ALTERNATE RANGE CRITERIA 4

Established 5/1/51
Revised 3/17/82

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

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

Range C. This range shall apply when the examination meets all the following conditions:

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

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

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

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

5. The location of employment is in the State of California, and does not meet the criteria for Range D.

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

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

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

ALTERNATE RANGE CRITERIA 7

Revised 12/3/75

Range A. This range shall apply to an incumbent in a position who does not meet the criteria for payment at either Range B or Range C but who possesses a degree of doctor of philosophy or an equivalent doctoral degree from a recognized university with a major in microbiology or a related speciality, and who possesses a valid certificate in Public Health and Medical Laboratory Microbiology or Bacteriology issued by the American Board of Microbiology.

Range B. This range shall apply to an incumbent who is eligible for examination for a Medical Speciality Certificate or American Osteopathic Specialty Certificate as evidenced by a written statement from the secretary of the American Board of Preventive Medicine, the American Board of Internal Medicine, the American Board of Pathology, the American Osteopathic Board of Preventive Medicine, the American Osteopathic Board of Internal Medicine, or the American Osteopathic Board of Pathology.

Range C. This range shall apply to an incumbent who possesses a valid Medical Specialty Certificate or American Osteopathic Specialty Certificate issued by the American Board of Preventive Medicine, the American Board of Internal Medicine, the American Board of Pathology, the American Osteopathic Board of Preventive Medicine, the American Osteopathic Board of Internal Medicine or the American Osteopathic Board of Pathology.

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

ALTERNATE RANGE CRITERIA 8

Revised 12/18/74

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

1. Incumbents in any medical class having such a range, who have been accepted at some time for an examination for a medical specialty certificate as evidenced by a written statement from the secretary of an American Medical Specialty Board or an American Osteopathic Specialty Board.

2. Incumbents of classes who have completed three years of approved residency training in an accepted medical or osteopathic specialty in an approved hospital or institution.

3. Incumbents in a class who have completed one year of full-time paid public health medical experience in a public health agency, and one year of academic training on the graduate level in public health and preventive medicine, and one year of approved residency training in public health and preventive medicine.

Range C. This range shall apply to incumbents in any medical class having such a range who possess a valid medical or osteopathic specialty certificate issued by an American Medical Specialty Board or an American Osteopathic Specialty Board.

INCENTIVE INCREASES

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

ALTERNATE RANGE CRITERIA 9

Revised 11/2/95

When an employee enters State service in a hospital residency program in the class of Medical Resident (Various Specialties) or Preventive Medicine Resident, he/she shall be appointed to the appropriate range according to the following criteria.

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

Range B. This range shall apply to persons who possess a valid license to practice medicine in California or any other state.

Range C. This range shall apply to persons who have completed one year of an approved residency in an appropriate specialty or combined specialty/subspecialty program; and who possess a valid license to practice medicine in California or any other state.

Range D. This range shall apply to persons who have completed two years of an approved residency in an appropriate specialty or combined specialty/subspecialty program; and who possess a valid license to practice medicine in California or any other state.

Range E. This range shall apply to persons who have completed three years of an approved residency in an appropriate specialty and have enrolled in an approved subspecialty program, or who have completed three years of an approved combined specialty/subspecialty program; and who possess a valid license to practice medicine in California or any other state.

Range F. This range shall apply to persons who have completed an approved three-year residency program in an appropriate specialty and one year in an approved subspecialty residency program; and who possess a valid license to practice medicine in California or any other state.

When the requirements for the particular criteria are met and upon recommendation of the appointing power, the employee shall be moved to the next higher range.

ALTERNATE RANGE CRITERIA 11

Revised: 1/1/94
Amended: 4/18/06, Pay Letter 06-36; 8/1/07 Pay Letters 07-54 and 07-55

When an employee who possesses the required teaching credential enters State service in one of the teaching classes, he/she shall be appointed to the first rate of the appropriate range in terms of the following criteria:

> NOTE: These criteria are not minimum qualifications. The minimum qualifications, including the credential required, are contained in the class specifications. These criteria are to be used only for determining appointment salary or hiring rate based on academic preparation required, or in addition to that necessary to obtain the appropriate credential. The minimum qualifications as set forth in the specification determine eligibility for the class or position.

RANGES	ACADEMIC
A, J, T, and 1	Academic preparation totaling less than a bachelor's degree
B, K, U, and 2	Possession of a bachelor's degree.

RANGES	ACADEMIC	VOCATIONAL
C, L, V, and 3	Possession of a bachelor's degree plus 12 upper division or graduate units which were not counted toward the degree.	Three years' experience with graduation from high school.

D, M, W, and 4	Possession of a bachelor's degree plus 24 upper division or graduate units which were not counted toward the degree.	Three years of journeyman experience with graduation from high school.

Prior teaching experience shall not affect the entrance rate under these criteria. No initial appointment shall be made above Range D, M, W, or 4. The provisions of Government Code Section 19836 may be applied for hiring above minimum in Range A, B, C, D, J, K, L, M, T, U, V, W, 1, 2, 3, or 4.

9-12 PAY OPTION

When a full-time employee with permanent or probationary status in a civil service position requiring teacher certification qualifications and performance of teaching duties elects to be employed and paid under the provisions of the 9-12 Pay Plan:

> Regular monthly salary times 9 divided by 12 equals 9-12 Pay Plan gross monthly installment.

10-12 PAY OPTION

When a full-time employee with permanent or probationary status in a civil service position requiring teacher certification qualifications and performance of teaching duties elects to be employed and paid under the provisions of the 10-12 Pay Plan:

> Regular monthly salary times 10 divided by 12 equals 10-12 Pay Plan gross monthly installment.

11-12 PAY OPTION

When a full-time employee with permanent or probationary status in a civil service position requiring teacher certification qualifications and performance of teaching duties elects to be employed and paid under the provisions of the 11-12 Pay Plan:

> Regular monthly salary times 11 divided by 12 equals 11-12 Pay Plan gross monthly installment.

INCENTIVE INCREASES

When a teacher receiving less than Range F under the regular pay plan or less than Range P under the 10-12 Pay Plan, or less than Range Y under the 9-12 Pay Plan, or less than Range 6 under the 11-12 Pay Plan, completes at least six units in college level courses approved by his/her department and taken after appointment, he/she shall be entitled to an increase under the provisions of DPA Rule 599.681. Such an advance shall be known as an "incentive increase." No employee shall receive more than one incentive increase in any calendar year.

DEPARTMENT OF CORRECTIONS AND REHABILITATION, EDUCATIONAL AND VOCATIONAL PROGRAMS SALARY SCHEDULE

Range 7

This range shall apply to incumbents employed as Teachers, Vocational Instructors, Specialists, School Psychologists, or credentialed/in good standing Reentry Program Instructors at the California Department of Corrections and Rehabilitation only. Employees shall be compensated in accordance with the academic calendar schedule established by California Department of Corrections and Rehabilitation Education and Vocational Programs. See Section 8 Variable Compensation for the established rates for the respective location the incumbent is employed.

All employees hired in the DJJ Program prior to April 1, 2006 will be initially placed into the salary schedule, based upon current salary and qualifications, and will move in range upon completion of 12 credits/units. Future advancement through the ranges on the salary schedule shall be based upon earning 12 units for each future range advancement, through Range E.

