

ALTERNATE COMPENSATION CRITERIA Y**Youth Aid****Effective 5/21/69****Revised 6/1/89**

The following alternate compensation criteria is adopted to govern compensation for the following class:

<u>Code</u>	<u>Class</u>
9991	Youth Aid

Alternate compensation criteria for the class of Youth Aid:

- A. All new hires will be at the minimum level of the range for the class.
- B. A rate above the minimum may be paid to incumbents initially employed in the class at the minimum rate under the following conditions:
 - 1. One summer of experience and one year of education qualifies for the next rate in the range.
 - 2. Each additional summer of experience and each additional year of education qualifies for the next rate up to the maximum.

ALTERNATE RANGE Z**Foreign Technical Cooperation Programs****Established 6/25/65****Retitled 12/18/74****Revised 5/18/82****Effective 7/1/82**

Federally Reimbursed Programs within the United States, but outside California.

On May 18, 1982, the Director of the California Department of Human Resources authorized the use of Alternate Range Z to include those employees employed within the boundaries of the United States, but outside the State of California. Alternate Range Z shall apply when the Federal Government contracts with the State of California for assignment of State employees to employment located outside the State of California, but within the boundaries of the United States (including the States of Hawaii and Alaska), as well as to State employees for whom the Federal Government has contracted with the State of California for assignment to technical cooperation programs in foreign countries. Such employees shall continue to serve as and be regarded as State employees during the period of such service.

The separate salary range, established in the Pay Plan for each class, is known as Range Z. Such range shall consist of the same number of steps as approved in the Pay Plan for the class, but effective January 1, 1978, each step shall be uniformly two steps higher. Upon the recommendation of the appointing power and with the approval of the Director of the California Department of Human Resources, Range Z may apply to a permanent or probationary civil service employee who is assigned for six months or longer to serve in a technical cooperation program in a foreign country, or outside the State of California, but within the boundaries of the United States. The salary must be fully reimbursed to the State under the terms of the agreement providing such service to the foreign country, or outside the State of California, but within the boundaries of the United States. Salary Range Z shall apply to those employees whose benefits would otherwise be less than those provided corresponding levels of employees of the Federal Government working in the same area. The salary anniversary date shall be retained, and the pay shall be as authorized under the conditions of Salary Range Z for the period of such service.