

State of California

MEMORANDUM

Date: December 19, 1990

Reference Code: 90-01

To: PERSONNEL MANAGEMENT LIAISONS

THIS MEMORANDUM SHOULD BE DISTRIBUTED TO:

Personnel Officers

From: Department of Personnel Administration
Classification and Compensation Division

Subject: Career Executive Assignment Category, Pay Levels

Effective January 31, 1991, the Department of Personnel Administration will establish new CEA salary levels 1 through 5. At that time, all of the CEA positions currently allocated to the CEA bands I through V will be reassigned to the new pay structure. This assignment will involve a change in class code, schematic code and level identification, as follows:

<u>Level</u>	<u>Current</u>		<u>Level</u>	<u>New</u>	
	<u>Class Code</u>	<u>Schematic Code</u>		<u>Class Code</u>	<u>Schematic Code</u>
I	4301	ZZ80	1	7500	ZZ90
II	4302	ZZ60	2	7500	ZZ90
III	4303	ZZ40	3	7500	ZZ90
IV	4304	ZZ20	4	7500	ZZ90
V	4305	ZZ00	5	7500	ZZ90

The purpose of this reassignment is twofold (1) to restructure the salary plan for the CEA category to reflect one class (category) concept with multiple salary levels, and (2) to provide sufficient salary flexibility to eventually transition CEA positions currently assigned to salary bands and CEA classes into salary levels.

In the following months, all CEA positions currently allocated to individual classes will be evaluated and, when practical, assigned to a CEA salary level. This work will be done in consultation with user departments. At the time these positions are assigned, additional pay levels will be added to provide adequate flexibility to accommodate the transition. Eventually we hope to abolish, with the concurrence of the State Personnel Board, numerous unnecessary CEA classes.

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M E M O R A N D U M

Date: December 19, 1990

To: Career Executives

From: Department of _____
Personnel Office

Subject: Administrative Changes to the Salary Structure of the Career Executive Assignment Category

To provide for greater flexibility in the use of salary levels in the CEA category, the salary structure of the Career Executive Assignment category is being changed by the Department of Personnel Administration (DPA) effective January 31, 1991. This change serves administrative purposes only, and it will have no impact on your return rights, salary, or appointment to the Career Executive Assignment category. The changes will be reflected by a change in class code, schematic code and levels numbers.

The actual changes are as follows:

<u>From</u>			<u>To</u>		
<u>Level</u>	<u>Class Code</u>	<u>Schematic Code</u>	<u>Level</u>	<u>Class Code</u>	<u>Schematic Code</u>
I	4301	ZZ80	1	7500	ZZ90
II	4302	ZZ60	2	7500	ZZ90
III	4303	ZZ40	3	7500	ZZ90
IV	4304	ZZ20	4	7500	ZZ90
V	4305	ZZ00	5	7500	ZZ90

Attached is a NOPA (Notification of Personnel Action) document reflecting these changes. Please sign the document, and return it to your personnel office by _____.

In the next few months, DPA plans to conduct a comprehensive review of the CEA category with the objective of simplifying its classification and salary structure. The administrative changes being made now are necessary in order to accommodate future change.

If you have any questions regarding this change, please contact _____.

Departmental Personnel Officer

Attachment

ccd/B06516



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This pay level conversion will be implemented automatically. The automated changes will generate NOPA (Notification of Personnel Action) documents to be signed by each CEA employee. You should receive these for distribution about February 25, 1990.

A sample memo which you may use or modify is attached for communicating these changes to your CEA employees.

The State Personnel Board has expressed concern regarding any change to the existing salary bands I through V. Therefore, these salary bands will continue. However, all existing and new positions will be assigned to the new pay structure.

Questions regarding this action should be directed to the Classification and Compensation Division analyst assigned to your department.

George P. Lloyd II

George P. Lloyd II, Chief
Classification and Compensation Division

Attachment

ccd/B06515