

Generalist Consolidation



Melissa Russell, Division Chief
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New Classification Series

Analyst I

Analyst II

Analyst III

Analyst IV

Supervisor
I

Supervisor
II

Manager I

Manager II

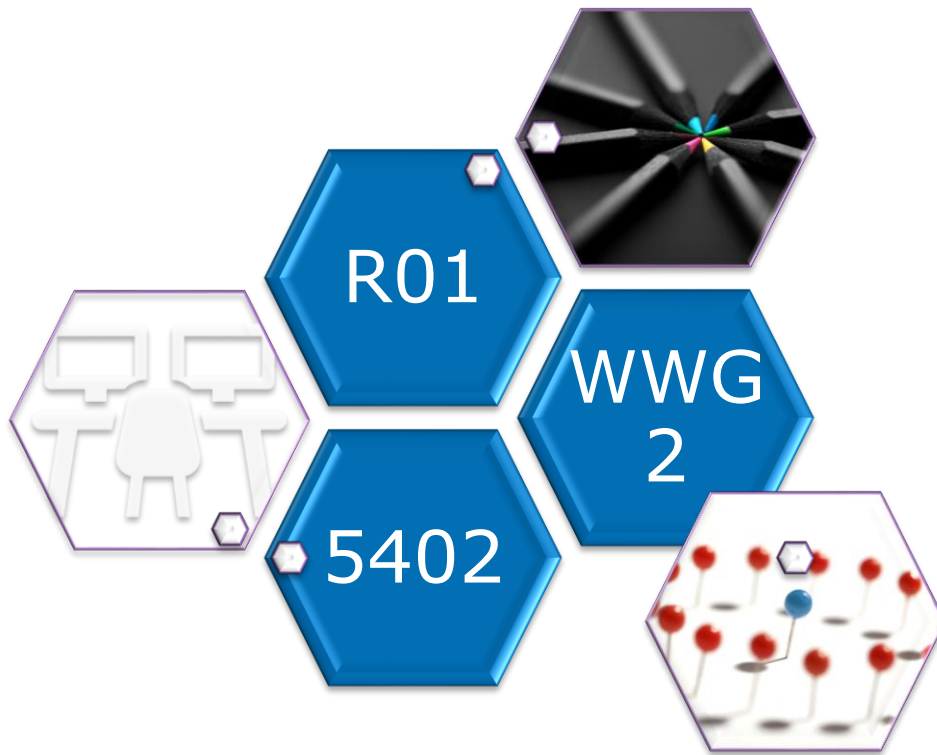
Staff Services Analyst – Analyst I

- Retitled to Analyst I
- Class Code: 5157
- 12-month probationary period
- No change to salary
- CBID and WWG (R01/WWG 2)
- ARC 069 – Revised
- Revised Classification Specification

AGPA – Analyst II

- Retitled to Analyst II
- Class Code: 5393
- No change to salary
- CBID and WWG (R01/WWG 2)
- Probationary period changed: from 6 months to 12 months for NEW appointments made on or after 1/1/2026
- Revised classification specification

