Exempt Salary Schedule

JULY 2026

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Preface

The Exempt Salary Schedule provides salary information for positions in the Executive Branch:

- Elected state officers whose salaries are established by the California Citizens Compensation Commission,
- "Statutory" exempt state officers in the Executive Branch whose salaries are fixed by law, and
- "Non-statutory" exempt positions whose salaries are recommended by the appointing power and approved by the Department of Human Resources under the authority of Government Code §19825.

(For additional information see the section entitled “Salary Setting in the Executive Branch") Salaries are subject to change as the duties, responsibilities, and organizational relationships of many of the positions listed may change during the year. Personnel Offices are notified via the Exempt Pay Letter whenever the salaries of exempt positions assigned to their department are changed and approved by the Department of Human Resources (CalHR). State personnel staff may review the latest information through the State Controller’s California State Pay (CSP) screen in the automated payroll system which changes daily or through the Human Resources Network (HR Net) on the CalHR web site which is updated monthly as the *Exempt Salary Schedule*.

If you have any questions, please contact:

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1 – Salary-setting in the Executive Branch (Non-civil service)

The Constitution of the State of California provides that appointees of the Governor and one appointee of each Governor's appointee shall be exempt from civil service. The salaries of elected and appointed officials not in the Civil Service are known as exempt positions (exempt from Civil Service). Below are the types of exempt positions in the State of California.

Elected Officials

The California Citizens Compensation Commission (CCCC) meets annually in the spring to review and establish salaries and benefits for elected officials in the Executive and Legislative branches. The Commission consists of seven members appointed by the Governor, three representing the public and two each in the business community and labor organizations. Salaries become effective the first day of the new legislative session, the first Monday of December. CalHR provides staff support to the Commission. Information for the CCCC can be found at the Commission's website. (http://www.calhr.ca.gov/cccc/Pages/home.aspx.)

Statutory Officers

The salaries of most top-level state officers (Agency Secretaries and Department Directors) who are appointed by the Governor are set in Chapter 6, Part 1, Division 3, of Title 2 of the Government Code. Although each section of this chapter lists a salary and the positions that are to receive that salary, the Department of Human Resources may adjust some of these salaries per Government Code §19825.5. Any adjustments must be reported to the Legislature within 30 days of the effective date.

The State Senate must confirm every appointee to a position listed in this chapter.

Chapter 6 also includes provisions that most of the salaries listed will increase in any fiscal year in which a general salary increase is provided for state employees. The amount of the increase shall not exceed the percentage of the general salary increases provided for state employees.

Most part-time board and commission members receive a per diem salary (a daily rate) of one hundred dollars ($100) unless a greater amount is specified in the law.

Department of Human Resources Exempts

Per Government Code §19825, exempts that do not fall under the categories of statutory officer or elected state official (above) come under the salary approval authority of CalHR. For these employees, CalHR approves the salary range for each position. These positions normally receive the same general salary increase provided to civil service positions.

Please see “Authority” in the Explanatory Notes below for an explanation of the various exempt appointments.

Exempt v. Excluded Employees

The term “exempt” should not be confused with “excluded”.

- An exempt employee is exempt from the civil service law and rules.
- An excluded employee is excluded from collective bargaining under the collective bargaining statutes (the Dills Act).

For instance, the teachers in the special schools under the Department of Education are exempt from civil service but are **not** excluded from the provisions of the Dills Act.

2 – Work Week Group Definitions

Work Week Group 2:

(Effective 10/1/85)

Overtime for employees in classes not eligible for exemption under Section 7K of the Fair Labor Standards Act (FLSA) is defined as all hours worked in excess of 40 hours in a period of 168 hours or seven consecutive 24-hour periods.

Hours Worked

For the purpose of identifying hours worked under the provisions of the FLSA, only the time that is controlled or required by the State and pursued for the benefit of the State need be counted. Thus, paid leave such as vacation, sick leave, holidays, compensating time off, etc., need not be included when determining if overtime hours have been worked under the FLSA. However, under applicable State regulations, paid leave is considered time worked and when an employee works more than 40 hours in a week that includes paid leave, an overtime payment obligation is incurred.

Work Periods

A work period for WWG 2 employees is defined as a fixed and regularly occurring period of 168 hours - seven consecutive 24-hour periods. The appointing power determines the work week which may begin on any day at any hour. Once the beginning time of an employee's work week is established and noted in the records, it remains fixed regardless of the schedule of hours worked. The beginning of a work week may be changed if the change is intended to be permanent and it is not designed to evade the overtime provision of the FLSA.

In order to qualify for the Section 7K exemption, the employer must note in records applicable to each employee affected the 7K exemption is claimed and indicate the length of the work period, the starting day of the work period and the starting time of the day.

Overtime Authorization

An employee shall not work overtime unless ordered to do so by his supervisor. A supervisor shall not allow an employee to perform overtime work without prior authorization and shall take affirmative steps to prevent unauthorized overtime from being worked.

Overtime Credit

Overtime will be credited on a one-quarter of an hour basis with a full quarter hour credit to be granted if half or more of the period is worked. Smaller fractional units will not be accumulated; however, if an employee regularly works overtime in increments of less than 7 1/2 minutes, periodic adjustments shall be made so that, over a period of time, the employee will be compensated for all hours actually worked.

Overtime Compensation

The method of compensation (cash or compensating time off) for FLSA overtime worked shall be at the discretion of the appointing power in accordance with the following:

- Compensating time off on a one and one-half time basis may be authorized in lieu of cash compensation.
- Cash compensation may be authorized and the rate of cash compensation paid for overtime shall be one and one-half times the hourly equivalent of the employee's salary as of the time the overtime was worked.

Determination of Coverage under FLSA

The provisions of Work Week Group 2 are made applicable to all classes that are determined by the CalHR Director to include positions subject to FLSA.

Work Week Group "E"

Work Week Group "E" includes classes that are exempted from coverage under the FLSA because administrative, executive, professional exemptions. To be eligible for this exemption a position must meet both the "salary basis" and the "duties" test.

Exempt (WWG E) employees are paid on a "salaried" basis and the regular rate of pay is full compensation for all hours worked to perform assigned duties. However, these employees shall receive up to 8 hours holiday credit when authorized to work on a holiday. Work Week Group E employees shall not receive any form of additional compensation, whether formal or informal, unless otherwise provided by the provisions of this work week group.

Consistent with the "salaried" nature of such a position, the employee:

- Shall not be charged any paid leave for absences in less than whole day increments.
- Shall not be docked for absences of less than a work period.
- Shall not be subject to a disciplinary action suspension of less than full work week increments unless there is a violation of a major safety rule; and
- Shall not be required to document hours worked for payroll purposes.
- For represented exempt positions, refer to the appropriate collective bargaining agreement for specific provisions that may otherwise be addressed and not contained in the above work week group definition.

Work Week Group "SE" (Physicians, Attorneys, Teachers)

Work Week Group "SE" applies to classes and positions with an average work week of 40 hours. The regular rate of pay is full compensation for all time that is required for the employee to perform the duties of the position. However, these employees shall receive up to eight hours of

holiday credit when ordered to work on a holiday. Hours of work in excess of the average work week are not compensable and shall not be deemed overtime. If an employee in this subgroup is not required by the appointing power to work a normal workday or part thereof, the employee nevertheless shall receive the regular rate of pay without deduction for the entire pay period.

Consistent with the "salaried" nature of such a position, the employee:

- Shall not be charged any paid leave for absences in less than whole day increments.
- Shall not be docked for absences of less than a work period.
- Shall not be subject to a disciplinary action suspension of less than full work week increments unless there is a violation of a major safety rule; and
- Shall not be required to document hours worked for payroll purposes.
- For represented exempt positions, refer to the appropriate collective bargaining agreement for specific provisions that may otherwise be addressed and not contained in the above work week group definition.

3 – The Exempt Position Request

The Exempt Position Request (EPR) form was designed to provide the Governor's Office (GO), the State Controller's Office (SCO), and CalHR with the information needed to process the documents associated with the following:

- An exempt appointment.
- Changes to an exempt classification (such as, change in title, WWG, or reporting structure).
- Establishment of an exempt classification.
- Conversion of a civil service position (GC 12010.6); or
- Salary changes to exempt classifications.

Completing the EPR Form:

The EPR form can be found in the Exempt Salary Schedule, available on the CalHR Website.

The following is an explanation of sections on the EPR form that need to be filled out by the requesting department:

1. a. Appointee Information:

- Proposed Appointee
- Proposed Effective Date, Salary, Salary Range & Level

If an appointee is a current State employee, fill in the following:

Class Code, Monthly Salary & Current Class & Employing Department

1. b. Exempt Pay Scale Information:

- Current Schem Code, Class Code & Title
- Fill in "Current": If no changes to Class Code
- Fill in "Proposed": If changes are being made to Class Code
- If a civil service position is being converted to exempt under GC 12010.6, the civil service class title and the position number must be listed.

EPR Package Process:

Departments, Agencies, Boards, and Commissions must forward a complete EPR package to the Governor's Appointments Unit and CalHR, simultaneously.

A complete EPR package consists of:

- The EPR form with a proposed salary
- Justification memo explaining the request
- Duty statement

- Organizational chart indicating the exempt appointee's reporting relationships to both subordinate and executive staff.

Departments reporting directly to an Agency should send EPR package to Agency for approval, and then forwarded to the GO and CalHR.

Upon review and approval of the EPR package by the GO and/or CalHR, an Exempt pay letter will be prepared and sent to SCO for processing. For appointment packages, CalHR will show approval at the bottom of the EPR.

For questions related to the Oath of Office for appointees, please contact the Appointments Unit at the Governor's Office.

Exempt Salary Increase Requests:

A department may request a salary increase for an exempt appointee by submitting a complete EPR package that includes, an Exempt Position Request (EPR) form which may be found on the CalHR web site, a justification indicating the reason for the salary increase, a duty statement, and organizational charts indicating the exempt appointee's reporting relationships both to subordinate and executive staff. Departments, Agencies, Boards, and Commissions should forward the complete EPR package to the GO and CalHR, simultaneously.

Refer to Online HR Manual section 1301 for additional information regarding the process for requesting Exempt salary increases.

If any further information is needed, the CalHR Exempt Program can be reached at EPR@calhr.ca.gov.

Exempt Position Request

Instructions: Complete and send through the agency (if appropriate) to the Appointments Unit of the Governor's Office who will forward it to CalHR. An advance copy should be sent to CalHR.

I.a. Appointee Information

Proposed Appointee	Effective Date	Salary	Salary Range	Level

If the appointee is currently a state employee:

Class Code	Monthly Salary	Current Class & Employing Department

I.b. Exempt Pay Scale Information

Current Information and Proposed Changes, if any: (Current information is available on Controller's CSP Screen or the Human Resources Network (HR NET)

	Schem Code	Class Code	Title
Current:			
Proposed:			

	Monthly Sal Rg.	Exempt Level	Authority/Entitlement	WWG	MCR	CBID	Footnotes
Current:							
Proposed:							

☐ New exempt class based on new legislation (attach a copy of the legislation).

☐ New exempt class based on the conversion of a civil service managerial position under Gov. Code 12010.6.

If new conversion, Civil Service Class to be Converted	Position Number

Definitions of Commonly Used Appointing Authorities:

C – Constitution Officer or Appointee (Not Gov. or Lt. Gov.)

D – Board or Commission Member

E – Appointee of a Board or Commission

F – Governor's (or Lt. Gov.'s) Appointee

G – Appointee of a Governor's Appointee

CBID: E97 – Confidential; E98 – Supervisory; E99 – Managerial; E79 – Managerial Specialist (Non-supervisory)

I.c. Requesting Department

Requester's Title	Department	
Requester's Signature	Telephone Number	Date

II. Agency Approval

Name and Title of Approving Official	Agency Name	
Signature of Approving Official	Telephone Number	Date

III. Governor's Office Approval (GO Appointments Unit, Attn. Diana Essex)

Comments		(For CalHR Use Only)
Name and Title of Approving Official Diana Essex, Appointments Administrator	Telephone Number (916) 445-4541	
Signature of Approving Official	Date	

EPR.dot (05/11/2021)

(This form may be found in HRNet on the CalHR website.)

The Conversion Process

This process is provided for by Government Code section 12010.6 and is available to line agency departments only, i.e., departments whose directors are directly appointed by the Governor. Converted positions must be approved by the GO.

To convert a civil service position to an exempt position, the department must identity a vacant managerial position or a vacant position that can appropriately be reclassified to a managerial position. Once the position is identified, departments will follow the Exempt Position Request Process to convert the position. Departments must indicate on the EPR form the position number of the civil service position.

Please note, an approval for the conversion from civil service to an Exempt, will be approved upon appointment of the appointee. Once the appointment is approved, the GO will notify CalHR to convert the civil service position by approving the EPR form. CalHR will issue an Exempt Pay Letter to be distributed to the GO, SCO, and the requesting department.

Once the civil service position is converted to an exempt position, it can no longer be filled. If a department wishes to return an exempt position to a civil service classification, they must obtain the approval of the GO. Once notification is received from the GO, CalHR will process a pay letter to abolish the Exempt classification. Additionally, once the exempt classification has been abolished, it can no longer be used as an Exempt position. If a department wishes to return the civil service classification to an Exempt position, it will require a new EPR request.

4 – Appointments

All exempt appointments must be reviewed and approved by the Governor's Appointments Unit (except appointees of other *elected* officials). Departments must send a cover memo of explanation, an Exempt Position Request (EPR) form, a current duty statement, and organizational chart through the Governor's Appointments Unit with a copy to the CalHR Exempt Program at CalHR.

If there is a change in duties or organizational structure, an EPR package which includes, EPR form, current and proposed duty statement, and organizational chart must be submitted with the EPR to the GO Appointments Unit and the CalHR Exempt Program.

5 – Salaries of Exempt Classes

By law, CalHR must approve the salary of each exempt position unless the law specifically states the approval of CalHR is not required. CalHR consults with the Governor's Office Appointments Unit in reviewing specific requests to change exempt position salaries. Approval of changes in salary levels for exempt positions must be obtained from CalHR and the Governor's Office prior to discussion of salary with potential appointees. Upon initial appointment, the exempt appointee is entitled to the rate, within the salary range, five percent (5%) above the rate last received or the minimum of the exempt salary range. New appointees are normally hired at the minimum of the range and if a higher starting rate is thought to be necessary, a request to hire above the minimum salary rate must be approved in advance by the Governor's Office, Appointments Unit and CalHR by following the Exempt Position Request (EPR) process.

Salaries which are established in statute ("statutory exempts") do not require approval by CalHR. However, CalHR must be provided the EPR package to process the EPR form and Exempt Pay Letter.

Positions whose salaries are fixed by the appointing power must be processed through the EPR process. Most of these require CalHR approval and others may have a methodology prescribed in law that must be approved by CalHR. SCO will not process salary changes without CalHR review and approval.

Exceptions to the above may apply, please contact the Exempt Program for further details.

6 – Footnote Key

S1 Statutory salary (annual salary set by statute).

S2 Statutory salary with specified limitations.

S4 Not eligible for general salary increases.

S5 Elected Constitutional State Officer for whom salary and benefits are established by the California Citizens Compensation Commission.

S6 Salary based (in law) on another salary set in statute as follows:

1. SP00/8409 – The Adjutant General, Military Department—limited by §5308 of Title V, U.S. Code to Level V of the Executive Schedule. Same pay and allowances as Lieutenant General in U.S. Army. (Pay and Allowances – Military Department).
2. SP00/8844 –The Deputy Adjutant General, Military Department-limited by §5308 of Title V, U.S. Code to Level V of the Executive Schedule. Same pay and allowances as Brigadier General in U.S. Army. (Pay and Allowances – Military Department).
3. VJ01/5070 - Member, California Citizens Compensation Commission is tied to NN00/ Member, Fair Political Practices Commission.

S8 Statutory positions that earn and use annual leave per GC §19849.16 and CCR 599.752.1.

E1 Classes excluded from minimum wage coverage under the Fair Labor Standards Act (FLSA).

E2 Salary rate parallels civil service class.

~~E3 Salary rate is determined as provided herein:~~

~~6082 - Secretary/Chief Counsel, Unemployment Insurance Appeals Board is tied to Chief Administrative Law Judge, Unemployment Insurance Appeals Board, CEA.~~

E4 Salary has a statutorily set maximum per Government Code §12001:

- Not to exceed amount specified in Government Code §11550:
  - 5310 Executive Secretary to the Governor
- Not to exceed amount specified in Government Code §11552:
  - 5315 Sr. Assistant to the Governor
  - 5314 Assistant to the Governor
  - 5101 Staff Assistant to the Governor
  - 9604 Senior Advisor

E5 Exempt Class receiving a pay differential or bonus.

E6 For Summer School rates, apply provisions of Chart II.

E7 Salary authorized to be established by the appointing power.

LT00/9295 President, State Compensation Insurance Fund, Gov. Code §19825.

NH00/2909 Director, Postsecondary Education Commission, Education Code § 66905.

SL00/5744 Legislative Counsel

All type "P" classes

E8 Exempt appointment under provisions of Government Code §12010.6.

E9 Positions loaned from the authorized agency to another with the approval of the Governor and under the authority of Government Code §12010.5.

A1 Positions (in addition to Statutory positions) that do not earn or use vacation, annual leave, or sick leave per Government Code § 19857.

G1 A position no longer funded in its respective department's budget but the entitlement remains in law.

7 – Exempt Salary Chart (July 2025)

Exempt Category	Level Definitions	Salaries in Statute: Monthly Salary	Salaries in Statute: Annual Salary	CalHR Established Exempt Salaries: Monthly Min.	Monthly Max.	Annual Min.	Annual Max.	Civil Service Excluded: Level Definition	Monthly Min.	Monthly Max.
I. Management Positions:										
A.	Cabinet	17,276.20	207,314		21,204.22		254,451			
	All Others at Level A			16,060 -	17,891	192,720 -	214,692			
B.	Tier II Department Director	16,203.90	194,447	16,820 -	18,188	201,840 -	218,256			
	All Others at Level B			15,065 -	16,786	180,780 -	201,432			
C.	Chair - Major Boards	15,489.13	185,870	14,400 -	16,040	172,800 -	192,480			
	Member - Major Boards	15,012.21	180,147	13,954 -	15,548	167,448 -	186,576	R Zone	15,298	21,370
D.	Major Chief Deputy			13,770	15,338	165,240 -	184,056	CEA C	13,472 -	15,297
E.	Tier I Department Director	14,297.32	171,568	16,018 -	17,324	192,216 -	207,888			
	All Others at Level E			13,292 -	14,805	159,504 -	177,660			
F.	CEA B Equivalent			13,008 -	14,494	156,096 -	173,928	CEA B	12,131 -	14,453
G.	Ex. Officers, Major Boards			12,672 -	14,118	152,064 -	169,416			
	Chair - Medium Boards	13,582.67	162,992	12,629 -	14,063	151,548 -	168,756			
H.	Maj. Dept. Deputy Director			12,403 -	13,816	148,836 -	165,792			
	Small DD & Mbr. Med. Bds.	13,106.26	157,275	12,185 -	13,569	146,220 -	162,828			
I.	Asst. Agency Secretary I			11,812 -	13,165	141,744 -	157,980			
J.	Asst. Director (Line Program)			11,272 -	12,555	135,264 -	150,660	CEA A	10,349 -	12,526
K.	Asst. Agency Secretary II			10,750 -	11,976	129,000 -	143,712			
L.	CEA A Equivalent			10,250 -	11,418	123,000 -	137,016			
M.	SSM III Equivalent			9,771 -	10,884	117,252 -	130,608	SSM III	9,572 -	10,867
N.	SSM II/III Equivalent			9,323 -	10,388	111,876 -	124,656			
O.	SSM II Equivalent			8,889 -	9,902	106,668 -	118,824	SSM II (M)	8,715 -	9,899
II. Non-management Positions								SSM II (S)	7,872 -	9,781
P1.				8,690 -	9,393	104,280 -	112,716			
P2.	SSM I (Supervisory) Equiv.			8,233 -	8,951	98,796 -	107,412	SSM I	7,172 -	8,910
P2A	SSM I (Non-supervisory)			7,897 -	8,478	94,764 -	101,736			
P3.				7,537 -	8,134	90,444 -	97,608			
P4.	Assoc./AA II Level			6,245 -	7,761	74,940 -	93,132	AGPA	6,031 -	7,775
P5.	SSA - Rg. C/AA I			5,191 -	6,433	62,292 -	77,196		5,014 -	6,276
P6.	SSA - Rg. B			4,334 -	5,346	52,008 -	64,152		4,181 -	5,233
P7.	SSA - Rg. A			3,981 -	4,873	47,772 -	58,476		3,861 -	4,839
P8.	Mgt. Svcs. Tech.			3,391 -	4,101	40,692 -	49,212		3,421 -	4,285
P9.	(Grad) Student Assistant			2,937 -	3,494	35,244 -	41,928		3,581 -	4,499
Q1.	Executive Secretary II			4,657 -	5,827	55,884 -	69,924		4,507 -	5,810
Q2.	Executive Secretary I			4,172 -	5,460	50,064 -	65,520		4,138 -	5,338
Q3.	Secretary			3,713 -	4,741	44,556 -	56,892		3,681 -	4,746

8 – Lump Sum Payments to Statutory Officers

Background

Certain Statutory Officers (Governor's appointees and elected officials whose salaries are set in statute) do not earn or use sick leave, vacation, or annual leave. An individual with prior state service, exempt or civil service, who is appointed to a position earning a statutory salary, may elect to receive a full or partial lump sum payment for accrued vacation or annual leave just prior to being appointed to or during the appointment to the statutory position. Lump sum payments for any accrued leave credits are not eligible to transfer to Savings Plus unless an individual has a bona fide separation from employment (S05 transactions are not considered a bona fide separation). If the appointee chooses not to receive a lump sum payment at that time, the amount of leave is "banked" and is available if the individual returns to a position where leave is accrued or leaves state service.

