

State of California

MEMORANDUM

To: PERSONNEL MANAGEMENT LIAISONS

Date: September 1, 1989

Reference Code: 89-52

THIS MEMORANDUM SHOULD BE DISTRIBUTED IMMEDIATELY TO:

All Personnel Officers, Employee Relations Officers and all  
Personnel Transaction Staff.

From: Department of Personnel Administration  
Classification and Compensation Division

Subject: Managerial Appointment - Salary

The Department of Personnel Administration (DPA) has established the following Rule which will allow departments, at their discretion, to offer a higher salary rate for employees who, upon accepting a managerial appointment, must relocate.

599.676.1. Rate on Movement to a Class with a Higher Salary Range -  
Managerial Employees.

The provisions of this section apply only to State civil service employees designated managerial under Section 3513(e) of the Ralph C. Dills Act.

A permanent or probationary employee who, without a break in service, moves to another class with a higher salary range shall be entitled to the rate in the salary range one step above the rate last received. When such movement requires a change in geographic location the employee may, as recommended by the appointing power, receive up to two steps above the rate last received provided the rate does not exceed the maximum rate of the higher salary range.

Such movement may be in the same or to another department and by appointment from an employment list, by temporary appointment, or by reinstatement. A new salary anniversary date is established subject to the provisions of Sections 599.683 and 599.685.

Departmental Policy

DPA encourages each department to develop internal policies to ensure that the Rule is applied consistently within each department. Departments may develop additional limits and/or conditions of employment necessary to qualify for the higher rate of pay (i.e., may mandate that the employee remain in the position for a minimum of two years; or limit "change in geographic location" to high cost areas only, etc.).

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Effective Date

The effective date of Rule 599.676.1. is August 31, 1989. Retroactive requests will not be approved.

Cost

The extra step will become part of the employee's base pay immediately. It will not be lost upon future movement by the employee. Costs incurred will be absorbed by each department.

If you have any questions regarding the new Rule, please contact your DPA Analyst.

*George P. Lloyd II*

George P. Lloyd II, Chief  
Classification and Compensation Division

