

# 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:

The Exempt Program  
Department of Human Resources  
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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). (<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.

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### 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](mailto: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.)

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

D – Board or Commission Member

G – Appointee of a Governor's Appointee

E – Appointee of a Board or Commission

**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<br>Diana Essex, Appointments Administrator | Telephone Number<br>(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 identify 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.

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**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 Assistant 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)

|                              |                               | Salaries in Statute |               | CalHR Established Exempt Salaries |              |             |             | Civil Service Excluded |              |              |
|------------------------------|-------------------------------|---------------------|---------------|-----------------------------------|--------------|-------------|-------------|------------------------|--------------|--------------|
| Exempt Category              | Level Definitions             | Monthly Salary      | Annual Salary | Monthly Min.                      | Monthly Max. | Annual Min. | Annual Max. | 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.

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***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.

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## 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 O-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<sup>1</sup>

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  |

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<sup>1</sup> 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

|                          |                                                                                                                                                               |
|--------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Effective:</b>        | July 1, 2004                                                                                                                                                  |
| <b>Revised:</b>          | August 17, 2004 (Effective July 1, 2004)                                                                                                                      |
| <b>Department:</b>       | All departments-                                                                                                                                              |
| <b>Schem Code:</b>       | All type “F” classes                                                                                                                                          |
| <b>Class Title:</b>      | 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. |
| <b>Rate/Earnings ID:</b> | Minus 4.62% (1 day) Earnings ID – 8VL1<br>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<br>*Exceptions listed below | 07/01/25       | 06/30/27 | 3%                    | 8PJ1        | All Departments<br>**Exceptions listed below                                                                                                                                                            |
| All Exempt Classes with a CBID of R03, S03, M03, and R20                                                           |                |          |                       |             | Department of Education:<br>School for the Blind,<br>School for the Deaf,<br>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,<br>Department of Forestry and Fire Protection,<br>Department of Insurance,<br>California Governor's Office of Emergency Services,<br>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:

**Return to:** [Contents](#)

| 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

| <b>Classes/CBID</b>                                                                        | <b>Effective Date</b> | <b>End Date</b> | <b>Negative Differential</b> | <b>Earnings ID</b> | <b>Department</b>                                                                    |
|--------------------------------------------------------------------------------------------|-----------------------|-----------------|------------------------------|--------------------|--------------------------------------------------------------------------------------|
| All Statutory Exempt Classes (Class Type L) with a CBID of E99<br>*Exceptions listed below | 07/01/25              | 06/30/27        | 3%                           | 8PJ1               | All Departments<br>**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:

| <b>Class Code</b> | <b>Class Title</b>                                  |
|-------------------|-----------------------------------------------------|
| 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.

| <b><i>If Applicable, Should Pay Differential Be:</i></b> |         |
|----------------------------------------------------------|---------|
| 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      |

| <b><i>Inclusion in Rate to Calculate the Following Benefit Pay:</i></b> |     |
|-------------------------------------------------------------------------|-----|
| 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**

| <b>BU</b> | <b>Class Code</b> | <b>Class Title</b>                                            | <b>CBID</b> | <b>Department</b> |
|-----------|-------------------|---------------------------------------------------------------|-------------|-------------------|
| 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***

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

***1.6 - Testing Observer Pay Differential***

|                     |                                       |
|---------------------|---------------------------------------|
| <b>Effective:</b>   | July 1, 2021                          |
| <b>Abolished:</b>   | May 1, 2023                           |
| <b>Department:</b>  | All departments                       |
| <b>CBID:</b>        | S03, M03, E50, E79, E97, E98, and E99 |
| <b>Rate:</b>        | \$250 per month                       |
| <b>Earnings ID:</b> | <b>9ZA</b>                            |

***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)

| <b>Rate A</b>                      | <b>Earnings ID</b> |
|------------------------------------|--------------------|
| Rate A: (Base Pay ÷ 4.33) per week | <b>972</b>         |

Rate A applies to the initial two weeks assigned to an emergency response or emergency recovery effort.

| <b>Rate B</b>                            | <b>Earnings ID</b> |
|------------------------------------------|--------------------|
| Rate B: (Base Pay ÷ 4.33 x 0.5) per week | <b>972</b>         |