Employees shall be placed on the salary schedule first, by education above the Bachelors Degree, or for career-technical teachers, the equivalent of a Bachelors Degree (High School Diploma plus seven (7) years of college work and in trade work experience) and second, by years of full-time credentialed teaching experience.

For new employees hired in the California Department of Corrections and Rehabilitation Educational and Vocational Programs, outside qualifying experience in a full-time credentialed teaching position can be used to place the employee into the salary schedule up to a maximum of Step 10.

Acceptable credits will be limited to new semester (or equivalent quarter) credits earned in an accredited college or university, including credits for continuing education courses, if taken from an accredited college or university. In addition, vocational education teachers shall receive one (1) unit of semester credit for each forty-five (45) hours worked in industry in a position directly related to the teacher's vocational education instructional area. College credits, continuing education credits and any work credits from industry for vocational education teachers will be directly related to the employee's position and not be a repetition of previously acquired credits or work experience.

Continuing education units required for current professional license/certification and/or continuing education units or work experience directly related to course curriculum and/or professional development, that are offered by approved providers may be accepted for salary advancement with prior approval from an immediate supervisor.

For the purpose of salary advancement, employees may also receive both professional growth and salary advancement as long as there has been prior approval for such an action from an immediate supervisor or program director as follows:

- Credits used for salary advancement shall be directly related to the field of instruction of the teacher or specialist seeking credit.

- In lieu credit may be granted for engaging in projects and/or California Department of Corrections and Rehabilitation Educational and Vocational Programs approved workshops regarding the improvement of instruction and curriculum within the teacher's school or community at the rate of fifteen (15) hours equal one credit.

- No more than three (3) credits will be granted in one academic calendar year.

ALTERNATE RANGE CRITERIA 13

Established 3/2/77
Revised 4/1/97

Range A. This range shall apply to incumbents who are eligible for licensure as Respiratory Care Practitioners as determined by the Respiratory Care Board of California. Range A incumbents must be directly supervised by a Licensed Respiratory Care Practitioner.

Range B. This range shall apply to persons who are licensed as Respiratory Care Practitioners (have education and examination as currently required) or who hold a private credential as a Certified Respiratory Therapy Practitioner from the National Board for Respiratory Care.

Range C. This range shall apply to persons who are licensed as a Respiratory Care Practitioner and hold a private credential as a Registered Respiratory Therapist from the National Board for Respiratory Care.

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

ALTERNATE RANGE CRITERIA 14

Established 10/21/81

Range A. This range applies to all nonmedical research personnel and to medical personnel who have neither been certified by one of the American Medical Specialty Boards or American Osteopathic Specialty Board nor been accepted at some time for the examination for such certification.

Range B. This range applies to medical research personnel who have been accepted at some time for an examination for a Medical Specialty Certificate or Osteopathic Specialty Certificate as evidenced by a written statement from the secretary of an American Medical Specialty Board or American Osteopathic Specialty Board.

Range C. This range applies to medical research personnel who have been certified by an American Medical Specialty Board or an American Osteopathic Specialty Board.

INCENTIVE INCREASES

When a physician employee qualifies under the established criteria for advancement from Range A to Range B or from Range B to Range C, he/she may upon recommendation of the appointing power, receive a rate under the provisions of DPA Rule 599.681. Such an advance shall be known as an "incentive increase."

ALTERNATE RANGE CRITERIA 15

Revised 12/18/74

Range A. This range applies to medical research personnel who have neither been certified by one of the American Medical Specialty Boards or American Osteopathic Specialty Boards nor been accepted at some time for the examination for such certification, and to nonmedical research personnel who meet the minimum qualifications for the class but are not eligible for a higher range.

Range B. This range applies to medical research personnel who have been accepted at some time for an examination for a Medical Specialty Certificate or Osteopathic Specialty Certificate as evidenced by a written statement from the secretary of an American Specialty Board or American Osteopathic Specialty Board.

Range C. This range applies to medical research personnel who have been certified by an American Medical Specialty Board or American Osteopathic Specialty Board or to research personnel who, in addition to the qualifications for Range A have achieved wide professional recognition as a result of the original research contributions found in their published research findings in a field appropriate to the applicable scientific research study.

Range D. This range applies to medical or other research personnel who, in addition to meeting the requirements for Range C, have achieved outstanding professional reputations in a field appropriate to the applicable research study as evidenced by:

1. The receipt of nationally recognized awards for outstanding research achievements. or

2. Membership in nationally recognized professional organizations based on outstanding research accomplishments. or

3. The recognition of the outstanding qualifications of an individual to do original research work by a group of highly qualified industrial, university, or governmental research personnel.

ADMINISTRATION OF NONMEDICAL ALTERNATE RANGE CRITERIA

In interpretation of the above criteria, the eligibility for payment of the nonmedical alternate ranges shall be based upon assessment of the demonstrated competence of the employee for original research activity as evidenced by:

1. The employee's academic preparation and background. or

2. The extent, quality, and originality of the employee's previously published research findings. or

3. The recognition the employee has been afforded in his/her field (as evidenced by awards, membership in national research organizations, academic status, etc.). or

4. The employee's previous salary history for research activity.

This assessment and a recommendation of appropriate alternate range shall be made by the operating agency, substantiated by evaluations of competent authorities in appropriate fields from universities and public and private research organizations, subject to the approval of the Director of the Department of Personnel Administration.

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

INCENTIVE INCREASES

When an employee qualifies under the established criteria for advancement from one range to a higher range in the class, he/she may upon the recommendation of the appointing power, receive a rate in the higher salary range one step above the rate he/she has last received in the range he/she is leaving. Such an advance shall be known as an "incentive increase." The employee shall retain his/her anniversary date.

ALTERNATE RANGE CRITERIA 16

Established 3/30/77

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

Range B. This range shall apply to persons who have satisfactorily completed one year of experience as a Telecommunications Assistant, Range A, and 12 units of certified course of study in electronics technology from an accredited junior college or comparable institution. (Electronic education above the 12 units may be substituted for the one year of experience on the basis of 15 units of education being equivalent to six months of experience.)

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

ALTERNATE RANGE CRITERIA 18

Established 4/14/77

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

Range B. This range shall apply to incumbents who have 12 months of satisfactory experience in:

1. Range A. or

2. Investigative criminal or civil tax fraud experience comparable to that of a Special Agent of the Intelligence Division of the Internal Revenue Service or the Federal Bureau of Investigation.

and

Nine units of law enforcement classes including basic criminal investigation, criminal court procedure and laws of evidence.

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

ALTERNATE RANGE CRITERIA 19

Established 1/8/60

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

Range B. Possession of an LL.B. degree and a degree or certificate showing completion of one year of graduate study in an accredited library school.

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

ALTERNATE RANGE CRITERIA 20

Established 4/28/77
Revised 9/1/88; 10/1/08, PL 08-34 and 08-37; 11/10/25 PL 25-41

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

Range B. This range shall apply to individuals who have satisfactorily completed the equivalent of six months of Labor Compliance Representative, Range A, experience.

Range C. This range shall apply to individuals who have graduated from a recognized four-year accredited college or university; or who have satisfactorily completed the equivalent of 12 months of Labor Compliance Representative Range B experience or 18 months of Labor Compliance Representative experience.

When the requirements for the particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of California Code of Regulations, title 2, section (CCR) 599.674, except that upon movement to Range C, the provisions of CCR 599.676 shall apply.

