range B, or (2) three years of field experience in collection or tax law compliance and collection or tax compliance work. (Experience in State service applied toward this requirement must include at least one year of experience performing the duties of a class at the level of responsibility equivalent to Collections Specialist, Range B.) (Education equivalent to graduation from college with at least one course each in basic accounting and business or commercial law; and one course in either economics, business administration, or public administration may be substituted for two years of the required experience.)

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

ALTERNATE RANGE CRITERIA 306 - PENDING**ALTERNATE RANGE CRITERIA 307**

Established 7/24/90

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

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

- a. One year of experience in California state service performing the duties of a Legal Hearing Typist, Unemployment Insurance Appeals Board, Range A.
- b. Two years of experience in typing/transcription and clerical work, at least one year of which shall have been typing or transcribing work of a legal nature such as the preparation of legal correspondence, hearings, petitions, briefs, motions, depositions, and various legal notices and forms.

Academic education above the 12th grade may be substituted for the year of required general experience on the basis of either: (1) one year of general education being equivalent to three months of general experience, or (2) one year of education of a business or commercial nature being equivalent to six months of general experience. or

Completion of a certificated Legal Secretarial Program (minimum of 30 semester units) in an accredited college or completion of a certificated Legal Secretary Program (minimum of 36 weeks and 900 hours) in a business school accredited by the Accrediting Commission of the Association of Independent Colleges and Schools may be substituted for one year of the required legal work experience.

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

ALTERNATE RANGE CRITERIA 308

Established 9/12/90

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:

- a. One year of experience in the California state service performing the duties of a Landscape Architect, Range A. or
- b. Two years of experience in landscape architectural planning, design, and construction work, one year of which shall have been equivalent in level to work performed by a Landscape Architect, Range A, in the California State service. and

Education equivalent to graduation from college with major work in landscape architecture. or

- c. A Master's Degree in Landscape Architecture from a university recognized or accredited by the American Society of Landscape Architects. or
- d. Possession of a certificate of registration as a Landscape Architect as issued by the California Board of Landscape Architects.

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

ALTERNATE RANGE CRITERIA 309

Established 11/6/90

When an employee first enters State service to the class of Cytotechnologist, Laboratory Field Services, he/she shall be eligible for appointment to a range in terms of the following criteria.

Experience gained outside State service may be credited only if the appointing power believes the experience is satisfactory and comparable in type and quality of that of the Cytotechnologist, Laboratory Field Services, class.

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

Range B. This range shall apply to those individuals who have satisfactorily completed 12 months of experience as a Cytotechnologist, Laboratory Field Services, Range A, or equivalent duties and may apply to persons who have one additional year of cytotechnology experience beyond that required in the minimum qualifications for 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 310

Established 7/24/90

Range A. This range shall apply to persons who do not possess a valid certificate of registration as an Environmental Health Specialist pursuant to California Health and Safety Code Sections 514-534.

Range B. This range shall apply to persons who possess a valid certificate of registration as an Environmental Health Specialist pursuant to California Health and Safety Code Sections 514-534.

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

ALTERNATE RANGE CRITERIA 311

Established 9/12/90

Abolished 04/01/04, Pay Letter 04-06

ALTERNATE RANGE CRITERIA 312

Established 9/12/90

Revised 2/1/00

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

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

- a. Twelve months of experience in California state service performing the duties of a Digital Composition Specialist, Range A. or
- b. Twelve months of varied experience in the operation of composing machines, and laying out and composing copy of a varied and difficult nature.

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

ALTERNATE RANGE CRITERIA 313 - PENDING

ALTERNATE RANGE CRITERIA 314

Established 10/23/90

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

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

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

- a. The equivalent of 12 months of experience in the class of Employment Development Specialist I, Range A. or
- b. Twelve months of experience outside California state service performing Unemployment Insurance or Job Services analytical program development, evaluation, and technical support duties similar to those of an Employment Development Specialist I. (This experience must be in addition to that required to satisfy the "Minimum Qualifications" of the class.)

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

ALTERNATE RANGE CRITERIA 315

Established 1/22/91

Revised 5/31/07, Pay Letters 07-23, 08-10, and 08-31; 4/24/12, Pay Letters 12-11 and 12-18

When an employee enters State service in the class of Tax Counsel, he/she shall be eligible for appointment 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 Tax Counsel.

Range A. This range shall apply to individuals who are active members of the State Bar of California and who do not meet the criteria for payment in Range B, C, or D.

Range B. This range shall apply to individuals who are active members of The State Bar of California and who, in addition, have satisfactorily completed one year of legal experience in a governmental jurisdiction or in the private practice of law. Evidence of such experience may be in the form of a work record of legal experience inside or outside of State service.

Range C. This range shall apply to individuals who are active members of The State Bar of California and who, in addition, have satisfactorily completed two years of legal experience in a governmental jurisdiction or in the private practice of law. Evidence of such experience may be in the form of a work record of legal experience inside or outside of State service.

Range D. This range shall apply to individuals who are active members of The State Bar of California and who, in addition, have satisfactorily completed four years of legal experience in a governmental jurisdiction or in the private practice of law. Evidence of such experience may be in the form of a work record of legal experience inside or outside of State service.

Experience in the "practice of law" or "performing legal duties" is defined as: (1) only that legal experience acquired after admission to any State Bar, or (2) experience as a judicial clerk for a federal court, California's state courts, or any other state's courts, to constitute experience in the practice of law. For an individual's judicial clerkship to qualify as experience in the "practice of law" or "performing legal duties", the experience must have been gained after receipt of a Juris Doctor or equivalent degree.

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

ALTERNATE RANGE CRITERIA 316

Established 2/5/91

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

Range B. This range shall apply to incumbents in positions who have satisfactorily completed the equivalent of six months of experience in the California state service performing the duties of a Parole Service Associate (Range A), and may apply to persons who have the equivalent of two years of satisfactory experience outside of State service performing correctional rehabilitation, correctional research, or community correctional duties similar to those of a Parole Service Associate.

Range C. This range shall apply to incumbents who have satisfactorily completed 12 months of experience in the California state service performing the duties of a Parole Service Associate (Range B), and may apply to persons who have the equivalent of three years of satisfactory experience outside of State service performing correctional rehabilitation, correctional research, or community correctional duties similar to those of a Parole Service Associate.

and

Thirty semester units of college courses.

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 Parole Service Associate.

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

ALTERNATE RANGE CRITERIA 317

Established 4/23/91
Deleted 4/14/00

ALTERNATE RANGE CRITERIA 318

Established 4/9/91

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

Range B. This range shall apply to individuals who have satisfactorily completed the equivalent of 12 months in the class of Investigator, Department of Consumer Affairs, Range A; or have two years of peace officer experience in an investigative assignment and possession of a Peace Officer Standards and Training Basic or Specialized Basic Certificate. (Experience in the California state service applied toward this requirement must include at least 12 months performing the duties of a class equivalent to that of Investigator, Department of Consumer Affairs, Range A.)

Range C. This range shall apply to individuals who have satisfactorily completed the equivalent of 12 months in the class of Investigator, Department of Consumer Affairs, Range B; or have three years of peace officer experience in an investigative assignment, at least one year of which must have been performing criminal investigations, and possession of a Peace Officer Standards and Training Basic or Specialized Basic Certificate. (Experience in the California state service applied toward this requirement must include at least 12 months performing the duties of a class equivalent to that of Investigator, Department of Consumer Affairs, 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, except for movement from Range B to C, the provisions of DPA Rule 599.674 shall apply.