When a statutory officer elects to receive a lump sum payment, the rate of pay must be at the salary rate of the position where leave was last earned and adjusted for general salary increases that would have been received (as though the individual had remained in the former position). The last department in which leave was earned is responsible for the payment although there is no prohibition on the current department making the payment if it chooses to do so.

Please note, if the former position was to a civil service classification, the individual is reinstated to the former position allowing a lump sum payment at the current rate of pay of the former position. If the former position was an exempt, the individual would be reinstated to the former exempt position, however, since the salary range may change over time, the department must receive an approval from CalHR before being reinstated to the exempt position.

Procedures for Full Lump Sum Payment

Send CalHR Exempt Program a memo with the exempt employee's name, last four of their social security number, date they vacated the position (where vacation or annual leave was earned, class code, title of the position, and the salary they received at that time). Include the calculation of what the present-day salary would be with general salary increases.

CalHR will verify the salary information and provide an approval to the department. If the approved salary is not within the current exempt salary rate, the department must reach out to CalHR.

Procedures for Partial Lump Sum Payment

In some cases, the statutory officer who "banked" their leave credits may later request a partial lump sum payment during their statutory appointment, before leaving state service. The lump sum payment must be made based on the salary of the position in which leave was last earned. CalHR approval must be obtained by following the procedures above.

9 – Explanatory Notes

In the following pay scale section of the salary schedule, classes are listed in a schematic arrangement to show departmental/agency groupings. Each exempt position has been assigned a schematic code consisting of two letters and two digits that immediately precede the class code. The schematic code is used to organize classes by agency and department in the pay scales.

Each exempt position has also been assigned a four-digit class code number that immediately precedes the class title. This number is used for payroll and transaction purposes.

Title

Each exempt position is assigned a title. More than one department may have a class with the same title, but each class will have a different class and schematic code.

Entitlement

The California Legal Code Section that authorizes the exempt position. Please be sure to notify the CalHR Exempt Program of any entitlement changes, as this affects the employee's appointment and may delay processing by State Controller's Office.

Compensation

The rate of pay assigned to that position. Unless otherwise specified, all rates of pay are quoted in dollars per month and are for fulltime employment.

Exempt Levels

The standard exempt levels with monthly and annual salary rates are listed in the Exempt Salary Chart.

Work Week Group

"WWG" is the abbreviation for workweek group. The definitions of the workweek groups to which positions are assigned appear in the Workweek Group Definition Section of the Pay Scale.

Collective Bargaining Identifier

"CBID" is the abbreviation for Collective Bargaining Identifier. All classes with a CBID beginning with "E" are excluded from collective bargaining. They receive benefits equivalent to the following categories:

- E99 Management -Exempt managerial positions which supervise staff.
- E98 Supervisory- Supervisory positions in excluded organizations or employees of the California Department of Human Resources in the class of Labor Relations Analyst or Labor Relations Specialist I. (Except Legislative Counsel Bureau)
- E97 Confidential- Exempt positions that are not designated managerial or supervisory.
- E79 Non-supervisory management- Exempt managerial positions which meet class concepts, but do not supervise staff.
- E50 Management level positions receiving an annual statutory salary (may work less than full-time).
- E Not eligible for benefits (statutory daily rate board members)

Authority

Authority for all appointments is found in the Constitution, Article VII, Section 4. The following are the authority explanations (lettering coincides with that of the Constitution):

A. Legislative officers and employees.
B. Judicial Branch officers and employees.
C. Elected officials plus a deputy and an employee selected by each elected officer.
D. Members of boards and commissions.
E. A deputy or employee selected by each board or commission.
F. State officers appointed by the Governor or the Lieutenant Governor.
G. A deputy or employee selected by each officer under Section 4(f).
H. University of California and California State College officers and employees.
I. Teaching staff of schools under Department of Education — or Superintendent of Public Instruction jurisdiction.
J. Member, inmate, and patient help in State homes, charitable or correctional institutions, and State facilities for mentally ill or retarded persons.
K. Members of the militia while engaged in military service.
L. District agricultural association officers and employees employed less than six months in a calendar year.
M. In addition, the Attorney General may appoint or employ six deputies or employees, the Public Utilities Commission may appoint or employ one deputy or employee, and the Legislative Council may appoint or employ two deputies or employees.

10 – Pay and Allowances – Military Department

1. The Adjutant General

Base Pay for The Adjutant General Is Same Pay and Allowances
as for a Lieutenant General (O-9) in the U.S. Army but limited to Executive Level II.

2. The Deputy Adjutant General

Base Pay for The Deputy Adjutant General Is Same Pay and Allowances
as for Brigadier General (O-7) in the U.S. Army but limited to Executive Level II.

3. Other General Staff prescribed by Military and Veterans' Code §161

a) Assistant Adjutant General, Army
b) Assistant Adjutant General, Air
c) Chief of Staff and Director of the Joint Staff

The base pay and benefits for the 3 positions above ***may be*** the same as a Brigadier General of the U.S. Army (rank of 0-7) but limited to Executive Level II.

4. Inspector General

The base pay for the Inspector General is the same or higher as a Colonel in the U.S. Army (rank of O-6) but limited to Executive Level V.

Note: Other allowances may be provided and may be found online at the Defense Finance and Accounting Service (DFA) website. (Select the latest year.)

5. Other Active-duty Personnel

Active-duty personnel are paid based on their military rank – plus they receive housing, subsistence, and other allowances as appropriate. **Basic pay is listed in the Exempt Pay Scale.** The DFAS website above lists additional allowances. See Exempt Pay Differentials, Military for additional information.

Military pay is reported to the State Controller by the Military Department based on the latest information from the DFAS. CalHR reviews the information provided.

4. U.S. Military Pay Grades and Ranks[1]

Source: U.S. Department of Defense

Commissioned Officers

Pay Grade	Army National Guard	Air National Guard
O-1	Second Lieutenant	Second Lieutenant
O-2	First Lieutenant	First Lieutenant
O-3	Captain	Captain
O-4	Major	Major
O-5	Lieutenant Colonel	Lieutenant Colonel
O-6	Colonel	Colonel
O-7	Brigadier General	Brigadier General
O-8	Major General	Major General
O-9	Lieutenant General	Lieutenant General
O-10	General	General

Warrant Officers

Pay Grade	Army National Guard	Air National Guard
W-1	Warrant Officer	None
W-2 – W-5	Chief Warrant Officer	None

Enlisted Personnel

Pay Grade	Army National Guard	Air National Guard
E-1	Private	Recruit
E-2	Private	Airman
E-3	Private First Class	Airman First Class
E-4	Corporal	Senior Airman
E-5	Sergeant	Staff Sergeant
E-6	Staff Sergeant	Technical Sergeant
E-7	Army Sergeant First Class	Master Sergeant
E-8	Master Sergeant	Senior Master Sergeant
E-9	Sergeant Major	Chief Master Sergeant

[1] The Exempt Pay Scale lists the pay grade as the class title. Titles may vary between services.

11 – Alternate Salary Ranges

Alternate Range Criteria 001

Assistant to Board Member/Board of Equalization/Class Code 4272

Range A. This range applies to all incumbents not meeting the criteria for Range B.

Range B. This range applies to those incumbents who are members of the California State Bar or who possess a Doctorate and serve as a high-level advisor to the Board Member.

Alternate Range Criteria 002

Office Assistant (Typing)/Various Departments

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 equivalent to that of an Office Assistant (Typing), Range A. Education may be substituted for the experience if approved by the Department of Human Resources Exempt Program.

Alternate Range Criteria 003

Junior Staff Analyst/Office of Planning and Research/Class Code 2128

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

Range B. This range shall apply to persons who have satisfactorily completed the equivalent of six months of experience as a Junior Staff Analyst; and may apply to persons who have six months of experience outside of State service performing analytical duties similar to those of a Junior Staff Analyst, Range A.

Alternate Range Criteria 004

Technical Specialist I/Governor's Office, OPR/Class Code 0331

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

Range B. This range shall apply to persons who have satisfactorily completed the equivalent of six months experience as a Technical Specialist I; and may apply to persons who have six months of experience outside of State service performing duties similar to those of a Technical Specialist I.

Range C. This range shall apply to persons who have satisfactorily completed the equivalent of twelve months experience as a Technical Specialist I (Range B) or eighteen months experience as Technical Specialist; and may apply to persons who have eighteen months of experience outside of State service performing duties similar to those of a Technical Specialist I.

Alternate Range Criteria 005

Classes in the Governor's Office.

Application of Alternate Range Criteria is delegated to the Governor's Office.

Alternate Range Criteria 006

Abolished

Established August 1, 1990

(Replaces Range 104 of the Civil Service Pay Scales)

Abolished June 30, 1996

Alternate Range Criteria 007

Established April 1, 1991

Administrative Assistant I/Lieutenant Governor's Office/Class Code 1257

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 performing duties typical of the class. Education may be substituted for the experience if approved by the Department of Human Resources.

Alternate Range Criteria 008

Established May 31, 1991.

Revised January 1, 2000.

Various Teaching Classes in the Special Schools of the Department of Education

Range A. This range shall apply to incumbents of teaching classes employed by the State Special Schools of the California Department of Education who work a regular school year as defined in their contract.

Range B. This range shall apply to incumbents of teaching classes employed by the California Schools for the Deaf and the California School for the Blind who are appointed to work an extended school year.

Alternate Range Criteria 009

Established January 1, 2000

Abolished November 15, 2022

Alternate Range Criteria 010

Abolished

Established July 31, 1992 (Rev. June 7, 1995)

Abolished June 30, 1996

Alternate Range Criteria 011

Established October 5, 1992

Real Estate Officer, Department of General Services

(See Civil Service Alt. Rg. 287)

Alternate Range Criteria 012

Abolished

Established January 30, 1998

Abolished May 1, 2004

(Positions in the Trade and Commerce Agency used in Foreign Trade Offices)

Alternate Range Criteria 013

Effective January 1, 1998

(Number changed from 012 effective March 2, 2000)

Executive Director, Fair Political Practices Commission, Class Code 5028

Range A. This range applies to all incumbents not meeting the Criteria for Range B.

Range B. This range applies if the incumbent is a member of the California State Bar.

Alternate Range Criteria 014

Effective July 1, 2004

Advisor to Board Member, Integrated Waste Management Board, Class Code 7511

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

Range B. Upon recommendation by the Board Member, this range may apply to incumbents who have satisfactorily completed the equivalent of 12 months experience as Advisor to Board Member, IWMB, Range A. Education or experience outside of state service may be substituted if approved by the Department of Human Resources.

Range C. Upon recommendation by the Board Member, this range may apply to incumbents who have satisfactorily completed the equivalent of 12 months experience as Advisor to Board Member, IWMB, Range B. Education or experience outside of state service may be substituted if approved by the Department of Human Resources.

12 – Exempt Pay Differentials

1 – All Exempts (Type "F" & "L")

1.1 – Voluntary Personal Leave Program

Effective: July 1, 2004

Revised: August 17, 2004 (Effective July 1, 2004)

Department: All departments.

Schem Code: All type "F" classes

Class Title: All exempt excluded classes (Class Type F) with a CBID of E79, E97, E98 or E99 except those that do not receive paid leave per Government Code Section 19857.

Rate/Earnings ID: Minus 4.62% (1 day) Earnings ID – 8VL1
Minus 9.23% (2 days) Earnings ID – 8VL2

Criteria:

All employees participating in the Voluntary Personal Leave Program shall have their salary reduced by the above rates and shall accrue a personal leave day or two (or a portion if working less than full-time) the first of the following pay period.

If Applicable, Should Pay Differential Be:

Pro-rated
-Permanent Full-time Only ---------- Yes
-Part-time/Intermittent ---------- No
Subject to qualifying pay period ---------- No
All time bases and tenure eligible ---------- No
Subject to PERS deduction ---------- NA

Inclusion in Rate to Calculate the Following Benefit Pay:

Overtime ---------- No
IDL ---------- No
EIDL ---------- No
NDI ---------- No
Lump sum:
Vacation ---------- No
Sick Leave ---------- No
Extra Hours ---------- No

1.2 – Exempt Personal Leave Program 2025

Effective: July 1, 2020

Abolished: July 1, 2021

Re-established: July 1, 2025

Classes/CBID	Effective Date	End Date	Negative Differential	Earnings ID	Department
All Non-Statutory Exempt Classes (Class Type F) with a CBID of E50, E79, E97, E98, E99 *Exceptions listed below	07/01/25	06/30/27	3%	8PJ1	All Departments **Exceptions listed below
All Exempt Classes with a CBID of R03, S03, M03, and R20					Department of Education: School for the Blind, School for the Deaf, Diagnostic Centers
All Exempt Classes Tied to BU 6 (refer to the chart below)					Department of Corrections and Rehabilitation
All Exempt Classes Tied to BU 7 (refer to the chart below)			2%	8PJ2	Department of Alcoholic Beverage Control, Department of Forestry and Fire Protection, Department of Insurance, California Governor's Office of Emergency Services, California State Lottery
All Exempt Classes tied to BU 5 (refer to the chart below)			4.62%	8PJ3	California Highway Patrol

*The following exempt classes and employees are not subject to the Personal Leave Program 2025:

Class Code	Class Title	Department
4851	Chief Deputy Director	CAL FIRE
2909	Director, California Postsecondary Education Commission	CPEC

**The following departments are not subject to the Personal Leave Program 2025:

- Military Department
- Bureau of State Audits
- Legislative Counsel Bureau
- State Compensation Insurance Fund
- Covered California
- California Public Employees Retirement System
- California Teachers Retirement System
- California Housing Finance Agency

Criteria:

All employees covered by the Personal Leave Program (PLP) 2025 shall have their base salary reduced by the above rate. Except for the Director, Emergency Medical Services Authority and the Director, Arts Council, exempt employees shall accrue a personal leave credit the first day of each pay period.

Employees in exempt classifications in a CBID identified above, who are not eligible for state sponsored health benefits enrollment in a CalPERS health plan, shall not be subject to the PLP 2025.

Refer to the Personal Leave Program policy 2113 for additional information.

If Applicable, Should Pay Differential Be:

Pro-rated if paid less than a full pay period	Yes
Pro-rated for part-time	No
Subject to qualifying pay period	No
All time bases and tenure eligible	Yes/No**
Subject to PERS deduction	
Classic	No
PEPRA	No

Inclusion in Rate to Calculate the Following Benefit Pay:

Overtime .....No/Yes (FLSA)

IDL .....No

EIDL .....No

NDI .....No

Lump Sum:

Vacation .....No

Sick Leave .....No

Extra Hours.....No

***Retired Annuitant appointed under Government Code sections 19144, 21154, 21223, 21224, 21225, and 21227 are not included in the Personal Leave Program 2025.

PEPRA MEMBERSHIP:
Applicable to all employees newly hired on or after January 1, 2013, pursuant to Government Code sections 7522.02, 7522.04, and 7522.34.

Refer to the Statutory Exempt Personal Leave Program 2025 Pay Differential for statutory exempt employees.

Exempts Tied to BU 5, 6, and 7

BU	Class Code	Class Title	CBID	Department
5	9042	Law Enforcement Liaison	E99	CHP
5	9678	Security Operations Liaison	E99	CHP
6	0320	Undersecretary, Operations	E99	CDCR
6	0321	Chief, Office Correctional Safety	E99	CDCR
6	0322	Director, Division of Adult Institutions	E99	CDCR
6	0533	Director, Division of Adult Parole Operations	E99	CDCR
6	4167	Undersecretary of Administration	E99	CDCR
6	5033	Associate Director, Region III	E99	CDCR
6	5507	Deputy Director, Facility Support, Division of Adult Institutions	E99	CDCR
6	6298	Associate Director, Region II	E99	CDCR
6	7018	Chief Deputy, Investigations and Reentry Screening	E99	CDCR
6	7642	Associate Director, Region I	E99	CDCR
6	9380	Deputy Director, Office of Internal Affairs	E99	CDCR
6	9077	Associate Director, Region IV	E99	CDCR

6	9625	Warden	E99	CDCR
6	9649	Chief, Contract Beds Unit	E99	CDCR
6	9657	Deputy Director, Facility Operations	E99	CDCR
7	8668	Chief Deputy Director/Department of Alcoholic Beverage Control	E99	ABC
7	8963	Assistant State Fire Marshall	E99	CAL FIRE
7	9404	Deputy Commissioner, Enforcement/Chief of Bureau of Fraudulent Claims	E99	CDI
7	9487	Chief, Law Enforcement	E99	Cal OES
7	4469	Chief, Fire and Rescue	E99	Cal OES
7	1680	Deputy Director, Security/Law	E99	Lottery
7	6316	Assistant Deputy Director, Security and Law Enforcement	E99	Lottery

1.3 – Statutory Exempt Personal Leave Program 2025

Re-established: July 1, 2025

Revised: October 1, 2025

Classes/CBID	Effective Date	End Date	Negative Differential	Earnings ID	Department
All Statutory Exempt Classes (Class Type L) with a CBID of E99 *Exceptions listed below	07/01/25	06/30/27	3%	8PJ1	All Departments **Exceptions listed below
All Statutory Exempt Classes Tied to BU 6 (refer to the chart below)					Department of Corrections and Rehabilitation
All Statutory Exempt Classes tied to BU 5 (refer to the chart below)			4.62%	8PJ3	California Highway Patrol
All Statutory Exempt Classes Tied to BU 7 (refer to the chart below)			2%	8PJ2	Department of Alcoholic Beverage Control, Department of Forestry and Fire Protection
All Statutory Exempt Classes Tied to BU 8 (refer to the chart below)	10/01/25		2.5%	8PJ7	Department of Forestry and Fire Protection

*The following statutory exempt classes and employees are not subject to the Personal Leave Program 2025:

Class Code	Class Title
3272	Board Member, Central Valley Flood Protection Board
3831	Board Member, Air Resources Board
5129	Board Member/State Personnel Board
8670	Member, Alcoholic Beverage Control Appeals Board
1571	Chairperson, Agricultural Labor Relations Board

1572	Chairperson, Energy Resources Conservation and Development Commission
1573	Chairperson, Public Employment Relations Board
1574	Chairperson, Workers Compensation Appeals Board
3250	Member, State Water Resources Control Board
3253	Chairman/State Water Resources Control Board
3488	Commissioner, Public Utilities Commission
5004	Member, State Energy Resources Conservation and Development Commission
5027	Chairman/Fair Political Practices Commission
5052	Board Member/Public Employment Relations Board
5485	Chairman, Osha Appeals Board/Department of Industrial Relations
5487	Member, Osha Appeals Board (2)/Dept of Industrial Relations
5716	Member, Agriculture Labor Relations Board
8927	Member, Cannabis Control Appeals Panel
8930	Chair, Cannabis Control Appeals Panel
9102	Member, California Unemployment Insurance Appeals Board, Edd
9105	Chair, California Unemployment Insurance Appeals Board
9229	Administrative Director of the Division of Workers' Compensation/Dept of Industrial Relations
9234	Member, Workers' Compensation Appeals Board, Department of Industrial Relations
9621	Director, California Department of Public Health
9641	Chairperson, Board of Environmental Safety
9642	Member, Board of Environmental Safety
6038	Member, Delta Stewardship Council

**The following departments are not subject to the Personal Leave Program 2025:

- Military Department
- Bureau of State Audits
- Legislative Counsel Bureau
- State Compensation Insurance Fund

Criteria:
All employees covered by the Personal Leave Program (PLP) 2025 shall have their base salary reduced by the above rate. Statutory exempt positions authorized to accrue and use leave in accordance with Government Code section 19849.16 and California Code of Regulations 599.752.1, shall accrue a personal leave credit the first day of each pay period.

Employees in statutory exempt classifications in the CBID identified above, who are not eligible for state-sponsored health benefits enrollment in a CalPERS health plan, shall not be subject to the PLP 2025.

Refer to the Personal Leave Program policy 2113 for additional information.

If Applicable, Should Pay Differential Be:	
Pro-rated if paid less than a full pay period	Yes
Pro-rated for part-time	No
Subject to qualifying pay period	No
All time bases and tenure eligible	Yes/No*
Subject to PERS deduction	
Classic	No
PEPRA	No

Inclusion in Rate to Calculate the Following Benefit Pay:	
Overtime	N/A
IDL	No
EIDL	No
NDI	No
Lump Sum Vacation	No
Lump Sum Sick	No
Lump Sum Extra Hours	No

*Retired Annuitant appointed under Government Code sections 19144, 21154, 21223, 21224, 21225, and 21227 are not included in the Personal Leave Program 2025.

PEPRA MEMBERSHIP:

Applicable to all employees newly hired on or after January 1, 2013, pursuant to Government Code sections 7522.02, 7522.04, and 7522.34.

Refer to the Exempt Personal Leave Program 2025 Pay Differential for Non-Statutory exempt employees.

Exempts Tied to BU 5, 6, 7, and 8

BU	Class Code	Class Title	CBID	Department
5	8373	Commissioner/Department of California Highway Patrol	E99	CHP
6	0318	Secretary, Department of Corrections and Rehabilitation	E99	CDCR
7	8667	Director, Dept of Alcoholic Beverage Control	E99	ABC
7	8964	State Fire Marshal/Department of Forestry and Fire Prevention	E99	CAL FIRE
8	4850	Director/Department of Forestry	E99	CAL FIRE

1.4 - Improving Affordability and Access to Health Care Pay Differential

*All Exempts (Type "F" & "L")

Effective: 12/01/2023
Department: All Departments
Class Title: All exempt classes with a CBID of, S03, M03, E50, E79, E97, E98, and E99
Rate: $260 per month
Earnings ID: GHCP

Criteria:

Exempt employees in a classification with a CBID identified above, who are enrolled in a state-sponsored health plan, as identified in the table below, shall receive a differential of $260 per month.