ALTERNATE RANGE CRITERIA 22

Effective 5/25/77

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

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

Range B. This range shall apply to persons who have satisfactorily completed one of the following:

1. Six months of full-time work experience equivalent to the duties of a Computer Operator or Data Processing Technician, Range A.

   This experience must be beyond that which is required to satisfy the minimum qualifications for Computer Operator or Data Processing Technician; or

2. Twelve months of full-time work experience performing the duties equivalent to Service Assistant (EDP Operations).

ALTERNATE RANGE CRITERIA 23

Established 6/8/77
Revised 6/7/82
Effective 1/15/81

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

Range B. This range applies to employees who have either: (1) six months of experience performing the duties of a Management Services Technician, Range A, and six semester or nine quarter units of college courses in English, public or business administration, accounting, statistics, or a subject area closely related to the work of a Management Services Technician as determined by the appointing power; or (2) one year of experience performing the duties at a level of responsibility equivalent to Office Technician; or (3) the equivalent to graduation from college with any major.

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

ALTERNATE RANGE CRITERIA 24

Established 7/21/77
Revised 7/31/08, Pay Letters 08-29 and 08-37

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

Range B. This range shall apply to persons who have satisfactorily completed the equivalent of six months of an Environmental Planner (Range A) or six months of experience performing planning activities in a governmental, urban or regional setting with duties similar to those of an Environmental Planner.

Range C. This range shall apply to individuals who have graduated from a recognized four-year accredited college or university; or who satisfactorily completed the equivalent of 12 months of Environmental Planner (Range B) experience; or may apply to persons who have the equivalent of 18 months of satisfactory experience outside the State service in a governmental, urban or regional setting performing duties similar to those of an Environmental Planner.

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

ALTERNATE RANGE CRITERIA 25

Established 7/21/77
Revised 9/1/88
Revised 7/31/08, Pay Letters 08-29 and 08-37

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

Range B. This range shall apply to persons who have satisfactorily completed the equivalent of six months of Transportation Planner (Range A) experience or six months' experience performing transportation planning activities in a governmental, regional, or local setting with duties similar to those of a Transportation Planner, Community or Land Use Planner.

Range C. This range shall apply to persons who have graduated from a recognized four-year accredited college or university or who have satisfactorily completed the equivalent of 12 months of experience as a Transportation Planner (Range B) or may apply to persons who have 18 months of satisfactory experience outside of the State service performing transportation planning duties similar to those of a Transportation Planner, Community or Land Use Planner.

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

ALTERNATE RANGE CRITERIA 28

Established 10/4/62
Revised 3/1/98

Range A. Inspectors performing the full complement of duties and responsibilities described in the class specification at a boxing, kickboxing, or martial arts contest shall be appointed to this range.

Each time an inspector appointed to this range is ordered to work, he/she shall be credited with a minimum of four hours’ work time.

Range B. Inspectors performing the full complement of duties and responsibilities described in the class specification at a boxing, kickboxing, or martial arts contest and who have satisfactorily completed the equivalent of 12 months as an Athletic Inspector, Range A.

Each time an inspector appointed in this range is ordered to work he/she shall be credited with a minimum of four hours' work time.

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

ALTERNATE RANGE CRITERIA 29

Revised 1/1/86, 12/2/09, Pay Letter 10-23

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

Range B.

For employees in all departments, except for employees in the Department of Corrections and Rehabilitation in the classes of Psychiatric Technician (Safety) or Senior Psychiatric Technician (Safety).

Either:

1. Successful completion of 15 semester units of collegiate level job-related courses in a college or university of recognized standing. (Such courses shall correspond with those on a list of approved courses designated by the Department of Health and filed with the State Personnel Board. Credits received for courses required for licensing as a Psychiatric Technician shall not be accepted toward meeting this requirement.) or

2. Successful completion of an equivalent program of advanced employee training (beyond that required for licensing as a Psychiatric Technician) in the general field of psychiatric nursing and therapy, offered by the State Department of Health. (The advanced training plan shall be on file with the State Personnel Board.)

   and

   Favorable recommendation by a departmental evaluation panel whose plan of evaluation shall have been filed with the State Personnel Board, and whose evaluation shall have considered the employee's personal and job qualifications for therapeutic work with patients.

For employees in the Department of Corrections and Rehabilitation in the classes of Psychiatric Technician (Safety) or Senior Psychiatric Technician (Safety):

- The incumbent must have worked full time for Department of Corrections and Rehabilitation in a treatment setting as a licensed Psychiatric Technician for a period of six (6) months or, if working part time, worked the equivalent of one year of full-time employment.

- The incumbent must have earned at least 15 college units* with a grade of "C" or better in the course. The courses mandated for licensure may not be included in these 15 units.

- The incumbent's immediate supervisor must certify that the incumbent's/applicant's job performance is standard as demonstrated on the application of range change.

- The application of a range change will be reviewed by an evaluation panel as outlined in Department of Corrections and Rehabilitation's Range B or C procedure.

Range C.

For employees in all departments, except for employees in the Department of Corrections and Rehabilitation in the classes of Psychiatric Technician (Safety) or Senior Psychiatric Technician (Safety).

Successful completion of 15 additional semester units of job-related courses at an accredited college or university. (Such courses shall correspond with those on a list of approved courses designated by each State Hospital or Developmental Center. Credits received for courses required for licensing as a Psychiatric Technician, or for qualifying for Range B, shall not be accepted toward meeting this requirement.)

and

Favorable recommendation by the evaluation panel at each facility.

For employees in the Department of Corrections and Rehabilitation in the classes of Psychiatric Technician (Safety) or Senior Psychiatric Technician (Safety):

- The incumbent must have been in Range B for a period of one year prior to application for Range C.

- The incumbent must have worked full time for Department of Corrections and Rehabilitation in a treatment setting as a licensed Psychiatric Technician for a period of one and one-half (1-1/2) years, or if working part time, worked sufficient time equivalent to one and one-half (1-1/2) years of full-time employment.

- The incumbent must have earned at least 15 college units* with a grade "C" or better in the courses and the courses were taken within the last 10 years (exceptions for courses taken more than 10 years will be granted on a course-by-course basis by the evaluation panel).

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* Credit given for courses in the Psychiatric Technician Trainee program and or Career Opportunity Development programs sponsored by the Facility on "State Time" are not applicable toward Range B or C. Courses used to qualify for the Range B status shall not be used to qualify for Range C.

- The incumbent's immediate supervisor must certify that the incumbent's/applicant's job performance is standard as demonstrated on the application of range change.

- The application of a range change will be reviewed by an evaluation panel as outlined in Department of Corrections and Rehabilitation's Range B or C procedure.

INCENTIVE INCREASES

When an employee qualifies under the established criteria for advancement from Range A to Range B, he/she shall be entitled to an increase under the provisions of DPA Rule 599.681 except for employees at the maximum of the salary range shall move to the maximum rate of the new range. Upon advancement to Range C, an employee shall receive a rate in the higher salary range one step above the rate he/she last received. The employee shall retain his/her anniversary date. Such advances shall be known as "incentive increases."

ALTERNATE RANGE CRITERIA 30

Established 9/7/77
Revised 9/1/88, 4/7/08 PL 08-15 and 08-17

Range A. This range shall apply to: (1) incumbents who have six months' experience as a Management Services Technician, Range B; or (2) other 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 six months of technical or professional energy experience equivalent to that of Energy Analyst, Range A.