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

| <b>RATE</b>        | <b>EARNINGS ID</b> |
|--------------------|--------------------|
| \$1450<br>one-time | 9HC4               |
| \$1000<br>one-time | 9HC5               |
| \$625<br>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 Date:** July 1, 2017**Revised Date:** June 18, 2018, December 14, 2018, July 3, 2019**Department:** Department of Corrections and Rehabilitation**Schem Code:** ID00

| <b>Class Code</b> | <b>Title of class</b>                                                           | <b>CB/ID</b> |
|-------------------|---------------------------------------------------------------------------------|--------------|
| 0320              | Undersecretary, Operations                                                      | E99          |
| 0321              | Chief, Office of Correctional Safety                                            | E99          |
| 0322              | Director, Division of Adult Institution                                         | E99          |
| 0533              | Director, Division of Adult Parole Operations                                   | E99          |
| 4167              | Undersecretary, 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 Eff. | 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 Population –Males Division of Adult Institutions    | E99          |
| 9081              | Deputy Director, Operations and Programs, Division of Juvenile Justice          | E99          |
| 9380              | Deputy Director, Internal Affairs                                               | E99          |
| 9593              | Superintendent                                                                  | E99          |
| 9625              | Warden/Department of Corrections                                                | E99          |
| 9649              | Chief, Contract Beds Unit                                                       | E99          |
| 9657              | Deputy Director, Facility Operations                                            | E99          |

Rates and Earnings ID:

| Rate<br><br>(Refer to appropriate rate criteria to determine eligibility) | Earnings<br>ID |
|---------------------------------------------------------------------------|----------------|
| 1. 2% Non-PERSable                                                        | 8HS1           |
| 2. 4% Non-PERSable                                                        | 8HS2           |
| 3. 6% Non-PERSable                                                        | 8HS3           |
| 4. 6% PERSable                                                            | 8HS4           |

Effective July 1, 2017, 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 above-mentioned classifications. 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 on July 1, 2017, shall receive 2% of base salary (non-PERSable) for the first 12 cumulative qualifying pay periods in any of the classifications listed above or the classifications listed in Pay Differential 420. Employees hired 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 listed above or the classifications listed in Pay Differential 420.
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 classifications listed above or the classifications listed in Pay Differential 420.
4. Employees in an eligible classification shall receive 6% of base pay (PERSable) per pay period after 24 cumulative qualifying pay periods in the same eligible classification.

**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 toward the pay differential. However, no time will be accumulated toward the pay

differential during the leave of absence.

**Upon movement to another eligible classification:**

Salary determinations shall be calculated using base salary only. Employees moving from one eligible classification to another eligible classification will retain qualifying time accrued toward this pay differential, however, qualifying time towards PERSability will reset when changing between eligible classifications.

**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 when returning to an eligible classification, however, qualifying time towards PERSability will only be retained when returning to the same eligible classification.

***If applicable, should pay differential be:***

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

**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<br>(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.

**Return to:** [Contents](#)

**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

| <b>Class Code</b> | <b>Class Title</b>                           | <b>CBID</b> |
|-------------------|----------------------------------------------|-------------|
| 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.

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**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 90<sup>th</sup> 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 |
|-----------------------------------------------|-------------|
| <b>12.136% of base salary, per pay period</b> | 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.

| <b><i>If Applicable, Should Pay Differential Be:</i></b> |         |
|----------------------------------------------------------|---------|
| 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     |

| <i>Inclusion in Rate to Calculate the Following Benefit Pay:</i> |     |
|------------------------------------------------------------------|-----|
| 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**

|                     |                                    |
|---------------------|------------------------------------|
| <b>Effective:</b>   | July 1, 2017                       |
| <b>Revised:</b>     | December 1, 2020                   |
| <b>Department:</b>  | California Health Benefit Exchange |
| <b>Schem Code:</b>  | KL00                               |
| <b>Class Title:</b> | Chief Medical Officer              |
| <b>Class Code:</b>  | 6618                               |
| <b>CBID:</b>        | E99                                |
| <b>Earnings ID:</b> | 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

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***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 |

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**4 – District Agricultural Associations****4.1 – DAA Retention Pay**

|                     |                                                                                                                                                                                    |
|---------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Effective:</b>   | July 1, 2004                                                                                                                                                                       |
| <b>Revised:</b>     | July 1, 2005, October 1, 2007, January 1, 2014, December 1, 2017                                                                                                                   |
| <b>Department:</b>  | Food and Agriculture                                                                                                                                                               |
| <b>Schem Code:</b>  | NX00                                                                                                                                                                               |
| <b>Class Title:</b> | Secretary-Manager VII, 22nd District – Del Mar Fair<br>Secretary-Manager VII, 32nd District – Orange County                                                                        |
| <b>Rate:</b>        | Up to 25%                                                                                                                                                                          |
| <b>Earnings ID:</b> | SL                                                                                                                                                                                 |
| <b>Class Title:</b> | Secretary-Manager VII, 22nd District – Del Mar Fair<br>Secretary-Manager VII, 32nd District – Orange County<br><br>Secretary-Manager V, 50 <sup>th</sup> Division – Lancaster Fair |
| <b>Rate:</b>        | Up to 20%                                                                                                                                                                          |
| <b>Earnings ID:</b> | SL                                                                                                                                                                                 |
| <b>Class Title:</b> | Secretary-Manager V, 1a District – Cow Palace                                                                                                                                      |
| <b>Rate:</b>        | Up to 15%                                                                                                                                                                          |
| <b>Earnings ID:</b> | 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 50<sup>th</sup> 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 22<sup>nd</sup> and 32<sup>nd</sup> 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***