ALTERNATE RANGE CRITERIA 319

Established 4/23/91

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) 12 months of experience performing the duties of an Assistant State Archeologist, Range A; or (2) 12 months of research and technical field work in archeology involving site survey, excavation, laboratory work and analysis, or museum and exhibit work, equivalent to the level of Assistant State Archeologist, Range A. (Graduate work in archeology or anthropology may be substituted for one year of the required experience on a year-for-year basis.)

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

ALTERNATE RANGE CRITERIA 320

Established 5/21/91

Revised 1/30/98

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

Range B. This range shall apply to individuals who have satisfactorily completed one year of experience as a Transportation Engineering Technician, Range A, in the Department of Transportation, or have two years of education equivalent to completion of a curriculum beyond the 12th grade in either (1) engineering technology which includes courses in trigonometry, algebra, drafting, computer science, and physics, chemistry, or a comparable physical science; or (2) surveying which includes courses in trigonometry, algebra, drafting, surveying, and computer science, or have three years of nonprofessional civil engineering experience and equivalent to completion of the 12th grade.

Range C. This range shall apply to individuals who have satisfactorily completed one year of experience as a Transportation Engineering Technician, Range B, and successfully completed the equivalent of two semesters of academic course work at the high school level in algebra and geometry, or have two years of college education equivalent to completion of a curriculum in either engineering technology which includes courses in trigonometry, algebra, drafting, computer science, and physics, chemistry, or a comparable physical science, or surveying which includes courses in trigonometry, algebra, drafting, surveying, and computer science, and have two years of nonprofessional civil engineering experience.

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

ALTERNATE RANGE CRITERIA 321

Established 9/24/91

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

Range B. This range shall apply to incumbents who have satisfactorily completed: (1) six months as a Public Land Management Specialist I, Range A; or (2) one year of experience outside of State service performing duties comparable in level of responsibility to Public Land Management Specialist I, Range A. (Experience in real estate sales and transfers will not be considered equivalent to the experience needed to fulfill this requirement.) and

Education equivalent to graduation from college with major work in natural resource management, land use planning, business or public administration, economics, real estate, environmental planning, biological science, or a related field.

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

ALTERNATE RANGE CRITERIA 322

Established 8/30/91

Ranges S, T, and U. These ranges shall apply to incumbents in positions designated Supervisory or E98 in Unassigned (U) classes as follows: For classes with Ranges A and S, Supervisory and E98 designated employees shall be designated to Range S. For classes with Ranges A, L, and S, Supervisory and E98 designated employees shall be designated to Range S. For classes with Ranges A, B, S, and T, or Ranges A, C, S, and T or Ranges B, C, S, and T, Supervisory and E98 designated employees shall be designated to the appropriate corresponding range of either S or T. For classes with Ranges A, B, C, S, T, or U or Ranges A, B, F, S, T, and U, Supervisory and E98 designated employees shall be designated to the appropriate corresponding range of either S, T, or U.

Salary movement between Ranges S, T, and U shall be pursuant to the provisions of the applicable alternate range criteria.

ALTERNATE RANGE CRITERIA 323

Established 6/11/92

Revised 7/31/08, Pay Letters 08-29 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 Rail Transportation Assistant (Range A) experience or six months' experience performing rail transportation activities in a governmental, regional, or local setting with duties similar to those of a Rail Transportation 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 12 months as a Rail Transportation Assistant (Range B) or may apply to persons who have 18 months of satisfactory experience outside of the State service performing duties similar to those of a Rail Transportation 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 for movement from Range B to C, the provisions of DPA Rule 599.676 shall apply.

ALTERNATE RANGE CRITERIA 324

Established 7/28/92

Revised 1/17/01

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 experience as a Benefit Program Specialist (CalPERS), Range A, and whose readiness to move to Range B has been certified by management; or (2) 18 months of experience which must include client/customer service contact involving the interpretation or explanation of policies, regulations, or procedures and/or resolving or adjusting customer accounts. This experience may have been gained in a governmental or private sector setting, for example, in an insurance office, financial institution, customer service center, or title company.

Range C. This range shall apply to persons who have 12 months of satisfactory experience in the California state service performing the duties of a Benefit Program Specialist (CalPERS), Range B, and whose readiness to move to Range C has been certified by management.

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

ALTERNATE RANGE CRITERIA 325

Established 9/8/92

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

Range B. This range shall apply to persons who have satisfactorily completed either: (1) the equivalent of 12 months' experience as a Litigation Specialist I, Caltrans, Range A; or (2) two years of working-level experience investigating civil liability, criminal or law enforcement cases, public liability vehicular accidents, fraudulent insurance claims or tort liability lawsuits, and the completion of the equivalent of two years of college (60 semester units). (Additional qualifying experience may be substituted for the required education on a year-for-year basis.)

(Experience in State service applied toward this requirement must include at least one year performing duties of a class with a level of responsibility not less than that of Litigation Specialist I, Caltrans, Range A.)

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

ALTERNATE RANGE CRITERIA 327 - PENDING**ALTERNATE RANGE CRITERIA 328 – PENDING**

ALTERNATE RANGE CRITERIA 329

Established 10/01/92

Revised 10/01/98; 01/01/99; 03/01/02; 07/01/04, 10/09/18

Pay Letters 02-15, 04-12, 18-28 and 18-31

Range A. This apprenticeship range shall apply to employees hired on or after October 1, 1992, and who do not meet the criteria for payment in Range B, Range J, or Range K.

Upon entry to this range, the employee shall normally receive the minimum salary rate or one step 5% increase, whichever is higher. 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 employees hired on or after October 1, 1992 who meet the criteria for payment at Range A under Alternate Range Criteria 329 and who are required to work a minimum of 41 hours in a recurring 7 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 41 hours in a 7 consecutive day work period.

- Effective November 1, 1998 through June 30, 2004, incumbents were subject to 168 hours in a 28 consecutive day work period.
- Effective July 1, 2004 through June 30, 2015, incumbents were subject to 164 hours in a 28 consecutive day work period.

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

Range B. This journeyman range shall apply to employees hired on or after October 1, 1992, who have satisfactorily completed twenty-four (24) months of service and

hourly requirement, unless qualifying credits are awarded by the apprenticeship committee, in Range A and the apprenticeship program for the employees' classification.

NOTE: Consistent with Section 8.03, as soon as can be accomplished, CPOST Commissioners can agree to move an apprentice off apprenticeship and his/her pay will, correspondingly, be increased to the appropriate salary range.

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 MSA anniversary date. Thereafter, every twelve (12) qualifying pay periods after movement to Range B, 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 journey person range shall apply to incumbents who meet the criteria for payment at Range B under Alternate Range Criteria 329 and who are required to work a minimum of 41 hours in a recurring 7 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 41 hours in a 7 consecutive day work period.

- Effective November 1, 1998 through June 30, 2004, incumbents were subject to 168 hours in a 28 consecutive day work period.
- Effective July 1, 2004 through June 30, 2015, incumbents were subject to 164 hours in a 28 consecutive day work period.

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

Upon movement to Range K from 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 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 B with one-step (5%) decreased from their Range K salary rate and shall retain their salary adjustment anniversary date.

