

PAY LETTER: 26-02  
ISSUE DATE: January 13, 2026

**CALIFORNIA DEPARTMENT OF HUMAN RESOURCES  
SECTION II SUMMARY OF REVISIONS TO THE  
CALIFORNIA STATE CLASSIFICATION AND COMPENSATION PLAN**

**PARTS A THROUGH D WERE APPROVED DURING THE STATE PERSONNEL BOARD MEETING  
HELD ON AUGUST 11, 2025.  
(Effective January 1, 2026, unless otherwise specified)**

**PART A**

**GENERAL CLASSIFICATION AND COMPENSATION ACTIONS**

**NEW:** The following classifications were established effective **January 1, 2026**.

<b>Classification Title</b>	<b>Class Code</b>	<b>Schematic Code</b>	<b>Salary</b>	<b>SISA</b>	<b>WWG</b>	<b>MCR</b>	<b>CBID</b>	<b>Footnotes</b>
Analyst III	5402	JY38	Range A; \$6,623.00 \$8,290.00  Range L: \$6,623.00- \$8,290.00		2		R01	01, 19  ARC 285
Analyst IV	5403	JY39	Range A: \$7,276.00 \$9,107.00  Range L: \$7,276.00- \$9,107.00		E		R01	01, 19  ARC 285

**ACTIONS: ABOL:** The following classifications were abolished effective **August 11, 2025**.

<b>Classification Title</b>	<b>Class Code</b>	<b>Schematic Code</b>
Retirement Program Specialist II (Supervisor)	5201	JR20
Supervising Communicable Disease Representative	9050	KI16
Communicable Disease Manager I	8430	KI14
Communicable Disease Representative	9052	KI18
Administrator I, Fair Employment and Housing	9542	WR12

**ACTIONS: ABOL:** The classifications listed below will be abolished after reallocation of the incumbents effective **January 1, 2026.**

<b>Classification Title</b>	<b>Class Code</b>	<b>Schematic Code</b>
Political Reform Program Specialist	1822	KA55
Political Reform Program Senior Specialist	1824	KA56
Associate Program Specialist, California Debt Advisor Commission	4289	JV80
Associate Medi-Cal Eligibility Analyst	4414	KH28
Health Planning Specialist II	4648	JW26
Associate Risk Analyst	4658	JP32
Health Planning Specialist I	4666	JW28
Health Analyst	4672	KH14
Assistant Risk Analyst	4685	JP34
Staff Risk Manager	4686	JP30
Associate Business Management Analyst	4742	KK40
Assistant Hospital Administrator	4781	KE74
Associate Materials Analyst	4901	KP60
Pension Program Analyst	5103	JR32
Associate Pension Program Analyst	5104	JR34
Associate Personnel Analyst	5142	KY90
Junior Staff Analyst (General)	5156	JY25
Test Validation and Development Specialist II	5168	LA30
Test Validation and Development Specialist I	5183	LA35
Retirement Program Specialist II (Technical)	5188	JR25
Training Officer II	5194	LC25
Training Officer III	5196	LC20
Training Officer I	5197	LC30
Retirement Program Specialist I	5203	JR30
Associate Management Analyst	5246	LE10
Records Management Analyst I	5250	LE48
Records Management Analyst II (Specialist)	5265	LE46
Associate Budget Analyst	5284	LF30
Associate Operations Analyst, Franchise Tax Board	5334	JY84
Staff Operations Specialist, Franchise Tax Board	5335	JY82
Legislative Coordinator, State Controller's Office	5343	KF73
Senior Operations Specialist, Franchise Tax Board	5346	JY80
Elections Specialist	5354	KA36
Administrative Assistant II	5358	KG30
Administrative Assistant I	5361	KG40
Special Assistant to the Director, Department of the Youth Authority	5377	KG20