|                        |                                                                |
|------------------------|----------------------------------------------------------------|
| <b>Effective date:</b> | July 1, 1998                                                   |
| <b>Revised:</b>        | July 1, 2000, October 1, 2025                                  |
| <b>Department:</b>     | Department of Education, School for the Deaf                   |
| <b>Schem Code:</b>     | NE10                                                           |
| <b>Class Title:</b>    | Site Superintendent, School for the Deaf                       |
| <b>Class Code:</b>     | 9199                                                           |
| <b>CB/ID:</b>          | M03                                                            |
| <b>Rate:</b>           | \$750, 1,000, \$1,250, \$1,500 \$1,750, \$2,000 per pay period |
| <b>Earnings ID:</b>    | 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<br>California School for the Deaf – Fremont<br>Diagnostic Center – North (Fremont) | \$1,200/month or<br>\$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***

|                     |                                                                       |
|---------------------|-----------------------------------------------------------------------|
| <b>Effective:</b>   | 7/1/2018                                                              |
| <b>Department:</b>  | Department of Education- State Special Schools and Diagnostic Centers |
| <b>Schem Code:</b>  | NE05, NE10, NE15                                                      |
| <b>Class Title:</b> | Exempt Special School Teachers                                        |
| <b>Class Code:</b>  | Various                                                               |
| <b>CB/ID:</b>       | BU 3 exempt employees                                                 |
| <b>Earnings ID:</b> | Please see civil service Pay Differential 29 for Earnings ID          |
| <b>Rate:</b>        | Please see civil service Pay Differential 29 for Rate                 |
| <b>Criteria:</b>    | Please see civil service Pay Differential 29                          |

***5.4 – Bilingual Differential Pay***

|                     |                                                                       |
|---------------------|-----------------------------------------------------------------------|
| <b>Effective:</b>   | 7/1/2018                                                              |
| <b>Department:</b>  | Department of Education- State Special Schools and Diagnostic Centers |
| <b>Schem Code:</b>  | NE05, NE10, NE15                                                      |
| <b>Class Title:</b> | Various                                                               |
| <b>Class Code:</b>  | Various                                                               |
| <b>CB/ID:</b>       | BU 3 exempt employees                                                 |
| <b>Earnings ID:</b> | Please see civil service Pay Differential 14 for Earnings ID          |
| <b>Rate:</b>        | Please see civil service Pay Differential 14 for Rate                 |
| <b>Criteria:</b>    | Please see civil service Pay Differential 14                          |

**5.5 – State Special Schools Fremont Workforce Stability Stipend****Effective date:** October 1, 2025

| <b>Classes/CBID</b>                                  | <b>Rate</b>                             | <b>Earnings ID</b> | <b>Department</b>                                                                                                                                                   |
|------------------------------------------------------|-----------------------------------------|--------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Exempt Classes with a CBID of R03, S03, M03, and R20 | \$800 increments, not to exceed \$4,800 | 9WF3               | California Department of Education:<br>California School for the Deaf in Fremont,<br>California School for the Blind in Fremont, and<br>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**Schem 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

**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<sup>1</sup> 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

Extra Hours.....No

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<sup>1</sup> A copy will be forwarded to the Department of Human Resources.

**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 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

***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 CalSTRS 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

| <b>Class Code</b> | <b>Class Title</b>                             | <b>CBID</b> |
|-------------------|------------------------------------------------|-------------|
| 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         |

| <b>Rate</b>             | <b>Earnings ID</b> |
|-------------------------|--------------------|
| 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.

| <b><i>If Applicable, Should Pay Differential Be:</i></b> |        |
|----------------------------------------------------------|--------|
| 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     |

| <b><i>Inclusion in Rate to Calculate the Following Benefit Pay:</i></b> |    |
|-------------------------------------------------------------------------|----|
| 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, 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 19<sup>th</sup> 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.

| <b><i>If Applicable, Should Pay Differential Be:</i></b> |         |
|----------------------------------------------------------|---------|
| 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     |

| <b><i>Inclusion in Rate to Calculate the Following Benefit Pay:</i></b> |    |
|-------------------------------------------------------------------------|----|
| 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**

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

**RATE B**

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

|  |                  |                        |     |
|--|------------------|------------------------|-----|
|  | 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

| <b>Class Code</b> | <b>Class Title</b>                                          | <b>CBID</b> |
|-------------------|-------------------------------------------------------------|-------------|
| 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 | <b>9K18</b> |
|----------------------|-------------|

#### **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<sup>1</sup>*

**(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.<sup>2</sup>

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<sup>1</sup> Added per legal decision, Nov. 7, 2019.