Employees INITIALLY appointed on or after October 1, 1992 to the classification of Correctional Counselor I; Parole Agent I, Adult Parole; or Parole Agent I, Youth Authority shall NOT be eligible for appointment nor subsequent movement to Ranges W, X, L, or M.

Employees INITIALLY appointed PRIOR to October 1, 1992 to the classification of Correctional Counselor I; Parole Agent I, Adult Parole; or Parole Agent I, Youth Authority shall have permissive reinstatement eligibility only to Ranges W, X, L, and M.

Range W. This range shall apply to employees hired (to the above classifications) PRIOR to October 1, 1992, and who do not meet the criteria for payment in Range X, Range L, or Range M.

Range L. Effective July 1, 2004, this range shall apply to employees hired (to the above classifications) PRIOR to October 1, 1992 who meet the criteria for payment at Range W under Alternate Range Criteria 329 and who are required to work a minimum of 41 hours in a recurring 7 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 41 hours in a 7 consecutive day work period.

- Effective November 1, 1998 through June 30, 2004, incumbents were subject to 168 hours.
- Effective July 1, 2004 through June 30, 2015, incumbents were subject to 164 hours in a 28 consecutive day work period.

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

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

Range X. This range shall apply to employees hired (to the above classifications) PRIOR to October 1, 1992, who have satisfactorily completed twelve (12) months experience in California State service in the classification of Correctional Counselor I; Parole Agent I, Adult Parole; or Parole Agent I, Youth Authority.

Upon movement to Range X from Range W, 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 X, employees shall receive MSAs in accordance with the BU 6 MOU until the maximum of the range is reached.

Range M. Effective July 1, 2004, this range shall apply to incumbents who meet the criteria for payment at Range X under Alternate Range Criteria 329 and who are required to work a minimum of 41 hours in a recurring 7 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 41 hours in a 7 consecutive day work period.

- Effective November 1, 1998 through June 30, 2004, incumbents were subject to 168 hours in a 28 consecutive day work period.
- Effective July 1, 2004 through June 30, 2015, incumbents were subject to 164 hours in a 28 consecutive day work period.

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

Upon movement to Range M from Range L, 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 M, 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 M, they shall be placed in Range X with one-step (5%) decreased from their Range M salary rate and shall retain their MSA anniversary date.

Salary Ranges A, B, W, and X may be used individually to make salary comparisons for discretionary actions between classes. Salary Ranges B and X shall be used to make salary comparisons for mandatory actions if the move is "to" the class of Parole Agent I, Adult Parole (PA I, AP); or Correctional Counselor I (CC I); or Parole Agent I, Youth Authority. Salary Ranges J, K, L, and M 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: CC I, Range A to CC I, Range A.

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

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

Example: CC I, Range J to PA I, AP, Range J. NOTE: Time served in the classification of CC I, Range A/J does NOT count as time served in PA I, AP, Range A/J for purposes of completing 24 months in Range A/J. Nor does time served in the classification of PA I, AP, Range A/J count as time served in CC I, Range A/J for purposes of completing 24 months in Range A/J.

Upon movement to another class with a different salary range:

To determine the new ("to") appointment salary rate, Range J, Range K, Range L, and Range M employees will move from the appropriate rate in Range A, Range B, Range W, or Range X 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 A and J is subject to the R06 apprenticeship provisions

and is not governed by CalHR 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, or Range L, or Range M 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 330

Established 10/01/92

Revised 10/01/98; 01/01/99; 03/01/02; 03/18/02; 07/01/04, 10/09/18

Pay Letters 04-03, 04-12, 18-28 and 18-31

Range A. This apprenticeship range shall apply to employees who do not meet the criteria for payment in Range B, Range J, Range K, Range L, Range M, Range N, or Range P.

Upon appointment to this range, employees are eligible to receive one-step (5%) apprenticeship increases effective the first day of the monthly pay period following every twelve (12) 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 A under Alternate Range Criteria 330 and who are required to work a minimum of 41 hours in a recurring 7 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 41 hours in a 7 consecutive day work period.

- Effective October 1, 1998 through June 30, 2004, incumbents were subject to 168 hours in a recurring 28 consecutive day work period.
- Effective July 1, 2004 through June 30, 2015, incumbents were subject to 164 hours in a recurring 28 consecutive day work period.

Range L. Effective March 18, 2002, this apprenticeship range shall apply to full-time incumbents who meet criteria for payment at Range A under Alternate Range Criteria 330 and who are required to work a minimum of 192 hours in a 28 consecutive day work period as established by the departments under the 7k provisions of the FLSA pursuant to Section 17.02 of the BU 6 MOU.

- From October 1, 1998 through March 17, 2002, incumbents were subject to 216 hours in a recurring 28 consecutive day work period

- Effective July 1, 2004 through June 30, 2015, incumbents were subject to 192 hours in a recurring 28 consecutive day work period.

Range N. Effective March 18, 2002, this apprenticeship range shall apply to full-time employees who enter the class, on or after March 18, 2002, and who meet criteria for payment at Range A under Alternate Range Criteria 330 and who are required to work a minimum of 216 hours in a 28 consecutive day work period as established by the departments under the 7k provisions of the FLSA pursuant to Section 17.02 of the BU 6 MOU. This alternate range represents full compensation for all hours worked up to 216 hours in a 28 consecutive day work period.

- 1) Upon movement to Range J from Range A, employees shall receive a one-step (5%) increase and shall retain their MSA anniversary date.
- 2) Upon movement to Range L from Range A, employees shall receive a one-step (5%) increase and shall retain their MSA anniversary date.
- 3) Upon movement to Range N from Range A, employees shall receive a one-step (5%) increase and shall retain their MSA anniversary date.
- 4) Thereafter, employees are eligible to receive one-step (5%) apprenticeship increase effective the first day of the monthly pay period following every twelve (12) qualifying pay periods until the maximum of the range is reached. Qualifying pay periods include time served in Range A, 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, Range L, or Range N, they shall be placed in Range A with one-step (5%) decreased from their Range J, or Range L salary rate and shall retain their MSA anniversary date.

Range B. This journeyman range shall apply to employees who have completed twenty-four (24) months of service and hourly requirements, (unless qualifying credits are awarded by the apprenticeship committee) in Range A, or Range J, or Range L, and the apprenticeship program for the employees' classification and who do not meet the criteria for payment in Range K, Range M, or Range P.

NOTE: Consistent with Section 8.03, as soon as can be accomplished, CPOST Commissioners can agree to move an apprentice off apprenticeship and his/her pay will correspondingly be increased to the appropriate salary range.

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 MSA anniversary date.

Thereafter, every twelve (12) qualifying pay periods after movement to Range B, 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 journey person range shall apply to incumbents who meet criteria for payment at Range B under Alternate Range Criteria 330 and who are required to work a minimum of 41 hours in a recurring 7 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 41 hours in a 7 consecutive day work period; or

- 1) Upon movement to Range K from Range B, employees shall receive a one-step (5%) increase and shall retain their MSA anniversary date.
- 2) Upon movement to Range K from Range J, employees shall receive the minimum salary rate and shall receive a new MSA anniversary date.

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

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

- Effective October 1, 1998 through June 30, 2004, these incumbents were subject to 168 hours in a recurring 28 consecutive day work period.
- Effective July 1, 2004 through June 30, 2015, incumbents were subject to 164 hours in a 28 consecutive day work period.