Permanent Tenure:

Full-time---------- Yes
Part-time
- Half-time or more ---------- Yes
- Less than half-time---------- No

Intermittent (PI)
a) 480 or more paid hours /Control Periods (or 960 paid hours in two consecutive Control Periods to qualify to continue coverage) --------- Yes*
b) Less than 480 paid hours/Control Period ---------- No

Limited-Term:

Less than 6 months (Time base N/A) ---------- No
6 months or more
- Full-time ---------- Yes
- Part-time, half-time, or more --------- Yes
- Part-time, less than half-time --------- No
- Intermittent ---------- No

Temporary (TAU)

Less than 6 months (Time base N/A) ---------- No
6 months or more
Full-time---------- Yes
Half-time or more---------- Yes
Less than half-time ---------- No
Intermittent ---------- No

*Only paid hours in the PI appointment shall be counted toward the 480 hours in a Control Period.

This pay differential will be provided commencing with the December 2023 pay period.

Exempt positions in class codes 4850 and 4851 tied to BU 8 are eligible effective 2/01/2022.

Exempt employees on medical leave who maintain eligibility for a health plan will maintain eligibility for this payment.

The pay differential shall not be part of the exempt employee's base salary for the purpose of computing salary adjustments.

Exempt employees' classifications tied to BU 05, 06, and 07 listed below are not eligible to receive this pay differential.

BU 05:

- 8373 – Commissioner, CHP
- 9042 – Law Enforcement Liaison
- 9678 – Detail Leader Specialist

BU 06:

- 0318 – Secretary, Department of Corrections and Rehabilitation
- 0320 – Undersecretary, Operations
- 0321 – Chief, Office of Correctional Safety
- 0322 – Director, Division of Adult Institutions
- 0533 – Director, Division of Adult Parole Operations
- 4167 – Undersecretary of Administration
- 5033 – Associate Director, High Security (Males)
- 5507 – Deputy Director, Facility Support, Division of Adult Institutions
- 6281 – Director, Correctional Policy Research and Internal Oversight
- 6298 – Associate Director, Female Offender Program and Services
- 6581 – Director, Division of Juvenile Justice
- 7018 – Chief Deputy, Offender Investigations and Screening Division
- 7642 – Associate Director, Reception Center Institutions
- 9077 – Associate Director, General Population – Males Division of Adult Institutions
- 9081 – Deputy Director, Operations and Programs, Division of Juvenile Justice
- 9380 – Deputy Director, Internal Affairs
- 9593 – Superintendent
- 9625 - Warden
- 9649 – Chief, Contract Beds Unit
- 9657 – Deputy Director, Facility Operations
- 9915 – Chief Deputy Inspector General Office of the Inspector General

BU 07:

- 1680 – Deputy Director, Security and Law Enforcement
- 4469 – Chief, Fire and Rescue
- 6316 – Assistant Deputy Director, Security and Law Enforcement
- 6640 – Chief Investigator, Office of Criminal Investigations
- 8667 – Director, Department of Alcoholic Beverage Control
- 8668 – Chief Deputy Director/Department of Alcoholic Beverage Control

- 8963 – Assistant State Fire Marshal
- 8964 – State Fire Marshal
- 9404 – Deputy Commissioner, Enforcement/Chief of the Bureau
- 9487 – Chief, Law Enforcement

If Applicable, Should Pay Differential Be:

Pro-rated .....No

Flat rate .....Yes

Subject to qualifying pay period .....No

All time bases and tenure eligible .....Yes/No*

Subject to PERS deduction..... No

*Retired Annuitants are not eligible for this pay differential unless appointed under Government Code Section 21232.

Inclusion in Rate to Calculate the Following Benefit Pay:

Overtime .....Yes

IDL .....No**

EIDL .....No**

NDI .....No**

Lump Sum Vacation .....No

Lump Sum Sick .....No

Lump Sum Extra Hours .....No

**Employees on a leave of absence, NDI, IDL, and Military leave are eligible for the $260 if enrollment in a state-sponsored health plan continues.

Abolished – Improving Affordability and Access to Health Care Pay Differential

Effective: July 1, 2020
Revised: July 1, 2022
Abolished: **July 1, 2023**
Department: All Departments
Schem Code: All
Class Title: All exempt classes with a CBID of R03, S03, M03, R20, E50, E79, E97, E98, and E99
Rate: $260 per month
Earnings ID: GHCP

Criteria:

Exempt employees in a CBID identified above, who are eligible for a state-sponsored health benefits, as identified in the table below, shall receive a differential of $260, per month. This payment will be provided commencing on July 1, 2022, pay period, expiring after the June 2023 pay period.

Exempt employees on medical leave who maintain eligibility for a state sponsored health benefit will maintain eligibility for payment.

This pay differential shall not be part of the exempt employee's base salary for the purpose of computing salary adjustments.

From July 1, 2020, through June 30, 2022, employees in a classification with a CBID identified above, and who are eligible for a state-sponsored health plan, were eligible for payment under this differential.

Permanent Tenure:

Full-time---------- Yes
Part-time
- Half-time or more ---------- Yes
- Less than half-time---------- No

Intermittent (PI)
a) 480 or more paid hours /Control Periods (or 960 paid hours in two consecutive Control Periods to qualify to continue coverage) --------- Yes*
b) Less than 480 paid hours/Control Period ---------- No

Limited-Term:

Less than 6 months (Time base N/A) ---------- No
6 months or more
- Full-time ---------- Yes
- Part-time, half-time, or more --------- Yes
- Part-time, less than half-time --------- No
- Intermittent ---------- No

Temporary (TAU)

Less than 6 months (Time base N/A) ---------- No

6 months or more

Full-time---------- Yes

Half-time or more---------- Yes

Less than half-time ---------- No

Intermittent ---------- No

*Only paid hours in the PI appointment shall be counted toward the 480 hours in a Control Period.

Exempt employees' classifications tied to BU 5, 6, and 7 listed below are not eligible to receive this pay differential.

- 0318 – Secretary, Department of Corrections and Rehabilitation
- 0320 – Undersecretary, Operations
- 0321 – Chief, Office of Correctional Safety
- 0322 – Director, Division of Adult Institutions
- 0533 – Director, Division of Adult Parole Operations
- 0912 – Chief Deputy Director, Juvenile Justice
- 1680 – Deputy Director, Security and Law Enforcement
- 4167 – Undersecretary of Administration
- 4469 – Chief, Fire and Rescue
- 5033 – Associate Director, High Security (Males)
- 5507 – Deputy Director, Facility Support, Division of Adult Institutions
- 6281 – Director, Correctional Policy Research, and Internal Oversight
- 6298 – Associate Director, Female Offender Program and Services
- 6316 – Assistant Deputy Director, Security and Law Enforcement
- 6581 – Director, Division of Juvenile Justice
- 7018 – Chief Deputy, Offender Investigations and Screening Division
- 7642 – Associate Director, Reception Center Institutions
- 7912 – Inspector General/Office of the Inspector General
- 8373 – Commissioner, CHP
- 8667 – Director, Department of Alcoholic Beverage Control
- 8668 – Chief Deputy Director/Department of Alcoholic Beverage Control
- 8963 – Assistant State Fire Marshal
- 8964 – State Fire Marshal
- 9042 – Law Enforcement Liaison
- 9077 – Associate Director, General Population – Males Division of Adult Institutions
- 9081 – Deputy Director, Operations and Programs, Division of Juvenile Justice
- 9380 – Deputy Director, Internal Affairs
- 9404 – Deputy Commissioner, Enforcement/Chief of the Bureau
- 9487 – Chief Law Enforcement
- 9593 – Superintendent
- 9625 – Warden
- 9649 – Chief, Contract Beds Unit
- 9657 – Deputy Director, Facility Operations

- 9678 – Detail Leader Specialist
- 9915 – Chief Deputy Inspector General/Office of the Inspector General

If Applicable, Should Pay Differential Be:

Pro-rated

-Full time/part time ---------- No

-Intermittent ---------- No

Subject to qualifying pay period ---------- No

All time bases and tenure eligible ---------- Yes/No**

Subject to PERS deduction ---------- No

**Retired Annuitants are not eligible for this pay differential unless appointed under Government Code Section 21232

Inclusion in Rate to Calculate the Following Benefit Pay:

Overtime ---------- Yes

IDL ---------- No***

EIDL ---------- No***

NDI ---------- No***

Lump sum

Vacation ---------- No

Sick Leave ---------- No

Extra Hours ---------- No

***Employees on a leave of absence, NDI, IDL, and Military leave are eligible for the $260 as long as eligibility for a state-sponsored health benefits continues.

1.5 – Telework Stipend Differential

Effective: October 1, 2021
Revised: January 1, 2022
Department: All departments
Class Title: All Exempt classes with a CBID of R03, S03, M03, E50, E79, E97, E98, E99, and E*
Rate: 1. $50 per month (Remote-Centered)
2. $25 per month (Office-Centered)
Earnings ID: **1. 9Z1**
2. 9Z2

Criteria:

Exempt employees in a classification with a CBID identified above shall receive the rate associated with this differential if they meet the following criteria:

- An employee shall receive $50 per month when the department has an approved telework agreement on file designating the employee as remote-centered; or
- An employee shall receive $25 dollars per month when the department has an approved telework agreement on file designating the employee as office-centered.

Only the days in the employee's approved telework agreement apply towards eligibility for the rates in this stipend differential. Incidental telework does not qualify for this differential. Employees who perform work 100% in the office are not teleworking and are not eligible for the stipend.

This stipend shall be paid for each eligible month, payable the following pay period.

The employee's approved telework status as for the first day of the pay period shall determine the payment amount for the entire month. However, if the employees approved telework status changes during the month from office-centered to remote-centered, then the employee shall receive the amount for the remote centered status only. For approved telework agreements that are effective other than the first of the pay period, the stipend is payable upon a fully executed telework agreement. The term fully executed agreement means the first date of telework under the agreement.

Eligible employees shall receive up to $50 per month with this stipend. Employees paid bi-weekly or semi-monthly shall receive one payment for the entire telework calendar month.

Employees receiving this stipend are not eligible to submit reimbursement claims for utilities, phone, cable/internet, or other incurred costs. Claims for approved office supplies such as paper, pens, and printer cartridges shall be submitted in accordance with the departmental policy.

Any change to the employees' telework status may affect the eligibility of this stipend.

Employees on leave (paid or unpaid, i.e. vacation, disability, or leave of absence) for the entire pay period are not eligible for this payment, with the exception of employees on paid military leave or IDL. Paid military leave includes employees who receive the difference between their state and military pay.

No receipts shall be required for the payment of this stipend.

Note:
For mid-month changes:
Departments are responsible for issuing payment prior to an employee transferring to another department or to an ineligible CBID.

If the mid-month change results in the employee being eligible for the higher rate, the receiving department is responsible for the stipend difference, and ensuring no employee receives more than $50 per pay period.

Remote and office-centered definitions are defined by State Administrative Manual Section 181.

If Applicable, Should Pay Differential Be:

Pro-rated	No
Flat rate	Yes
Subject to qualifying pay period	No
All time bases and tenure eligible	Yes/No**
Subject to PERS deduction	No

Inclusion in Rate to Calculate the Following Benefit Pay

Overtime	No/Yes (FLSA)
IDL	No
EIDL	No
NDI	No
Lump Sum:	
Vacation	No
Sick Leave	No
Extra Hours	No

*Except Member classes that receive a daily per diem.

**Retired Annuitants are not eligible unless appointed under Government Code Section 21232.

ABOLISHED - *Effective 5/01/2023*

1.6 - Testing Observer Pay Differential

Effective: July 1, 2021
Department: All departments
CBID: S03, M03, E50, E79, E97, E98, and E99
Rate: $250 per month
Earnings ID: **9ZA**

Criteria:

Effective on the first day the department activated their COVID testing program, but no earlier than July 1, 2021, all exempt classifications who meet the criteria below are eligible for the Testing Observer Pay Differential. The differential allows departments to provide compensation to exempt employees who have completed vendor-required training to become a Testing Administrator* and who also perform any of the following COVID testing duties:

- Check in test participants
- Supervise nasal swab sample collection
- Dispose of cards and test materials
- Package test samples for shipping
- Perform and read tests

*Employees must complete the required Color's antigen testing training (or California Department of Public Health approved alternative training) prior to receiving the Pay Differential.

If Applicable, Should Pay Differential Be:

Pro-rated	No
Subject to qualifying pay period	No
All time bases and tenure eligible	Yes/No*
Subject to PERS deduction	No

Inclusion in Rate to Calculate the Following Benefit Pay

Overtime	No/Yes (FLSA)
SIDL	No
EIDL	No
NDI	No
Lump Sum:	
Vacation	No
Sick Leave	No
Extra Hours	No

*Retired Annuitants are not eligible unless appointed under Government Code Section 21232.

1.7 – Emergency Response and Recovery Differential Pay

Established: September 30, 2019

Department: All Departments

Class Title: Work Week Group E and SE Exempt Classifications

Rate: A or B (see below)

Rate A	Earnings ID
Rate A: (Base Pay ÷ 4.33) per week	**972**
Rate A applies to the initial two weeks assigned to an emergency response or emergency recovery effort.	

Rate B	Earnings ID
Rate B: (Base Pay ÷ 4.33 x 0.5) per week	**972**
Rate B applies to each subsequent week assigned to an emergency response or emergency recovery effort.	

Criteria:

Effective September 30, 2019, Work Week Group E and SE Exempt classifications who meet the criteria below are eligible to receive this differential pay. Upon approval from the Governor's Office, Governor's Office of Emergency Services, and the Department of Human Resources (CalHR), departments shall provide compensation to employees in Work Week Group E or SE classifications who are formally assigned to work on emergency response or recovery efforts as a result of a Governor-declared emergency. Employees are no longer eligible if the emergency response and/or emergency recovery assignment has been completed or the department has not received approval from the Governor's Office, Governor's Office of Emergency Services, and CalHR.

Employees must meet all of the following criteria:

Appropriate Duties:

- The employee must perform work or manage the work of others to immediately address and/or recover from a Governor-declared emergency.
- The work performed must be extraordinarily demanding and must significantly exceed the normal work productivity expectations of the employee's regular assignment.

Work Exceeds Normal Work Hours and Productivity:

- All time worked must be documented.
- The employee works 60 hours or more in a workweek.
- Time spent traveling for work purposes is considered time worked.

Approval shall only be granted on a three-month basis and will require re-justification and approval by the Governor's Office, Governor's Office of Emergency Services, and CalHR for each subsequent three-month period.

Departments must maintain records of employees who receive this differential, the amounts paid in each pay period, as well as a description of the work performed for which this differential was provided. A summary of this information for the prior three months must be provided to CalHR.

If Applicable, Should Pay Differential Be:

Pro-rated

-Full time/part time.....No

-Intermittent .....No

Subject to qualifying pay period .....No

All time bases and tenure eligible .....Yes/No*

Subject to PERS deduction.....No

Inclusion in Rate to Calculate the Following Benefit Pay:

Overtime .....No

IDL .....No

EIDL .....No

NDI .....No

Lump sum

Vacation .....No

Sick Leave.....No

Extra Hours.....No

*Retired Annuitants are not eligible unless appointed under Government Code Section 21232.

1.8 - Health Care Facility Retention Payment

All Exempts (Type "F" & "L")

Effective: 10/01/2023
Department: Various
Class Title: Various

RATE	EARNINGS ID
$1450 one-time	9HC4
$1000 one-time	9HC5
$625 one-time	9HC6

Criteria:

Eligibility for $1450 Payment:

- Employee is employed in a correctional facility, correctional health facility, State Hospital, Veteran's home, and/or Developmental Services facility, and
- Employee must have been employed by the state, in a facility listed above, on January 1, 2022, and must have remained employed by the State, in a facility listed above, upon the first of the pay period following ratification, and
- Employee was in-person providing services onsite more than 50% of the time during the pandemic.

Eligibility for $1000 Payment:

- Employee must have been employed by CDPH, on January 1, 2022, and must have remained employed by CDPH on October 1, 2023, and
- Employee was in-person providing services onsite at a lab or a 24/7 care facility more than 50% of the time during the pandemic.

Eligibility for $625 Payment:

- Employee is employed at the State Special School for the Deaf or Blind, and
- Employee must have been employed by the state, in a facility listed above, on January 1, 2022, and must have remained employed by the State, in a facility listed above, upon on October 1, 2023, and
- Employee was in-person providing services onsite more than 50% of the time during the pandemic.

If Applicable, Should Pay Differential Be:

Pro-rated……No

Flat rate .....Yes

Subject to qualifying pay period**……** No

All time bases and tenure eligible .....Yes (FT only)/No*

Subject to PERS deduction……No

Inclusion in Rate to Calculate the Following Benefit Pay:

Overtime .....No/Yes (FLSA)**

IDL.....No

EIDL.....No

NDI.....No

Lump Sum Vacation .....No

Lump Sum Sick .....No

Lump Sum Extra Hours.....No

*Retired Annuitants are not eligible unless appointed under Government Code section 21232.

**The rate is included in the overtime calculation for hours worked in the same month the pay differential is issued.

2 – Corrections and Rehabilitation

2.1 – CDCR Compaction and Retention

Effective Date: January 31, 2007

Department: Department of Corrections and Rehabilitation

Schem Code: ID00

Class Title: Exempt Appointees in the Department of Corrections and Rehabilitation

Class Code: Various

CB/ID: E99

Rates and Earning IDs:

0.5 % of Monthly Salary 8005
1.0 % of Monthly Salary 8010
2.0 % of Monthly Salary 8020
3.0 % of Monthly Salary 8030
4.0 % of Monthly Salary 8040
5.0 % of Monthly Salary 8050
6.0 % of Monthly Salary 8060
7.0 % of Monthly Salary 8070
8.0 % of Monthly Salary 8080
9.0 % of Monthly Salary 8090
10.0 % of Monthly Salary 8100
11.0 % of Monthly Salary 8110
12.0 % of Monthly Salary 8120
13.0 % of Monthly Salary 8130
14.0 % of Monthly Salary 8140
15.0 % of Monthly Salary 8150

Criteria:

- At the discretion of the Secretary, Department of Corrections and Rehabilitation (CDCR), Exempt Appointees may be granted combination of the percentage rates listed above. This pay differential may be granted to address compaction and/or retention of highly qualified executive level expertise.
- Implementation of this pay differential requires Department of Personnel Administration (DPA) approval for each position and incumbent. Any subsequent changes to the percentage initially approved by DPA will require re-approval by DPA.

- If the Exempt Appointee who is receiving this pay differential accepts another Exempt Appointment or Career Executive Assignment, this pay differential shall be re-evaluated and approved by DPA.
- The pay differential shall continue until the employee moves to a position not eligible for the pay differential.

If applicable, should pay differential be:

Pro-rated: .....Yes

Flat rate: .....No

Subject to qualifying pay period: .....No

Subject to PERS deduction: .....No

Are all time bases and tenures are eligible: .....Yes

Inclusion in Rate to Calculate the Following Benefit Pay:

Overtime .....N/A

IDL .....Yes

EIDL .....Yes, if applicable

NDI .....No

Lump Sum:

Vacation/Annual Leave .....No

Sick Leave .....No

Extra Hours.....No

Other:

2.2 – CDCR Retention Incentive Differential

Effective: July 1, 2017
Revised: June 18, 2018, December 14, 2018, July 3, 2019, September 17, 2019, January 1, 2024
Department: Department of Corrections and Rehabilitation
Schem Code: ID00
Class Title: Exempt classes tied to Bargaining Unit 6 (Designated Peace Officer/Firefighter)*

*Exempts Designated Peace Officer/Firefighter can be verified using the Exempt Excluded OPEB list found on CalHR's website.

Rates and Earnings ID:

Rate (Refer to appropriate rate criteria to determine eligibility)	Earnings ID
1. 2% Non-PERSable	8HS5
2. 4% Non-PERSable	8HS6
3. 6% Non-PERSable	8HS7
4. 6% PERSable	8HS8

Effective January 1, 2024, employees appointed to an eligible classification who meet the service criteria listed below shall be eligible to receive this Pay Differential based on qualifying time in the classifications identified above. Time served in eligible classifications prior to July 1, 2017 does not count towards eligibility for this pay differential. Employees are not eligible to receive more than one rate.

Rate Criteria:

1. Employees in one of the eligible classifications identified above as of July 1, 2017, shall receive 2% of base salary (non-PERSable) per pay period for the first 12 cumulative qualifying pay periods. Employees hired into an eligible classification after July 1, 2017, shall be eligible upon the first qualifying pay period.

2. Employees in an eligible classification shall receive 4% of base salary (non- PERSable) per pay period if they have worked 13 to 24 cumulative qualifying pay periods in any of the classifications identified.

3. Employees in an eligible classification shall receive 6% of base salary (non-PERSable) per pay period if they have worked more than 24 qualifying pay periods in any of the classifications identified above. .

4. Employees in an eligible classification shall receive 6% of base salary (PERSable) per pay period after 24 cumulative qualifying pay periods in the same eligible classifications.

Effective January 1, 2024, employees in an eligible classification who have obtained 24 cumulative qualifying pay periods in any one of the eligible classifications identified above or in Pay Differential 420, and upon movement to another eligible classification shall retain their PERSability.