<sup>2</sup> Added by initiative Proposition 9, June 4, 1974.

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| ENVIRONMENTAL PROTECTION AGENCY                                                 | HA00       |                                                      |            |
| EQUALIZATION, BOARD OF                                                          | NL00       |                                                      |            |

| Agency or Department Name                                                | Dept. Code | Agency or Department Name                        | Dept. Code      |
|--------------------------------------------------------------------------|------------|--------------------------------------------------|-----------------|
| HIGH SPEED RAIL AUTHORITY, OFFICE OF THE IG                              | CE10       | MEDICAL ASSISTANCE COMMISSION, CALIFORNIA        | PA05            |
| HIGHWAY PATROL, CALIFORNIA                                               | CJ00       | MEDICAL BOARD OF CALIFORNIA                      | AB22            |
| HORSE RACING BOARD                                                       | AJ00       | MEDICAL MARIJUANA REGULATION, BUREAU OF          | AB54            |
| HOUSING AND COMMUNITY DEVELOPMENT                                        | AD00       | MEDICAL THERAPEUTICS & DRUG ADV. COUNCIL         | EM01            |
| HOUSING FINANCE AGENCY, CA                                               | AD50       | MENTAL HEALTH OVERSIGHT AND ACCOUNTABILITY COMM. | EP02            |
| HUMAN RESOURCES, DEPARTMENT OF INDEPENDENT CITIZEN'S OVERSIGHT COMMITTEE | DC00       | MENTAL HEALTH PLANNING COUNCIL                   | EM03            |
| INDEPENDENT LIVING COUNCIL, STATEWIDE                                    | SR00       | MILITARY DEPARTMENT                              | SP00            |
| INDUSTRIAL DEVELOPMENT FINANCING ADV. COMMIS.                            | ER00       | MOTOR VEHICLES                                   | CP00            |
| INDUSTRIAL RELATIONS                                                     | XO70       | NARCOTICS & DRUG ABUSE, ADV. COUNCIL ON          | SQ00            |
| INDUSTRIAL WELFARE COMMISSION                                            | FD00       | NATIVE AMERICAN HERITAGE COMMISSION              | SS00            |
| INFRASTRUCTURE BANK                                                      | FD25       | NATURAL RESOURCES AGENCY                         | GA00            |
| INSPECTOR GENERAL, OFFICE OF THE INSURANCE, DEPARTMENT OF                | PA53       | NATUROPATHIC MEDICINE COMMITTEE                  | AB61            |
| JOINT VENTURE POLICY ADVISORY BOARD                                      | TD00       | NEW MOTOR VEHICLE BOARD                          | CP05            |
| JUSTICE                                                                  | RD00       | OCCUPATIONAL SAFETY & HEALTH, DIV. OF            | FD20            |
| JUVENILE HEARINGS, BOARD OF                                              | ID10       | OCCUPATIONAL THERAPY, BOARD OF                   | AB40            |
| LABOR & WORKFORCE DEVELOPMENT AGENCY                                     | SB00       | OCEAN PROTECTION COUNCIL                         | GA05            |
| LABOR STANDARDS ENFORCEMENT, DIVISION OF                                 | IQ00       | OFFICE OF EMERGENCY SERVICES                     | PA55            |
| LABOR STATISTICS & RESEARCH, DIV. OF                                     | FA00       | OPTOMETRY, STATE BOARD OF                        | AB24            |
| LANDS COMMISSION, STATE                                                  | FD30       | OSHA APPEALS BOARD                               | FD40            |
| LAW REVISION COMMISSION, CALIFORNIA                                      | FD35       | OSHA STANDARDS BOARD                             | FD45            |
| LEGISLATIVE COUNSEL BUREAU, LIBRARY, CALIFORNIA STATE                    | GM00       | OSTEOPATHIC MEDICAL BOARD                        | AB55            |
| LICENSED BLIND VENDORS, COMMITTEE OF                                     | SD00       | <b>P</b>                                         |                 |
| LIEUTENANT GOVERNOR                                                      | SL00       | PARAMEDIC DISCIPLINARY REVIEW BOARD              | EJ10            |
| LITTLE HOOVER COMMISSION                                                 | SM00       | PARKS AND RECREATION                             | GK00            |
| LOCAL INVESTMENT ADVISORY BOARD                                          | LP00       | PAROLE HEARINGS, BOARD OF                        | IP00            |
| LOTTERY COMMISSION, CALIFORNIA STATE                                     | NF00       | PEACE OFFICERS STANDARDS & TRAINING, COMM. ON    | SB10            |
| MANAGED HEALTH CARE, DEPARTMENT OF                                       | EQ02       | PESTICIDE REGULATION                             | HE00            |
| MANAGED RISK MEDICAL INSURANCE BOARD                                     | SM00       | PHARMACY, CALIFORNIA STATE BOARD OF              | AB25            |
|                                                                          | LP00       | PHYSICAL THERAPY BOARD                           | AB22D           |
|                                                                          | XO45       | PHYSICIAN ASSISTANT COMMITTEE                    | AB22F           |
|                                                                          | SN00       | PHYSICIANS' PEER COUNSELING PANEL                | AB22E           |
|                                                                          |            | PILOT COMMISSIONERS, BOARD OF                    | CB00            |
|                                                                          |            | <del>PLANNING AND RESEARCH, OFFICE OF</del>      | <del>PA40</del> |
|                                                                          |            | LAND USE AND CLIMATE INNOVATION                  | PA40            |

