

MEMORANDUM

TO: PERSONNEL MANAGEMENT LIAISONS **DATE:** December 12, 1994
REFERENCE CODE: 94-70

THIS MEMORANDUM SHOULD BE DISTRIBUTED TO:

Chief Administrative Officers
Personnel Officers
Labor Relations Officers

FROM: Department of Personnel Administration
Policy Development Office

SUBJECT: 1995 Pay Program, Supervisors and Managers

I. INTRODUCTION

The pay-for-performance (PFP) rules for State managers and supervisors (Department of Personnel Administration [DPA] Rules 599.799.1 and 599.799.2) were approved by the Office of Administrative Law on December 6, 1994 and are effective immediately. Copies of the final rules are attached.

These rules will be used to grant the January 1, 1995 general salary increase for managers and supervisors on a performance basis. In addition, the managerial rule (599.799.1) will be applied retroactively to January 1, 1994. This will resolve the problems that arose when the performance pay rule used to grant these increases was invalidated by an April 1, 1994 court decision.

This memorandum provides information on the application of these rules. In addition, State agencies should refer to a forthcoming payroll letter from the State Controllers Office (SCO). A DPA pay letter (94-35) is also being issued to implement these rules.

II. COVERAGE

As specified below, these rules apply to civil service managers and supervisors (including career executives) and to exempt managers and supervisors in the Department of Education, State Special Schools. They do not apply to other exempt officers or employees.

For the purposes of these rules, a manager is an employee whose position meets the definition of manager in Section 3513(e) of the Government Code. This includes employees whose collective bargaining identifier (CBID) is E99, E79, E59, or M01-21.

For the purposes of these rules, a supervisor is an employee serving in a supervisory position, as defined by Section 3513(g) of the Government Code. This includes employees whose CBID is E98, E78, E58, or S01-21.

Employees with the following CBIDs are not covered by either of these rules:

C01-21
R01-21
E01-21
E25, E48, E67, E68, E77, E97, and E__ (casual laborers and seasonals)

Employees who are on training and development (T&D) assignments or acting assignments will be covered if the CBID of their regular position is covered. For example, an employee whose regular position is E99, but who is performing the duties of an R01 position under a T&D assignment, would still be considered a manager for the purposes of these rules. On the other hand, an employee from an R01 position who is on a T&D assignment to an S01 position would not be covered.

III. 1994 APPLICATION OF THE MANAGERIAL RULE

A. Background

The January 1, 1994 salary increase was granted to managers based on performance, under former DPA Rule 599.799. An April 1, 1994 court decision invalidated this rule but allowed the specific salary increases resulting from it to stand. However, no other performance-based increases could be granted under this rule. In addition, DPA concluded that the court decision prevented managers from retaining their performance-based pay differential when they moved to a new class.

These events resulted in three basic problems. First, the ongoing legitimacy of the 1994 salary increases was challenged. Second, managers who did not receive a performance-based salary increase prior to the court decision were unable to receive one, even though their job performance later reached the successful level. Third, the inability to take a performance-based increase to a new class caused salary inequities for some managers who changed classes after the court decision.

To resolve these problems, the new managerial performance pay rule (599.799.1) was made retroactive to January 1, 1994. Applying this rule retroactively will involve: 1) readjusting the 1994 managerial salary ranges; 2) recertifying managerial job performance; and 3) based on these recertifications, redetermining individual managerial pay rates within the adjusted salary ranges. These actions are discussed below.

B. 1994 Salary Range Adjustments

The January 1, 1994 salary increase for managers was accomplished by eliminating the first step of each managerial salary range, keeping the maximum step the same, and creating a 5 percent performance pay differential for each managerial class. In general, the January 1, 1994 performance-based salary increases were given to managers by awarding them a 1 to 5 percent performance pay differential, with no change in base pay.

Under the new rules, general salary increases will be awarded by increasing both the minimum and maximum steps of the range. No differentials will be used. Successful managers and supervisors will be given a higher base pay rate within the new, higher salary range.

To apply this requirement, the managerial salary ranges in existence on December 31, 1993 will be increased by five percent, effective January 1, 1994. For example, the Staff Services Manager III salary, as of December 31, 1993, was \$4,885 - \$5,385 and is increased, as of January 1, 1994, to \$5,129 - \$5,654. At the same time, the performance-pay differentials will be eliminated.