Compensation Terms:

- PERSability begins the first day of the 25th cumulative qualifying pay period after the employee has attained 24 cumulative qualifying pay periods in any of the eligible classifications identified above or in Pay Differential 420.
- An employee serving on an Out of Class or Acting assignment from an ineligible classification to an eligible classification, is not eligible to receive this pay differential.
- The pay differential shall not be part of the employee's base salary for the purpose of computing salary adjustments.
- Qualifying time in eligible classification shall be based on qualifying pay periods as defined in the California Code of Regulations, title 2, section 599.608 and 599.609.
- If an employee is placed on a leave of absence, the qualifying pay periods immediately preceding and following a break in service shall be accumulated toward the pay differential. However, no time will be accumulated toward the pay differential during the leave of absence.

Upon movement from one eligible classification to another eligible classification:

- Salary determinations shall be calculated using base salary only.
- An employee moving from one eligible classification to another eligible classification will retain qualifying time accrued toward this pay differential, however, an employee must accrue more than 24 cumulative qualifying pay periods in a single eligible classification to initially attain PERSability
- Effective January 1, 2024, once an employee has accrued more than 24 cumulative qualifying pay periods in an eligible classification to receive the 6% PERSable rate, the employee will retain PERSability upon transfer, promotion, or reinstatement to any other classification for either Pay Differential 420 or Exempt Pay Differential 2.2.

Upon return to an eligible classification:

- Salary determinations shall be calculated using base salary only.
- Employees moving from one eligible classification to an ineligible classification will retain qualifying time accrued toward this pay differential if later returned to an

eligible classification. If the employee has not yet reached the required qualifying time in one eligible classification to be eligible for the PERSable rate, qualifying time towards PERSability will only be retained when returning to the same eligible classification. If the employee returns to a different eligible classification without having attained initial PERSability, qualifying time towards PERSability will reset until the employee attains more than 24 cumulative qualifying pay periods in any one of the eligible classifications identified above or in Pay Differential 420.

If Applicable, Should Pay Differential Be:

Pro-rated	Yes
Flat rate	No
Subject to qualifying pay period	Yes
All time bases and tenure eligible	Yes/No*
Subject to PERS deduction	See Rates

Inclusion in Rate to Calculate the Following Benefit Pay:

Overtime	N/A
IDL	Yes
EIDL	Yes
NDI	Yes
Lump Sum Vacation	Yes
Lump Sum Sick	Yes
Lump Sum Extra Hours	Yes

*Retired Annuitants are not eligible unless appointed under Government Code section 21232.

2.3 – Closure Retention Incentive Differential Pay

Effective Date: January 1, 2022

Department: Department of Corrections and Rehabilitation – Division of Juvenile Justice (DJJ) (ID00) & Juvenile Hearings (IQ00)

Schem Code	Type	Class Code	Title of class	CB/ID
ID00	Direct Care	9593	Superintendent	E99
ID00	Non-Direct Care	0245	Deputy Press Secretary for Juvenile Justice	E99
ID00	Non-Direct Care	6581	Director, Division of Juvenile Justice	E99
ID00	Non-Direct Care	7021	Associate Director, Mental Health Division of Juvenile Justice	E99
ID00	Non-Direct Care	9081	Deputy Director, Operations and Programs, Division of Juvenile	E99
ID00	Non-Direct Care	9801	Superintendent of Education, Division of Juvenile Justice	E99
IQ00	Non-Direct Care	1205	Executive Officer, Board of Juvenile Hearings	E99
IQ00	Non-Direct Care	5984	Commissioner, Board of Juvenile Hearings	E99

Rates and Earnings ID:

Rates (Refer to appropriate criteria to determine eligibility)	Earnings ID
1. Direct Care – Up to $50,000	H8
2. Non-Direct Care – up to $25,000	H9

Criteria

Direct Care and Non-Direct Care:

Direct Care: for the purposes of this pay differential, direct care is defined as those staff whose daily duties **directly impact** the safety, security, welfare, educational, medical, and mental health needs of DJJ youth. Direct care staff are assigned to DJJ correctional facilities as their primary work location. In the event a direct care employee is placed in an out of class (OOC) in a non-direct care position, compensation will be processed according to the non-direct care schedule for the OOC period.

Non-Direct Care: for the purposes of this pay differential, non-direct care is defined as those staff whose daily work duties are **in support of** staff/programs who provide direct care. All DJJ Headquarters (HQ) staff (agency 110) as well as certain staff located within DJJ correctional facilities will be considered non-direct care. In the event a non-direct care employee is placed in an out of class (OOC) in a direct care position, compensation will be processed according to the non-direct care schedule for the OOC period.

Note: Identification of a specific classification does not solely mean an employee in that classification meets the criteria for direct care/non-direct care. The classification must be identified on the list coupled with the employee's respective position/work location meeting the criteria for direct care/non-direct care.

Initial Installment:

1. Effective January 1, 2022, all current DJJ direct care and non-direct care employees shall receive an initial installment payment of $5,000 upon establishment of this differential.
2. This initial installment is based on qualifying pay periods from the 2021 calendar year. Compensation will be calculated by multiplying $416.66 by the number of qualifying pay periods worked at DJJ in the 2021 calendar year.

Remaining Installments:

1. Effective January 1, 2022, new and current DJJ employees may accrue a remaining Retention Incentive Differential installment based on their classifications and positions being identified as either direct care or non-direct care. Employees on loan to DJJ may accrue a remaining Retention Incentive Differential installment based on their loan position being identified as either direct care or non-direct care.
    a. Direct care employees appointed or loaned to DJJ on or after January 1, 2022, shall be eligible for a remaining installment up to $45,000.
    b. Non-direct care employees appointed or loaned to DJJ on or after January 1, 2022, shall be eligible for a remaining installment up to $20,000.
    c. The accrued remaining installment will be paid out to qualifying employees upon release by management from DJJ as follows:
        i. Employees whose services are no longer needed between 1-6 qualifying pay periods beginning with the January 2022 pay period will accrue 25% of the remaining differential they are eligible for.
        ii. Employees whose services are no longer needed between 7-12 qualifying pay periods beginning with the January 2022 pay period will accrue 50% of the remaining differential they are eligible for.
        iii. Employees whose services are no longer needed after 12 qualifying pay periods will accrue 100% of the remaining differential for which they are eligible.
    d. An employee physically separating from DJJ for a period of more than 30 days will require the employee to restart the accrual period in the event they return back to DJJ at a later date.
2. Newly eligible DJJ employees appointed or on loan to DJJ after January 2022, will begin accruing the Retention Incentive Differential starting with the first qualifying pay period

after the date of appointment or loan and shall be compensated according to the payout schedule described in criteria #1 of this section.

3. "Employees on loan" refers to non-DJJ staff who may or may not be appointed in a qualifying classification but are physically redirected to provide direct or non-direct care at DJJ as a result of a critical staffing shortage.
4. This Retention Incentive Differential will sunset effective July 1, 2023.
5. Eligible direct care employees and eligible non-direct care employees shall not accrue more than $50,000 or $25,000, respectively, for the period of January 2022 through, June 2023.
6. Eligible employees forfeit the accrued Retention Incentive Differential if they voluntarily move to an ineligible classification, separate from DJJ, or end their loan assignment before June 30, 2023.
7. Eligible employees will not forfeit the accrued Retention Incentive Differential if their services are no longer needed and are released by management before June 30, 2023. Eligible employees will be paid the accrued Retention Incentive Differential up to the date services are no longer needed based on the payout schedule described in criteria #1 of this section.
8. Employees who are on an unpaid leave of absence or have a disqualifying pay period(s) during the incentive period forfeit the accrued differential during the month(s) of the effective dates of the unpaid leave of absence or disqualifying pay period(s). The differential will resume at the end of the unpaid leave of absence or upon completion of the next qualifying pay period based on the schedule above.
9. Employees who are terminated for cause by the department will forfeit any and all accrued differential not yet issued in accordance with the schedule.
10. Under no circumstance will an employee receive duplicate payment for a full calendar year in which the employee has already received payment. If an employee separates from DJJ and is paid for the accrued Retention Incentive Differential and the employee subsequently returns to DJJ, the employee will begin accruing the Retention Incentive Differential effective as of the return date.

*Retired Annuitants are not eligible unless appointed under Government Code Section 21232.

If applicable, should pay differential be:

Pro-rated:.....Yes

Flat rate:.....Yes

Subject to qualifying pay period:.....Yes

Subject to PERS deduction:.....No

Inclusion in Rate to Calculate the Following Benefit Pay:

Overtime .....No

IDL .....No

EIDL .....No

NDI .....No

Lump Sum:

Vacation/Annual Leave .....No

Sick Leave .....No

Extra Hours.....No

2.4 – Health Care Facility Retention Payment

Effective: July 1, 2022
Department: Department of Corrections and Rehabilitation

Class Code	Class Title	CBID
9625	Warden	E99
9593	Superintendent, Division of Juvenile Justice	E99

Rate: $1,500 (One-Time)
Earnings ID: **9HP**

Criteria:

Employees in the exempt classifications identified above who served in-person supporting the delivery of care and safety to the most acute patients during the COVID-19 pandemic will be eligible to receive this Health Care Facility Retention Payment if they meet all of the following criteria:

- Employee was employed by the State, on January 1, 2022, and remained employed by the State on July 1, 2022, and
- Employee was employed in a correctional facility, correctional health facility or in Statewide Transportation who were redirected to a correctional facility or a medical guarding unit.

If Applicable, Should Pay Differential Be:

Pro-rated .....No
Flat rate .....Yes
Subject to qualifying pay period .....No
All time bases and tenure eligible .....Yes/No*
Subject to PERS deduction .....No

Inclusion in Rate to Calculate the Following Benefit Pay:

Overtime .....N/A
IDL .....No
EIDL .....No
NDI .....No
Lump Sum:
Vacation .....No
Sick Leave .....No
Extra Hours.....No

*Retired Annuitants are not eligible unless appointed under Government Code Section 21232.

2.5 – Mental Health and Wellness Differential

Effective: 10/01/2023
Department: California Department of Corrections and Rehabilitation
Schem Code: ID00

CC	TITLE	CBID
0318	Secretary, Department of Corrections and Rehabilitation	E99
0320	Undersecretary, Operations	E99
0321	Chief, Office of Correctional Safety	E99
0322	Director, Division of Adult Institutions	E99
0533	Director, Division of Adult Parole Operations	E99
4167	Undersecretary of Administration	E99
5033	Associate Director, High Security (Males)	E99
5507	Deputy Director, Facility Support, Division of Adult Institutions	E99
6281	Director, Division of Correctional Policy Research and Internal Oversight	E99
6298	Associate Director, Female Offender Program and Services	E99
6581	Director, Division of Juvenile Justice	E99
7018	Chief Deputy, Offender Investigations and Screening Division	E99
7642	Associate Director, Reception Center Institutions	E99
9077	Associate Director, General Populations (Males)	E99
9081	Deputy Director, Operations and Programs, Division of Juvenile Justice	E99
9380	Deputy Director, Office of Internal Affairs	E99
9593	Superintendent	E99
9625	Warden/Department of Corrections	E99
9649	Chief, Contract Beds Unit	E99
9657	Deputy Director, Facility Operations	E99

Rate: $1,200 per year (paid annually)
Earnings ID: 9MH

Criteria:

- Employees must be on pay status as of November 1, 2023, and November 1, 2024, respectively, to receive this differential.
- Employees on a leave of absence, NDI, IDL, and Military Leave are eligible for the $1,200 bonus.
- Employees in the exempt classifications listed above must be in positions tied to BU 06 at the time of payment to receive this pay differential.
- Eligible employees shall receive a lump sum of $1,200 payable once in November 2023, and once in November 2024.
- The pay differential shall not be part of the employee's base salary for the purpose of computing salary adjustments.
- This pay differential will sunset on July 2, 2025.

If Applicable, Should Pay Differential Be:

Pro-rated .....No

Subject to qualifying pay period .....No

All time bases and tenure eligible.....Yes/No*

Subject to PERS deduction .....No

Inclusion in Rate to Calculate the Following Benefit Pay:

Overtime .....N/A

IDL .....No

EIDL .....No

NDI .....No

Lump Sum Vacation .....No

Lump Sum Sick .....No

Lump Sum Extra Hours.....No

*Retired Annuitants are not eligible unless appointed under Government Code section 21232.

2.6 – Retention Incentive Differential Pay for Hard-to-Keep/Fill Institutions

Effective: 10/01/2023

Department: California Department of Corrections and Rehabilitation

Schem Code: ID00

Class Title: Warden/Department of Corrections

Class code: 9625

CBID: E99

Rate: $416.66 per qualifying pay period (paid annually)

Earnings ID: **9I4**

Criteria:

- Employees who work at Salinas Valley State Prison, California State Prison-Sacramento, or Richard J. Donovan, Correctional Facility, will be eligible to start accruing up to a $10,000 retention differential, payable in two (2) annual payments.
- Employees designated E99 must be tied to BU 06 at the time of payment to receive this pay differential.
- For the first payment, employees shall receive $416.66 for each qualifying pay period worked between July 2023 and June 2024 payable in a single lump sum during the month of July 2024.
- For the second payment, employees shall receive $416.66 for each qualifying pay period worked between July 2024 and June 2025 payable in a single lump sum during the month of July 2025.
- An employee who transfers from one of the institutions listed above to another institution listed above, the qualifying time shall be cumulative.
- An employee who voluntarily terminates, retires, or transfers to a facility not listed above, or is terminated prior to completing all the requirements listed above, the employee will forfeit any and all accrued differential.
- The pay differential shall not be part of the employee's base salary for the purpose of computing salary adjustments.
- This pay differential stipend will sunset effective July 2, 2025.

If Applicable, Should Pay Differential Be:

Pro-rated .....No

Subject to qualifying pay period .....Yes

All time bases and tenure eligible.....Yes/No*

Subject to PERS deduction .....No

Inclusion in Rate to Calculate the Following Benefit Pay:

Overtime .....N/A

IDL .....Yes

EIDL .....Yes

NDI .....No

Lump Sum Vacation .....No

Lump Sum Sick .....No

Lump Sum Extra Hours.....No

*Retired Annuitants are not eligible unless appointed under Government Code section 21232.

2.7 – CDCR/CCHCS Coleman – Mental Health Clinicians Recruitment and Retention Stipend Differential

Effective: October 31, 2024

Revised: June 1, 2025

Department: Department of Corrections and Rehabilitation (CDCR) – California Correctional Health Care Services (CCHCS)

Schem Code: ID00

Class Code: 9603

Class Title: Deputy Director, Statewide Mental Health Programs*

Rate: $10,000 one-time payment

Earnings ID: 9K14

Criteria:

- Rate and criteria are based on the Joint Submission of Plan for Expenditure of Staffing Contempt Fines and Order, pursuant to the Coleman Court's Order, ECF No. 8381, filed on August 29, 2024. **The listing of eligible classifications was expanded, pursuant to the Coleman Court's Order, ECF No. 8633, filed on May 8, 2025; as well as, ECF No. 8643, filed on May 16, 2025.**
- *For the classifications identified, the employee must possess a Psychiatry or Psychology licensure.
- The current employee as of October 31, 2024, appointed to CDCR/CCHCS in the eligible classification identified above covered by the 2009 Mental Health staffing plan, shall receive this court-ordered differential within 60 days following the Coleman Court approval date, - beginning with the first pay period following approval.
- Employees appointed after November 1, 2024, to CDCR/CCHCS in the eligible classification identified above covered by the 2009 Mental Health staffing plan, may be eligible to receive this court-ordered differential six months after their start date, if they meet one of the eligibility criteria below:
    - New civil service employee (hired from outside state service).; or
    - Current civil service employee appointed to one of the eligible classifications, and new to CDCR/CCHCS (excluding employees from the Department of State Hospitals) who was never been appointed to one of the eligible classifications within CDCR/CCHCS; or
    - Current (excluding employees from the Department of State Hospitals) or prior civil service employees, appointed from an ineligible civil service classification to one of the eligible classifications which would be considered a change in occupation (outside of behavioral health).
- If the employee voluntarily separates or is discharged, they will no longer be eligible for this differential. There will be no pro rata payment for the pay period in which they separate CDCR/CCHCS.
- If an employee who is appointed after October 31, 2024, is appointed to another eligible

classification without a break in service prior to completion of six months, they will continue to be considered eligible for the differential and time shall be cumulative.

- If an employee is appointed to a non-eligible position; or transfers or promotes to a different department, regardless of the classification they will no longer be eligible for this differential. There will be no pro rata payment for the month(s) appointed to an eligible classification/position within CDCR/CCHCS.
- Part-time and intermittent employees shall receive a pro rata share of the recruitment differential based on the total number of hours worked during the completion of the months served while eligible.
- Any adjustment to this differential will be made pursuant to an updated Coleman Court directive (if any), and notice will be provided.
- Individuals may only receive payment related to this differential once.

If applicable, should pay differential be:

Pro-rated .....No
Subject to qualifying pay period .....No
All time bases and tenures eligible .....Yes/No**
Subject to PERS deduction .....No
Classic .....No
PEPRA .....No

Inclusion in Rate to Calculate the Following Benefit Pay:

Overtime .....N/A
IDL .....No
EIDL .....No
NDI .....No

Lump Sum:

Vacation/Annual Leave .....No
Sick Leave .....No
Extra Hours.....No

**Retired Annuitants are not eligible unless appointed under Government Code section 21232.

PEPRA Membership: Applicable to all employees newly hired on or after January 1, 2013, pursuant to Government Code sections 7522.02, 7522.04 and 7522.34.

2.8 – CDCR/CCHCS Coleman – Mental Health Clinicians Monthly Recruitment and Retention Differential

Effective: October 31, 2024
Revised: June 1, 2025
Department: Department of Corrections and Rehabilitation (CDCR) – California Correctional Health Care Services (CCHCS)
Schem Code: ID00
Class Code: 9603
Class Title: Deputy Director, Statewide Mental Health Programs
Rate: A, B, C, D

RATE		EARNINGS ID
A	$416.67 –upon completion of 1, 2, 3, 4, 5, 6, 7, 8, 9, 10 and 11 pay periods following implementation.	9K15
B	$416.63 (one-time payment) –upon completion of 12 pay periods.	9K16
C	$1,666.67 –upon completion of 1, 2, 3, 4, 5, 6, 7, 8, 9, 10 and 11 pay periods following implementation.	9K15
D	$1,666.63 (one-time payment) –upon completion of 12 pay periods.	9K16

Criteria:

- Rate and criteria are based on the Joint Submission of Plan for Expenditure of Staffing Contempt Fines and Order, pursuant to the Coleman Court's Order, ECF No. 8381, filed on August 29, 2024. **The listing of eligible classifications was expanded, pursuant to the Coleman Court's Order, ECF No. 8633, filed on May 8, 2025; as well as, ECF No. 8643, filed on May 16, 2025.**

  For the classification identified above, the Rate in which the employee would be eligible would be consistent with the licensure that they possess:

Rate A, B	Psychiatry License
Rate C, D	Psychology License

- Current employees as of October 31, 2024, appointed to CDCR/CCHCS in the eligible classification identified above and covered by the 2009 Mental Health staffing plan, shall begin receiving payment from this differential at the later of 60 days following the Coleman Court approval date, or the first pay period following approval.

- Employees appointed after October 31, 2024, to CDCR/CCHCS in the eligible classification identified above and covered by the 2009 Mental Health staffing plan, may

be eligible to receive this differential the first pay period following their start date, if they meet one of the eligibility criteria below:

- New civil service employee (hired from outside state service); or
- Current civil service employee appointed to an eligible classification; and new to CDCR/CCHCS (excluding employees from the Department of State Hospitals) who has never been appointed to one of the eligible classifications within CDCR/CCHCS; or
- Current (excluding employees from the Department of State Hospitals) or prior civil service employees appointed from an ineligible civil service classification to one of the eligible classifications which would be considered a change in occupation (outside of behavioral health).

- If the employee voluntarily terminates or is discharged, they will no longer be eligible for this differential. There will be not pro rata payment for the pay period in which they separate from CDCR/CCHCS.

- If an employee is appointed to a non-eligible position; or is appointed to a different department, regardless of the classification they will no longer be eligible for this differential. There will be not pro rata payment for the pay period in which they separate from CDCR/CCHCS.

- If an employee is appointed to another eligible classification/position without a break in service, they will continue to be eligible for the differential, however payments shall be cumulative for all classifications not to exceed $5,000 in total payments for Rates A and B, or $20,000 in total payments for Rates C and D.

- For the purposes of this differential, an individual shall not be eligible to receive more than $5,000 in total payments, or $20,000 in total payments dependent upon the rate criteria identified.

- Any adjustment to this differential will be made pursuant to the updated Coleman Court directive (if any), and notice will be provided.

If Applicable, Should Pay Differential Be:

Pro-rated		No
Subject to qualifying pay period		No
All time bases and tenure eligible		Yes/No*
Subject to PERS deduction		
	Classic	No
	PEPRA	No

Inclusion in Rate to Calculate the Following Benefit Pay:

Overtime	N/A
IDL	No
EIDL	No
NDI	No
Lump Sum Vacation	No
Lump Sum Sick	No
Lump Sum Extra Hours	No

*Retired Annuitants are not eligible unless appointed under Government Code section 21232.

PEPRA Membership: Applicable to all employees newly hired on or after January 1, 2013, pursuant to Government Code sections 7522.02, 7522.04 and 7522.34.