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| PODIATRIC MEDICINE, CALIFORNIA BOARD OF                           | AB22G      | SAN DIEGO RIVER CONSERVANCY                                                    | GX00         |
| POLLUTION CONTROL FINANCING AUTHORITY, CALIF.                     | XO25       | SAN FRANCISCO BAY CONSV. & DEVEL. COMMISSION                                   | GL00         |
| POLYGRAPH EXAMINERS BOARD                                         | AB35       | SAN GABRIEL & LOWER LA RIVERS & MNTS CONSERVANCY                               | GV00         |
| POOLED MONEY INVESTMENT BOARD                                     | XO10       | SAN JOAQUIN RIVER CONSERVANCY                                                  | GK01         |
| POSTSECONDARY EDUCATION COMMISSION, CALIFORNIA <sup>1</sup>       | NH00       | SANTA MONICA MOUNTAINS CONSERVANCY                                             | XA00         |
| PRISON INDUSTRY AUTHORITY                                         | ID05       | SCHOLARSHARE INVESTMENT BOARD                                                  | XO55         |
| PRIVATE POSTSECONDARY EDUCATION, BUREAU FOR                       | AB38       | SCHOOL FINANCE AUTHORITY, CALIFORNIA                                           | XO15         |
| PRIVATE SECURITY SERVICES, ADVISORY BD.                           | AB08B      | SCIENTIFIC ADV. COMMITTEE ON ACID DEPOSITION                                   | HB01         |
| PROFESSIONAL ENGINEERS & LAND SURVEYORS, AND GEOLOGISTS, BOARD OF | AB28       | SCIENTIFIC REVIEW PANEL ON TOXIC AIR CONTAM                                    | HB02         |
| PROFESSIONAL FIDUCIARIES BUREAU                                   | AB11       | SECRETARY OF STATE, OFFICE OF THE SECURITY & INVESTIGATIVE SERVICES, BUREAU OF | XD00<br>AB08 |
| PSYCHOLOGY, BOARD OF                                              | AB37       | SEISMIC SAFETY COMMISSION                                                      | AL00         |
| PUBLIC BROADCASTING COMMISSION, CA <sup>2</sup>                   | -          | SERVICE AND COMMUNITY ENGAGEMENT, GOV. OFFICE OF                               | PA??         |
| PUBLIC DEFENDER, STATE                                            | VS00       | SIERRA NEVADA CONSERVANCY BOARD                                                | GY00         |
| PUBLIC EMPLOYEES' RETIREMENT SYSTEM                               | DF00       | SOCIAL SERVICES                                                                | ES00         |
| PUBLIC EMPLOYMENT RELATIONS BOARD                                 | FF00       | SPEECH-LANGUAGE PATHOLOGY & AUDIOLOGY & HEARING AID DISPENSERS BOARD           | AB34         |
| PUBLIC HEALTH                                                     | EN00       | STATE AND COMMUNITY CORRECTIONS, BOARD OF                                      | IG00         |
| PUBLIC UTILITIES COMMISSION                                       | VV00       | STATE HOSPITALS                                                                | EP00         |
| QUALITY EDUCATION COMMISSION                                      | NE30       | STATE MANDATES, COMMISSION ON                                                  | LQ00         |
| REAL ESTATE, BUREAU OF                                            | AB51       | STATE PERSONNEL BOARD                                                          | DI00         |
| REAL ESTATE, DEPARTMENT OF                                        | AP00       | STATE REHABILITATION COUNCIL                                                   | EQ03         |
| REGENERATIVE MEDICINE, INSTITUTE FOR                              | ZZ00       | STATUS OF WOMEN, COMMISSION ON                                                 | XJ00         |
| REGISTERED NURSING, BOARD OF                                      | AB27       | STRUCTURAL PEST CONTROL BOARD                                                  | AB53         |
| REHABILITATION                                                    | EQ00       | STUDENT AID COMMISSION                                                         | XK00         |
| RESOURCES, RECYCLING, AND RECOVERY                                | HH00       | SUMMER SCHOOL FOR THE ARTS                                                     | NE20         |
| RESPIRATORY CARE BOARD OF CA                                      | AB22I      | SYSTEMS INTEGRATION, OFFICE OF                                                 | EA02         |
| SACRAMENTO-SAN JOAQUIN DELTA CONSERVANCY                          | GP00       | TAHOE CONSERVANCY, CALIFORNIA                                                  | GR00         |
|                                                                   |            | TAX APPEALS, OFFICE OF                                                         | DL00         |