Range M. Effective March 18, 2002, this journey person range shall apply to full-time incumbents who meet criteria for payment at Range B under Alternate Range Criteria 330 and who are required to work a minimum of 192 hours in a 28 consecutive day work period as established by the departments under the 7k provisions of the FLSA pursuant to Section 17.02 of the BU 6 MOU.

- From October 1, 1998 through March 17, 2002, incumbents were subject to 216 hours in a recurring 28 consecutive day work period.
- Effective July 1, 2004 through June 30, 2015, incumbents were subject to 192 hours in a 28 consecutive day work period.

Range P. Effective March 18, 2002, this journey person range shall apply to full-time employees who enter the class, on or after March 18, 2002, and who meet criteria for payment at Range B under Alternate Range Criteria 330 and who are required to work a minimum of 216 hours in a 28 consecutive day work period as established by the departments under the 7k provisions of the FLSA pursuant to Section 17.02 of the BU 6 MOU. This alternate range represents full compensation for all hours worked up to 216 hours in a 28 consecutive day work period.

- 1) Upon movement to Range M from Range L, employees shall receive the minimum salary rate and shall receive a new MSA anniversary date.

- 2) Upon movement to Range P from Range N, employees shall receive the minimum salary rate and shall receive a new MSA anniversary date.
- 3) Thereafter, every twelve (12) qualifying pay periods after movement to Range K, Range M, or Range P, employees shall receive MSAs in accordance with the BU 6 MOU until the maximum of the range is reached. Qualifying pay periods include time served in Range B, if applicable.
- 4) When employees are no longer eligible for payment under the provisions of Range K, Range M, or Range P, they shall be placed in Range B with one-step (5%) decreased from their Range K, Range M, or Range P salary rate and shall retain their MSA anniversary date.

Salary Ranges A and B may be used individually to make salary comparisons for discretionary actions between classes. Salary Range B shall be used to make salary comparisons for mandatory actions if the move is "to" the class of Fire Captain, Correctional Institution (FC, CI). Salary Ranges J, K, L, M, N, and P 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: FC, CI, Range J to FC, CI, 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: FC, CI, Range B to CO (Correctional Officer), Range C. FC, CI, Range K to CO, Range K.

Upon movement to another class with a different salary range:

To determine the new ("to") appointment salary rate, Range J, Range K, Range L, Range M, Range N, and Range P employees will move from the appropriate rate in Range A or Range B 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 A, J, L, and N is subject to the R06 apprenticeship provisions and is not governed by CalHR 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, Range K, Range L, Range M, Range N, or Range P 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 331 - PENDING

ALTERNATE RANGE CRITERIA 332

Established 3/3/93

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 incumbents who have satisfactorily completed either:

One year of experience in California state service performing clerical duties at a level of responsibility equivalent to that of a Legislative Clerk, Range A. or

Experience: One year of clerical experience. [Academic education above the 12th grade may be substituted for one year of the required general experience on the basis of either: (a) one year of general education being equivalent to three months of experience; or (b) one year of education of a business or commercial nature being equivalent to six months of experience.] and

Education: Either equivalent to completion of the 12th grade; or completion of a business school curriculum; or completion of a clerical work experience training program such as those offered through the Manpower Development and Training Act. (One year of clerical work experience may be substituted for the required education.)

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

ALTERNATE RANGE CRITERIA 334

Established 1/1/93

The following criteria are established to determine the appropriate salary range for positions in food service related supervisory Bargaining Unit 15 classes.

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

Range B. This range shall apply to incumbents who meet the criteria for payment of Range B under Alternate Range Criteria 40.

Range F. This range shall apply to incumbents of positions who meet the criteria for payment of Range A who elect to be paid under the provisions of Alternate Range 47.

Prior to movement to another class in State service or to the same class in another State agency, an employee receiving compensation under Range B or F shall first be returned to Range A.

When the requirements for the particular criteria are met and upon recommendation of the appointing power, the employee shall receive a salary rate under the provisions of Section 599.681.

ALTERNATE RANGE CRITERIA 335

Established 3/16/93

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

Range B. This range shall apply to:

1. Persons who have successfully completed two years of satisfactory performance in the class of Structural Steel Inspector (Nondestructive Testing) at Range A. Satisfactory performance is assessed by completion of two years on the job experience at Range A and successful completion of the training program administered by the department during the two-year Range A program. or
2. Persons who possess:
 - a. Valid Level II certification in ultrasonic, liquid penetrant, visual, magnetic particle, radiography and eddy current inspection per the American Society for Nondestructive Testing (ASNT) SNT-TC-IA guidelines. and
 - b. Four years of experience in bridge inspection, three of which must be using nondestructive testing methods in the inspection of existing structures. This experience must also include classes on fracture critical member inspections and identification, and the National Highway Institute class, "Safety Inspection of In-Service Bridges." and
 - c. Successful completion of Caltrans certification in all six nondestructive testing disciplines.

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

ALTERNATE RANGE CRITERIA 336

Established 4/6/93

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 six months of service in Range A or who have six months of technical and/or analytical transportation or auditing experience similar to those of a Transportation Rate Specialist, Department of General Services, Range A.

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

ALTERNATE RANGE CRITERIA 337

Established 4/6/93

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 six months of Public Health Microbiologist I, Range A, experience and may apply to persons who have possession of a valid Public Health Microbiologist certificate issued by the California State Department of Health Services and one year of experience performing microbiological analyses in a public health or comparable laboratory. [Successful completion of the equivalent of eight quarter units of postgraduate work in the field of microbiology (i.e., Bacteriology, Virology, Mycology, Parasitology, or Immunology) may be substituted for six months of 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 338 – PENDING**ALTERNATE RANGE CRITERIA 339**

Established 05/04/93

Revised 04/01/05 Pay Letters 05-08 and 05-22

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

Range B. This range shall apply to persons who possess a master's degree; or who have satisfactorily completed the equivalent of 12 months of Auditor Evaluator I, Bureau of State Audits, Range A; or who have two years' auditing experience. (California state experience applied toward this pattern must include at least one year performing duties of a class equivalent to that of Auditor Evaluator I, Bureau of State Audits, Range A.)

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

ALTERNATE RANGE CRITERIA 340

Established 7/20/93

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 of a Workers' Compensation Claims Adjuster, Range A, or Workers' Compensation Insurance Representative, Range A, or 12 months' experience performing duties of a Workers' Compensation Payroll Auditor, 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.

Range C. This range shall apply to persons who have satisfactorily completed 12 months' experience performing the duties of a Workers' Compensation Claims Adjuster, Range B, or Workers' Compensation Insurance Representative, Range B, or Workers' Compensation Payroll Auditor, 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 341 – PENDING**ALTERNATE RANGE CRITERIA 342**

Established 8/1/93

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

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

1. In State service, satisfactorily completed one year of experience performing duties equivalent to a Landscape Associate, Caltrans, Range A. or
2. Two years of professional landscape architecture experience outside State service. and

A bachelor's degree in a landscape architecture curriculum accredited by the American Society of Landscape Architects or

3. Four years of professional landscape architecture experience outside State service and

A bachelor's or graduate degree in a landscape architecture curriculum which is not accredited by the American Society of Landscape Architects. or

4. A master's or doctorate degree in a landscape architecture curriculum from a college or university that has a baccalaureate degree program in a landscape architecture curriculum which is accredited by the American Society of Landscape Architects.