Range C. This range shall apply to persons who graduated from a recognized four-year accredited college or university with a major in ecology, energy, environment, energy economics, statistics, operations research, planning, land use, engineering, geology, physical or biological science, or a closely related field; or who have satisfactorily completed 12 months of technical or professional energy experience equivalent to that of Energy Analyst, Range B.

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

ALTERNATE RANGE CRITERIA 31

Established 10/20/77

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

Range B. This range shall apply to persons who have: (1) satisfactorily completed the equivalent of 12 months of experience in the Department of Rehabilitation performing the duties

of a Vocational Rehabilitation Assistant, Range A; or (2) two years of experience within the last ten years in an organized program of rehabilitation, social work, or employment services which has provided personal firsthand knowledge and understanding of disadvantaged or handicapped persons.

Range C. This range shall apply to persons who have: (1) satisfactorily completed the equivalent of 24 months of experience in the Department of Rehabilitation performing the duties of a Vocational Rehabilitation Assistant, Range B, and completion of the established Department of Rehabilitation training program equivalent to 36 semester units of college level courses in such areas as counseling, guidance, vocational rehabilitation, social sciences, and related fields (the Department's training program is on file with the Department of Personnel Administration); or (2) three years of experience in an organized program of rehabilitation, social work, or employment services which has included counseling and placement of disadvantaged or handicapped adults; and completion of the equivalent of two years of college including courses in social work or closely related fields.

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

ALTERNATE RANGE CRITERIA 32

Effective 3/5/64

Range A. This range shall apply to an incumbent who does not meet the criteria for payment at other ranges.

Range B. Evidence of successful completion of two academic years of graduate work leading to the Doctoral Degree in Psychology.

Range C. Evidence of successful completion of three academic years of graduate work and the comprehensive examinations for the Doctoral Degree in Psychology.

Range D. Evidence of successful completion of three academic years of graduate work, comprehensive examinations, language requirements and 500 hours' professional experience toward the Doctoral Degree in Psychology.

Range E. Evidence of successful completion of all requirements for the Doctoral Degree in Psychology.

The employee shall receive a rate under the provisions of DPA Rules 599.674 and 599.676 upon submission of proof that the requirements for the particular criteria have been met.

ALTERNATE RANGE CRITERIA 34

Established 7/23/65

When an employee enters State service in the class of Heavy Equipment Mechanic Apprentice, Caltrans, he/she shall be appointed to the first step of Range A. The employee shall be moved

to the first rate of the next higher range as of the date of completion and upon submission of proof that the requirements for the particular criteria have been met.

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

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

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

An employee who accepts a position as Heavy Equipment Mechanic Apprentice, Caltrans, shall be allocated to the appropriate range in terms of the above criteria.

ALTERNATE RANGE CRITERIA 35

Established 3/3/66

The employee shall be moved to a rate in the higher salary range under the provisions of DPA Rule 599.676 on the first day of the pay period following the date of completion and upon submission of proof that the requirements for the particular criteria have been met.

Salary ranges for this class will be assigned on the basis of college semester units earned:

Range A	-	Up to 60 semester units (freshmen and sophomores)
Range B	-	From 60 to 120 semester units (juniors and seniors)
Range C	-	Over 120 semester units and enrollment in pursuit of a higher degree (graduate students)

ALTERNATE RANGE CRITERIA 36

Established 12/15/77
Revised 9/1/88

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

Range B. This range shall apply to persons who have satisfactorily completed the equivalent of six months of Staff Services Management Auditor experience, and to persons who have the equivalent of six months of satisfactory experience outside of State service performing management auditing duties to those of Staff Services Management Auditor.

Range C. This range shall apply to persons who have satisfactorily completed the equivalent of 12 months of Staff Services Management Auditor (Range B) or 18 months of Staff Services Management Auditor experience, and to persons who have equivalent of 18 months of satisfactory experience outside State service performing management auditing duties similar to those of Staff Services Management Auditor.

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

ALTERNATE RANGE CRITERIA 37

Established 12/15/77
Revised 9/17/96

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

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

Range C. This range shall apply to persons who have satisfactorily completed either: (1) two years of experience in the California State service performing air pollution engineering work comparable in level, duties, and responsibilities to an Air Resources Engineer, Range B; or (2) three years of increasingly responsible experience performing air pollution engineering work in a position comparable in level, duties, and responsibilities to an Air Resources Engineer, Range B; and education equivalent to graduation from college with major work in engineering. (Possession of a Doctorate Degree in Engineering may be substituted for two years of experience; possession of a Master's Degree in Engineering may be substituted for one year of experience.)

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

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

ALTERNATE RANGE CRITERIA 38

Established 8/3/67
Revised 7/9/85

When an employee enters State service in the class of Structural Steel Painter Apprentice, he/she shall be appointed to the first step of Range A. The employee shall be moved to the first

step of the next higher range as of the date of completion and upon submission of proof that the requirements for the particular criteria have been met.

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

Ranges B through D. Evidence of successful completion of the specific months of the prescribed academic and practical work of the apprenticeship program for Structural Steel Painter Apprentice as defined in the apprenticeship agreement between the Department of Transportation and the Division of Apprenticeship Standards. They are as follows:

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

An employee who accepts a position as Structural Steel Painter Apprentice shall be allocated to the appropriate range in terms of the above criteria.

ALTERNATE RANGE CRITERIA 40

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

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

Range B. This range shall apply to incumbents in positions approved by the Department of Personnel Administration's and the State Personnel Board's staff as having regular, direct responsibility for work supervision, on-the-job training, and work performance evaluation of at least two inmates, wards or resident workers who substantially replace civil service employees for a total of at least 173 allocated hours of inmates', wards', or resident workers' time per pay period.

This range may also apply to employees in positions approved by the Department of Personnel Administration's staff as having direct supervisory responsibility over incumbents who meet the conditions stated above.

Exception: Employees in classes that are eligible for the Institutional Worker Supervision Pay (IWSP) Differential shall not be eligible for Alternate Range B.

Prior to movement to another class in State service, an employee receiving compensation under Range B shall first be returned to Range A at a salary rate which he/she would have received had he/she remained in Range A.

ALTERNATE RANGE CRITERIA 41

Revised 5/25/77

Range A. This range shall apply when the location of employment is in the State of California.

Range B. This range shall apply when the location of employment is outside the State of California.

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

ALTERNATE RANGE CRITERIA 42

Established 7/11/68

Range A. This range shall apply to high school students enrolled in the Department of Education's special schools.

Range B. This range shall apply to any incumbent who is a freshman or sophomore college student.

Range C. This range shall apply to any incumbent who is a junior or senior college student or a graduate student.

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

ALTERNATE RANGE CRITERIA 43

Revised 1/5/77

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

Range B. This range shall apply to incumbents in any dental class who:

1. Have been accepted at some time for examination for a Dental Specialty Certificate as evidence by a written statement for the secretary of an American Specialty Board. or

2. Have attained the status of a Fellowship in the Academy of General Dentistry as evidenced by a written statement from the national secretary of the Academy. or

3. Have completed an approved residency training program of at least two years in an accepted dental specialty in an approved hospital or institution.