<sup>1</sup> This commission exists in the statutes but is not funded in the state budget.

<sup>2</sup> Ibid.

| Agency or Department Name                                 | Dept. Code | Agency or Department Name                      | Dept. Code |
|-----------------------------------------------------------|------------|------------------------------------------------|------------|
| TAX FEE AND ADMINISTRATION                                | DK00       | VETERANS AFFAIRS                               | AV00       |
| TAX CREDIT ALLOCATION COMMISSION                          | XO20       | VETERANS' HOME OF CALIFORNIA                   | AV01       |
| TAX PREPARERS PROGRAM                                     | AB10       | VETERINARY MEDICAL BOARD                       | AB32       |
| TEACHER CREDENTIALING,<br>COMMISSION ON                   | XM00       | VICTIM COMPENSATION CLAIMS BOARD               | DJ00       |
| TEACHERS RETIREMENT SYSTEM, STATE                         | DG00       | VOCATIONAL EDUC. & TECH. TRG., ADV.<br>COUNCIL | XS00       |
| TECHNOLOGY, DEPARTMENT OF                                 | DD00       | VOCATIONAL NURSING & PSYCHIATRIC               | AB33       |
| TOXIC SUBSTANCES CONTROL                                  | HF00       | TECHNICIANS, BOARD OF                          |            |
| TRAFFIC SAFETY, OFFICE OF                                 | CA03       | VOCATIONAL REHABILITATION APPEALS<br>BOARD     | EQ01       |
| TRANSPORTATION                                            | CT00       | VOTING MACHINES & VOTE                         | XT00       |
| TRANSPORTATION AGENCY                                     | CA00       | TABULATION DEVICES, CO                         |            |
| TRANSPORTATION COMMISSION                                 | CD00       | WATER COUNCIL, CALIFORNIA-WESTERN<br>STATES    | GQ00       |
| TREASURER, STATE                                          | XO00       | WATER RESOURCES                                | GO00       |
| TRIBAL ADVISOR, OFFICE OF THE<br>GOVERNOR'S               | PA10       | WATER RESOURCES CONTROL BOARD                  | HG00       |
| UNDERGROUND FACILITIES SAFE<br>EXCAVATION BOARD (SAFE DIG | GA10       | WORKERS' COMPENSATION, DIVISION<br>OF          | FD15       |
| UNEMPLOYMENT INSURANCE APPEALS<br>BOARD                   | FC01       | WORKFORCE INVESTMENT BOARD, CA                 | FE00       |
| UNIFORM STATE LAWS, COMMISSION<br>ON                      | SL05       | YOUTH EMPOWERMENT COMMISSION,<br>CA            | PE00       |
| URBAN WATERFRONT RESTORATION<br>FINANCING AUTH.           | XO05       |                                                |            |