C. Recertifying January 1, 1994 Performance

The new rules contain additional guidance for determining when a manager's performance is successful. Therefore, as part of the retroactive application of the managerial rule (599.799.1), each department will need to recertify the January 1, 1994 performance of each of its managers, based on the new provisions contained in subsections (b) and (c) of the rule. While past performance appraisals can be used for this purpose, the actual pay decision must be reached again under the new standards. The attached 1994 certification forms should be used to document the results of this process. See Section VII of this memorandum (Salary Review) for additional information of this certification process.

D. Regranting the January 1, 1994 Increases

With the salary range adjustments described above, the January 1, 1994 salary increases will be regranted to managers who are certified successful. These salary decisions will be based on performance alone; other factors, such as budget constraints and salary compaction, cannot be used as a basis to deny the salary increase under these rules.

These increases will be given as 5 percent increases in base salary, rather than as differentials. All increases for successful managers will be the full 5 percent, since the new rules do not allow variable increases. For example:

- A successful Staff Services Manager III who had been earning \$5,385 plus a 5 percent performance differential will now receive a base pay rate of \$5,654 (without a differential), effective January 1, 1994.
- A manager who was successful on January 1, 1994, but did not receive a salary increase (for reasons other than job performance), would receive a 5 percent increase in base salary, retroactive to January 1, 1994.
- A manager who was successful on January 1, 1994, but who received less than the full 5 percent increase on that date, would receive the remainder of the 5 percent increase, retroactive to January 1, 1994. Again, this would be accomplished by granting a higher base pay rate, instead of through the differentials.

E. Managers who are Not Recertified as Successful

Managers who are not recertified as successful will not receive a salary increase, except as follows:

- A manager who had received an increase based on less than successful job performance (e.g., 2 percent) on or after January 1, 1994 will be allowed to retain that increase from the date that it was granted. Again, any differentials will be converted to a higher base salary.
- A manager whose old salary is below the minimum of the new salary range will have his/her salary increased to the range minimum, effective January 1, 1994. This is because the new rules do not allow an employee's salary to fall below the minimum.

F. Performance-Based Salary Increases -- January 2, 1994 - April 26, 1994

Performance-based salary increases that were granted after January 1, 1994, but before April 27, 1994 (when the court decision stopped application of the old rule), will be processed as described above in (D) and (E).

G. Performance-Based Salary Increases -- April 27, 1994 or After

Some managers who did not receive a performance-based salary increase, or who received only a partial increase, before April 27, 1994 may have made performance improvements that would have supported an increase later in the year. However, because of the court ruling, these increases could not be granted. Under the new managerial rule, these managers will now be considered for increases, retroactive to the date on which their performance was deemed to be successful. For example, a manager who had been scheduled for a performance review on July 1, 1994 would now receive a 5 percent increase (or the remaining portion thereof) retroactive to that date if his/her department certified that his/her performance was successful at that time.

H. Salaries of Managers who Changed Classifications
Salaries of Persons Newly Appointed to Managerial Classifications

Because of the April 1994 court decision, many employees and managers who moved to a managerial class during 1994 (including promotions) were unable to receive the salary rate they would have otherwise received. The salary rates for these managers can now be adjusted retroactively. For example, an employee who promoted to a managerial class on July 1, 1994, but who did not receive the promotional salary increase he/she would have otherwise received, will have his/her salary recomputed, based on the adjusted 1994 managerial salary ranges. This will allow the promotional increase to be granted retroactive to July 1, 1994. This retroactive adjustment will also apply to other appointment transactions involving managerial classes such as transfers, change of class, and transfers same class, different department.

I. Other Salary Adjustments

Other salary inequities that resulted from the April 1994 court decision can also be corrected by recomputing the proper salary rates, based on the adjusted salary ranges. Questions on this should be referred to Olivia Hawkins on (916) 324-0439, CALNET 454-0439.

J. Pay Rate Differences

In some cases, the recomputed salary rates may be somewhat lower than the rates that employees actually received under the 1994 managerial salary differentials. Provided that these employees' 1994 pay rates were properly computed under the provisions that were in effect at the time, these differences shall not be considered as overpayments for 1994, and shall not trigger accounts receivable. However, they will be adjusted to the proper amount as part of the 1995 pay program.