Range C. This range shall apply to incumbents in any dental class who possess a valid dental specialty certificate issued by an American Specialty Board.

INCENTIVE INCREASES

When the requirements for the particular criteria are met, the employee shall receive a rate under the provisions of DPA Rule 599.681. Such an advance shall be known as an "incentive increase."

ALTERNATE RANGE CRITERIA 44

Established 1/25/78
Revised 7/2/81

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

Range B. This range will apply to persons who have satisfactorily completed the equivalent of 12 months of Safety Engineering Technician, Range A, experience; or 24 months of paraprofessional experience directly related to safety enforcement in industrial or commercial establishments, military installations or construction sites; or 60 semester units of college work in preengineering (mathematics, general, or health sciences, etc.), engineering, industrial safety, occupational safety and health or industrial engineering technology.

Range C. This range will apply to persons who have satisfactorily completed the equivalent of 12 months of Safety Engineering Technician, Range B, experience; or 36 months of paraprofessional experience directly related to safety enforcement in industrial or commercial establishments, military installations or construction sites.

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

ALTERNATE RANGE CRITERIA 45

Revised 7/1/82

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

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

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

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

made when reassignment to other than a piloting or observer assignment occurs during the pay period.

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

ALTERNATE RANGE CRITERIA 46

Established 7/23/69

Range A.

Education: Enrollment or acceptance for enrollment in a college program leading to an associate or baccalaureate degree in a technical-professional field such as public or business administration, accounting, statistics, data processing, health care, or social work.

and

Experience: Successful completion of a formal work experience training program such as those under the Manpower Development and Training Act, the Job Corps, the Work Incentive Program (WIN), the Concentrated Employment Program (CEP), or similar training providing six months of work experience and training.

Range B.

Education: Completion of 20 semester units of college work leading toward a two-year or four-year major in a field such as public or business administration, accounting, statistics, data processing, health care, or social work. (One year in California State service performing technical duties of a class with a salary range not less than Range B and enrollment or acceptance for enrollment in a college program leading to an associate or baccalaureate degree in a technical-professional field may be substituted for the required education.)

and

Experience: One year in California State service performing technical duties of a class with a salary range not less than that of Range A.

Range C.

Education: Equivalent to completion of 40 semester units of college work leading toward a two-year or four-year major in a field such as public or business administration, accounting, statistics, data processing, health care, or social work.

and

Experience: One year in California State service in the class of Administrative Services Intern at Range B.

ALTERNATE RANGE CRITERIA 47

Effective 7/1/79
Revised 10/5/99, 4/18/06, Pay Letter 06-36; 8/1/07 Pay Letters 07-54 and 07-55

The following criteria are established to determine the appropriate salary range for:
(a) nonacademic classes used by the State Special Schools of the California Department of

Education; (b) all classes in Bargaining Unit 21 and all supervisory and managerial classes directly tied to Bargaining Unit 21; and (c) classes in Bargaining Unit 3 and all supervisory and managerial classes directly tied to Bargaining Unit 3 other than teaching and vocational instruction classes used in support of institutional facility academic programs.

Range A. This range shall apply to incumbents of positions who do not meet the criteria for payment of Ranges F, G, H, T, or 1.

Range F. This range shall apply to incumbents at Range A of a qualifying deep class and to incumbents of all other qualifying positions who elect to be employed and paid under the provisions of the 10-12 Pay Plan. The following formula shall be used to determine the gross amount of the monthly installment under the 10-12 Pay Plan:

> Regular monthly salary times 10 divided by 12 equals 10-12 Pay Plan gross monthly installments.

Range G. This Range shall apply to incumbents at Range B of a qualifying deep class who elect to be employed and paid under the provisions of the 10-12 Pay Plan. The following formula shall be used to determine the gross amount of the monthly installment under the 10-12 Pay Plan:

> Regular monthly salary times 10 divided by 12 equals 10-12 Pay Plan gross monthly installments.

Range H. This Range shall apply to incumbents at Range C of a qualifying deep class who elect to be employed and paid under the provisions of the 10-12 Pay Plan. The following formula shall be used to determine the gross amount of the monthly installment under the 10-12 Pay Plan:

> Regular monthly salary times 10 divided by 12 equals 10-12 Pay Plan gross monthly installments.

Range T. This Range shall apply only to incumbents in classes in Bargaining Unit 3 and all supervisory and managerial classes directly tied to Bargaining Unit 3 other than teaching and vocational instruction classes used in support of institutional facility academic programs. The following formula shall be used to determine the gross amount of the monthly installment under the 9-12 Pay Plan:

> Regular monthly salary times 9 divided by 12 equals 9-12 Pay Plan gross monthly installments.

Range 1. This Range shall apply only to incumbents in classes in Bargaining Unit 3 and all supervisory and managerial classes directly tied to Bargaining Unit 3 other than teaching and vocational instruction classes used in support of institutional facility academic programs. The following formula shall be used to determine the gross amount of the monthly installment under the 11-12 Pay Plan:

> Regular monthly salary times 11 divided by 12 equals 11-12 Pay Plan gross monthly installments.

Prior to movement to another class in State service, an employee receiving compensation under Ranges B, F, or G shall first be allocated to the appropriate range without application of the conditions to Alternate Range Criteria 40.

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

DEPARTMENT OF CORRECTIONS AND REHABILITATION, EDUCATIONAL AND VOCATIONAL PROGRAMS SALARY SCHEDULE

Range 7

This range shall apply to incumbents employed as Teachers, Vocational Instructors, Specialists, School Psychologists, or credentialed/in good standing Reentry Program Instructors at the California Department of Corrections and Rehabilitation only. Employees shall be compensated in accordance with the academic calendar schedule established by California Department of Corrections and Rehabilitation Education and Vocational Programs. See Section 8 Variable Compensation for the established rates for the respective location the incumbent is employed.

All employees hired in the DJJ Program prior to April 1, 2006 will be initially placed into the salary schedule, based upon current salary and qualifications, and will move in range upon completion of 12 credits/units. Future advancement through the ranges on the salary schedule shall be based upon earning 12 units for each future range advancement, through Range E.

Employees shall be placed on the salary schedule first, by education above the Bachelors Degree, or for career-technical teachers, the equivalent of a Bachelors Degree (High School Diploma plus seven (7) years of college work and in trade work experience) and second, by years of full-time credentialed teaching experience.

For new employees hired in the California Department of Corrections and Rehabilitation Educational and Vocational Programs, outside qualifying experience in a full-time credentialed teaching position can be used to place the employee into the salary schedule up to a maximum of Step 10.

Acceptable credits will be limited to new semester (or equivalent quarter) credits earned in an accredited college or university, including credits for continuing education courses, if taken from an accredited college or university. In addition, vocational education teachers shall receive one (1) unit of semester credit for each forty-five (45) hours worked in industry in a position directly related to the teacher’s vocational education instructional area. College credits, continuing education credits and any work credits from industry for vocational education teachers will be directly related to the employee’s position and not be a repetition of previously acquired credits or work experience.

Continuing education units required for current professional license/certification and/or continuing education units or work experience directly related to course curriculum and/or professional development, that are offered by approved providers may be accepted for salary advancement with prior approval from an immediate supervisor.

For the purpose of salary advancement, employees may also receive both professional growth and salary advancement as long as there has been prior approval for such an action from an immediate supervisor or program director as follows:

- Credits used for salary advancement shall be directly related to the field of instruction of the teacher or specialist seeking credit.