2.9 – CDCR/CCHCS Coleman – Mental Health Clinicians Referral Bonus

Effective: October 31, 2024
Revised: June 1, 2025
Department: Department of Corrections and Rehabilitation (CDCR) – California Correctional Health Care Services (CCHCS)
Schem Code: ID00
Class Title: All Exempt Classes
CBID: All
Rate: $5,000 per referral
EARN ID: 9K17

Criteria:

- Rate and criteria are based on the Joint Submission of Plan for Expenditure of Staffing Contempt Fines and Order, pursuant to the Coleman Court's Order, ECF No. 8381, filed on August 29, 2024. **The listing of eligible classifications was expanded, pursuant to the Coleman Court's Order, ECF No. 8633, filed on May 8, 2025; as well as, ECF No. 8643, filed on May 16, 2025.**

- Any CDCR/CCHCS exempt employee, that refers a mental health clinician who is successfully hired by the Statewide Mental Health Program, CCHCS, may be eligible to receive this court-ordered differential.

Eligible classifications identified by the 2009 Mental Health staffing plan, are listed below:	
Class Code	Class Title
0050	Clinical Counselor
0051	Clinical Counselor Supervisor I
0052	Clinical Counselor Supervisor II
0472	Marriage and Family Therapist
0473	Marriage and Family Therapist Supervisor I
0474	Marriage and Family Therapist Supervisor II
7374	Medical Assistant
7500	Career Executive Assignment
8102	Program Assistant (Mental Disabilities-Safety)
8103	Program Director (Mental Disabilities-Safety)
8200	Receiver's Clinical Executive (Safety
8239	Receiver's Medical Executive (Safety)
8316	Supervising Rehabilitation Therapist
8321	Rehabilitation Therapist, State Facilities (Music-Safety)

8323	Rehabilitation Therapist, State Facilities (Occupational-Safety)
8324	Rehabilitation Therapist, State Facilities (Recreation-Safety)
8420	Rehabilitation Therapist, State Facilities (Art-Safety)
8422	Rehabilitation Therapist, State Facilities (Dance-Safety)
9249	Mental Health Administrator, CEA (Safety)
9250	Mental Health Administrator (Safety)
9278	Nurse Practitioner, Correctional Facility
9283	Psychologist-Clinical, Correctional Facility (CF)
9286	Recreation Therapist, CF
9287	Senior Psychologist, CF
9288	Senior Psychologist, CF (Supervisor)
9291	Supervising Psychiatric Social Worker I, CF
9292	Supervising Psychiatric Social Worker II, CF
9603	Deputy Director (Exempt)
9758	Staff Psychiatrist, Correctional and Rehabilitative Services (C&RS) (Safety
9759	Senior Psychiatrist (Specialist), C&RS (Safety)
9761	Senior Psychiatrist (Supervisor), C&RS (Safety)
9774	Chief Psychiatrist, C&RS (Safety)
9831	Senior Psychologist (Health Facility) (Supervisor)
9859	Chief Psychologist, CF
9867	Supervising Psychiatric Social Worker I
9872	Clinical Social Worker (Health/CF) – Safety
9877	Clinical Social Worker

- The referred mental health clinician must be appointed to a classification identified by the 2009 Mental Health staffing plan listed above October 31, 2024, and must meet one of the eligibility criteria below:
    - New civil service employee (hired from outside state service); or
    - Current civil service employee appointed to one of the eligible classifications, and new to CDCR/CCHCS (excluding employees from the Department of State Hospitals) who have never been appointed to one of the eligible classifications within CDCR/CCHCS; or
    - Current (excluding employees from the Department of State Hospitals) or prior civil service employee, including those within CDCR/CCHCS or hired from another department (excluding the Department of State Hospitals), appointed from an ineligible civil service classification to one of the eligible classifications which would be considered a change in occupation (outside of behavioral health).

- Employees are eligible for payment 90 days after the appointment of the referred mental health clinician, and payable the following pay period after completion of the 90th day. Payment is contingent upon the referral being documented as part of the

initial recruitment process, and/or upon submission of their application and remain employed by CDCR/CCHCS during that time-period.

- If the referring employee transfers or separates before the 90 days, the employee will remain eligible for payment.

- If the referred mental health clinician transfers or promotes to another eligible classification without a break in service prior to the 90 days, the CDCR/CCHCS employee responsible for the referral will continue to be eligible for the differential should the new hire remain employed for 90 days after the appointment to an eligible classification.

- If the referred mental health clinician transfers or promotes to a non-eligible classification; or transfers or promotes to a different department, regardless of the classification the CDCR/CCHCS the referring employee will no longer be eligible for this differential.

- Only one CDCR/CCHCS employee may be credited for the referral of a mental health clinician.

- There is no limit to the number of referrals an employee may be compensated for.

- Any adjustment to this differential will be made pursuant to updated Coleman Court directive (if any), and notice will be provided.

If Applicable, Should Pay Differential Be:

Pro-rated		No
Subject to qualifying pay period		No
All time bases and tenure eligible		Yes/No*
Subject to PERS deduction		
	CLASSIC	No
	PEPRA	No

Inclusion in Rate to Calculate the Following Benefit Pay:

Overtime	N/A
IDL	No
EIDL	No
NDI	No
Lump Sum Vacation	No
Lump Sum Sick	No
Lump Sum Extra Hours	No

*Retired Annuitants are not eligible unless appointed under Government Code section 21232.

PEPRA Membership: Applicable to all employees newly hired on or after January 1, 2013, pursuant to Government Code sections 7522.02, 7522.04 and 7522.34.

2.10 – CDCR Secretary Retention Pay

Effective: October 31, 2025
Department: Department of Corrections and Rehabilitation
Schem Code: ID00
Class Code: 0318
Class Title: Secretary, Department of Corrections and Rehabilitation
CBID: E99

Rate	Earnings ID
12.136% of base salary, per pay period	9K21

Criteria:
This is a recruitment and retention differential to attract and retain highly skilled correctional professionals in the CDCR Secretary role whose skills and experience are deemed critical to the successful management of correctional programs.

- This differential shall apply only to the CDCR Secretary position and shall not be applied to other Exempt positions.
- The differential may be provided in addition to any other compensation policy provisions.
- Failure to maintain satisfactory performance standards may result in suspension or cancellation of the pay differential.
- Management initiated redirections or changes in assignment will not disqualify the employee from receiving the pay differential.
- This differential will expire December 31, 2026.

If Applicable, Should Pay Differential Be:	
Pro-rated if paid less than a full pay period	Yes
Pro-rated for part-time	Yes
Subject to qualifying pay period	No
All time bases and tenure eligible	Yes/No*
Subject to PERS deduction	No
If subject to PERS deductions	
Category	N/A
Type	N/A

Inclusion in Rate to Calculate the Following Benefit Pay:	
Overtime	N/A
IDL	Yes
EIDL	Yes
NDI	N/A
Lump Sum Vacation, Sick, and Extra	Yes

*Retired Annuitants are not eligible unless appointed under Government Code section 21232.

PEPRA MEMBERSHIP:
Applicable to all employees newly hired on or after January 1, 2013, pursuant to Government Code sections 7522.02, 7522.04, and 7522.34.

2.11 – Recruitment and Retention Differential Pay – Avenal, Calipatria, Centinela, High Desert, Ironwood, Pelican Bay, and Salinas Valley State Prisons

Effective: July 1, 2025
Revised: January 30, 2026
Department: Department of Corrections and Rehabilitation (CDCR)
Schem Code: ID00
Class Code: 9625
Class Title: Warden
Rate: $2,600 (two payments of $1,300)
Earnings ID: 9K20

Criteria:

Employees who are employed at Avenal State Prison, Calipatria State Prison, Centinela State Prison, High Desert State Prison, Ironwood State Prison, Salinas Valley State Prison, Pelican Bay State Prison shall be eligible for this differential, payable within 30 days following the completion of the required qualifying pay periods

- Effective June 1, 2016, employees shall be eligible for this differential payable in semi-annual payments of one half ($1300) after completion of the first six consecutive qualifying pay periods at the institution and the second half after the completion of an additional six consecutive qualifying pay periods. Thereafter, the employee would be eligible for the incentive every six consecutive qualifying pay periods. Payment will occur in the pay period following completion of the six-month period.

- Effective July 1, 2025, Salinas Valley State Prison is added.

- After September 8, 2025, new hires and transfers are not eligible for this incentive at: Avenal, Calipatria, Centinela, and Ironwood.

- Shall be eligible for this differential payable within 30 days following the completion of every 12 consecutive qualifying pay periods.

- If any employee voluntarily terminates or is discharged prior to completing the required consecutive qualifying pay periods at the above referenced facilities, there will be no pro rata payment for those months served.

- If an employee moves from one eligible facility to another eligible facility without a break in service and within eligible classifications, qualifying consecutive pay periods at each location cumulate.

- The bonus may be prorated if the employee would have otherwise qualified if the employee had not died while employed in a facility which qualifies for the bonus.

- If an employee is mandatorily transferred by the department, the employee shall be eligible for a pro rata share for those months served.

- If any employee promotes to a different facility or department other than the above referenced facilities (excluding transfers to Avenal, Calipatria, Centinela, and Ironwood) prior to completion of the required consecutive qualifying pay periods, there shall be no pro rata share for those months served.

- If an employee is granted a leave of absence, the employee will not accrue time towards the applicable consecutive qualifying pay periods, but the employee shall not be required to start the calculation of the applicable consecutive qualifying pay periods all over. For example, if an employee must work six qualifying pay periods to be eligible for the differential, and they have worked two months at a qualifying institution, and then takes five months maternity leave, the employee will have only four additional consecutive qualifying pay periods before receiving the payment of $1300.

If Applicable, Should Pay Differential Be:

Pro-rated if paid less than a full pay period	Yes
Subject to qualifying pay period	Yes
All time bases and tenure eligible	Yes/No*
Subject to PERS deduction	No

Inclusion in Rate to Calculate the Following Benefit Pay:

Overtime	N/A
IDL	Yes
EIDL	Yes
NDI	No
Lump Sum Vacation	No
Lump Sum Sick	No
Lump Sum Extra Hours	No

*Retired Annuitants are not eligible unless appointed under Government Code section 21232.

PEPRA Membership: Applicable to all employees newly hired on or after January 1, 2013, pursuant to Government Code sections 7522.02, 7522.04, and 7522.34.

3 – Covered California

3.1 – Covered California Administrative Incentive Award

Effective date: June 1, 2014 (Payable in each following Fiscal Year)
July 1, 2016 (Inactive)
Department: Covered California
Schem Code: KL00
Title of class: Executive Director
Class Code: 9856
CB/ID: E99
Earnings ID: 9I1
Rate: 0-40% of base salary

Criteria:
Payable once a year upon certification to the State Controller's Office by the Covered California five-member board, and the amount specified for each individual has been approved by this board.

*Per Government Code 100503, the Board has salary setting authority over this Exempt position.

If applicable, should pay differential be:
Pro-rated .....No
Flat Rate .....Yes
Subject to qualifying pay period .....No
All time bases and tenures eligible .....No
Subject to PERS deduction .....No

Inclusion in rate to calculate the following benefit pay:
Overtime .....No
IDL .....No
EIDL .....No
NDI .....No
Lump Sum:
Vacation/Annual Leave .....No
Sick Leave .....No
Extra Hours.....No

3.2 – Covered California Recruitment

Effective date: May 1, 2015
Department: Covered California
Schem Code: KL00
Earnings ID: 9K4
Rate: Up to 60% of First Year's Annual Base Salary

Class Title	Class Code	CB/ID	Earnings ID
Director, Individual and Small Business Sales	6045	E99	
Chief Technology Officer	6059	E99	
Chief Financial Officer	6063	E99	
Information Technology, Project Director	6075	E99	
Chief Deputy Executive Director, Operations	6157	E99	
Director of Marketing	6500	E99	**9K4**
Director, Plan Management	6572	E99	
Executive Director	9856	E99	
Chief Deputy Executive Director	9898	E99	
General Counsel	9937	E99	
Communications and Public Relations, Director	9938	E99	

Criteria:

This is a recruitment differential for purposes of attracting and retaining high level executives in the above-named classifications.
It is a one-time, up-front payment made upon appointment to an eligible classification. It is available only to those hired from outside State Service. The amount of the differential in each case would be specific to the individual executive's personal circumstances.

- For all classifications, the Board will approve the differential based on the individual's personal circumstances, not to exceed 60 percent of the new hire's first year's base salary.
- For all classifications, repayment of part or all of the differential would be required in the event the executive does not continue employment with HBEX/CC for two years, based upon the following prorated schedule:
  - **0 to less than 12 months** **100 percent payback**
  - **12 to 24 months** **50 percent payback**

If applicable, should pay differential be:

Pro-Rated .....No
Flat Rate .....Yes
Subject to qualifying pay period .....No
All time bases and tenures eligible .....No
Subject to PERS deduction .....No

Inclusion in Rate to Calculate the Following Benefit Pay:

Overtime .....No
IDL .....No
EIDL .....No
NDI .....No

Lump Sum:

Vacation/Annual Leave .....No
Sick Leave .....No
Extra Hours.....No

3.3 – Covered California Retention Pay Differential

Effective: July 1, 2017
Revised: December 1, 2020
Department: California Health Benefit Exchange
Schem Code: KL00
Class Title: Chief Medical Officer
Class Code: 6618
CBID: E99
Earnings ID: 9K6

Criteria:

The purpose of this retention pay differential is to ensure that individuals hired into the Chief Medical Officer position are provided with sufficient incentive to remain employed with Covered California.
The retention pay differential shall only apply to the Exempt classification of Chief Medical Officer, as indicated above.

The retention pay differential will provide $50,000 per year of employment for years 1, 2, and 3 from the appointment effective date to the incumbent Chief Medical Officer. $50,000 will be paid out to the incumbent upon completion of each year of service, limited to the first 3 years of employment as Chief Medical Officer.

Compensation Terms:

- If the employee voluntarily separates, transfers, or is dismissed with or without cause prior to completing a year of service within the first 3 consecutive years of employment, there will be no pro rate payment for that year.

*Per Government Code 100503, the Board has salary setting authority over this Exempt position.

If applicable, should pay differential be:

Pro-rated .....No
Flat Rate .....Yes
Subject to qualifying pay period .....No
All time bases and tenures eligible .....No
Subject to PERS deduction.....No

Inclusion in Rate to Calculate the Following Benefit Pay:

Overtime .....No
IDL .....No
EIDL .....No
NDI .....No

Lump Sum:

Vacation/Annual Leave .....No
Sick Leave .....No
Extra Hours.....No

3.4 - Covered CA - Extenuating Circumstances Pay Differential

Effective: October 1, 2020
Department: Covered California
Schem Code: KL00
Class Title: Director, External Affairs
Class Code: 9907
CBID: E99
Rate: $5,000 per month
Earnings ID: 9I3

Criteria:

This is an Extenuating Circumstances Pay Differential for the purposes of providing a compensation incentive to the Director, External Affairs that is requested to perform duties above and beyond the scope of their role, as a result of serious or exceptional factors. Factors may include, but are not limited to, providing leadership and guidance to more than one division simultaneously. The incumbent is eligible for this differential when exhibiting exceptional performance during the specified arrangement and work is considered to clearly exceed that which is recognized by normal circumstances. The Extenuating Circumstances Pay Differential shall only apply to the Exempt classification of Director, External Affairs, as indicated above.

- The length in which the pay differential will be paid is at the discretion of department leadership but may be compensated for as long as workload necessitates.
- The Board will approve the differential based on the individual's personal circumstances, at a rate of $5,000 per month during the incumbent's performance.
- The pay differential will be paid out at the conclusion of each month, as necessitated by required duties.
- In the event that the specified duties were performed for a time period not meeting one month in length, the amount paid will be prorated to reflect the number of days worked.

Per Government Code § 100503 (m)(2)(A), the Board has salary setting authority over this Exempt position.

If Applicable, Should Pay Differential Be:

Pro-rated
-Full time/part time.....See Criteria
-Intermittent .....No
Subject to qualifying pay period .....No
All time bases and tenure eligible .....No
Subject to PERS deduction.....No

Inclusion in Rate to Calculate the Following Benefit Pay:

Overtime .....No
IDL .....No
EIDL .....No
NDI .....No

Lump sum

Vacation .....No
Sick Leave .....No
Extra Hours.....No

3.5 - Executive Director One-Time Payment

Effective: January 1, 2021
Department: Covered California
Schem Code: KL00
Class Title: Executive Director
Class Code: 9856
CB/ID: E99
Earnings ID: 9I3

Criteria:

- One-time payment upon the conclusion of the 2021 calendar year and upon the certification to the State Controller's Office by the Covered California five-member board (Board).
- The pay differential is for this incumbent only and shall not be offered to future candidates in the exempt classification indicated above.
- The pay differential will provide a one-time payment of $100,000 at the conclusion of Calendar Year 2021
- Once payment is rendered, this pay differential will be abolished.
- If the employee voluntarily separates or is dismissed for cause prior to completing the 2021 calendar year of employment, there shall be no pro-rated payment.
- If the Board dismisses the employee without cause, the employee will receive a pro-rated payment of the retention differential, based upon the criteria above and the following pro-rated schedule:
    - After completion of 0 - 3 months 25% payment
    - After completion of 4 - 6 months 50% payment
    - After completion of 7 - 9 months 75% payment
    - After completion of 10 – 12 months 100% payment

Per Government Code § 100503 (m)(2)(A), the Board has salary setting authority over this Exempt position.

If applicable, should pay differential be:

Pro-rated ..... See Compensation Terms
Flat Rate ..... Yes
Subject to qualifying pay period ..... No
All time bases and tenures eligible ..... No
Subject to PERS deduction ..... No

Inclusion in Rate to Calculate the Following Benefit Pay:

Overtime ..... No
IDL ..... No
EIDL ..... No
NDI ..... No
Lump sum Vacation..... No
Sick Leave ..... No
Extra Hours..... No

4 – District Agricultural Associations

4.1 – DAA Retention Pay

Effective: July 1, 2004

Revised: July 1, 2005**,** October 1, 2007, January 1, 2014, December 1, 2017

Department: Food and Agriculture

Schem Code: NX00

Class Title: Secretary-Manager VII, 22nd District – Del Mar Fair
Secretary-Manager VII, 32nd District – Orange County

Rate: Up to 25%

Earnings ID: SL

Class Title: Secretary-Manager VII, 22nd District – Del Mar Fair
Secretary-Manager VII, 32nd District – Orange County
Secretary-Manager V, 50th Division – Lancaster Fair

Rate: Up to 20%

Earnings ID: SL

Class Title: Secretary-Manager V, 1a District – Cow Palace

Rate: Up to 15%

Earnings ID: SL

Criteria:

Effective July 1, 2004, the Boards of the 22nd District Agricultural Associations may grant by resolution, a retention differential to its own respective Secretary-Manager VII when it determines that the incumbent has achieved expected performance objectives and that such a differential is necessary for retention purposes.

Effective July 1, 2005, the Boards of the 32nd District Agricultural Associations may grant by resolution, a retention differential to its own respective Secretary-Manager VII when it determines that the incumbent has achieved expected performance objectives and that such a differential is necessary for retention purposes.

Effective October 1, 2007, the Boards of the 50th Division District Agricultural Associations may grant by resolution, a retention differential to its own respective Secretary-Manager V when it determines that the incumbent has achieved expected performance objectives and that such a differential is necessary for retention purposes.

Effective January 1, 2014, the Boards of the 1a District Agricultural Associations may grant by resolution, a retention differential to its own respective Secretary-Manager V when it determines that the incumbent has achieved expected performance objectives and that such a differential is necessary for retention purposes.

Effective December 1, 2017, the Boards of the 22nd and 32nd District Agricultural Associations may grant by resolution, a retention differential to its own respective Secretary-Manager VII when it determines that the incumbent has achieved expected performance objectives and that such a differential is necessary for retention purposes.

If Applicable, Should Pay Differential Be:

Pro-rated

-Full time/part time.....Yes

-Intermittent .....N/A

Subject to qualifying pay period .....No

All time bases and tenure eligible .....Yes

Subject to PERS deduction.....Yes

Inclusion in Rate to Calculate the Following Benefit Pay:

Overtime .....N/A

IDL .....Yes

EIDL .....Yes

NDI .....Yes

Lump sum

Vacation .....Yes

Sick Leave.....Yes

Extra Hours.....Yes

5 – *Education and Special Schools*

5.1 – Site Superintendent Recruitment and Retention Differential

Effective date: July 1, 1998
Revised: July 1, 2000, October 1, 2025
Department: Department of Education, School for the Deaf
Schem Code: NE10
Class Title: Site Superintendent, School for the Deaf
Class Code: 9199
CB/ID: M03
Rate: $750, 1,000, $1,250, $1,500 $1,750, $2,000 per pay period
Earnings ID: 9K19

Criteria:

Any employee appointed to an exempt position performing the duties of a Site Superintendent at the California School for the Deaf will be eligible for this rate differential upon certification by the department that the following criteria are met:

1. The employee must be appointed to a full-time position as Site Superintendent at the Fremont or Riverside School for the Deaf.
2. The rate step upon appointment for an employee recruited from outside the State civil service shall be the minimum amount required to recruit a qualified incumbent. The department shall retain documentation in support of any rate step above the minimum authorized at the time of appointment.
3. Upon appointment from a California civil service position to a qualifying exempt position, an employee receiving a differential rate may, at the discretion of the department, move to a rate one step above his or her current differential rate.
4. An incumbent may, at the discretion of the department, receive one rate step increase in each consecutive 12-month period of employment up to the top rate of the differential. In the event an employee receives and the department confirms a bona fide offer of employment above the combined maximum base salary rate plus the differential, the department may authorize payment of a differential rate at the step needed to match the job offer, up to the maximum differential rate.
5. An employee who receives the differential must remain in a qualifying position for a minimum of 24 consecutive months after the effective date of this differential. Should an employee terminate employment prior to conclusion of the 24-month period other than for reasons of serious illness, death, or other reasons determined by the appointing power to be beyond the employee's control, he or she shall be required to reimburse the department for all monies paid under this provision.
6. The differential shall terminate upon the employee's transfer or reassignment to a non-qualifying assignment.