## 15 – Index by Department (Schem.) Code

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

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| <b>CA00</b>           | <b>TRANSPORTATION AGENCY</b>                   | EJ00                  | EMERGENCY MEDICAL SERVICES<br>AUTHORITY                 |
| CA03                  | TRAFFIC SAFETY, OFFICE OF                      | EJ10                  | PARAMEDIC DISCIPLINARY REVIEW<br>BOARD                  |
| CB00                  | PILOT COMMISSIONERS, BOARD OF                  | EK00                  | MANAGED HEALTH CARE, DEPARTMENT<br>OF                   |
| CD00                  | TRANSPORTATION COMMISSIONS                     | EM00                  | HEALTH CARE SERVICES                                    |
| CE00                  | HIGH SPEED RAIL AUTHORITY                      | EM01                  | MEDICAL THERAPEUTICS & DRUG ADV.<br>COUNCIL             |
| CE10                  | HIGH SPEED RAIL AUTHORITY, OFFICE OF<br>THE IG | EM02                  | CANCER ADVISORY COUNCIL                                 |
| CJ00                  | HIGHWAY PATROL, CALIFORNIA                     | EM03                  | MENTAL HEALTH PLANNING COUNCIL                          |
| CP00                  | MOTOR VEHICLES                                 | EN00                  | PUBLIC HEALTH                                           |
| CP05                  | NEW MOTOR VEHICLE BOARD                        | EP00                  | STATE HOSPITALS                                         |
| CT00                  | TRANSPORTATION                                 | EP02                  | MENTAL HEALTH OVERSIGHT AND<br>ACCOUNTABILITY COMM.     |
| <b>DA00</b>           | <b>GOVERNMENT OPERATIONS AGENCY</b>            | EQ00                  | REHABILITATION                                          |
| DA10                  | DATA AND INFORMATION, OFFICE OF                | EQ01                  | VOCATIONAL REHABILITATION APPEALS<br>BOARD              |
| DA20                  | CRADLE TO CAREER. OFFICE OF                    | EQ02                  | LICENSED BLIND VENDORS, COMMITTEE<br>OF                 |
| DB00                  | GENERAL SERVICES                               | EQ03                  | STATE REHABILITATION COUNCIL                            |
| DC00                  | HUMAN RESOURCES, DEPARTMENT OF                 | ER00                  | INDEPENDENT LIVING COUNCIL,<br>STATEWIDE                |
| DD00                  | TECHNOLOGY, DEPARTMENT OF                      | ES00                  | SOCIAL SERVICES                                         |
| DE00                  | ADMINISTRATIVE LAW, OFFICE OF                  | EV00                  | HEALTH CARE ACCESS AND<br>INFORMATION                   |
| DF00                  | PUBLIC EMPLOYEES' RETIREMENT<br>SYSTEM         | EV01                  | HEALTH ADVISORY COUNCIL                                 |
| DG00                  | TEACHERS RETIREMENT SYSTEM, STATE              | EV02                  | HEALTH MANPOWER COMMISSION                              |
| DH00                  | FRANCHISE TAX BOARD                            | EV03                  | HEALTH POLICY & DATA ADVISORY<br>COMMISSION             |
| DI00                  | STATE PERSONNEL BOARD                          | EV04                  | HEALTH PROFESSIONS EDUCATION<br>FOUNDATION              |
| DJ00                  | VICTIM COMPENSATION CLAIMS BOARD               | EV05                  | HEALTH CARE PAYMENTS DATA<br>PROGRAM ADVISORY COMMITTEE |
| DK00                  | TAX AND FEE ADMINISTRATION                     | EV06                  | HEALTH CARE AFFORDABILITY BOARD                         |
| DL00                  | TAX APPEALS, OFFICE OF                         | <b>FA00</b>           | <b>LABOR &amp; WORKFORCE DEVELOPMENT<br/>AGENCY</b>     |
| <b>EA00</b>           | <b>HEALTH AND HUMAN SERVICES<br/>AGENCY</b>    | FB00                  | AGRICULTURAL LABOR RELATIONS<br>BOARD                   |
| EA02                  | OFFICE OF SYSTEM INTEGRATION                   | FC00                  | EMPLOYMENT DEVELOPMENT                                  |
| EA04                  | MANAGED RISK MEDICAL INSURANCE<br>BOARD        | FC01                  | UNEMPLOYMENT INSURANCE APPEALS<br>BOARD                 |
| EC00                  | AGING                                          | FC02                  | EMPLOYMENT TRAINING PANEL                               |
| EC05                  | AGING, COMMISSION ON                           | FD00                  | INDUSTRIAL RELATIONS                                    |
| ED00                  | CHILD SUPPORT SERVICES                         | FD05                  | APPRENTICESHIP STANDARDS, DIV. OF                       |
| EE00                  | ALCOHOL AND DRUG PROGRAMS                      |                       |                                                         |
| EF00                  | COMMUNITY SERVICES AND<br>DEVELOPMENT          |                       |                                                         |
| EG00                  | DEVELOPMENTAL DISABILITIES,<br>COUNCIL ON      |                       |                                                         |
| EG00A                 | DEVELOPMENTAL DISABILITIES, AREA<br>BOARDS ON  |                       |                                                         |
| EH00                  | DISABILITY ACCESS, CALIFORNIA<br>COMMISSION ON |                       |                                                         |
| EI00                  | DEVELOPMENTAL SERVICES                         |                       |                                                         |