- In lieu credit may be granted for engaging in projects and/or California Department of Corrections and Rehabilitation Educational and Vocational Programs approved workshops regarding the improvement of instruction and curriculum within the teacher's school or community at the rate of fifteen (15) hours equal one credit.

- No more than three (3) credits will be granted in one academic calendar year.

ALTERNATE RANGE CRITERIA 50

Established 3/2/78
Revised 9/1/88

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

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

Range B. This range shall apply to persons who have completed 12 months of technical experience equivalent to Rural Loan Packaging Coordinator I, Range A. This experience shall have involved the packaging of home loans in rural areas utilizing private, State, and/or Federal financing as a staff member of a rural housing development corporation, or other organization fulfilling a similar function generating new construction and housing rehabilitation for low and moderate income persons.

ALTERNATE RANGE CRITERIA 52

Revised 5/5/76

When an employee enters State service in an apprentice class as part of the apprenticeship-training program, he/she shall be appointed to the first step of Range A. The employee shall be moved to the next higher range as of the date of completion and upon submission of proof that the requirements for the particular criteria have been met.

Range A. Equivalent to completion of the eighth grade.

Ranges B through F. Evidence of successful completion of the specific hours of the prescribed academic and practical work of the apprenticeship program as defined in the appropriate apprenticeship agreement. They are as follows:

Range B - 1,000 hours
Range C - 2,000 hours

Range D - 3,000 hours
Range E - 4,000 hours
Range F - 5,000 hours

An employee who accepts a position as an apprentice shall be allocated to the appropriate range in terms of the above criteria and shall move upon completion of the apprenticeship program to the first step of the salary of the respective journeyperson class.

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

ALTERNATE RANGE CRITERIA 57

Established 3/4/71

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

Range A. Equivalent to completion of the 12th grade.

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

Range B - 6 months
Range C - 12 months
Range D - 18 months
Range E - 24 months
Range F - 30 months
Range G - 36 months
Range H - 42 months

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

ALTERNATE RANGE CRITERIA 58

Established 12/1/71

Range A. This range shall apply to incumbents of positions in the Department of Water Resources who are not required to remain "on call" or to perform "standby" duties.

Range B. This range shall apply to incumbents of positions in the Department of Water Resources who are required to live at their plant site and to remain "on call" for duty during their regularly scheduled duty week, to be available for contact and to report for duty when called.

Prior to movement to another class in State service, an employee receiving compensation under Range B shall first be returned to the appropriate step of Range A.

ALTERNATE RANGE CRITERIA 59

Established 1/12/72
Revised 4/7/83
Effective 11/2/82

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

Range B. This range shall apply when an employee is assigned as a supervisor in the Protective Services Branch or when an employee is assigned as a supervisor in the Aeronautical Surveillance Program of the State Water Project.

Prior to movement to another class in State service, an employee receiving compensation under Range B shall first be returned to the appropriate step in Range A.

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

ALTERNATE RANGE CRITERIA 60

Revised 11/6/90

Range A. Enrollment as a student in a college or university with lower division undergraduate standing. (Lower division typically refers to freshmen or sophomores who have completed no more than 60 semester units acceptable toward graduation.)

Range B. Enrollment as a student in a college or university with upper division undergraduate standing. (Upper division typically refers to juniors or seniors who have completed not less than 60 nor more than 120 semester units acceptable toward graduation.)

Range C. Enrollment as a student in a college or university with upper division undergraduate standing (upper division typically refers to juniors or seniors who have completed not less than 60 nor more than 120 semester units acceptable toward graduation) and a minimum of 500 hours' work experience in a student program in the California state service. (The State College and University school systems are typically excluded from the California state service.)

Range D. Evidence of successful completion of one year of upper division work in accounting, business administration, economics, or related fields including either: (1) at least 12 semester

hours of courses related to fiscal management such as elementary and advanced accounting, auditing, cost accounting, or business law; or (2) at least 12 semester hours of courses related to management information systems or computer science. or

Evidence of successful completion or more than 120 semester units acceptable toward graduation and proof of application for enrollment in supplemental college course work. or

A minimum of 1,000 hours of experience in a student program in the California state service. (The State College and University school systems are typically excluded from the California state service.)

Employees shall receive a rate under the provisions of DPA Rule 599.674 upon submission of proof that the requirements for the particular criteria have been met, except upon movement from ranges A and B to range D shall be under the provisions of Rule 599.676.

ALTERNATE RANGE CRITERIA 61

Established 3/19/81
Revised 7/1/26 PL26-31

Range A. Enrollment as a student in a college or university curriculum preparing for upper division status in an engineering, architectural, or landscape architectural curriculum leading to a bachelor's degree.

Range B. Evidence of successful completion of one year and eligibility for registration as a sophomore student in an engineering, architectural, or landscape architectural curriculum leading to a Bachelor's Degree in Engineering, Architecture, or Landscape Architecture. (Registration as a sophomore typically refers to students who have completed not less than 30 semester units acceptable toward graduation.)

Range C. Evidence of successful completion of the lower division work and eligibility for registration as an upper division student in an engineering, architectural, or landscape architectural curriculum leading to a bachelor's degree. (Upper division typically refers to students who have completed not less than 60 semester units acceptable toward graduation.)

Range D. Evidence of successful completion of the lower division work and eligibility for registration as an upper division student in an engineering, architectural or landscape architectural curriculum leading to a bachelor's degree.

And

A minimum of 1,000 hours of sub-professional engineering, architectural, or landscape architectural work experience.

Or

Evidence of successful completion of the junior year and eligibility for registration as a senior student in an engineering, architectural, or landscape architectural curriculum leading to a bachelor's degree. (Registration as a senior student typically refers to those who have completed not less than 90 semester units acceptable toward graduation.)

Range E. Evidence of successful completion of the junior year and eligibility for registration as a student in an engineering, architectural, or landscape architectural curriculum leading to a bachelor's or advanced degree.
And
A minimum of 1,000 hours of sub-professional engineering, architectural, or landscape architectural work experience.

Or

Evidence of successful completion of more than 120 semester units acceptable toward graduation and proof of application for enrollment in supplemental college course work.

Or

Evidence of having been accepted for enrollment, or of acceptability for enrollment in a college or university as a graduate student in an engineering, architectural, or landscape architectural curriculum.

Range F. Evidence of successful completion of one academic year of graduate work (24 semester units) in an engineering, architectural, or landscape architectural curriculum.

Range G. Evidence of successful completion of two academic years of graduate work (48 semester units) in an engineering, architectural, or landscape architectural curriculum.

Or

Evidence of successful completion of one academic year of graduate work (24 semester units) and a minimum of 1,500 hours of sub-professional engineering, architectural, or landscape architectural work experience.

Employees shall be moved to the rate in the higher salary range under the provisions of California Code of Regulations, title 2, section 599.674 upon submission of proof that the requirements for the particular criteria have been met.

ALTERNATE RANGE CRITERIA 62
Revised 3/19/81

Employees shall receive a rate under the provisions of DPA Rule 599.674 upon submission of proof that the requirements for the particular criteria have been met.

Range A. Evidence of having been accepted for enrollment, or of acceptability for enrollment in a college or university as a graduate student.