K. Employees who Retired During 1994

Some managers who retired during 1994 may be impacted by the 1994 application of the new rules. Where this application results in a higher salary for the manager, corresponding adjustments should be made in the manager's retirement benefit. In addition, they should receive retroactive pay for any pay periods (before they retired) during which the new, higher rate applies.

L. Lump Sum Payments

Pursuant to Government Code section 19839, employees who separate from State service prior to January 1, 1995 and have lump sum payment that extends into the 1995 calendar year shall be eligible to participate in the PFP program. These employees should be evaluated as if they had remained in service. Employees who separated from State service prior to January 1, 1994 and had lump sum payment that extended into the 1994 calendar year shall be eligible for the 1994 performance increase. Management Memo 94-02, dated January 13, 1994, stated that these employees were not eligible for the 1994 performance incentive; however, based on the provisions of Government Code section 19839, these employees should be evaluated to determine their eligibility for the 1994 performance increase as if they had remained in service.

M. Documentation/Processing Requirements

SCO will correct the Employment History records of employees who were designated managerial as of December 31, 1994 and received a 5 percent performance increase effective January 1, 1994 via a 350 or SAL transaction. Departments will need to correct the records of all other employees. A listing identifying the employees will be sent to the affected departments. A Personnel Letter will also be issued with processing information/instructions.

IV. 1995 PFP PROGRAM

A. Summary

PFP Rules 599.799.1 and 599.799.2 apply to managers and supervisors for the January 1, 1995 and future salary programs.

B. Salary Range Changes -- Employees' New Salaries

1. The 1995 program. The January 1, 1995 program will increase supervisory and managerial salary ranges 3 percent, as detailed in the pay letter for this program.
2. Successful employees. Employees in supervisory and managerial classes will be entitled, based upon successful performance, to a 3 percent salary increase.

This pay program is solely performance based. If covered employees are successful performers, they shall receive a salary increase. Other concerns, such as budgetary shortfalls and salary compaction must be addressed separately from the PFP salary program.

3. Unsuccessful employees. Employees who are not successful performers will receive no increase, with the following exception. The rules provide that no employee may fall below the range. Therefore, an employee who is certified as unqualified for a salary increase, but is at the minimum step (or less than the amount of the salary increase above the minimum) will receive the new minimum step.
4. Effective date. The date announced by DPA as the effective date of a general salary range increase is the date that all employees who are successful on that date are entitled to the full increase.

Processing delays. If there are processing delays in appraising or certifying successful employees, affected employees will be entitled to a full salary adjustment retroactive to the effective date of the salary program.

5. Successfully rated employees -- amount due. Successful managers and supervisors shall receive the full amount of the increase effective the day the program is authorized by DPA. There are no provisions for partial increases.

6. Unsuccessful employees who are later rated successful. These employees are entitled to the full salary increase effective the date their rating is changed to successful. A retroactive adjustment is not permitted except due to error or to a date established through a successful appeal. To simplify payroll processing, these increases should be effective at the beginning of a pay period.

C. Documentation/Processing Requirements

The appointing power shall certify the names of all successful and less than successful supervisors and managers using the attached 1995 certification forms. This form shall be kept on file in the department. Based on this certification, each department will then submit payroll processing information to the State Controller's Office in accordance with their instructions. See Section VII of this memorandum (Salary Review) for additional information on this certification process.

If this information is provided prior to January 13, 1995, SCO will update the department's records and process the pay increase. If the certifications do not reach SCO by January 13, 1995, the appointing authorities will have to enter the records themselves.

SCO cannot process pay increases without the certifications described above.

V. **MERIT SALARY ADJUSTMENTS (MSAs)**

A. Successful Performers

MSAs/anniversary dates continue as before PFP, except that the performance appraisal process specified in these rules shall also be the basis for awarding MSAs.

B. Less than Successful Performers

Employees who do not qualify for a salary increase under either DPA Rule 599.799.1 or 599.799.2 shall not qualify for an MSA.

C. Restoration of MSA

Employees who missed an MSA under Section V.B. above, will qualify for an MSA if and when they receive a PFP-based increase, or are otherwise certified as performing successfully. The date this MSA is received becomes the employee's new anniversary date for any future MSA, assuming their performance remains successful.

VI. APPEALS

A. Performance Appraisal

1. Employee disagrees with the rating. The employee is entitled to discuss the appraisal with the appointing power before it is filed. Once the appraisal is filed, the following, more formal appeal rights apply.
2. Supervisor/manager alleges abuse, harassment, or discrimination. A supervisor or manager may appeal his/her performance appraisal using only the excluded employee grievance procedure prescribed in Section 599.859 of DPA rules, and only on the grounds that the appraisal was used to abuse, harass, or discriminate against the supervisor or manager.