7. An employee receiving this differential must be evaluated at least once in each 12-month period of employment and meet or exceed performance criteria.
8. To compute the appointment salary rate upon movement to another classification in State service, compensation under this pay differential shall not be included in computing the employee's new salary rate.

If Applicable, Should Pay Differential Be:

Pro-rated	No
Subject to qualifying pay period	Yes
All time bases and tenure eligible	No
Subject to PERS deduction	No

Inclusion in Rate to Calculate the Following Benefit Pay:

Overtime	No
IDL	No
EIDL	No
NDI	No
Lump Sum Vacation/Annual	No
Lump Sum Sick	No
Lump Sum Extra Hours	No

5.2 – Special Schools and Diagnostic Center

Effective date: January 1, 2002 (Replaces prior Pay Differential effective August 1, 1999)
Revised: October 1, 2025
Department: Department of Education Special Schools and Diagnostic Centers

Class Code	Schem Code	Class Titles	CB/ID
9149	NE05	SUBSTITUTE TEACHER, SCHOOL FOR THE BLIND	R03
9151	NE05	TEACHER, SCHOOL FOR THE BLIND	R03
9153	NE05	TEACHER SPECIALIST, SCHOOL FOR THE BLIND	R03
9154	NE05	SUPERVISING TEACHER I, SCHOOL FOR THE BLIND	S03
9170	NE05	SUPERVISING TEACHER II, SCHOOL FOR THE BLIND	S03
9173	NE05	SUPERVISING TEACHER III, SCHOOL FOR THE BLIND	S03
9174	NE05	ASSISTANT SITE SUPERINTENDENT, SCHOOL FOR THE BLIND	M03
9176	NE05	SITE SUPERINTENDENT, SCHOOL FOR THE BLIND	M03
9731	NE05	SUPERVISING TEACHER I, SCHOOL FOR THE BLIND, FISCAL YEAR	S03
9732	NE05	SUPERVISING TEACHER II, SCHOOL FOR THE BLIND, FISCAL YEAR	S03
9145	NE05	SUPERVISING TEACHER III, SCHOOL FOR THE BLIND, FISCAL YEAR	S03
9178	NE10	SUBSTITUTE TEACHER, SCHOOL FOR THE DEAF	R03
9180	NE10	TEACHER, SCHOOL FOR THE DEAF	R03
9191	NE10	TEACHER SPECIALIST, SCHOOL FOR THE DEAF	R03
9192	NE10	SUPERVISING TEACHER I, SCHOOL FOR THE DEAF	S03
9193	NE10	SUPERVISING TEACHER II, SCHOOL FOR THE DEAF	S03
9195	NE10	SUPERVISING TEACHER III, SCHOOL FOR THE DEAF	S03
9196	NE10	ASSISTANT SITE SUPERINTENDENT, SCHOOL FOR THE DEAF	M03
9199	NE10	SITE SUPERINTENDENT, SCHOOL FOR THE DEAF	M03
9733	NE10	SUPERVISING TEACHER I, SCHOOL FOR THE DEAF, FISCAL YEAR	S03
9734	NE10	SUPERVISING TEACHER II, SCHOOL FOR THE DEAF, FISCAL YEAR	S03
9146	NE10	SUPERVISING TEACHER III, SCHOOL FOR THE DEAF, FISCAL YEAR	S03
9200	NE15	TEACHER SPECIALIST, DIAGNOSTIC CENTER	R03
9202	NE15	SUPERVISING TEACHER, DIAGNOSTIC CENTER	S03
9203	NE15	DIAGNOSTIC CENTER DIRECTOR	M03

Locations	Rate	Earnings ID
California School for the Blind – Fremont California School for the Deaf – Fremont Diagnostic Center – North (Fremont)	$1,200/month or $55.39/day	8k67
All other special schools and diagnostic centers of the Department of Education	$900/month or $41.54/day	8k24

Criteria:

1. All employees in the above classes at the Department of Education Special Schools or Diagnostic Centers shall receive the appropriate differential for their primary appointment only. Part-time employees shall receive a pro rata share of the differential based on their time base. Intermittent employees shall receive the daily rate.
2. Full-time and part-time employees receiving additional appointments to teach summer school sessions shall not be eligible to receive a second differential.

If Applicable, Should Pay Differential Be:

Pro-rated	No
Subject to qualifying pay period	No
All time bases and tenure eligible	Yes
Subject to PERS deduction	Yes

Inclusion in Rate to Calculate the Following Benefit Pay:

Overtime	No
IDL	No
EIDL	Yes
NDI	No
Lump Sum Vacation/Annual	No
Lump Sum Sick	No
Lump Sum Extra Hours	No

5.3 – Coaching/Advisor Differential Pay

Effective: 7/1/2018

Department: Department of Education- State Special Schools and Diagnostic Centers

Schem Code: NE05, NE10, NE15

Class Title: Exempt Special School Teachers

Class Code: Various

CB/ID: BU 3 exempt employees

Earnings ID: Please see civil service Pay Differential 29 for Earnings ID

Rate: Please see civil service Pay Differential 29 for Rate

Criteria: Please see civil service Pay Differential 29

5.4 – Bilingual Differential Pay

Effective: 7/1/2018

Department: Department of Education- State Special Schools and Diagnostic Centers

Schem Code: NE05, NE10, NE15

Class Title: Various

Class Code: Various

CB/ID: BU 3 exempt employees

Earnings ID: Please see civil service Pay Differential 14 for Earnings ID

Rate: Please see civil service Pay Differential 14 for Rate

Criteria: Please see civil service Pay Differential 14

5.5 – State Special Schools Fremont Workforce Stability Stipend

Effective date: October 1, 2025

Classes/CBID	Rate	Earnings ID	Department
Exempt Classes with a CBID of R03, S03, M03, and R20	$800 increments, not to exceed $4,800	9WF3	California Department of Education: California School for the Deaf in Fremont, California School for the Blind in Fremont, and the Diagnostic Center North

Criteria:

The workforce stability stipend offered to Bargaining Units 03 and 20 employees is considered a lump sum payment outside of the employee's base pay and is offered as a recruitment and retention incentive for California Department of Education employees who are employed at the California School for the Deaf in Fremont, the California School for the Blind in Fremont or the Diagnostic Center North.

Initial Installment

Bargaining Units 03 and 20 employees assigned to the California School for the Deaf in Fremont, the California School for the Blind in Fremont or the Diagnostic Center North on the first day of the October 2025 pay period shall qualify for eight hundred dollars ($800). This workforce stability stipend shall be processed as a lump sum payment in November 2025.

Second Installment

Bargaining Units 03 and 20 employees assigned to the California School for the Deaf in Fremont, the California School for the Blind in Fremont or the Diagnostic Center North on the first day of the January 2026 pay period shall qualify for eight hundred dollars ($800). This workforce stability stipend shall be processed as a lump sum payment in February 2026.

Third Installment

Bargaining Units 03 and 20 employees assigned to the California School for the Deaf in Fremont, the California School for the Blind in Fremont or the Diagnostic Center North on the first day of the April 2026 pay period shall qualify for eight hundred dollars ($800). This workforce stability stipend shall be processed as a lump sum payment in May 2026.

Fourth Installment

Bargaining Units 03 and 20 employees assigned to the California School for the Deaf in Fremont, the California School for the Blind in Fremont or the Diagnostic Center North on the first day of the October 2026 pay period shall qualify for eight hundred dollars ($800). This workforce stability stipend shall be processed as a lump sum payment in November 2026.

Fifth Installment
Bargaining Units 03 and 20 employees assigned to the California School for the Deaf in Fremont, the California School for the Blind in Fremont or the Diagnostic Center North on the first day of the January 2027 pay period shall qualify for eight hundred dollars ($800). This workforce stability stipend shall be processed as a lump sum payment in February 2027.

Sixth Installment
Bargaining Units 03 and 20 employees assigned to the California School for the Deaf in Fremont, the California School for the Blind in Fremont or the Diagnostic Center North on the first day of the April 2027 pay period shall qualify for eight hundred dollars ($800). This workforce stability stipend shall be processed as a lump sum payment in May 2027.

The stipend shall not be part of the employee's base salary for the purpose of computing salary adjustments.

If Applicable, Should Pay Differential Be:

Pro-rated if less than a full pay period	No
Pro-rated for part-time and intermittent	No
Subject to qualifying pay period	No
All time bases and tenure eligible	Yes/No*
Subject to PERS deduction:	No
CLASSIC	No
PEPRA	No

Inclusion in Rate to Calculate the Following Benefit Pay:

Overtime	No/Yes (FLSA)**
IDL	No
EIDL	No
NDI	No
Lump Sum Vacation/Annual	No
Lump Sum Sick	No
Lump Sum Extra Hours	No

*Retired Annuitants are not eligible unless appointed under Government Code Section 21232.
**The rate is included in the overtime calculation for hours worked in the same month the pay differential is issued.

6 – High Speed Rail

6.1 – High Speed Rail Recruitment Differential (Program Manager)

Effective date: December 3, 2012
Department: High Speed Rail Authority
Schem Code: CE00
Class Title: Chief Program Manager, High Speed Rail Authority
Class Code 6155
CB/ID E99
Earnings ID: 9K2
Rate: Up to 5.5% of the First Year's Annual Base Salary

Criteria:

This is a recruitment differential for the purposes of attracting and retaining high level executives in the above-named classification. It is a one-time, up-front payment made upon appointment to the classification. It is available only to those hired from outside State service. The amount of the differential in each case will be specific to the individual executive's personal circumstances.

The Authority will approve the differential based on the individual candidate's personal circumstances.

Repayment of part or all of the differential will be required in the event the Chief Program Manager does not continue employment with the High-Speed Rail Authority for two years, based upon the following prorated schedule.

0-less than 12 months	100 percent payback
12-24 months	50 percent payback

If applicable, should pay differential be:

Pro-rated:.....Yes
Flat rate:.....No
Subject to qualifying pay period:.....No
Are all time bases and tenures are eligible:.....No
Subject to PERS deduction:.....No

Inclusion in Rate to Calculate the Following Benefit Pay:

Overtime .....No
IDL .....No
EIDL .....No
NDI .....No

Lump Sum:

Vacation/Annual Leave .....No
Sick Leave .....No
Extra Hours.....No
Other: .....No

Departments can key a 671 transaction via the Payroll Input Process (PIP) system using Earnings ID 9K2, if applicable.

6.2 – High Speed Rail Recruitment Differential (Executive Director)

Effective date: June 18, 2012
Department: High Speed Rail Authority
Schem Code: CE00
Title of class Executive Director, High Speed Rail Authority
Class Code: 9568
CB/ID: E99
Earnings ID: 9K3
Rate: $25,000 at the end of the first and second year of service.

Criteria:

This is a recruitment differential for purposes of attracting and retaining high level executives in the above-named classification. It is a one-time payment equal to $25,000 made at the end of the first year of service if certain performance metrics are achieved to the satisfaction of the Authority by the deadlines proposed.

An additional one-time payment equal to $25,000 will be made at the end of the second year of service if performance metrics, later to be determined by the Authority, are achieved to the satisfaction of the Authority. Both payments are subject to the 5% salary reduction currently imposed by the State Administration and Legislature and is inclusive of any future reductions proposed by the State Administration or Legislature.

If applicable, should pay differential be:

Pro-rated:.....No
Flat rate:.....Yes
Subject to qualifying pay period:.....No
Are all time bases and tenures eligible?.....No
Subject to PERS deduction:.....No

Inclusion in Rate to Calculate the Following Benefit Pay:

Overtime .....No
IDL .....No
EIDL .....No
NDI .....No

Lump Sum:

Vacation/Annual Leave.....No
Sick Leave.....No
Extra Hours.....No
Other

Departments can key a 671 transaction via the Payroll Input Process (PIP) system using Earnings ID 9K3, if applicable.

7 – Military Department

The military classes listed below are eligible for the allowances on the following pages.

Officers:

CBID	Class	Class Code
E99	O10	9156
E99	O9	9157
E99	O8	9158
E99	O7	9159
E99	O6	9160
E99	O5	9161
E99	O5A	9162
E98	O4	9163
E98	O4A	9164
E97	O3	9166
E97	O2	9167
E97	O1	9168

Warrant Officers:

CBID	Class	Class Code
E97	W5	8365
E97	W4	8366
E97	W3	8367
E97	W2	8368
E97	W1	8369

Enlisted:

CBID	Class	Class Code
E97	E9	7746
E97	E8	7747
E97	E7	7748
E97	E6	7749
E97	E5	7750
E97	E4	7751
E97	E3	7752
E97	E2	7753
E97	E1	7754

7.1- Basic Allowance for Housing (BAH)

Effective: March 1, 1998

Revised: April 21, 2020 (Eff. January 1, 2013)

Department: Military Department

S**chem Code:** SP00

Earn ID: Classic: S8

PEPRA: GC7

Class Title: ("Class" shows the pay level of each rank. Actual titles may vary.)

Criteria: Employees in the above classes are eligible for BAH.

Subject to PERS Deduction: **Classic:** Yes

PEPRA: No

7.2 – Basic Allowance for Subsistence (BAS)

Effective: March 1, 1998

Revised: April 21, 2020 (Eff. January 1, 2013)

Department: Military Department

Schem Code: SP00

Earn ID: Classic: S7

PEPRA: GC8

Rate:

- Officers $266.18
- Enlisted $386.50
- BAS II $773.00

BAS II is the monthly rate that may be payable to enlisted members on duty at a permanent station and assigned to single (unaccompanied) Government quarters., which do not have adequate food storage or preparation facilities, and where a Government mess is not available, and the Government cannot otherwise make meals available. It must be authorized by the Secretary of the Military Department concerned. (See the Defense Finance and Accounting Service Website website.)

Criteria: Employees in the above classes are eligible for BAS.

Subject to PERS Deduction: **Classic –** Yes

PEPRA – No

7.3 – ConUS COLA

Effective: July 1, 2001

Department: Military Department

Schem Code: SP00

Rate: In accordance with the Federal Schedule for ConUS COLA

Criteria: Employees in the above classes are eligible for the ConUS COLA.

Subject to PERS Deduction:.....Yes

Subject to Withholding: .....Yes

Processing:

The department should process F671 transactions using Payment Type A Suffix D and enter the gross amount.

8 – Office of the Inspector General

8.1 – Physical Fitness Incentive Pay

Effective: July 1, 2002
Revised: June 1, 2016
Department: Office of the Inspector General
Schem Code: TD00
Class Title: Exempt Peace Officers who are in the Peace Officer/Firefighter retirement category (except Department Directors).
CB/ID: E99
Rate/Earnings ID:

1. $130 per pay period — Earnings ID: 8PF1 (Full-time, Part-time)
   Earnings ID: 8PF2 (Intermittent)
2. $65 per pay period — Earnings ID: 8PF3 (Full-time, Part-time)
   Earnings ID: 8PF4 (Intermittent)

Criteria:

1. Effective 07/01/02, eligible employees as defined above must have 60 or more qualifying pay periods of State service and have an annual physician's certification of having passed the physical fitness exam.
2. Effective 07/01/02, eligible employees as defined above with less than 60 qualifying pay periods of State service must have an annual physician's certification of having passed the annual physical fitness exam.

If Applicable, Should Pay Differential Be:

Pro-rated
- Full time/part time.....Yes
- Intermittent .....No

Subject to qualifying pay period .....No
All time bases and tenure eligible .....Yes
Subject to PERS deduction.....No

Inclusion in Rate to Calculate the Following Benefit Pay:

- Overtime .....No/Yes (FLSA)
- IDL .....Yes
- EIDL .....Yes
- NDI .....Yes

Lump sum:
- Vacation .....No
- Sick Leave.....No
- Extra hours.....No

ABOLISHED - *Effective 7/01/2026*

9 – Public Utilities Commission

9.1 – National Judicial College Pay Differential

Effective: 04/12/18

Department: California Public Utilities Commission

Schem Code: VV00

Class Title: Chief Administrative Law Judge, PUC

Class Code: 9543

CB/ID: E99

Earnings ID: 8NJC

Rate: Monthly five percent (5%) of incumbent salary

Criteria:

Possession of a certificate from the National Judicial College (NJC) for completion of a minimum of two- and one-half days of "A" designated training courses. "A" designated courses are those which the National Judicial College recognizes as pertaining to administrative law adjudication skills. Internet training received may be recognized if approved in writing by the California Department of Human Resources (CalHR) before the differential is paid.

If Applicable, Should Pay Differential Be:

Pro-rated .....Yes
Full time/part time.....Yes
Intermittent .....N/A
Subject to qualifying pay period .....No
All time bases and tenure eligible .... Yes
Subject to PERS deduction .....Yes

Inclusion in Rate to Calculate the Following Benefit Pay:

Overtime..... N/A
IDL..... Yes
EIDL..... N/A
NDI..... Yes
Lump sum..... Yes
Vacation..... Yes
Sick Leave..... Yes
Extra Hours..... N/A

10 – Public Employees' Retirement System

10.1 – CalPERS Annual Incentive Award

Effective date: July 1, 1998 (Payable in each following Fiscal Year)
Revised: July 1, 2023
July 1, 2025
Department: Public Employees' Retirement System
Schem Code: DF00
Class Title: Executive Officer
Class Code: 4278
CB/ID: E99
Rate: 0-225% of base salary
Earnings ID: 9W2

Criteria:

Payable once a year upon certification to the State Controller's Office[1] by the President of the Board of Administration of the California Public Employees Retirement System that the procedures in the "Compensation Policy for Executive and Investment Management Positions", as initially adopted November 1997, or as subsequently amended by the Board of Administration, have been followed, and the amount specified for each individual has been approved by this Board.

If Applicable, Should Pay Differential Be:

Pro-rated .....No
Flat rate .....Yes
Subject to qualifying pay period .....No
All time bases and tenure eligible .....No
Subject to PERS deduction .....No

Inclusion in Rate to Calculate the Following Benefit Pay
- Overtime .....N/A
- IDL .....No
- EIDL .....No
- NDI .....No

Lump sum
- Vacation .....No
- Sick Leave .....No

[1] A copy will be forwarded to the Department of Human Resources.

Extra Hours.....No

10.2 – CalPERS Recruitment Differential

Effective Date: August 18, 2004
Revised Date: January 1, 2026
Department: Public Employees' Retirement System
Schem Code: DF00
Class Title: Executive Officer
Class Code: 4278
CB/ID: E99
Earnings ID: GC
Rate: Up to 60% of the first year's annual base salary

Criteria:

This is a recruitment differential for purposes of attracting and retaining high level executives in the above-named classification. It is a one-time, up-front payment made upon appointment to the classification. It is available only to those hired from outside State service. The amount of the differential in each case will be specific to the individual executive's personal circumstances. The Board of Administration, upon recommendation of the Performance and Compensation Committee, will approve the differential based on the individual candidate's personal circumstances, not to exceed 60 percent of the new hire's first year's base salary.

Repayment of part or all of the differential will be required in the event the Chief Executive Officer does not continue employment with CalPERS for a minimum of two years, based upon the CalPERS compensation policy and any applicable laws or regulations. Any exception to the repayment schedule requires the approval of the Board of Administration.

If Applicable, Should Pay Differential Be:

Pro-rated.....No
Flat rate.....Yes
Subject to qualifying pay period.....No
All time bases and tenure eligible.....No
Subject to PERS deduction.....No

Inclusion in Rate to Calculate the Following Benefit Pay:

Overtime.....No
IDL.....No
EIDL.....No
NDI.....No

Lump sum:

Vacation.....No

Sick Leave .....No
Extra Hours.....No

10.3 CalPERS Long-Term Incentive Award

Effective: July 1, 2020 (Payable after initial five years and then annually thereafter)
Revised: July 1, 2025
Department: Public Employees' Retirement System
Schem Code: DF00
Class Code: 4278
Class Title: Executive Officer
CBID: E99
Rates and Earnings ID:

Rate	Earnings ID
1. 0-40% of base salary	9W3
2. 0-150% of base salary	9W4
3. 0-225% of base salary	9W5

Criteria:

Effective July 1, 2020, employees who have been designated in Government Code section 20098 and who have been evaluated in accordance with the CalPERS Board of Administration's compensation policies for the Executive Officer position shall receive the long-term incentive award, payable once each fiscal year following an initial five-year performance period.

Rate will be determined as follows:

- Award payments for performance periods ending prior to July 1, 2027, will be at the rate of 0- 40% of base salary.
- Award payments for performance periods ending between July 1, 2027, and July 1, 2029, will be at the rate of 0-150% of base salary.
- Award payments for performance periods ending after July 1, 2029, will be at the rate of 0-225% of base salary.

If Applicable, Should Pay Differential Be:

Pro-rated .....No
Flat rate .....Yes
Subject to qualifying pay period.....No
All time bases and tenure eligible .....No
Subject to PERS deduction .....No

Inclusion in Rate to Calculate the Following Benefit Pay:

Overtime .....N/A
IDL.....No
EIDL.....No
NDI.....No

Lump sum

Vacation.....No
Sick Leave .....No
Extra Hours……..No

11 – State Teachers' Retirement System

11.1 – CalSTRS Performance Recognition Pay

Effective: July 1, 2007
Revised: July 1, 2019
Revised: July 1, 2020
Department: California State Teachers' Retirement System
Schem Code: DG00
Class Title: Chief Executive Officer, CalSTRS
Class Code: 4256
CB/ID: E99
Earnings ID: 98
Rate: 150% of Annual Base Salary

Criteria:

Employees who have been designated in Education Code Section 22212.5 and who have been evaluated in accordance with the Teachers' Retirement Board Compensation Policies and Procedures for Chief Executive Officer. The employee shall receive the performance recognition pay once each fiscal year, based on performance during the preceding fiscal year.