Range B. Evidence of successful completion of one year of graduate work (24 semester units) or successful completion of one academic year (28 semester units) in a recognized law school.

Range C. Evidence of successful completion of two academic years of graduate work (48 semester units). or

Evidence of successful completion of one academic year of graduate work (24 semester units) and a minimum of 500 hours' work experience performing the duties of a Graduate Student Assistant in State service. (The State College and University school systems are typically excluded from State service.) or

Successful completion of the equivalent of two academic years (56 semester units) in a recognized law school.

Range D. Evidence of successful completion of three academic years of graduate work (72 semester units). or

Evidence of successful completion of two academic years of graduate work (48 semester units) and a minimum of 500 hours' work experience performing the duties of a Graduate Student Assistant in State service. (The State College and University school systems are typically excluded from State service.)

Range E. Evidence of successful completion of one year of graduate work (24 semester units) in education. and

Two years of professional experience in the field of education. or

Evidence of successful completion of three academic years of graduate work (72 semester units) and a minimum of 500 hours' work experience performing the duties of a Graduate Student Assistant in State service. (The State College and University school systems are typically excluded from State service.)

Range F. Evidence of successful completion of two years of graduate work (48 semester units) in education and admission to a doctoral candidacy in education. and

Two years of professional experience in the field of education.

Range G. Evidence of successful completion of all requirements, with the exception of dissertation, for the doctoral degree in education. and

Two years of professional experience in the field of education.

ALTERNATE RANGE CRITERIA 64

Effective 10/1/77
Revised 7/11/79, 10/31/84, 4/1/89, 7/1/92

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

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

1. One year of experience in California state service performing clerical duties at a level of responsibility equivalent to that of an Office Assistant (Typing), Range A. or

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

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

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

ALTERNATE RANGE CRITERIA 66

Established 6/13/73

The employee shall be moved to the rate in the higher salary range under the provisions of DPA Rule 599.676 upon submission of proof that the requirements for the particular criteria have been met.

Range A. Evidence of completion of the equivalent of at least 27-quarter units (one academic year) at a recognized law school (based on a residential evening program).

Range B. Evidence of completion of the equivalent of at least 60-quarter units (two academic years) at a recognized law school (based on a residential evening program).

Range C. Evidence of completion of the equivalent of at least 93-quarter units (three academic years) at a recognized law school (based on a residential evening program).

ALTERNATE RANGE CRITERIA 67

Established 12/12/73

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

Range B. This range shall apply when:

1. An incumbent has met all requirements for admission as a Fellow in the Society of Actuaries. or

2. An incumbent has met all requirements for admission as a Fellow in the Casualty Actuarial Society. or

3. An incumbent has met all requirements for admission into the American Academy of Actuaries. or

4. The duties of the position involve examinations of insurance companies and the location of employment is outside the State of California.

Range C. This range shall apply when an incumbent has met the requirements as stated in paragraphs 1, 2, or 3, and whose duties involve examinations of insurance companies and the location of employment is outside the State of California.

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

ALTERNATE RANGE CRITERIA 68

Revised 10/31/84

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

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

ALTERNATE RANGE CRITERIA 69

Established: 9/22/77
Revised: 9/1/88; 8/1/07 PL 07-30 and 07-33; 4/1/23 PL 25-39; 1/1/26 PL 26-03

Experience gained outside State service shall be credited if the appointing power believes the experience was satisfactory and comparable in type and quality to that of an Analyst I.

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

Range B. This range shall apply to persons who have satisfactorily completed six months of experience equivalent to that of an Analyst I (Range A) or Staff Services Analyst, Fair Political Practices Commission (Range A), or Management Services Technician (Range B); or to persons who have six months of satisfactory experience outside of State service performing analytical duties equivalent to those of an Analyst I.

Range C. This range shall apply to persons who have graduated from a recognized four-year accredited college or university; or who satisfactorily completed the equivalent of 12 months of experience equivalent to Analyst I (Range B) or Staff Services Analyst, Fair Political Practices Commission (Range B), experience; or to persons who have 18 months of satisfactory

experience outside the State service performing analytical duties equivalent to those of an Analyst I.

Typical example of the settings of experience used in meeting the criteria are: State service; the Federal Government; other State and local government entities; special districts such as schools and utilities; higher education administrative units; and private industry entities which provide work experience comparable to that of an Analyst I. Experience in different settings may be combined towards meeting the criteria.

When the requirements for the particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of California Code of Regulations, title 2, section 599.674, except that upon movement to Range C, the provisions of California Code of Regulations, title 2, section 599.676 shall apply.

ALTERNATE RANGE CRITERIA 70

Revised 1/3/83

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

Range B. This range shall apply to persons who have satisfactorily completed the equivalent of 12 months of Range A experience or who have met the alternate range criteria outlined in the class specification.

Range C. This range shall apply to incumbents who meet the criteria for payment at Range A under the provisions of Alternate Range Criteria 70, and are in positions that meet the criteria for payment at Range B of Alternate Range Criteria 40.

Range D. This range shall apply to incumbents in positions that meet criteria Range B of Alternate Range Criteria 70 and Range B of Alternate Range Criteria 40.

Prior movement to another class in State service, an employee receiving compensation under Range C or D shall first be reallocated to the range appropriate without application of the conditions applicable to Alternate Range Criteria 40.

When the requirements for a particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of Department of Personnel Administration Rule 599.676, except upon movement to Ranges C and D. Movement to Alternate Ranges C and D are covered under the provisions of Alternate Range Criteria 40; salary movement to Alternate Ranges C and D are covered under the provisions of Department of Personnel Administration Rules 599.674 and 599.681.

ALTERNATE RANGE CRITERIA 73

Revised 12/3/75

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

Range B. This range shall apply to incumbents who possess the legal requirements for the practice of medicine in California as determined by the California Board of Osteopathic Examiners.

Range C. This range shall apply to incumbents who are eligible for examination for a Medical Specialty Certificate as evidenced by a written statement from the secretary of an American Medical Specialty Board or an American Osteopathic Specialty Board.

Range D. This range shall apply to incumbents who possess a valid specialty certificate issued by an American Medical Specialty Board or an American Osteopathic Specialty Board.

INCENTIVE INCREASES

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

ALTERNATE RANGE CRITERIA 78

Established 5/7/75
Revised 9/1/88

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

Range B. This range will apply to persons who have satisfactorily completed the equivalent of six months of Telecommunications Systems Analyst I experience or have six months' experience performing administrative staff duties in the communications management field or have completed one year of related graduate work. (Graduate work cannot be combined with other alternate salary range criteria.) This range shall also apply to persons who meet the equivalent of this experience as determined appropriate by the State Personnel Board's and the Department of Personnel Administration's transfer, demotion, and reinstatement policies.

Range C. This range shall apply to persons who have satisfactorily completed the equivalent of 12 months of Telecommunications Systems Analyst I, Range B, experience, or 18 months of Telecommunications Systems Analyst I experience, or who have 18 months of experience performing administrative staff duties similar to those of Telecommunications Systems Analyst I, or who meet the equivalent of this experience as determined appropriate by the State Personnel Board's and the Department of Personnel Administration's transfer, demotion, and reinstatement policies.

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

ALTERNATE RANGE CRITERIA 81

Established 9/1/75

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 either: (1) equivalent to six months of Key Data Operator experience; or (2) six months of experience in the operation of either key punch or key entry machines.