B. Denial of Increase

A supervisor or manager is denied an MSA or a salary increase. An appeal, using the excluded employee grievance procedure, may be filed using only the following grounds:

1. failure to receive a performance appraisal or other substantive performance feedback during the past 12 months;
2. a clear and compelling disparity between the appointing power's failure to grant the salary increase and the performance appraisals and/or other performance feedback that the manager or supervisor has received; or
3. circumstances clearly indicating that the appointing power's salary action was determined by factors other than the manager's or supervisor's job performance.

C. Burden of Proof

In all formal appeals as cited above, the manager/supervisor shall have the burden of substantially proving his/her case, within the grounds specified. If the burden is not met, the appointing power's action shall stand. This appeal process shall replace the process prescribed by Section 599.684 for denials of MSAs.

VII. THE SALARY REVIEW

Under this program, there will be an annual review of each manager's and supervisor's performance to determine if it should be certified as successful for salary increase purposes. Each department will be responsible for determining the specific process for these salary reviews. However, employees who are not receiving the increase should receive personal feedback from the director or his/her designee concerning ways in which their performance could be improved. Also, results of a formal appraisal procedure should have a logical relationship to the department's more formal planning and performance appraisal processes.

The final responsibility for certifying managerial and supervisory performance rests with each director. While some may choose to rely on their deputies, division chiefs, etc., for guidance in certifying those below the top organizational levels, or may actually delegate the approval authority to these individuals, each director will be ultimately responsible for all certifications within their departments.

All certifications must be documented in writing, even when they are electronically communicated to SCO. A sample form that can be used for this purpose (and retained on file) is attached.

For 1994, the certifications must include the names of successful and unsuccessful managers. For 1995, the certifications must include the names of successful and unsuccessful managers and supervisors.

VIII. CONCLUSION

Questions regarding the PFP program, as implemented pursuant to DPA Rules 599.799.1 and 599.799.2, should be referred as follows:

A. State Controller's Office

Personnel Letters will be issued in the very near future containing processing instructions and contact information.

B. Department of Personnel Administration

Salary application procedures

Jerri Martin -- (916) 324-9398, CALNET 454-9398

Policy clarification

Richard Leijonflycht -- (916) 324-9350, CALNET 454-9350

E-Mail address - DPA(RHLEIJON)



Peter J. Strom
Assistant Chief

Attachments

11/11/11



DEPARTMENT OF PERSONNEL ADMINISTRATION

Proposed Rule 599.799.1

Final Text

599.799.1. Managerial Performance Appraisal and Compensation

(a) **Scope and purpose.** This rule shall apply to all civil service employees serving in positions that are designated managerial under Section 18801.1 of the Government Code and all exempt employees in the Department of Education, State Special Schools serving in such managerial positions. Its purpose is to specify the manner in which performance in managerial positions is appraised and to establish a program for determining managers' salary increases based on their job performance, rather than through automatic, general adjustments.

(b) **Performance standards and appraisal.**

(1) It shall be the responsibility of each appointing power to ensure that clear, job-related, written standards of performance are developed and kept up to date for the managerial positions under his/her jurisdiction. These standards shall be mutually developed and updated by managerial employees and their appointing powers and shall be based on the specific requirements of individual positions, as well as more general organizational requirements. They shall reflect the level of job performance that can normally be expected from a well-qualified manager who performs his/her duties with a reasonable degree of industry, initiative, and responsibility. These standards shall set the framework for more specific, day-to-day work expectations.

(2) Each appointing power shall have a performance appraisal system for determining if managerial performance meets the established performance standards. Affected managers shall have a reasonable opportunity to review and comment on the system, and any changes to it, before they are implemented. Each appointing power shall consider comments and suggestions arising from this review in the development and revision of its appraisal system.

(3) Performance appraisal reports shall be written, using a form approved by the Department of Personnel Administration. The form shall address the performance standards developed in accordance with subsection (b)(1) of this rule. The appraisals shall be completed at least annually and shall provide a clear assessment of managers' performance. As appropriate, they shall also provide suggestions and/or plans for further development and improvement.