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

1. In State service, satisfactorily completed two years of experience performing duties equivalent to a Landscape Associate, Caltrans, Range B. or

2. Three years of professional landscape architecture experience outside State service; and

A bachelor's degree in a landscape architecture curriculum accredited by the American Society of Landscape Architects. or

3. Five years of professional landscape architecture experience outside State service. and

A bachelor's or graduate degree in a landscape architecture curriculum which is not accredited by the American Society of Landscape Architects or

4. Two years of professional landscape architecture experience. and

A master's or doctorate degree in a landscape architecture curriculum from a college or university that has a baccalaureate degree program in a landscape architecture curriculum which is accredited by the American Society of Landscape Architects.

Range D. This range shall apply to persons who:

Possess a valid certificate of registration as a landscape architect issued by the California Board of Landscape Architects.

NOTE: "Professional landscape architecture experience" for the purpose of Alternate Range Criteria 342 is defined as actual work experience gained after graduation from a four-year college or university with a degree in a landscape architecture curriculum.

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

ALTERNATE RANGE CRITERIA 343

Established 9/7/93

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

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

1. In State service, satisfactorily completed one year of experience performing duties equivalent to a Transportation Engineer (Electrical), Range A. or
2. Two years of professional electrical or electronics engineering experience outside State service. and

A bachelor's degree in an electrical or electronics engineering curriculum accredited by the Accreditation Board of Engineering Technology. (Possession of a valid certificate as an Engineer-in-Training issued by the California State Board of Registration for Professional Engineers and Land Surveyors or issued by another jurisdiction and accepted by the California Board in lieu of the first division of the registration examination as a professional electrical engineer may be substituted for the required education.) or

3. Four years of professional electrical or electronics engineering experience outside State service. and

A bachelor's or graduate degree in an electrical or electronics engineering curriculum which is not accredited by the Accreditation Board of Engineering Technology. or

4. A master's or doctorate degree in an electrical or electronics engineering curriculum from a college or university that has a baccalaureate degree program in an electrical or electronics engineering curriculum which is accredited by the Accreditation Board of Engineering Technology.

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

1. In State service, satisfactorily completed the equivalent of two years of experience as a Transportation Engineer (Electrical), Range B. or
2. Three years of professional electrical or electronics engineering experience outside of State service. and

A bachelor's degree in an electrical or electronics engineering curriculum accredited by the Accreditation Board of Engineering Technology. (Possession of a valid certificate as an Engineer-in-Training issued by the California State Board of Registration for Professional Engineers and Land Surveyors or issued by another jurisdiction and accepted by the California Board in lieu of the first division of the registration examination as a professional electrical engineer may be substituted for the required education.) or

3. Five years of professional electrical or electronics engineering experience outside State service. and

A bachelor's or graduate degree in an electrical or electronics engineering curriculum which is not accredited by the Accreditation Board of Engineering Technology. or

4. Two years of professional electrical or electronics engineering experience. and

A master's or doctorate degree in an electrical or electronics engineering curriculum from a college or university that has a baccalaureate degree program in an electrical or electronics engineering curriculum which is accredited by the Accreditation Board of Engineering Technology.

Range D. This range shall apply to persons who:

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

NOTE: "Professional electrical or electronics engineering experience" for the purpose of Alternate Range Criteria 343 is defined as actual work experience gained after graduation from a four-year college or university with a degree in an electrical or electronics engineering curriculum or actual work experience gained after possession of a valid certificate as an Engineer-in-Training issued by the California State Board of Registration for Professional Engineers and Land Surveyors or issued by another jurisdiction and accepted by the California Board in lieu of the first division of the registration examination as a professional electrical engineer.

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

ALTERNATE RANGE CRITERIA 344

Established 9/7/93

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 the equivalent of six months of experience in California state service performing the duties of Tax Technician I, Board of Equalization, Range A.

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

ALTERNATE RANGE CRITERIA 345

Established 9/21/93

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 successfully completed one year of experience performing education research and evaluation duties of a class equivalent in level to an Education Research and Evaluation Assistant, Range A. It shall also apply to persons who possess both an earned master's and an earned doctorate degree.

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

ALTERNATE RANGE CRITERIA 346

Established 9/1/93

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

Range B. This range shall apply to employees who are in Work Week Group 2F and have been assigned an average duty week of 84 hours, work a minimum of 336 hours in a 28-day work period, and are on an ERP Immediate Response Assignment.

An employee in an Immediate Response Assignment must be available for contact and immediate response, within five minutes or less, to an emergency or other work assignment from a duty station or from a location other than the duty station; must be ready and able to respond immediately to a given work assignment with the necessary tools, vehicle, and/or equipment.

Prior to movement to another class in State service, or when an employee goes on NDI, or separates from the position, an employee receiving compensation under Range B shall first be returned to Range A at a salary rate which he/she would have received had he/she remained in Range A.

ALTERNATE RANGE CRITERIA 347

Established 2/15/94

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

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

1. Experience: In California state service, satisfactory completion of one year of experience as an Architectural Assistant, Range A. or
2. Experience: Two years of building architectural drafting experience, equivalent in level of responsibility to an Architectural Assistant, Range A, in California state service. (A Master's Degree in Building Architecture or Architectural Engineering from an accredited college or university may be substituted for the required experience.) and

Education: A bachelor's degree in building architecture or architectural engineering from an accredited college or university. (Additional qualifying experience may be substituted for up to two years of the general educational requirement on the basis that

one year of experience is equivalent to 30 semester or the equivalent number of quarter units of education.)

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

ALTERNATE RANGE CRITERIA 348

Established 4/21/94

Revised 9/17/99 - PL 00-26

Revised 7/1/06 - PL 06-21, 06-31

Revised 1/05/17 - PL 17-05

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 one year in the California state service performing the duties of a Certified Nursing Assistant, Range A.

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

ALTERNATE RANGE CRITERIA 349

Established 1/6/94

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

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

1. Satisfactorily completed 12 months as a Private Postsecondary Education Specialist, Range A. or
2. Three years of professional administrative experience in one or a combination of postsecondary agencies or institutions including accredited or Council approved institutions and professional institutions such as a college board, an accreditation association, or higher education program regulatory authority. Such experience must have been gained by working in one or more program or service areas including curricula, student services, financial aid, admissions, vocational education, and other related programs. or
3. Four years of full-time teaching experience at an accredited or Council approved postsecondary education institution (full-time teaching experience is defined as teaching the equivalent of nine or more semester hours for two semesters in a year). or
4. An earned doctorate degree granted by an accredited or Council approved postsecondary education institution under the provisions of California Education Code Section 94310. or

5. An earned master's degree granted by an accredited or Council approved higher education institution under the provisions of the California Education Code Section 94310, and one year of additional experience as described previously in Pattern 2 or 18 months of experience as described previously in Pattern 3.

(Experience and/or education used to meet the minimum qualifications for this class may not be utilized again for movement to Range B.)

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

ALTERNATE RANGE CRITERIA 350

Established 2/1/94

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

Range B. This range shall apply to persons who have satisfactorily completed 12 months of service as a Wildlife Veterinarian, Range A; or two years of experience in wildlife veterinarian medicine, at least one year of which must have been in charge of a program, conducted studies or been a principal investigator on a wildlife health problem.