<b>Classification Title</b>	<b>Class Code</b>	<b>Schematic Code</b>
Associate Small Business Officer	5493	KD10
Supervising Health Care Service Plan Analyst	7055	KI70
Education and Outreach Specialist	7371	MA10
Communicable Disease Manager III	8402	KI10
Communicable Disease Specialist II	8403	KI30
Communicable Disease Specialist I	8404	KI32
Staff Health Care Service Plan Analyst	8406	KI74
Communicable Disease Manager II	8431	KI12
Assistant Health Care Service Plan Analyst	8447	KI78
Associate Health Care Service Plan Analyst	8448	KI76
Senior Health Care Service Plan Analyst	8449	KI72
Consulting Communicable Disease Representative	9051	KI34
Fair Employment and Housing Consultant II	9511	WR20
Fair Employment and Housing Consultant III (Supervisor)	9512	WR16
Fair Employment and Housing Consultant I	9513	WR25
Field Examiner I, Agricultural Labor Relations Board	9518	WR60
Field Examiner II, Agricultural Labor Relations Board	9519	WR55
Field Examiner III, Agricultural Labor Relations Board	9520	WR50
Fair Employment and Housing Consultant III (Specialist)	9547	WR17

**RET:** The following classifications were revised effective **January 1, 2026**.

<b>Classification Title</b>	<b>Class Code</b>	<b>Schematic Code</b>
<b>From:</b> Staff Services Manager I	4800	JY15
<b>To:</b> Supervisor I		

<b>Classification Title</b>	<b>Class Code</b>	<b>Schematic Code</b>
<b>From:</b> Staff Services Manager II (Supervisory)	4801	JY12
<b>To:</b> Supervisor II		

<b>Classification Title</b>	<b>Class Code</b>	<b>Schematic Code</b>
<b>From:</b> Staff Services Manager III	4802	JY05
<b>To:</b> Manager II		

Classification Title		Class Code	Schematic Code
<b>From:</b>	Staff Services Manager II (Managerial)	4969	JY10
<b>To:</b>	Manager I		

Classification Title		Class Code	Schematic Code	Footnotes
<b>From:</b>	Staff Services Analyst	5157	JY20	01, 19 29, 91
<b>To:</b>	Analyst I			01, 19, 29, 91  ARC 069 Add

Classification Title		Class Code	Schematic Code	Footnotes
<b>From:</b>	Associate Governmental Program Analyst	5393	JY35	19, 29, P5
<b>To:</b>	Analyst II			19, 29, P5  01 Add

**CHG:** The following classification was revised effective **January 01, 2026**.

Classification Title		Class Code	Schematic Code	Footnotes
Administrator II, Fair Employment and Housing		9510	WR10	01, 19  24 Add

## **PART B**

### **RESOLUTION, SALARY MOVEMENT INSTRUCTIONS, AND ALTERNATE RANGE CRITERIA**

Copies of resolutions and alternate range criteria adopted by the State Personnel Board, and salary movement instructions when status resolutions are adopted.

**ACTIONS:** **Incumbent** salary movement as approved by the California Department of Human Resources resulting from classification actions taken by the State Personnel Board on August 11, 2025. Incumbent movement into the appropriate class shall be effective January 1, 2026.

**DOCUMENTATION:**

The State Controller's Office (SCO) will process an Employment History (EH) mass update to implement the Generalist Classification Consolidation prior to Master Payroll Cutoff in January 2026 and reallocate employees through an A20 transaction.

Departments will be responsible for keying the following transactions for eligible employees, effective January 01, 2026:

1. A02 transaction for nonpermanent employees including:
  - TAU
  - Limited Term Appointments
  - Retired Annuitants
  - Emergency Appointments
2. Employees in Excluded Ranges - Movement between excluded ranges is subject to California Code of Regulations, title 2, section 427 and transactions should be processed as follows:

Example: Employee is in the Associate Governmental Program Analyst classification (5393) Range L. This class is consolidating into classification Analyst II (5393) Range L.

  - A 335 transaction to return incumbent to the appropriate status range for their current classification.
  - An A20 transaction to reallocate incumbents from the status range(s) of existing classification to the status range(s) of new classification and apply the range differential.
  - A 335 transaction to place incumbents in the appropriate excluded alternate range of the new classifications and to apply the applicable salary rule based on the range differential between the status range and excluded range.
3. 120 transactions for employees who may have been placed in a duplicate position number as a result of the mass update. Departments should run a MIRS report to identify affected employees.
4. A20 transaction for employees in the Field Examiner III, Agricultural Labor Relations Board classification (9520) and provide a Range Differential as listed in Column V of the table below.
5. A20 for any Rank and File employee in a classification that is moving from a class with no range or a range in current classification to a new range in new classification.