If applicable, should pay differential be:

Pro-Rated: .....No
Full-time/part-time: .....Yes
Intermittent: .....N/A
Flat Rate: .....No
Subject to qualifying pay period: .....No
All time bases and tenures eligible: .....Yes
Subject to PERS deduction: .....No

Inclusion in Rate to Calculate the Following Benefit Pay:

Overtime .....No
IDL .....No
EIDL .....No
NDI .....No

Lump sum:

Vacation .....No
Sick leave.....No
Extra Hours.....No

11.2 – CalSTRS Recruitment Differential

Effective: January 1, 2018
Department: California State Teachers' Retirement System
Schem Code: DG00
Class Title: Chief Executive Officer
Class Code: 4256
CB/ID: E99
Earnings ID: 9K1
Rate: up to 60% of First Year's Annual Base Salary

Criteria:

This is a recruitment differential for purposes of attracting and retaining high level executives in the above-named classification designated in Education Code Section 22212.5. It is a one-time, up-front payment made upon appointment to the Chief Executive Officer exempt classification. It is available only to those hired from outside state service or to state employees who are incentive eligible. The amount of the differential in each case will be specific to the individual executive's personal circumstances. The Teachers' Retirement Board will approve the recruitment differential based on the individual candidate's personal circumstances, not to exceed 60 percent of the new hire's first year's base salary. Repayment of part or all of the differential will be required in the event the Chief Executive Officer does not continue employment with CaISTRS for two years, based upon the following prorated schedule:

- 0-less than 12 months: 100 percent payback
- 12-24 months: 50 percent payback

Any exception to the repayment schedule requires the approval of the Teachers' Retirement Board.

If Applicable, Should Pay Differential Be:

Pro-rated
-Full time/part time.....No
-Intermittent .....N/A
Subject to qualifying pay period .....No
All time bases and tenure eligible .....No
Subject to PERS deduction.....No

Inclusion in Rate to Calculate the Following Benefit Pay:

Overtime .....No
IDL .....No
EIDL .....No
NDI .....No

Lump sum
Vacation .....No
Sick Leave.....No
Extra Hours.....No

12 – State Compensation Insurance Fund

12.1 – State Compensation Insurance Fund Bonus Program

Effective date: January 1, 2009, (Payable in each following Fiscal Year)

Revised date: December 12, 2013

Department: State Compensation Insurance Fund

Schem Code: LT00

Class Code	Class Title	CB/ID
9295	President, State Compensation Insurance Fund	E99
9727	Chief Financial Officer, State Compensation Insurance Fund	E99
9728	Chief Information Officer, State Compensation Insurance Fund	E99
9775	Chief Investment Officer, State Compensation Insurance Fund	E99
9725	Chief Operating Officer, State Compensation Insurance Fund	E99
9726	Chief Risk Officer, State Compensation Insurance Fund	E99
9730	General Counsel, State Compensation Insurance Fund	E99
6383	Chief Claims Operations Officer, SCIF	E99
6399	Chief of Internal Affairs, SCIF	E99
6388	Chief Medical Officer, SCIF	E99
6497	Chief Actuarial Officer, SCIF	E99

Rate: 0 – 40 % of base salary

Earnings IDs: 9M

Criteria:

At the discretion of the State Compensation Insurance Fund Board of Directors', exempt appointees may be granted a Bonus in the amount specified by the Board up to the maximum above pursuant to the following Criteria.

1. This differential will be available only to exempt appointees to the above-named positions.
2. The amount of the bonus will be specific to each individual executive's personal circumstances and designed as a bonus for performance against pre-established goals.

3. Each bonus will require approval of the State Fund Board of Directors.

If applicable, should pay differential be:

Pro-rated: .....No

Flat rate: .....No

Subject to qualifying pay period: .....No

Are all time bases and tenures are eligible: .....Yes

Subject to PERS deduction: .....No

Inclusion in Rate to Calculate the Following Benefit Pay:

Overtime .....No

IDL .....No

EIDL .....No

NDI .....No

Lump Sum:

Vacation/Annual Leave .....No

Sick Leave .....No

Extra Hours.....No

Other: .....N/A

12.2 – State Compensation Insurance Fund Recruitment Differential

Effective Date: August 1, 2007

Department: Compensation Insurance Fund, State

Schem Code: LT00

Class Title: President of the State Compensation Insurance Fund

Class Code: 9295

CB/ID E99

Earnings ID: 9K

Rate: Up to 60% of the First Year's Annual Base Salary

Criteria:

This differential is intended to be a onetime up-front payment made upon appointment, pursuant to the provisions of Insurance Code section 11785 which authorizes the State Compensation Insurance Fund (SCIF) Board to fix the compensation for the President. The differential would be available only to a President hired from outside State Service. The amount of the differential would be specific to the executive's personal circumstances and would be designed as an incentive to accept a job offer at a salary and incentive award schedule. In no case would this pay differential exceed 60% of the new hire's first year's annual base salary. Each differential would require the approval of the Board. Repayment of part or the entire differential would be required in the event the executive does not continue employment with SCIF for two years, based upon the following prorated schedule:

- 100 percent if employed less than 6 months
- 75 percent if employed 6 months but less than 12 months
- 50 percent if employed 12 months but less than 18 months
- 25 percent if employed 18 months but less than 2 years

Any exceptions to the repayment schedule require the approval of the SCIF Board and are to be determined on a case-by-case basis.

If applicable, should pay differential be:

Pro-rated:.....No

Flat rate:.....Yes

Subject to qualifying pay period:.....No

Are all time bases and tenures eligible? .....No

Subject to PERS deduction: .....No

Inclusion in Rate to Calculate the Following Benefit Pay:

Overtime .....No

IDL .....No

EIDL .....No

NDI .....No

Lump Sum:

Vacation/Annual Leave .....No

Sick Leave .....No

Extra Hours.....No

Other:

12.3 – State Compensation Insurance Fund Recruitment and Retention

Effective Date: September 29, 2008
Revised date: February 23, 2009
August 2, 2010
December 12, 2013
July 1, 2020
January 1, 2022
Department: State Compensation Insurance Fund
Schem Code: LT00

Class Code	Class Title	CBID
9295	President and CEO, SCIF	E99
9727	Chief Financial Officer, SCIF	E99
9725	Chief Operating Officer, SCIF	E99
9728	Chief Information Officer, SCIF	E99
9726	Chief Risk Officer, SCIF	E99
9730	General Counsel, SCIF	E99
9775	Chief Investment Officer, SCIF	E99
6383	Chief Claims Operations Officer, SCIF	E99
6399	Chief of Internal Affairs, SCIF	E99
6388	Chief Medical Officer, SCIF	E99
6497	Chief Actuarial Officer, SCIF	E99
3138	Senior Vice President of Insurance Services	E99
3150	Chief Underwriting Officer	E99
4041	Pricing Actuary	E99
4043	Executive Vice President of Strategic Planning	E99
4396	Executive Vice President of Corporate Claims	E99

Rate	Earnings ID
0.4% of Monthly Salary	8N04
0.5% of Monthly Salary	8N05
1.0% of Monthly Salary	8N1
2.0% of Monthly Salary	8N2
3.0% of Monthly Salary	8N3
4.0% of Monthly Salary	8N4
5.0% of Monthly Salary	8N5
6.0% of Monthly Salary	8N6
7.0% of Monthly Salary	8N7
8.0% of Monthly Salary	8N8
9.0% of Monthly Salary	8N9
10.0% of Monthly Salary	8N10
11.0% of Monthly Salary	8N11
12.0% of Monthly Salary	8N12

13.0% of Monthly Salary	8N13
14.0% of Monthly Salary	8N14
15.0% of Monthly Salary	8N15

Criteria:

At the discretion of the State Compensation Insurance Fund (SCIF) Board of Directors, exempt employees may be granted a combination of the percentage rates listed above pursuant to the following criteria:

- This pay differential shall be used by SCIF as a recruitment and retention tool to attract and retain executive talent.
- This pay differential shall be available only to Exempt appointees to the above-named positions.
- The amount of the pay differential will be specific to each individual Exempt appointee's personal circumstance and shall be designed and approved by the State Fund Board of Directors.
- Each differential shall require approval of the State Fund Board of Directors.
- At the discretion of the State Fund Board of Directors, this pay differential shall continue until Exempt appointee transfers to a position not eligible for the pay differential.

If Applicable, Should Pay Differential Be:	
Pro-rated if paid less than a full pay period	Yes
Pro-rated for part-time	Yes
Subject to qualifying pay period	No
All time bases and tenure eligible	Yes/No
Subject to PERS deduction	
CLASSIC	No
PEPRA	No

Inclusion in Rate to Calculate the Following Benefit Pay:	
Overtime:	No
IDL	No
EIDL	No
NDI	No
Lump Sum Vacation, Sick, and Extra	No

*Retired Annuitants are not eligible unless appointed under Government Code section 21232.

PEPRA Membership:

Applicable to all employees newly hired on or after January 1, 2013, pursuant to Government Code section s 7522.02, 7522.04, 7522.34.

12.4 – SCIF Board Meeting Attendance Pay

Effective: January 1, 2009

Revised: October 31, 2018

Department: State Compensation Insurance Fund

Schem Code: LT00

Class Title: Member, Board of Directors/SCIF

Class Code: 9294

CBID: E50

Rate: $100 per board meeting attended

Earnings ID: 8BMA

Criteria:

Under the provisions of Assembly Bill 1874 (chaptered September 26, 2008) and Insurance Code section 11770, each voting member of the Board of Directors shall receive $100.00 per day for each board meeting attended.

If Applicable, Should Pay Differential Be:

Pro-rated

-Full time/part time.....Yes

-Intermittent .....N/A

Subject to qualifying pay period .....No

All time bases and tenure eligible .....Yes

Subject to PERS deduction.....No

Inclusion in Rate to Calculate the Following Benefit Pay:

Overtime .....No

IDL .....No

EIDL .....No

NDI .....No

Lump sum

Vacation .....No

Sick Leave.....No

Extra Hours.....No

13 - California Community Colleges

13.1 – Chancellor - Recruitment Differential

Effective: December 19, 2016

Revised: December 21, 2021

INACTIVE: **June 1, 2023**

Department: California Community Colleges

Schem Code: LA00

Class Code: 2716

Class Title: Chancellor

CBID: E99

Rate: $15,000 at the end of each year up to seven years

Earnings ID: 9K5

Criteria:

This is a recruitment differential for purposes of rewarding longevity in the Chancellor position. This is an annual payment equal to $15,000 per year, payable in advance, on or about December 19th of each year up to seven years.

If Applicable, Should Pay Differential Be:

Pro-rated .....No
Flat rate .....Yes
Subject to qualifying pay period .....No
All time bases and tenure eligible .....No
Subject to PERS deduction .....No

Inclusion in Rate to Calculate the Following Benefit Pay

- Overtime .....N/A
- IDL .....No
- EIDL .....No
- NDI .....No

Lump sum

- Vacation .....No
- Sick Leave .....No
- Extra Hours.....No

13.2 – Student Board Member Stipend

Effective: April 1, 2026

Department: California Community Colleges, Chancellor's Office/Board of Governors

Schem Code: LA00

Class Code: 0191

Class Title: Board Members, California Community Colleges

CBID: E

Rate	Earnings ID
$4,000/each semester or quarterly equivalent	GPG

Criteria:

In accordance with Education Code sections 71000 and 71004

- This stipend only applies to students appointed to the classification above.
- A student member shall be enrolled in a community college:
  - With a minimum of five semester units, or equivalent, at the time of the appointment and throughout the period of the student member's term, or until a replacement has been named.
  - At least one semester before the student member's appointment and shall meet and maintain the minimum standards of scholarship prescribed for community college students.
- This stipend is in addition to any need-basis financial assistance and any private grants and scholarships received by the student.

If Applicable, Should Pay Differential Be:	
Pro-rated if paid less than a full pay period	No
Pro-rated for part-time	No
Subject to qualifying pay period	No
All time bases and tenure eligible	Yes/No*
Subject to PERS deduction	
CLASSIC	No
PEPRA	No
If subject to PERS deductions	
Category	N/A
Type	N/A

Inclusion in Rate to Calculate the Following Benefit Pay:	
Overtime:	No
IDL	No
EIDL	No
NDI	No
Lump Sum Vacation, Sick, and Extra	No

*Retired Annuitants are not eligible unless appointed under Government Code section 21232.

PEPRA MEMBERSHIP:
Applicable to all employees newly hired on or after January 1, 2013, pursuant to Government Code sections 7522.02, 7522.04, and 7522.34.

14 - California Governor's Office of Emergency Services

14.1 – OES Retention Differential

Effective Date: January 1, 2021
Revised: April 1, 2024, April 1, 2025
Department: California Governor's Office of Emergency Services (Cal OES)
Schem Code: PA55

Class Code	Class Title	Rate	Effective	CB/ID
4501	Deputy Director, Recovery Operations	A	01/01/21	E99
9729	Deputy Director, Response Operations	A		
9830	Assistant Director for Recovery Operations	A		
9498	Assistant Director, Response North	A		
5315	Assistant Director, Response South	A		
9012	Chief Counsel, Office of Legal Affairs	B		
9066	Chief Deputy Director, Office of Emergency Services	B		
9484	Chief Deputy Director of Policy and Administration	B	04/01/24	
9496	**Deputy Director, Finance and Logistics Administration**	**A**	**04/01/25**	

RATE A

Rates (Refer to appropriate rate criteria to determine eligibility)		**Staging Period**	**Earnings ID**
15% of base salary, per pay period	A1. 5% PERSable	First 12-month period	**SL1**
	A1. 10% Non-PERSable		**GL2**
	A2. 10% PERSable	Second 12-month period	**SL2**
	A2. 5% Non-PERSable		**GL1**
	A3. 15% PERSable	After 24-month period	**SL3**

RATE B

Rates (Refer to appropriate rate criteria to determine eligibility)		**Staging Period**	**Earnings ID**
10% of base salary, per pay period	B1. 5% PERSable	First 12-month period	**SL1**
	B1. 5% Non-PERSable		**GL1**

	B2. 10% PERSable	Second 12-month period	**SL2**

Effective January 1, 2021, Cal OES exempt employees in the above classifications are eligible to receive this pay differential. Time served in eligible classifications prior to January 1, 2021, does not count towards eligibility for this pay differential. Employees are not eligible to receive more than one rate. Salary determinations shall be calculated using base salary only.

Rate A Criteria:

A1. Employees in one of the eligible classifications on January 1, 2021, shall receive 15% of base salary with 5% PERSability, for the first 12 cumulative qualifying pay periods in any of the classifications listed above. Employees hired after January 1, 2021, shall be eligible upon the first qualifying pay period.

A2. Employees in an eligible classification shall receive 15% of base salary with 10% PERSability, per pay period if they worked 13 to 24 cumulative qualifying pay periods in any of the classifications listed above.

A3. Employees in an eligible classification shall receive 15% of base salary with full PERSability per pay period if they worked more than 24 cumulative qualifying pay periods in any of the classifications listed above.

Rate B Criteria:

B1. Employees in one of the eligible classifications on January 1, 2021, shall receive 10% of base salary with 5% PERSability, for the first 12 cumulative qualifying pay periods in any of the classifications listed above. Employees hired after January 1, 2021, shall be eligible upon the first qualifying pay period.

B2. Employees in one of the eligible classifications shall receive 10% of base salary with full PERSability, per pay period if they worked more than 12 cumulative qualifying pay periods in any of the classifications listed above.

Compensation Terms:

- An employee who serves on an Out of Class or acting assignment from an ineligible classification to an eligible classification, is not eligible to receive this pay differential.
- If an employee is placed on a leave of absence, the qualifying pay periods immediately preceding and following a break in service shall be accumulated towards PERSability. However, no time will be accumulated towards PERSability during the leave of absence.

Upon movement to another eligible classification:

- Employees moving from one eligible classification to another eligible classification will retain qualifying time towards PERSability.

Upon return to an eligible classification:

- Employees moving from one eligible classification to an ineligible classification will only be allowed to retain qualifying time towards PERSability when returning to the same eligible classification.

Employees who are eligible to receive this pay differential are not eligible to receive Pay Differential 421: Emergency Response and Recovery Differential Pay.

Employees who are eligible to receive this pay differential are not eligible to receive Pay Differential 62: Arduous Differential Pay.

If applicable, should pay differential be:

Pro-rated: .....No
Flat rate: .....No
Subject to qualifying pay period: .....Yes
All time bases and tenures eligible .....No*
Subject to PERS deduction: .....See Rates

Inclusion in rate to calculate the following benefit pay:
- Overtime .....No
- IDL .....Yes
- EIDL .....Yes
- NDI .....Yes

Lump Sum:
- Vacation/Annual Leave .....Yes
- Sick Leave .....Yes
- Extra Hours.....Yes
- Other:

*Retired Annuitants are not eligible unless appointed under Government Code section 21232.

15 - Department of State Hospitals

15.1 - Pay Differential - Exempt Medical Officer of the Day

Effective: June 1, 2022
Revised: March 20, 2023, October 1, 2023, December 1, 2023
Department: Department of State Hospitals
Schem Code: EP00

Class Code	Class Title	CBID
0506	Medical Director, Napa State Hospital	E99
0620	Medical Director, Metropolitan State Hospital	E99
8931	Medical Director, Atascadero State Hospital	E99
9508	Medical Director, Patton State Hospital	E99
9330	Medical Director, Coalinga State Hospital	E99
9660	Chief of Primary Care Services, Patton State Hospital	E99
9675	Chief of Primary Care Services, Coalinga State Hospital	E99
9680	Chief of Primary Care Services, Metropolitan State Hospital	E99
9684	Chief of Primary Care Services, Napa State Hospital	E99
9693	Chief of Primary Care Services, Atascadero State Hospital	E99

Rate: Compensation for each Exempt Medical Officer of the Day (MOD) shift worked shall be in cash based on the employee's straight time hourly rate.
Earnings ID: GA2

Criteria:

Exempt MOD assignment is defined as work shift of four (4) continuous hours or more which is performed in addition to the employees' regularly scheduled work week.
During an Exempt MOD assignment, the employees must be on the facility ground.

If Applicable, Should Pay Differential Be:

Pro-rate .....No
Flat rate .....No
Subject to qualifying pay period .....No
All time bases and tenure eligible .....Yes/No*
Subject to PERS deduction .....No

Inclusion in Rate to Calculate the Following Benefit Pay:

Overtime .....N/A
IDL .....Yes
EIDL .....Yes
NDI .....Yes
Lump Sum Vacation Yes
Lump Sum Sick .....Yes
Lump Sum Extra .....Yes

*Retired Annuitants are not eligible unless appointed under Government Code section 21232.

15.2 - Pay Differential - Exempt Recruitment and Retention

Effective: May 1, 2025
Department: Department of State Hospitals
Schem Code: EP00

Class Code	Class Title	CBID
0507	Statewide Medical Director	E99
0506	Medical Director, Napa State Hospital	E99
0620	Medical Director, Metropolitan State Hospital	E99
8931	Medical Director, Atascadero State Hospital	E99
9508	Medical Director, Patton State Hospital	E99
9330	Medical Director, Coalinga State Hospital	E99
9660	Chief of Primary Care Services, Patton State Hospital	E99
9675	Chief of Primary Care Services, Coalinga State Hospital	E99
9680	Chief of Primary Care Services, Metropolitan State Hospital	E99
9684	Chief of Primary Care Services, Napa State Hospital	E99
9693	Chief of Primary Care Services, Atascadero State Hospital	E99

Rate and Earnings ID:

2% of Monthly Salary	**9K18**

Criteria:
At the discretion of the Director, Department of State Hospitals (DSH), exempt employees in the classifications above may be granted a differential of two percent (2%) of their monthly base pay each month pursuant to the following criteria:

- This pay differential shall be used by DSH as a recruitment and retention tool to attract and retain highly qualified executive level expertise.
- This pay differential shall be available only to the exempt employees in the above classifications.
- The pay differential shall continue until the employee moves to a position not eligible for the pay differential.

If Applicable, Should Pay Differential Be:

Pro-rated		No
Subject to qualifying pay period		Yes
All time bases and tenure eligible		Yes/No*
Subject to PERS deduction		
	Classic	No
	PEPRA	No

Inclusion in Rate to Calculate the Following Benefit Pay:

Overtime	N/A
IDL	No
EIDL	No
NDI	No
Lump Sum Vacation	No
Lump Sum Sick	No
Lump Sum Extra Hours	No

*Retired Annuitants are not eligible unless appointed under Government Code section 21232.

13 – Exempts Tied to Statutory Salary Levels

The State Auditor

(TA00/9096)

GC 8543.7. (a) The annual salary for the State Auditor shall be equal to that of agency secretaries of the executive branch of government pursuant to [*Government Code*] Section 11550.

(b) The State Auditor shall be repaid all actual expenses incurred or paid by him or her in the discharge of his or her duties.

Business and Professions Code Section:

Director and Members of the California Gambling Control Commission

(SB30/9082, 9085)

BP 19814A. (a) The director and the members of the commission shall receive the salary provided for by Section 11553.5 of the Government Code.

(b) This section shall become operative on the occurrence of one of the events specified in Section 66 of the act that added this section to the Business and Professions Code.

Chairman, Fair Political Practices Commission[1]

(NN00/5027)

GC 83106. The chairman of the Commission shall be compensated at the same rate as the president of the Public Utilities Commission (VV00/3480). Each remaining member shall be compensated at the rate of one hundred dollars ($100) for each day on which he engages in official duties. The members and chairman of the Commission shall be reimbursed for expenses incurred in performance of their official duties.[2]

[1] Added per legal decision, Nov. 7, 2019.

[2] Added by initiative Proposition 9, June 4, 1974.