(4) Each manager shall receive a copy of his/her appraisal report and shall have the opportunity to discuss it with the rater before it is filed. If the manager does not agree with the appraisal, he/she shall be entitled to discuss it with the appointing power or his/her designee, unless the rater is the appointing power, in which case no further discussion shall be required.

(5) The performance appraisal reports required by this rule shall be kept on file by the appointing power for at least three years.

(c) **Salary range increases.**

(1) When the salary range for a classification containing positions covered by this rule is increased on or after January 1, 1994, appointing powers shall prepare a certification indicating which of their managers are (were) performing successfully at the time of the range increase. Managers who are certified as successful shall receive a salary increase equal to the amount of the salary range increase. For the purposes of this rule, a manager's performance is successful if he/she has substantially met his/her appointing power's performance standards and related work expectations.

Notwithstanding Section 599.689, a manager whose performance is not certified as successful by the appointing power shall not receive an increase, except as provided in (c)(2).

(2) When the application of (c)(1) would result in an employee having a salary rate that is below the new minimum rate for his/her salary range, the employee shall receive the new minimum rate. When an employee is retained at the minimum rate for this reason, the appointing power shall determine if any of the causes for disciplinary action specified in Section 19572 of the Government Code apply.

(3) When an employee does not receive the salary increase authorized by this rule on the date the salary range increase occurs, he/she shall receive the increase at any future time that his/her current or future appointing power certifies that his/her job performance is successful.

(d) Merit salary adjustments (MSAs).

(1) Effective January 1, 1995, the performance appraisal process specified in this rule shall also be the basis for awarding MSAs to managers under Section 19832 of the Government Code. Only those managers whose performance the appointing power determines is successful shall receive a MSA.

(2) Notwithstanding Section 599.683, a manager who is at the salary range maximum, and then falls below the maximum because he/she does not receive a salary increase under (c)(1), shall not qualify for additional MSAs because he/she is now below the maximum of the salary range.

(e) Appeals

(1) Notwithstanding Section 599.798, a manager may appeal his/her performance appraisal using only the excluded employee grievance procedure prescribed in Section 599.859, and only on the grounds that the appraisal was used to abuse, harass, or discriminate against the manager.

(2) A manager who is denied a MSA, or who does not receive the salary increase available under (c) on the date the increase is authorized by the Department of Personnel Administration, may appeal that action using only the excluded employee grievance procedure prescribed in Section 599.859. The only grounds for such appeals shall be the following:

(A) Failure to receive a performance appraisal or other substantive performance feedback during the past twelve months.

(B) A clear and compelling disparity between the appointing power's failure to grant the salary increase and the performance appraisals and/or other performance feedback that the manager has received.

(C) Circumstances clearly indicating that the appointing power's salary action was determined by factors other than the manager's job performance.

(3) In all appeals under this subsection, the manager shall have the burden of substantially proving his/her case, within the grounds specified above. In the absence of this, the appointing power's action shall stand. For managers, this appeal process shall replace the appeal process prescribed by Section 599.684 for denials of MSAs.

(f) Multiple appointing powers.

Where a state department has multiple appointing powers, the provisions of this rule may be administered centrally by that department if agreed to by the appointing powers or where provided by law.

(g) Effective date. This rule shall apply to salary range increases for managerial classifications that take effect on or after January 1, 1994, provided that this shall not result in a previously granted salary increase being withdrawn.

Note: Authority cited: Sections 19815.4(d) and 19820 of the Government Code.

Reference cited: Sections 19826, 19829, 19832, 19992 through 19992.3, and 19992.8 through 19992.14 of the Government Code.

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DEPARTMENT OF PERSONNEL ADMINISTRATION

Proposed Rule 599.799.2

Final Text

599.799.2. Supervisory Performance Appraisal and Compensation

(a) **Scope and purpose.** This rule shall apply to all civil service employees serving in supervisory positions as defined by Section 3513(g) of the Government Code and all exempt employees in the Department of Education, State Special Schools serving in such supervisory positions. Its purpose is to specify the manner in which performance in supervisory positions is appraised and to establish a program for determining supervisors' salary increases based on their job performance, rather than through automatic, general adjustments.

(b) **Performance standards and appraisal.**

(1) It shall be the responsibility of each appointing power to ensure that clear, job-related, written standards of performance are developed and kept up to date for the supervisory positions under his/her jurisdiction. These standards shall be based on the specific requirements of individual positions, as well as more general organizational requirements. They shall reflect the level of job performance that can normally be expected from a well-qualified supervisor who performs his/her duties with a reasonable degree of industry, initiative, and responsibility. These standards shall set the framework for more specific, day-to-day work expectations.