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

ALTERNATE RANGE CRITERIA 351

Established 3/8/94

Revised 3/2/00

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

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

1. In State service, satisfactorily completed one year of experience performing duties equivalent to an Engineer, Water Resources, Range A. or

2. Two years of professional civil engineering experience outside State service. And

A bachelor's degree in a civil engineering curriculum accredited by the Accreditation Board of Engineering Technology. (Possession of a valid certificate as an Engineer-in-Training issued by the State Board of Registration for Professional Engineers and Land Surveyors or issued by another jurisdiction and accepted by the State Board in lieu of the first division of the registration examination as a professional engineer may be substituted for the required education.) or

3. Four years of professional civil engineering experience outside State service. and A bachelor's or graduate degree in a civil engineering curriculum which is not accredited by the Accreditation Board of Engineering Technology. or

4. A master's or doctorate degree in a civil engineering curriculum from a college or university that has a baccalaureate degree program in a civil engineering curriculum which is accredited by the Accreditation Board of Engineering Technology.

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

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

2. Three years of professional civil engineering experience outside of State service. and

A bachelor's degree in a civil engineering curriculum accredited by the Accreditation Board of Engineering Technology. (Possession of a valid certificate as an Engineer-in-Training issued by the State Board of Registration for Professional Engineers and Land Surveyors or issued by another jurisdiction and accepted by the State Board in lieu of the first division of the registration examination as a professional engineer may be substituted for the required education.) or

3. Five years of professional civil engineering experience outside State service. and

A bachelor's or graduate degree in a civil engineering curriculum which is not accredited by the Accreditation Board of Engineering Technology. Or

4. Two years of professional civil engineering experience. and

A master's or doctorate degree in a civil engineering curriculum from a college or university that has a baccalaureate degree program in a civil engineering curriculum which is accredited by the Accreditation Board of Engineering Technology.

Range D. This range shall apply to persons who:

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

Note: "Professional civil engineering experience" for the purpose of Alternate Range Criteria 351 is defined as actual work experience gained after graduation from a four-year college or university with a degree in a civil engineering curriculum or actual work experience gained after possession of a valid certificate as an Engineer-in-Training issued by the State Board of Registration for Professional Engineers and Land Surveyors or issued by another jurisdiction and accepted by the State Board in lieu of the first division of the registration examination as a professional engineer.

When the requirements for the appropriate criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of DPA Rule 5993767, except that upon movement from range C to Range D, the provisions of Rule 599.674 shall apply.

ALTERNATE RANGE CRITERIA 352

Established 7/1/94

This criteria will be used to allocate incumbents to Alternate Range A, B, or C. For Pattern 2 of Ranges B and C, possession of a Master's Degree in Biological, Chemical, Physical, Environmental, or Soil Science; Environmental Health; Environmental or Sanitary Engineering; Toxicology; Industrial Hygiene; or a directly related scientific field may be substituted for one year of the required experience. Possession of a doctorate in the above or a directly related field may be substituted for two years of the required experience.

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 in the California state service performing the duties of Hazardous Substances Scientist, Range A; or (2) two years of professional experience in hazardous substances management, regulation, analysis, or research; environmental research, monitoring, surveillance, or enforcement; or resource recovery. (Professional experience is defined as experience equivalent to Hazardous Substances Scientist, Range A, gained after meeting the minimum qualifications for entry into the Hazardous Substances Scientist class.)

Range C. This range shall apply to persons who have satisfactorily completed: (1) two years in the California state service performing the duties of a Hazardous Substances Scientist, Range B; or (2) three years of professional experience in hazardous materials management,

regulation, analysis, or research; environmental research, monitoring, surveillance, or enforcement; or resource recovery. (Professional experience is defined as experience equivalent to Hazardous Substances Scientist, Range B, gained after meeting the minimum qualifications for entry into the Hazardous Substances Scientist class.)

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

ALTERNATE RANGE CRITERIA 353

Established 7/1/94

These criteria will be used to allocate incumbents to Alternate Range A, B, or C of the Hazardous Substances Engineering Geologist class. For Pattern 2 of Ranges B and C, possession of a Master's Degree in Geology, Engineering Geology, or a closely related field may be substituted for one year of the required experience; and possession of a Doctorate in Geology or a closely related field may be substituted for two years of the required experience.

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 incumbents who have satisfactorily completed: (1) one year of California state service performing the duties of Hazardous Substances Engineering Geologist, Range A; or (2) two years of professional engineering geological experience including one year of actual detailed field study applicable to the solution of groundwater, environmental, or civil engineering problems. (Professional experience is defined as experience equivalent to Hazardous Substances Engineering Geologist, Range A, gained after meeting the minimum qualifications for entry into the Hazardous Substances Engineering Geologist class.)

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

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

ALTERNATE RANGE CRITERIA 354

Established 4/21/94

Revised 12/8/99

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

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

1. One year of experience in the California state service performing the duties comparable to those of a Fiscal Systems Analyst, Caltrans, Range A; or
2. Two years of increasingly responsible technical professional experience in the development, installation, support, or application administration responsibilities of varied automated systems. (Experience in the California State service applied toward this requirement must include one year of experience equivalent in level to a Fiscal Systems Analyst, Caltrans, Range A.)

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

ALTERNATE RANGE CRITERIA 355

Established 7/1/94

Revised 2/1/00

These criteria will be used to allocate incumbents to Alternate Range A, B, C, or D of the Hazardous Substances Engineer class. Under Pattern 2 of Range B, possession of an engineering Master's Degree in Civil, Chemical, Environmental, Mechanical, or Waste Management Engineering, or a directly related engineering field from a recognized college or university may be substituted for one year of the required experience; an engineering Doctoral Degree in Civil, Chemical, Environmental, Mechanical, or Waste Management, or a directly related engineering field from a recognized college or university may be substituted for two years of experience.

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

Range B. This range shall apply to persons who have satisfactorily completed: (1) one year in the California state service performing the duties of Hazardous Substances Engineer, Range A; or (2) two years of professional engineering experience, one year of which must be in hazardous substances management or process control engineering. (Professional experience is defined as experience equivalent to Hazardous Substances Engineer, Range A, gained after meeting the minimum qualifications for entry into the Hazardous Substances Engineer class.)

Range C. This range shall apply to incumbents who have satisfactorily completed: (1) two years in the California state service performing the duties of a Hazardous Substances Engineer, Rang B; or (2) four years of professional engineering experience, two years of which must be in hazardous substances management or process control engineering. (Professional experience

is defined as experience equivalent to a Hazardous Substances Engineer, Range B, gained after meeting the Minimum Qualifications for entry into the Hazardous Substances Engineer class.)

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

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

ALTERNATE RANGE CRITERIA 356

Established 7/1/94

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

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

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

ALTERNATE RANGE CRITERIA 357

Established 5/2/94

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

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

1. One year of experience as a Project Manager I, Little Hoover Commission, Range A. or
2. Four years of professional analytical writing experience, as evidenced by published work in newspapers, magazines, trade or academic journals, or books.

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

ALTERNATE RANGE CRITERIA 358 - PENDING

ALTERNATE RANGE CRITERIA 359 - PENDING**ALTERNATE RANGE CRITERIA 360**

Established 6/21/94

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) one year in the California state service performing the duties of Environmental Technician, Range A; or (2) two years of paraprofessional experience directly related to hazardous materials management, regulations analysis, environmental research, monitoring, surveillance, enforcement or resource recovery, and equivalent to completion of 30 semester units or 45 quarter units in environmental, biological or soil science; environmental health, physics, chemistry, or mathematics. (Additional qualifying experience may be substituted for the required education on a year-for-year basis); or (3) graduation from a recognized community college with an Environmental Hazardous Materials Technician/Environmental Technology Certificate and an Associate of Arts Degree in either Environmental, Biological or Soil Science; Environmental Health, Physics, Chemistry, or Mathematics.