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| FD10                  | APPRENTICESHIP COUNCIL                                     | GV00                  | SAN GABRIEL & LOWER LA RIVERS &                   |
| FD15                  | WORKERS' COMPENSATION, DIVISION<br>OF                      |                       | MNTS CONSERVANCY                                  |
| FD20                  | OCCUPATIONAL SAFETY & HEALTH, DIV.<br>OF                   | GV50                  | SANTA MONICA MOUNTAINS<br>CONSERVANCY             |
| FD25                  | INDUSTRIAL WELFARE COMMISSION                              | GW00                  | DELTA STEWARDSHIP COUNCIL                         |
| FD30                  | LABOR STANDARDS ENFORCEMENT,<br>DIVISION OF                | GX00                  | SAN DIEGO RIVER CONSERVANCY                       |
| FD35                  | LABOR STATISTICS & RESEARCH, DIV. OF                       | GY00                  | SIERRA NEVADA CONSERVANCY BOARD                   |
| FD40                  | OSHA APPEALS BOARD                                         | GZ00                  | EXPOSITION PARK (6th DAA)                         |
| FD45                  | OSHA STANDARDS BOARD                                       | GZ10                  | CALIFORNIA SCIENCE CENTER                         |
| FD50                  | FAST FOOD COUNCIL                                          | GZ20                  | AFRICAN AMERICAN MUSEUM                           |
| FE00                  | WORKFORCE INVESTMENT BOARD, CA                             | <b>HA00</b>           | <b>ENVIRONMENTAL PROTECTION<br/>AGENCY</b>        |
| FF00                  | PUBLIC EMPLOYMENT RELATIONS<br>BOARD                       | HB00                  | AIR RESOURCES BOARD                               |
| <b>GA00</b>           | <b>NATURAL RESOURCES AGENCY</b>                            | HB01                  | SCIENTIFIC ADV. COMMITTEE ON ACID<br>DEPOSITION   |
| GA01                  | CONSERVATION CORPS, CALIFORNIA                             | HB02                  | SCIENTIFIC REVIEW PANEL ON TOXIC AIR<br>CONTAM    |
| GA05                  | OCEAN PROTECTION COUNCIL                                   | HC00                  | ENVIRONMENTAL HEALTH HAZARD<br>ASSESSMENT, OFFICE |
| GA10                  | UNDERGROUND FACILITIES SAFE<br>EXCAVATION BOARD (SAFE DIG) | HE00                  | PESTICIDE REGULATION                              |
| GD00                  | COASTAL COMMISSION, CALIFORNIA                             | HF00                  | TOXIC SUBSTANCES CONTROL                          |
| GE00                  | COASTAL CONSERVANCY                                        | HG00                  | WATER RESOURCES CONTROL BOARD                     |
| GF00                  | COLORADO RIVER BOARD                                       | HH00                  | RESOURCES, RECYCLING, AND<br>RECOVERY             |
| GG00                  | CONSERVATION                                               | <b>ID00</b>           | <b>CORRECTIONS AND REHABILITATION</b>             |
| GH00                  | ENERGY COMMISSION                                          | ID05                  | PRISON INDUSTRY AUTHORITY                         |
| GI00                  | FISH AND GAME                                              | ID10                  | JOINT VENTURE POLICY ADVISORY<br>BOARD            |
| GJ00                  | FORESTRY AND FIRE PROTECTION &<br>FIRE MARSHAL, STATE      | ID30                  | CORRECTIONAL INDUSTRIES<br>COMMISSION             |
| GK00                  | PARKS AND RECREATION                                       | IG00                  | STATE AND COMMUNITY CORRECTIONS,<br>BOARD OF      |
| GK01                  | SAN JOAQUIN RIVER CONSERVANCY                              | IP00                  | PAROLE HEARINGS, BOARD OF                         |
| GL00                  | SAN FRANCISCO BAY CONSV. & DEVEL.<br>COMMISSION            | IQ00                  | JUVENILE HEARINGS, BOARD OF                       |
| GM00                  | LANDS COMMISSION, STATE                                    |                       | <b>Non-Agency Departments</b>                     |
| GO00                  | WATER RESOURCES                                            | JC00                  | ARTS COUNCIL, CALIFORNIA                          |
| GO01                  | CENTRAL VALLEY FLOOD PROTECTION<br>BOARD                   | KL00                  | HEALTH BENEFIT EXCHANGE,<br>CALIFORNIA            |
| GP00                  | SACRAMENTO-SAN JOAQUIN DELTA<br>CONSERVANCY                | LA00                  | COMMUNITY COLLEGES, CALIFORNIA                    |
| GQ00                  | WATER COUNCIL, CALIFORNIA-WESTERN<br>STATES                | LC00                  | CRIME CONTROL & VIOLENCE, CALIF.<br>COMMISSION    |
| GR00                  | TAHOE CONSERVANCY, CALIFORNIA                              | LE00                  | EXPOSITION AND STATE FAIR,<br>CALIFORNIA          |
| GS00                  | DELTA PROTECTION COMMISSION                                | LG00                  | FISCAL INFORMATION SYSTEM,<br>CALIFORNIA          |
| GT00                  | COACHELLA VALLEY MOUNTAINS<br>CONSERVANCY                  |                       |                                                   |
| GU00                  | BALDWIN HILLS CONSERVANCY                                  |                       |                                                   |

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

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