NEW: Analyst III



Current Salary: \$6,623 - \$8,290

Advance Journey Level

Works under general direction

Probationary Period: 12 months

MQs: 4 yrs and 2 years of Analytical, 1 year must be equivalent to Analyst II

NEW: Analyst IV



Current Salary: \$7,276 - \$9,107

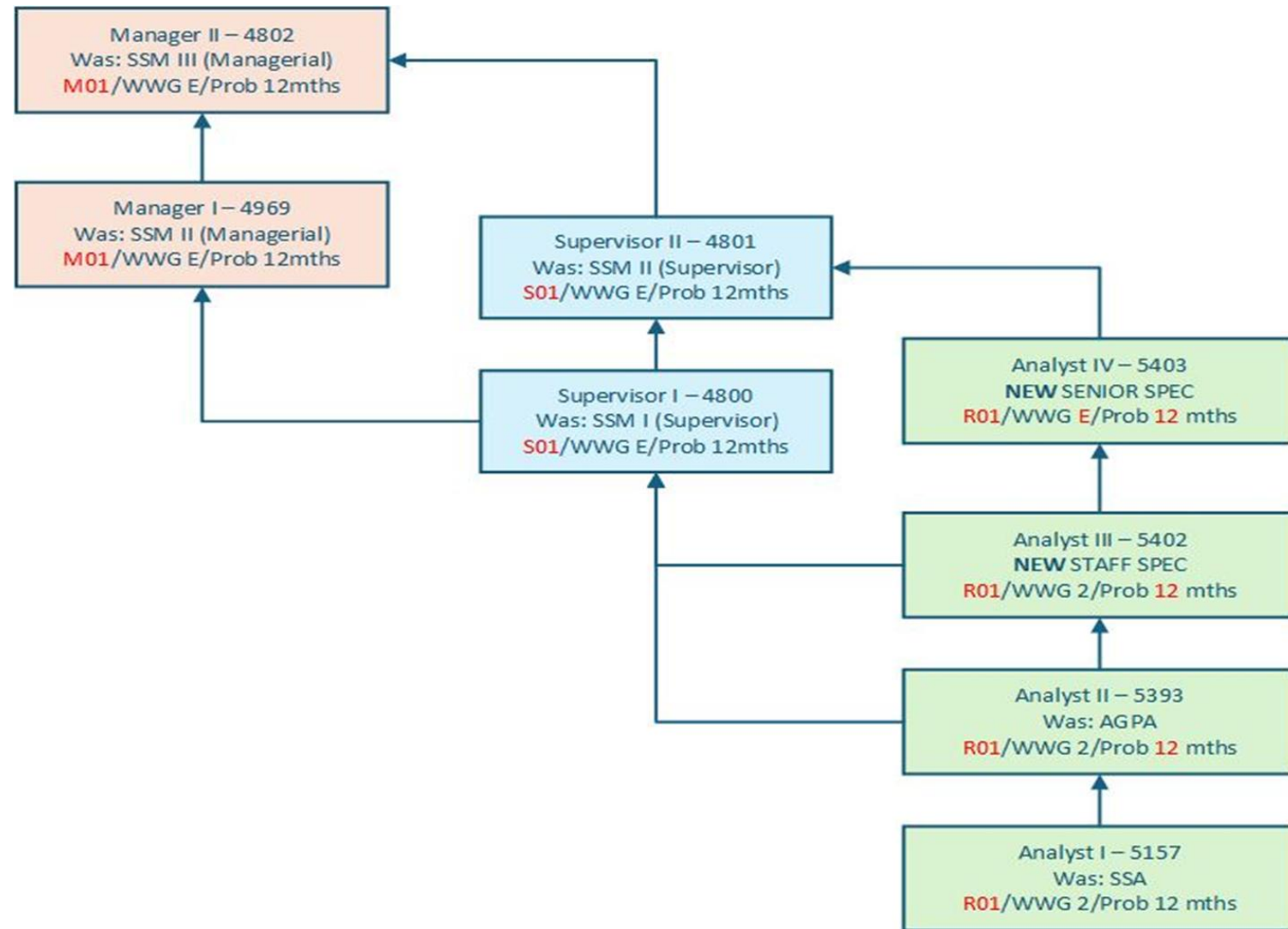
Expert Journey Level

Works under General Direction

Probationary Period: 12 months

MQs: 4 yrs and 3 years of professional Analytical, w/1 year must be equivalent to Analyst III

Structure



Staff Services Manager I – Supervisor I

- Retitled to Supervisor I
- Class Code: 4800
- 12-month probationary period
- No change to salary
- CBID or WWG (S01/WWG E)
- Revised classification specification

Staff Services Manager II (S) – Supervisor II

- Retitled to Supervisor II
- Class Code: 4801
- 12-month probationary period
- No change to salary
- CBID or WWG (S01/WWG E)
- Minimal revision to classification specification

Staff Services Manager II (M) – Manager I

- Retitled to Manager I
- Class Code: 4969
- 12-month probationary period
- No change to salary
- No change to CBID or WWG (M01/WWG E)
- Minimal revision to classification specification

Staff Services Manager III (M) – Manager II

- Retitled to Manager II
- Class Code remains 4802
- Probationary period remains the same: 12 months
- No change to salary
- No change to CBID or WWG (M01/WWG E)
- Revised classification specification

ARC 069

- Retained and Revised ARC 069
- Updated the class titles
- Analyst I level **only**
- Abolished ARCs:
- 005, 065, 113, 137, 149, 412

Board Item Actions - Website

CalHR's website updated effective Jan. 1, 2026:

- Analyst Series specification
- Supervisor and Manager Series specification
- Revised ARC 069
- New Allocation Guidelines

Board Item Actions – Abolished Classes

Effective Aug. 11, 2025, the following vacant classifications will be abolished:

- 5201 - Retirement Program Specialist II (Supervisor)
- 9050 - Supervising Communicable Disease Rep.
- 8430 - Communicable Disease Manager I
- 9052 - Communicable Disease Representative
- 9542 - Administrator I, Fair Employment and Housing

Board Item Actions – Footnote 24

Effective Aug. 11, 2025, designated footnote 24:

- 9510 - Administrator II, Fair Employment and Housing

Board Item Actions - Reallocation

Effective Jan. 1, 2026, the 56 classifications will be abolished *after* reallocation of all incumbents.

Implementation Preparation

- Review:
 - The Board Item
 - The list of classifications
 - The approved Class Specifications
 - Your organizational structure
 - Develop your department Communication Plan

What **NOT** To Do

- It is **not** CalHR's intent for departments to PIP ALL SSA/AGPAs into the New Analyst III/IVs Classifications
 - You MUST assess needs and use proper position allocation to maintain the integrity of the class plan!
- Do **NOT** reclass SSM I/II Specialists into Analyst III/IVs
 - This is not the intent of class consolidation
 - Such a reclass entails a WWG change and loss of status/rights
 - Movement may occur, but only through attrition

What's Next

- CalHR Website
 - Resources
 - FAQs
- Small Sessions
 - Registration is open and fixed!
- Allocation Guides
- Examination
- Glossary

Key Takeaways

Effective
1/1/2026

Two New
Analyst levels

Examinations
Go-Live
1/1/2026

Do Not Reclass
SSM I/II
Specialist

Probation
Changes only
NEW EEs

Single Pattern
MQs

Check out the
CalHR Website

Register for
Small Sessions

Questions



Contact Information

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