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

ALTERNATE RANGE CRITERIA 361

Established 7/18/94

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

Range B. This range shall apply to incumbents who have successfully completed one year of experience performing education fiscal services duties of a class equivalent in level to an Education Fiscal Services Assistant, Range A. It shall also apply to persons who possess both an earned Master's Degree in Business or Public Administration or a related field and a valid license authorizing service in California as a Certified Public Accountant.

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

ALTERNATE RANGE CRITERIA 362

Established 10/18/94
Revised 6/6/00

When an employee first enters the class of Aquatic Pest Control Technician, 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 the type and quality to that of Aquatic Pest Control Technician.

The appointing power may combine experience gained outside State service with experience as an Aquatic Pest Control Technician, Range A, for movement to Aquatic Pest Control Technician, Range B, or Aquatic Pest Control Technician, Range C.

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

Range B. This range shall apply to persons who have gained six months' experience in pesticide application.

Range C. This range shall apply to persons who have served at least six months in Range B and who have acquired a Qualified Applicator Certificate, Category F, or who have six months of equivalent experience outside the department and a Qualified Applicator Certificate, Category F, at the time of hire.

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

ALTERNATE RANGE CRITERIA 363

Established 10/18/94
Revised 6/6/00

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

Range B. This range shall apply to persons who:

Possess two years of demonstrated satisfactory performance as an Aquatic Pest Control Specialist, Range A, with an outstanding water, chemical, and general safety record, a positive relationship with the public contacted in the course of work, and demonstrated ability to train and work effectively with Aquatic Pest Control Technicians as team members. and

Possession of a Qualified Applicator Certificate, Category F.

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

ALTERNATE RANGE CRITERIA 364

Established 11/15/94

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 12 months of Range A experience.

Range C. This range shall apply to persons who have satisfactorily completed the equivalent of 18 months of Range B experience.

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

ALTERNATE RANGE CRITERIA 365

Established 12/20/94

Experience gained outside California state service may be credited only if the appointing power believes the experience was satisfactory and comparable in type to that of Law Indexer.

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

Range B. This range shall apply to individuals who have satisfactorily completed the equivalent to six months' experience of Law Indexer or who possess a Master's Degree in Library Science or have graduated from an accredited law school.

Range C. This range shall apply to persons who have satisfactorily completed the equivalent of 12 months of Law Indexer (Range B) experience.

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

ALTERNATE RANGE CRITERIA 367

Established 3/7/95

Revised 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 an Assistant Loan Officer.

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

Range B. This range shall apply to persons who have either: (1) graduated from a recognized four-year accredited college or university; or (2) who have satisfactorily completed the equivalent to 12 months of Assistant Loan Officer, Range A, experience; or (3) who have the equivalent to 12 months of satisfactory experience outside of State service working in a banking or lending institution performing loan operations that included loan applications, loan packaging, or loan review.

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

ALTERNATE RANGE CRITERIA 368

Established 3/7/95

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

Range B. This range shall apply to individuals who have satisfactorily completed the equivalent of two years of experience and training required of a Communications Operator, Range A.

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

ALTERNATE RANGE CRITERIA 379

Established 10/17/95

Revised 9/2/98

These criteria will be used to allocate incumbents to Alternate Range A, B, or C. For Pattern (2) of Ranges B and C, possession of a Master's Degree in Biological, Chemical, Physical, Environmental, or Soil Science; Environmental Health; Toxicology; Industrial Hygiene; Engineering; Math; Economics; Statistics; or Resource Management may be substituted for two years of the required experience.

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 in the California state service in the class of, or in a position comparable in level, duties, and responsibilities to, an Integrated Waste Management Specialist, Range A; or (2) two years of professional experience performing integrated waste management work. Professional experience is defined as experience comparable in level, duties, and responsibilities to an Integrated Waste Management Specialist, Range A, gained after meeting the "Minimum Qualifications" for entry into the Integrated Waste Management Specialist class.

Range C. This range shall apply to persons who have satisfactorily completed: (1) two years in the California state service in the class of, or in a position comparable in level, duties, and

responsibilities to, an Integrated Waste Management Specialist, Range B; or (2) three years of professional experience performing integrated waste management work. Professional experience is defined as experience comparable in level, duties, and responsibilities to an Integrated Waste Management Specialist, Range B, gained after meeting the "Minimum Qualifications" for entry into the Integrated Waste Management Specialist class.

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

ALTERNATE RANGE CRITERIA 381

Established 10/3/95

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

Experience gained outside State service may be credited only if the appointing power believes the experience was satisfactory and comparable in type and quality to that of Actuarial Assistant Trainee, CalPERS.

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 Actuarial Assistant Trainee, CalPERS, Range A, experience or to persons who have the equivalent of six months of satisfactory experience outside the State service performing pension actuarial duties similar to those of Actuarial Assistant Trainee, CalPERS, or to persons who have completed at least ten percent (10%) of the examination credits required for attainment of an Associateship in the Society of Actuaries.

Range C. This range shall apply to persons who have graduated from a recognized four-year accredited college or university; or who satisfactorily completed the equivalent of 12 months of Actuarial Assistant Trainee, CalPERS (Range B), experience or to persons who have the equivalent of 18 months of satisfactory experience outside the State service performing pension actuarial duties similar to those of Actuarial Assistant Trainee, CalPERS, or to persons who have completed at least twenty percent (20%) of the examination credits required for attainment of an Associateship in the Society of Actuaries.

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

ALTERNATE RANGE CRITERIA 383

Established 11/14/95

Amended 1/1/99

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

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

1. Twelve months of experience in the California state service performing duties of an Air Quality Engineer I, Department of Consumer Affairs, Range A. or
2. One year of engineering work, beyond a bachelor's degree. or
3. A Master's Degree in the environmental sciences, Physics, Chemistry, Mathematics, Engineering, or a closely related field.

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

1. Twelve months of experience in the California state service performing duties of an Air Quality Engineer I, Department of Consumer Affairs, Range B. or
2. Two years of engineering work, beyond a bachelor's degree. or
3. One year of engineering work, beyond the Master's Degree in the environmental sciences, Physics, Chemistry, Mathematics, Engineering, or a closely related field. or
4. A Doctoral Degree in the environmental sciences Physics, Chemistry, Mathematics, Engineering, or a closely related field.

When the requirements of 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 599.676.

ALTERNATE RANGE CRITERIA 384 – PENDING

ALTERNATE RANGE CRITERIA 385

Established 2/6/96

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

Range B. This range shall apply to incumbents who have satisfactorily completed one year performing the duties of an Assistant Medi-Cal Eligibility Analyst, Range A; or two years of experience supervising professional staff in the performance of eligibility determination for public assistance or family support casework in one or a combination of the following county programs: Medi-Cal, AFDC, Food Stamps, or CMSP.

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

ALTERNATE RANGE CRITERIA 386

Established 1/1/96

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

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

1. Satisfactorily completed one year as a Pipeline Safety Engineer, Range A. or
2. Two years of experience performing responsible engineering duties in hazardous liquid, petroleum, or natural gas pipeline safety or enforcement.

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

1. Satisfactorily completed one year as a Pipeline Safety Engineer, Range B. or
2. Three years of experience performing responsible engineering duties in hazardous liquid, petroleum, or natural gas pipeline safety or enforcement.