(2) Each appointing power shall have a performance appraisal system for determining if supervisory performance meets the established performance standards. This system shall result in written appraisals of each supervisor's performance, as specified in (b)(3). Affected supervisors shall be provided with a description of the performance appraisal system.

(3) Performance appraisal reports shall be written, using a form approved by the Department of Personnel Administration. The form shall address the performance standards developed in accordance with subsection (b)(1) of this rule. The appraisals shall be completed at least annually and shall provide a clear assessment of supervisors' performance. As appropriate, they shall also provide suggestions and/or plans for further development and improvement.

(4) Each supervisor shall receive a copy of his/her appraisal report and shall have the opportunity to discuss it with the rater before it is filed. If the supervisor does not agree with the appraisal, he/she shall be entitled to discuss it with the appointing power or his/her designee, unless the rater is the appointing power, in which case no further discussion shall be required.

(5) The performance appraisal reports required by this rule shall be kept on file by the appointing power for at least three years.

(c) **Salary range increases.**

(1) When the salary range for a classification containing positions covered by this rule is increased on or after January 1, 1995, appointing powers shall prepare a certification indicating which of their supervisors are (were) performing successfully at the time of the range increase. Supervisors who are certified as successful shall receive a salary increase equal to the amount of the salary range increase. For the purposes of this rule, a supervisor's performance is successful if he/she has substantially met his/her appointing power's performance standards and related work expectations. Notwithstanding Section 599.689, a supervisor whose performance is not certified as successful by the appointing power shall not receive an increase, except as provided in (c)(2).

(2) When the application of (c)(1) would result in an employee having a salary rate that is below the new minimum rate for his/her salary range, the employee shall receive the new minimum rate. When an employee is retained at the minimum rate for this reason, the appointing power shall determine if any of the causes for disciplinary action specified in Section 19572 of the Government Code apply.

(3) When an employee does not receive the salary increase authorized by this rule on the date the salary range increase occurs, he/she shall receive the increase at any future time that his/her current or future appointing power certifies that his/her job performance is successful.

(d) Merit salary adjustments (MSAs).

(1) Effective January 1, 1995, the performance appraisal process specified in this rule shall also be the basis for awarding MSAs to supervisors under Section 19832 of the Government Code. Only those supervisors whose performance the appointing power determines is successful shall receive a MSA.

(2) Notwithstanding Section 599.683, a supervisor who is at the salary range maximum, and then falls below the maximum because he/she does not receive a salary increase under (c)(1), shall not qualify for additional MSAs because he/she is now below the maximum of the salary range.

(e) Appeals

(1) Notwithstanding Section 599.798, a supervisor may appeal his/her performance appraisal using only the excluded employee grievance procedure prescribed in Section 599.859, and only on the grounds that the appraisal was used to abuse, harass, or discriminate against the supervisor.

(2) A supervisor who is denied a MSA, or who does not receive the salary increase available under (c) on the date the increase is authorized by the Department of Personnel Administration, may appeal that action using only the excluded employee grievance procedure prescribed in Section 599.859. The only grounds for such appeals shall be the following:

(A) Failure to receive a performance appraisal or other substantive performance feedback during the past twelve months.

(B) A clear and compelling disparity between the appointing power's failure to grant the salary increase and the performance appraisals and/or other performance feedback that the supervisor has received.

(C) Circumstances clearly indicating that the appointing power's salary action was determined by factors other than the supervisor's job performance.

(3) In all appeals under this subsection, the supervisor shall have the burden of substantially proving his/her case, within the grounds specified above. In the absence of this, the appointing power's action shall stand. For supervisors, this appeal process shall replace the appeal process prescribed by Section 599.684 for denials of MSAs.

(f) Multiple appointing powers.

Where a state department has multiple appointing powers, the provisions of this rule may be administered centrally by that department if agreed to by the appointing powers or where provided by law.

(g) Effective date. This rule shall apply to salary range increases for supervisory classifications that take effect on or after January 1, 1995.

Note: Authority cited: Sections 19815.4(d) and 19820 of the Government Code.

Reference cited: Sections 19826, 19829, 19832, and 19992 through 19992.3 of the Government Code.