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

ALTERNATE RANGE CRITERIA 82

Established 10/1/75
Revised 9/1/88

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

Range B. This range shall apply to persons who have satisfactorily completed six months of service in Range A or who have six months of experience in technical work involving the promotion of small business activities for economic development of public agency or business associations similar to those of a Junior Small Business Officer, Range A.

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

ALTERNATE RANGE CRITERIA 83

Established 10/31/75
Revised 3/28/79

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 either: (1) the equivalent to six months of Personnel Technician I experience; or (2) one year of experience involving writing or editing original correspondence or materials for reports or publications equivalent in level to that performed by Personnel Technicians I; or (3) the equivalent to graduation from college with any major.

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

ALTERNATE RANGE CRITERIA 84

Established 11/18/75
Revised 9/1/99; 5/22/01

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

Range B. This range shall apply to persons who have satisfactorily completed six months of service in Range A or who have six months of experience performing claims review and investigation duties similar to those of a Victim Compensation Specialist.

Range C. This range shall apply to persons who have satisfactorily completed 12 months of service in Range B as a Victim Compensation Specialist.

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

ALTERNATE RANGE CRITERIA 85

Established 12/3/75

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 24 months of Range A experience or who have met the alternate range criteria outlined in the relevant class specification.

When the requirements for the particular criteria are met and upon recommendation of the appointing power, the employee shall move to the minimum step of Range B and shall receive a

new salary adjustment anniversary date. If movement to the minimum step in Range B amounts to an increase of less than one step, the employee shall be entitled to the next higher rate in salary Range B under the provisions of DPA Rule 599.676.

ALTERNATE RANGE CRITERIA 86

Established 2/18/76
Revised 2/22/95

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

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:

1. Satisfactorily completed six months of experience in the California state service performing duties comparable to Space Planner, Range A. or

2. Six months of technical experience outside of State service performing duties equivalent in level to that performed by a Space Planner, Range A.

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

1. Satisfactorily completed 12 months of experience in the California state service performing duties comparable to Space Planner, Range B. or

2. Two years of experience outside of State service doing planning and design work in an architectural or planning office.

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

ALTERNATE RANGE CRITERIA 87

Revised 9/1/88
Revised 8/1/18 - Pay Letter 18-18 and 18-20

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

Range B. This range shall apply to persons who have satisfactorily completed 12 months of experience equivalent to that of Research Analyst I, Range A.

Range C. This range shall apply to persons who have satisfactorily completed either:
(1) 12 months of technical or professional research experience equivalent to that of Research

Analyst I, Range B, or (2) 24 months of experience equivalent to that of a Research Analyst I in the California state service, or (3) Equivalent to graduation from college with 12 semester or 18 quarter units course work in a data driven research-oriented field, such as economics, mathematics, psychology, sociology, demography, geography, anthropology, statistics, data science or a related research-oriented field. This must include or be supplemented by at least one course in statistical methods.

When the requirements for the particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions California Code of Regulations, title 2, section 599.674, except that upon movement to Range C, the provisions of California Code of Regulations, title 2, section 599.676 shall apply.

ALTERNATE RANGE CRITERIA 88

Established 3/17/76

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

Range B. This range shall apply to persons who have satisfactorily completed the equivalent of 12 months of Range A or who have one year of experience in the technical development presentation or review of claims of veterans or their dependents for benefits under the laws administered by the United States' Veterans Administration or in the interpretation and application of these laws and associated regulations (experience in processing routine applications for claims or in providing routine information and assistance in filing such claims is not qualifying) and education which is equivalent to graduation from college. Additional qualifying experience may be substituted for the required education on a year-for-year basis. In addition, persons meeting Range B criteria must also meet the eligibility requirements for accreditation by the Veterans Administration for the presentation of claims.

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

ALTERNATE RANGE CRITERIA 89

Revised 1/5/77

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

Range B. This range shall apply to any incumbent in a position who possesses the legal requirements for the practice of dentistry in California as determined by the California Board of Dental Examiners and has completed two years of full-time experience in the practice of dentistry.

Range C. This range shall apply to incumbents who:

1. Have been accepted at some time for examination for a Dental Specialty Certificate as evidenced by a written statement from the secretary of an American Specialty Board. or

2. Have attained the status of a Fellowship in the Academy of General Dentistry as evidenced by a written statement from the national secretary of the Academy. or

3. Have completed an approved residency training program of at least two years in an accepted dental specialty in an approved hospital or institution.

Range D. This range shall apply to incumbents in any dental class having such a range who possess a valid Dental Specialty Certificate issued by the American Specialty Board.

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

INCENTIVE INCREASES

When an employee qualifies under the established criteria for movement to Range C or Range D, the employee shall be entitled to an increase under the provisions of DPA Rule 599.681. Such an advance shall be known as an "incentive increase."

ALTERNATE RANGE CRITERIA 90

Established 5/1/76

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

Range B. This range shall apply to persons who have satisfactorily completed the equivalent of six months of Range A experience, or who have completed one year of experience in laboratory work. (Completion of one year of college work including at least four semester hours in college laboratory courses, such as chemistry, physics, biology, or bacteriology may be substituted for the required experience.)

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

ALTERNATE RANGE CRITERIA 91

Established 4/21/76

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

Range B. This range shall apply to persons who have satisfactorily completed the equivalent of six months of Range A experience or who have met the alternate range criteria outlined in the relevant class specification.

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

ALTERNATE RANGE CRITERIA 92

Established 5/1/76

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

Range B. This range shall apply to incumbents who possess the legal requirements for the practice of medicine in California as determined by the California Board of Medical Quality Assurance, or the California Board of Osteopathic Examiners, and who have completed one year of full-time experience in the practice of medicine exclusive of internship.

Range C. This range shall apply to any incumbent in a position who:

1. Has been accepted at some time for an examination for a Medical Specialty Certificate as evidenced by a written statement from the secretary of an American Medical Specialty Board or American Osteopathic Specialty Board. or

2. Has completed three years of approved residency training program in an accepted medical or osteopathic specialty in an approved hospital or institution.

Range D. This range shall apply to any incumbent in a position who possesses a valid Medical or Osteopathic Specialty Certificate issued by an American Medical Specialty Board or an American Osteopathic Specialty Board.

When the requirements for Range B are met and upon recommendation of the appointing power, the employee shall receive a rate in the new range under the provisions of DPA Rule 599.676.

INCENTIVE INCREASES

When an employee qualifies under the established criteria for movement to Range C or Range D, he/she shall be entitled to an increase under the provisions of DPA Rule 599.681. Such an advance shall be known as an "incentive increase."

ALTERNATE RANGE CRITERIA 98

Abolished 10/30/80
Reestablished 11/20/80
Effective 10/30/80

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

Range B. This range shall be applied as total compensation except as otherwise provided for by Work Week Subgroup 4B to all incumbents who are required to reside and work in a Youth Conservation Corps resident camp.

Movement from one alternate range to another alternate range of the class shall be governed by DPA Rule 599.681.

ALTERNATE RANGE CRITERIA 99

Established 1/5/77
Revised 5/31/83

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

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

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

1. Six months of service in Range A; or

2. One year of experience in a government agency or private firm which has provided skills in investigation work, claims adjusting, legal work in the insurance business, or with employment which has provided personal and firsthand knowledge and understanding of insurance investigation work.