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

ALTERNATE RANGE CRITERIA 387

Established 12/19/95

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

Range B. This range:

1. Shall apply to persons who have satisfactorily completed the equivalent of six months of Program Systems Analyst, Range A, experience in California state service. or
2. May apply to persons who have completed the equivalent of six months of satisfactory information technology system experience outside of State service performing a variety of consultative, analytical, or business functionality duties in support of statewide automated social services programs and who meet the education requirements stated on the class specification.

Range C. This range:

1. Shall apply to persons who have satisfactorily completed the equivalent of 12 months of Program Systems Analyst, Range B, experience or 18 months of Program Systems Analyst experience in California state service. or

2. May apply to persons who have completed the equivalent of 18 months of satisfactory information technology system experience outside of State service performing a variety of consultative, analytical, or business functionality duties in support of statewide automated social services programs and who meet the education requirements stated on the class specification.

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

ALTERNATE RANGE CRITERIA 388

Established 3/19/96

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 either:

1. The equivalent of 12 months in California state service as a Control Engineer, Range A.
or
2. Two years of control engineering experience, one year of which shall have been equivalent in level to work performed by a Control Engineer, Range A, in the California state service (a Master's Degree in Electrical, Electronic, or Computer Engineering may be substituted for the required experience).

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

ALTERNATE RANGE CRITERIA 389

Established 9/17/96

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

Range B. This range shall apply to persons who have satisfactorily completed either: (1) one year in the California state service performing air pollution work comparable in level, duties, and responsibilities to an Air Pollution Specialist, Range A, or Air Resources Engineer, Range A; or (2) two years of experience in air pollution work comparable in level, duties, and responsibilities to an Air Pollution Specialist, Range A, or Air Resources Engineer, Range A; or (3) a Master's Degree in the Physical, Biological, or Environmental Sciences, Mathematics, Engineering, or a related field.

Range C. This range shall apply to persons who have satisfactorily completed either: (1) two years of experience in the California state service performing air pollution work comparable in level, duties, and responsibilities to an Air Pollution Specialist, Range B, or Air Resources Engineer, Range B; or (2) three years of increasingly responsible experience in air pollution

work comparable in level, duties, and responsibilities to an Air Pollution Specialist, Range B, or Air Resources Engineer, Range B; and education equivalent to graduation from college with major work in the physical, biological, or environmental sciences, mathematics, engineering, or a related field. (Possession of a Doctorate Degree in any Physical, Biological, or Environmental Science, Mathematics, Engineering, or a related field may be substituted for two years of experience; possession of a master's degree in the same fields may be substituted for one year of experience.)

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

ALTERNATE RANGE CRITERIA 390

Established 6/1/97

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 one year of experience at Range A. or who have satisfactorily completed one year of experience performing duties and responsibilities comparable to Disaster Worker Specialty Services (Various Disasters). Or who have five years of broad and progressively responsible experience performing technical duties related in the area of construction cost estimating, construction management, contracting, building inspection, basic engineering, basic architecture, property appraisal, building insurance adjustment, urban or environmental planning, and/or grant writing.

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

ALTERNATE RANGE CRITERIA 391

Established 11/5/96

Revised 3/29/00

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

Range B. This range shall apply to incumbents who have satisfactorily completed one year of experience as an Assistant Public Health Biologist, Range A, or one year performing routine epidemiological surveillance and investigations of vector-borne diseases, assisting in testing of new technology in vector-borne disease prevention, or other related work similar to those of the Assistant Public Health Biologist, Range A.

When the requirements of 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 599.676.

ALTERNATE RANGE 392

Established 2/4/97

Experience gained outside of California state service may be credited only if the appointing power believes the experience was satisfactory and comparable in type and quality to that of a Disability Insurance Specialist I.

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

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

- a. The equivalent of 12 months of experience in the class of Disability Insurance Specialist I, Range A. or
- b. Twelve months of experience outside of California state service performing claim determinations or adjustments similar to those of a Disability Insurance Specialist I (this experience must be in addition to that required to satisfy the minimum qualifications of the class).

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

ALTERNATE RANGE 393

Established 3/18/97

Revised 3/2/11, Pay Letter 11-04

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

Range B. This range shall apply to persons who have satisfactorily completed either: (1) one year of experience in the California state service performing the duties of an Instrument Technician, Air Quality, Range A; or (2) three years of experience in the operation, maintenance, and repair of electronic instrumentation, control mechanisms, or similar devices involving the application of electronic, physical, and chemical principles. (Training in electronic instrumentation or a closely related field in an accredited college, university, trade, or technical school beyond the twelfth grade level may be substituted for two years of the required experience on the basis that one year of training equals one year of experience.)

Range C. This range shall apply to persons who have satisfactorily completed either: (1) two years of experience in the California state service performing the duties of an Instrument Technician, Air Quality, Range B; or (2) five years of experience in the operation, maintenance, troubleshooting, and repair of electronic instrumentation, control mechanisms, or similar devices involving the application of electronic, physical, and chemical principles; at least two years of which shall have been involved in the operation, maintenance, troubleshooting, and repair of air pollution measuring instrumentation. (Education in instrumentation and/or electronics in a recognized college, university, trade, or technical school beyond the twelfth grade level may be substituted for two years of the required nonspecialized experience on a

year-for-year basis.)

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

ALTERNATE RANGE 396

Established 7/31/98

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

Range B. This range shall apply to incumbents who have satisfactorily completed the equivalent of 12 months of Special Agent Department of Corrections, Range A, experience.

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

ALTERNATE RANGE 397

Established 11/1/98

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:

A minimum of two years of experience as a Questioned Document Examiner I, Range A; or a minimum of two years of experience with a law enforcement agency examining questioned document cases.

and

Education: Equivalent to graduation from college with a Bachelor's Degree in Criminal Justice, Criminalistics, Computer Science, or one of the physical or biological sciences, with a minimum of nine semester hours in criminal justice. (Additional qualifying experience may be substituted for four years of the required education on a year-for-year basis.)

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

ALTERNATE RANGE CRITERIA 398

Established 12/9/99

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

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

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

1. One year of experience in the California state service performing duties equivalent to a Utilities Engineer, Range A. or
2. Two years of professional engineering experience outside State service with a gas, electric, telecommunications, water, sewer, steam, or pipeline utility, railroad, or transportation company; or with an industry or firm involving familiarity with the operation of a public utility or a transportation system; or with a transportation or public utility regulatory agency. and

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

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

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

1. Two years of experience in the California state service performing duties equivalent to a Utilities Engineer, Range B. or
2. Three years of professional engineering experience outside State service with a gas, electric, telecommunications, water, sewer, steam, or pipeline utility, railroad, or transportation company; or with an industry or firm involving familiarity with the operation of a public utility or a transportation system; or with a transportation or public utility regulatory agency. and

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

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

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

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

ALTERNATE RANGE CRITERIA 399

Established 2/1/99

Revised 08/02/18 – Pay Letter 18-23

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

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 24 months' experience performing the duties equivalent to an Adoptions Specialist, Range A. Qualifying experience should include work performed in one or more of the following areas: agency adoption home studies, agency child assessments, agency placements, or independent adoption investigations.

Outside experience applied toward Range B may include adoptions specialist experience in private adoption agencies, county adoptions programs, or adoptions programs in other states.

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