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SACRAMENTO-SAN JOAQUIN DELTA CONSERVANCY	GP00
SAN DIEGO RIVER CONSERVANCY	GX00
SAN FRANCISCO BAY CONSV. & DEVEL. COMMISSION	GL00
SAN GABRIEL & LOWER LA RIVERS & MNTS CONSERVANCY	GV00
SAN JOAQUIN RIVER CONSERVANCY	GK01
SANTA MONICA MOUNTAINS CONSERVANCY	XA00
SCHOLARSHARE INVESTMENT BOARD	XO55
SCHOOL FINANCE AUTHORITY, CALIFORNIA	XO15
SCIENTIFIC ADV. COMMITTEE ON ACID DEPOSITION	HB01
SCIENTIFIC REVIEW PANEL ON TOXIC AIR CONTAM	HB02
SECRETARY OF STATE, OFFICE OF THE	XD00
SECURITY & INVESTIGATIVE SERVICES, BUREAU OF	AB08
SEISMIC SAFETY COMMISSION	AL00
SERVICE AND COMMUNTY ENGAGEMENT, GOV. OFFICE OF	PA??
SIERRA NEVADA CONSERVANCY BOARD	GY00
SOCIAL SERVICES	ES00
SPEECH-LANGUAGE PATHOLOGY & AUDIOLOGY & HEARING AID DISPENSERS BOARD	AB34
STATE AND COMMUNITY CORRECTIONS, BOARD OF	IG00
STATE HOSPITALS	EP00
STATE MANDATES, COMMISSION ON	LQ00
STATE PERSONNEL BOARD	DI00
STATE REHABILITATION COUNCIL	EQ03
STATUS OF WOMEN, COMMISSION ON	XJ00
STRUCTURAL PEST CONTROL BOARD	AB53
STUDENT AID COMMISSION	XK00
SUMMER SCHOOL FOR THE ARTS	NE20
SYSTEMS INTEGRATION, OFFICE OF	EA02
TAHOE CONSERVANCY, CALIFORNIA	GR00
TAX APPEALS, OFFICE OF	DL00
TAX FEE AND ADMINISTRATION	DK00

[1] This commission exists in the statutes but is not funded in the state budget.

[2] Ibid.

Agency or Department Name	Dept. Code
TAX CREDIT ALLOCATION COMMISSION	XO20
TAX PREPARERS PROGRAM	AB10
TEACHER CREDENTIALING, COMMISSION ON	XM00
TEACHERS RETIREMENT SYSTEM, STATE	DG00
TECHNOLOGY, DEPARTMENT OF	DD00
TOXIC SUBSTANCES CONTROL	HF00
TRAFFIC SAFETY, OFFICE OF	CA03
TRANSPORTATION	CT00
TRANSPORTATION AGENCY	CA00
TRANSPORTATION COMMISSION	CD00
TREASURER, STATE	XO00
TRIBAL ADVISOR, OFFICE OF THE GOVERNOR'S	PA10
UNDERGROUND FACILITIES SAFE EXCAVATION BOARD (SAFE DIG	GA10
UNEMPLOYMENT INSURANCE APPEALS BOARD	FC01
UNIFORM STATE LAWS, COMMISSION ON	SL05
URBAN WATERFRONT RESTORATION FINANCING AUTH.	XO05
VETERANS AFFAIRS	AV00
VETERANS' HOME OF CALIFORNIA	AV01
VETERINARY MEDICAL BOARD	AB32
VICTIM COMPENSATION CLAIMS BOARD	DJ00
VOCATIONAL EDUC. & TECH. TRG., ADV. COUNCIL	XS00
VOCATIONAL NURSING & PSYCHIATRIC TECHNICIANS, BOARD OF	AB33
VOCATIONAL REHABILITATION APPEALS BOARD	EQ01
VOTING MACHINES & VOTE TABULATION DEVICES, CO	XT00
WATER COUNCIL, CALIFORNIA-WESTERN STATES	GQ00
WATER RESOURCES	GO00
WATER RESOURCES CONTROL BOARD	HG00
WORKERS' COMPENSATION, DIVISION OF	FD15
WORKFORCE INVESTMENT BOARD, CA	FE00
YOUTH EMPOWERMENT COMMISSION, CA	PE00

15 – Index by Department (Schem.) Code

Dept. Code	*Agency or Department Name*
AA00	***BUSINESS, CONSUMER SERVICES AND HOUSING AGENCY***
AA20	BUILDING STANDARDS COMMISSION, STATE
AA30	CANNABIS CONTROL, DEPARTMENT OF
AB00	CONSUMER AFFAIRS
AB01	ACCOUNTANCY, CALIFORNIA BOARD OF
AB02	ARCHITECTS BOARD, CALIFORNIA
AB03	ATHLETIC COMMISSION, STATE
AB04	AUTOMOTIVE REPAIR, BUREAU OF
AB06	BEHAVIORAL SCIENCES, BOARD OF
AB08	SECURITY & INVESTIGATIVE SERVICES, BUREAU OF
AB08A	ALARM COMPANY OPERATOR DISCIPLINARY REV COMM
AB08B	PRIVATE SECURITY SERVICES, ADVISORY BD.
AB10	TAX PREPARERS PROGRAM
AB11	PROFESSIONAL FIDUCIARIES BUREAU
AB12	CONTRACTORS' STATE LICENSE BOARD
AB14	DENTAL BOARD OF CALIFORNIA
AB15	EMPLOYMENT AGENCIES, BUREAU OF
AB19	GUIDE DOGS FOR THE BLIND, STATE BOARD OF
AB20	ELECTRONIC & APPLIANCE REPAIR, HOME FURNISHINGS & THERMAL INSULATION, BUREAU OF
AB22	MEDICAL BOARD OF CALIFORNIA
AB22A	ACUPUNCTURE BOARD
AB22B	DIVERSION EVALUATION COMMITTEE
AB22D	PHYSICAL THERAPY BOARD
AB22E	PHYSICIANS' PEER COUNSELING PANEL
AB22F	PHYSICIAN ASSISTANT COMMITTEE
AB22G	PODIATRIC MEDICINE, CALIFORNIA BOARD OF
AB22I	RESPIRATORY CARE BOARD OF CA
AB24	OPTOMETRY, STATE BOARD OF
AB25	PHARMACY, CALIFORNIA STATE BOARD OF
AB27	REGISTERED NURSING, BOARD OF
AB28	PROFESSIONAL ENGINEERS & LAND SURVEYORS, AND GEOLOGISTS, BOARD OF
AB30	COURT REPORTERS BOARD OF CA
AB32	VETERINARY MEDICAL BOARD
AB33	VOCATIONAL NURSING & PSYCHIATRIC TECHNICIANS, BOARD OF
AB34	SPEECH-LANGUAGE PATHOLOGY & AUDIOLOGY & HEARING AID DISPENSERS BOARD
AB35	POLYGRAPH EXAMINERS BOARD
AB36	BARBERING AND COSMETOLOGY, BUREAU OF
AB37	PSYCHOLOGY, BOARD OF
AB38	PRIVATE POSTSECONDARY EDUCATION, BUREAU FOR
AB40	OCCUPATIONAL THERAPY, BOARD OF
AB51	REAL ESTATE APPRAISERS, BUREAU OF
AB52	CHIROPRACTIC EXAMINERS, BOARD OF
AB53	STRUCTURAL PEST CONTROL BOARD
AB54	MEDICAL MARIJUANA REGULATION, BUREAU OF
AB55	OSTEOPATHIC MEDICAL BOARD
AB61	NATUROPATHIC MEDICAL COMMITTEE
AD00	HOUSING AND COMMUNITY DEVELOPMENT
AD50	HOUSING FINANCE AGENCY, CA
AF00	BUSINESS OVERSIGHT, DEPARTMENT OF
AG00	CIVIL RIGHTS DEPARTMENT
AG02	CIVIL RIGHTS COUNCIL
AH00	ALCOHOLIC BEVERAGE CONTROL, DEPARTMENT OF
AI00	ALCOHOL BEVERAGE CONTROL APPEALS BOARD
AJ00	HORSE RACING BOARD
AL00	SEISMIC SAFETY COMMISSION
AN00	CANNABIS CONTROL APPEALS BOARD
AP00	REAL ESTATE, DEPARTMENT OF
AV00	VETERANS AFFAIRS
AV01	VETERANS' HOME OF CALIFORNIA
CA00	***TRANSPORTATION AGENCY***

Dept. Code	*Agency or Department Name*
CA03	TRAFFIC SAFETY, OFFICE OF
CB00	PILOT COMMISSIONERS, BOARD OF
CD00	TRANSPORTATION COMMISSIONS
CE00	HIGH SPEED RAIL AUTHORITY
CE10	HIGH SPEED RAIL AUTHORITY, OFFICE OF THE IG
CJ00	HIGHWAY PATROL, CALIFORNIA
CP00	MOTOR VEHICLES
CP05	NEW MOTOR VEHICLE BOARD
CT00	TRANSPORTATION
DA00	***GOVERNMENT OPERATIONS AGENCY***
DA10	DATA AND INFORMATION, OFFICE OF
DA20	CRADLE TO CAREER. OFFICE OF
DB00	GENERAL SERVICES
DC00	HUMAN RESOURCES, DEPARTMENT OF
DD00	TECHNOLOGY, DEPARTMENT OF
DE00	ADMINISTRATIVE LAW, OFFICE OF
DF00	PUBLIC EMPLOYEES' RETIREMENT SYSTEM
DG00	TEACHERS RETIREMENT SYSTEM, STATE
DH00	FRANCHISE TAX BOARD
DI00	STATE PERSONNEL BOARD
DJ00	VICTIM COMPENSATION CLAIMS BOARD
DK00	TAX AND FEE ADMINISTRATION
DL00	TAX APPEALS, OFFICE OF
EA00	***HEALTH AND HUMAN SERVICES AGENCY***
EA02	OFFICE OF SYSTEM INTEGRATION
EA04	MANAGED RISK MEDICAL INSURANCE BOARD
EC00	AGING
EC05	AGING, COMMISSION ON
ED00	CHILD SUPPORT SERVICES
EE00	ALCOHOL AND DRUG PROGRAMS
EF00	COMMUNITY SERVICES AND DEVELOPMENT
EG00	DEVELOPMENTAL DISABILITIES, COUNCIL ON
EG00A	DEVELOPMENTAL DISABILITIES, AREA BOARDS ON
EH00	DISABILITY ACCESS, CALIFORNIA COMMISSION ON
EI00	DEVELOPMENTAL SERVICES
EJ00	EMERGENCY MEDICAL SERVICES AUTHORITY
EJ10	PARAMEDIC DISCIPLINARY REVIEW BOARD
EK00	MANAGED HEALTH CARE, DEPARTMENT OF
EM00	HEALTH CARE SERVICES
EM01	MEDICAL THERAPEUTICS & DRUG ADV. COUNCIL
EM02	CANCER ADVISORY COUNCIL
EM03	MENTAL HEALTH PLANNING COUNCIL
EN00	PUBLIC HEALTH
EP00	STATE HOSPITALS
EP02	MENTAL HEALTH OVERSIGHT AND ACCOUNTABILITY COMM.
EQ00	REHABILITATION
EQ01	VOCATIONAL REHABILITATION APPEALS BOARD
EQ02	LICENSED BLIND VENDORS, COMMITTEE OF
EQ03	STATE REHABILITATION COUNCIL
ER00	INDEPENDENT LIVING COUNCIL, STATEWIDE
ES00	SOCIAL SERVICES
EV00	HEALTH CARE ACCESS AND INFORMATION
EV01	HEALTH ADVISORY COUNCIL
EV02	HEALTH MANPOWER COMMISSION
EV03	HEALTH POLICY & DATA ADVISORY COMMISSION
EV04	HEALTH PROFESSIONS EDUCATION FOUNDATION
EV05	HEALTH CARE PAYMENTS DATA PROGRAM ADVISORY COMITTEE
EV06	HEALTH CARE AFFORDABILITY BOARD
FA00	***LABOR & WRKFORCE DEVELOPMENT AGENCY***
FB00	AGRICULTURAL LABOR RELATIONS BOARD
FC00	EMPLOYMENT DEVELOPMENT
FC01	UNEMPLOYMENT INSURANCE APPEALS BOARD
FC02	EMPLOYMENT TRAINING PANEL
FD00	INDUSTRIAL RELATIONS
FD05	APPRENTICESHIP STANDARDS, DIV. OF
FD10	APPRENTICESHIP COUNCIL

Dept. Code	*Agency or Department Name*
FD15	WORKERS' COMPENSATION, DIVISION OF
FD20	OCCUPATIONAL SAFETY & HEALTH, DIV. OF
FD25	INDUSTRIAL WELFARE COMMISSION
FD30	LABOR STANDARDS ENFORCEMENT, DIVISION OF
FD35	LABOR STATISTICS & RESEARCH, DIV. OF
FD40	OSHA APPEALS BOARD
FD45	OSHA STANDARDS BOARD
FD50	FAST FOOD COUNCIL
FE00	WORKFORCE INVESTMENT BOARD, CA
FF00	PUBLIC EMPLOYMENT RELATIONS BOARD
GA00	***NATURAL RESOURCES AGENCY***
GA01	CONSERVATION CORPS, CALIFORNIA
GA05	OCEAN PROTECTION COUNCIL
GA10	UNDERGROUND FACILITIES SAFE EXCAVATION BOARD (SAFE DIG)
GD00	COASTAL COMMISSION, CALIFORNIA
GE00	COASTAL CONSERVANCY
GF00	COLORADO RIVER BOARD
GG00	CONSERVATION
GH00	ENERGY COMMISSION
GI00	FISH AND GAME
GJ00	FORESTRY AND FIRE PROTECTION& FIRE MARSHAL, STATE
GK00	PARKS AND RECREATION
GK01	SAN JOAQUIN RIVER CONSERVANCY
GL00	SAN FRANCISCO BAY CONSV. & DEVEL. COMMISSION
GM00	LANDS COMMISSION, STATE
GO00	WATER RESOURCES
GO01	CENTRAL VALLEY FLOOD PROTECTION BOARD
GP00	SACRAMENTO-SAN JOAQUIN DELTA CONSERVANCY
GQ00	WATER COUNCIL, CALIFORNIA-WESTERN STATES
GR00	TAHOE CONSERVANCY, CALIFORNIA
GS00	DELTA PROTECTION COMMISSION
GT00	COACHELLA VALLEY MOUNTAINS CONSERVANCY
GU00	BALDWIN HILLS CONSERVANCY
GV00	SAN GABRIEL & LOWER LA RIVERS & MNTS CONSERVANCY
GV50	SANTA MONICA MOUNTAINS CONSERVANCY
GW00	DELTA STEWARDSHIP COUNCIL
GX00	SAN DIEGO RIVER CONSERVANCY
GY00	SIERRA NEVADA CONSERVANCY BOARD
GZ00	EXPOSITION PARK (6th DAA)
GZ10	CALIFORNIA SCIENCE CENTER
GZ20	AFRICAN AMERICAN MUSEUM
HA00	***ENVIRONMENTAL PROTECTION AGENCY***
HB00	AIR RESOURCES BOARD
HB01	SCIENTIFIC ADV. COMMITTEE ON ACID DEPOSITION
HB02	SCIENTIFIC REVIEW PANEL ON TOXIC AIR CONTAM
HC00	ENVIRONMENTAL HEALTH HAZARD ASSESMENT, OFFICE
HE00	PESTICIDE REGULATION
HF00	TOXIC SUBSTANCES CONTROL
HG00	WATER RESOURCES CONTROL BOARD
HH00	RESOURCES, RECYCLING, AND RECOVERY
ID00	***CORRECTIONS AND REHABILITATION***
ID05	PRISON INDUSTRY AUTHORITY
ID10	JOINT VENTURE POLICY ADVISORY BOARD
ID30	CORRECTIONAL INDUSTRIES COMMISSION
IG00	STATE AND COMMUNITY CORRECTIONS, BOARD OF
IP00	PAROLE HEARINGS, BOARD OF
IQ00	JUVENILE HEARINGS, BOARD OF
	Non-Agency Departments
JC00	ARTS COUNCIL, CALIFORNIA
KL00	HEALTH BENEFIT EXCHANGE, CALIFORNIA
LA00	COMMUNITY COLLEGES, CALIFORNIA
LC00	CRIME CONTROL & VIOLENCE, CALIF. COMMISSION
LE00	EXPOSITION AND STATE FAIR, CALIFORNIA
LG00	FISCAL INFORMATION SYSTEM, CALIFORNIA

Dept. Code	*Agency or Department Name*
LP00	LITTLE HOOVER COMMISSION
LQ00	STATE MANDATES, COMMISSION ON
LT00	COMPENSATION INSURANCE FUND, STATE
LU00	CONSTITUTION REVISION COMMISSION
LV00	CONTROLLER, STATE
NA00	DISTRICT AGRICULTURAL ASSOCIATIONS
ND50	CHILDREN AND FAMILIES COMMISSION
NE00	EDUCATION, DEPARTMENT OF
NE05	EDUCATION, SCHOOL FOR THE BLIND
NE10	EDUCATION, SCHOOL FOR THE DEAF
NE15	EDUCATION, DIAGNOSTIC CENTERS
NE20	SUMMER SCHOOL FOR THE ARTS
NE30	QUALITY EDUCATION COMMISSION
NF00	LIBRARY, CALIFORNIA STATE
NH00	POSTSECONDARY EDUCATION COMMISSION, CALIFORNIA
NL00	EQUALIZATION, BOARD OF
NN00	FAIR POLITICAL PRACTICES COMMISSION
NP00	FINANCE
NX00	FOOD AND AGRICULTURE
PA00	GOVERNOR'S OFFICE
PA05	MEDICAL ASSISTANCE COMMISSION, CALIFORNIA
PA10	TRIBAL ADVISOR, OFFICE OF THE GOVERNOR'S
PA20	SERVICE AND COMMUNITY ENGAGEMENT. GOV. OFFICE OF
PA40	LAND USE AND CLIMATE INNOVATION
PA50	GOVERNOR'S OFFICE OF BUSINESS & ECONOMIC DEVELOPMENT
PA51	FILM COMMISSION, CALIFORNIA
PA53	INFRASTRUCTURE BANK
PA55	OFFICE OF EMERGENCY SERVICES
PC00	CHILD DEVELOPMENT POLICY ADV COMM
PD00	ASIAN & PACIFIC ISLANDER AMERICAN AFFAIRS, COMM. ON
PE00	YOUTH EMPOWERMENT COMMISSION, CA
RD00	INSURANCE
RD10	EARTHQUAKE AUTHORITY, CALIFORNIA
SB00	JUSTICE
SB10	PEACE OFFICERS STANDARDS & TRAINING, COMM. ON
SB30	GAMBLING CONTROL COMMISSION, CALIFORNIA
SD00	LAW REVISION COMMISSION, CALIFORNIA
SL00	LEGISLATIVE COUNSEL BUREAU
SL05	UNIFORM STATE LAWS, COMMISSION ON
SM00	LIEUTENANT GOVERNOR
SM05	ECONOMIC DEVELOPMENT, COMMISSION FOR
SN00	LOTTERY COMMISSION, CALIFORNIA STATE
SP00	MILITARY DEPARTMENT
SQ00	NARCOTICS & DRUG ABUSE, ADV. COUNCIL ON
SR00	INDEPENDENT CITIZEN'S OVERSIGHT COMMITTEE
SS00	NATIVE AMERICAN HERITAGE COMMISSION
TA00	AUDITOR'S OFFICE, CALIFORNIA STATE
TD00	INSPECTOR GENERAL, OFFICE OF THE
VB00	CALIFORNIA/MEXICO AFFAIRS, OFFCE OF
VS00	PUBLIC DEFENDER, STATE
VV00	PUBLIC UTILITIES COMMISSION
XD00	SECRETARY OF STATE, OFFICE OF THE
XJ00	STATUS OF WOMEN, COMMISSION ON
XK00	STUDENT AID COMMISSION
XM00	TEACHER CREDENTIALING, COMMISSION ON
XN00	CONSUMER POWER & CONSERVATION FINANCING AUTHORITY
XO00	TREASURER, STATE
XO05	URBAN WATERFRONT RESTORATION FINANCING AUTH.
XO10	POOLED MONEY INVESTMENT BOARD
XO15	SCHOOL FINANCE AUTHORITY, CALIFORNIA
XO20	TAX CREDIT ALLOCATION COMMISSION
XO25	POLLUTION CONTROL FINANCING AUTHORITY, CALIF.
XO30	HEALTH FACILITIES FINANCING AUTHORITY
XO35	EDUCATION FACILITIES AUTHORITY, CALIFORNIA

Dept. Code	*Agency or Department Name*
XO40	ALTERNATIVE ENERGY & ADVANCED TRANSPORTATION FINANCING AUTHORITY, CA
XO45	LOCAL INVESTMENT ADVISORY BOARD
XO55	SCHOLARSHARE INVESTMENT BOARD
XO60	DEBT ADVISORY COMMISSION, CALIFORNIA
XO65	CALIFORNIA SECURE CHOICE RETIREMENT SAVINGS INVESTMENT BOARD
XO70	INDUSTRIAL DEVELOPMENT FINANCING ADV. COMMIS.
XO80	DEBT LIMIT ALLOCATION COMMITTEE, CALIFORNIA
XO90	ACHIEVING A BETTER LIFE EXPERIENCE ACT BOARD
XS00	VOCATIONAL EDUC. & TECH. TRG., ADV. COUNCIL
XT00	VOTING MACHINES & VOTE TABULATION DEVICES, CO
ZZ00	REGENERATIVE MEDICINE, INSTITUTE FOR
ZZ10	CITIZENS REDISTRICTING COMMISSION