Example: Employee is in the Associate Risk Analyst classification (4658) which has no current range. This class is consolidating into classification Analyst II (5393) Range A.

Departments are responsible for keying the following:

- **An A20 transaction (to put the employee in the new classification to the status range)**
- **A 335 transaction to place the employee in the appropriate range of the new classification**

**In order to limit the fallout and manual processing required, departments should not key any transactions, with the exception of separations, for employees who should be included in the mass update, until after the mass update has been completed.**

**An SCO Personnel Letter will follow with additional information.**

Classification actions affected incumbents in the following classes:

<b>Existing Class Code</b>	<b>Existing Class Title</b>	<b>Existing Class Range</b>	<b>Proposed Class Code</b>	<b>Proposed Class Title</b>	<b>Proposed Class Range</b>	<b>Column V Range Differential</b>
5156	Junior Staff Analyst (General)	L	5157	Analyst I	L	0%
5156	Junior Staff Analyst (General)	M	5157	Analyst I	M	0%
5157	Staff Services Analyst (General)	L	5157	Analyst I	L	0%
5157	Staff Services Analyst (General)	M	5157	Analyst I	M	0%
5157	Staff Services Analyst (General)	N	5157	Analyst I	N	0%
5361	Administrative Assistant I	L	5157	Analyst I	N	0%
4742	Associate Business Management Analyst	L	5393	Analyst II	L	0%
5142	Associate Personnel Analyst	L	5393	Analyst II	L	0%
5246	Associate Management Analyst	L	5393	Analyst II	L	0%
5284	Associate Budget Analyst	L	5393	Analyst II	L	0%
5334	Associate Operations Specialist, Franchise Tax Board	L	5393	Analyst II	L	0%
5358	Administrative Assistant II	L	5393	Analyst II	L	0%

Existing Class Code	Existing Class Title	Existing Class Range	Proposed Class Code	Proposed Class Title	Proposed Class Range	Column V Range Differential
5393	Associate Governmental Program Analyst	L	5393	Analyst II	L	0%
9520	Field Examiner III, Agricultural Labor Relations Board		4800	Supervisor I		7.5%

### **RESOLUTION**

WHEREAS, the State Personnel Board on August 11, 2025, adopted the revised series indicated in Column V below; and the duties and responsibilities of these classes were substantially included in the previously existing classes indicated in Column II below; and

WHEREAS, the knowledge, abilities, and minimum qualifications required for the classes indicated in Column V were substantially tested for in the examinations held for the classes listed in Column II; and

WHEREAS, the tests of fitness have been met by individuals in classes indicated in Column II who are being reallocated to classes in Column V by a status resolution; and

WHEREAS, it has been determined that the duties and responsibilities that have been performed by incumbents in the classifications in Column II are appropriate for reallocation to the classifications in Column V; therefore, be it

RESOLVED, that each person with civil service status in the classes in Column II on January 1, 2026, be reallocated to, and hereby granted the same civil service status without further examination in the class listed in Column V; and be it further

RESOLVED, that those individuals shall be reallocated by way of the published pay letter and appropriate personnel transaction(s); and be it further

RESOLVED, that individuals with mandatory reinstatement rights for the classes in Column II shall retain those rights for the comparable class in Column V until expiration of those rights for the classes in Column II; and be it further

RESOLVED, that individuals on any existing reemployment lists, for the classifications in Column II, shall be placed on reemployment lists for the comparable classification in Column V until expiration of their eligibility on the reemployment lists for the classifications in Column II; and be it further

RESOLVED, that any existing employment lists other than reemployment lists established for the classes indicated in Column II, shall be used to certify to fill vacancies in the classes indicated in Column V until such lists are abolished, exhausted, or superseded by lists for classes indicated in Column V, and persons on any existing reemployment lists for the classes indicated in Column II shall also be placed on reemployment lists for the classes indicated in Column V until expiration of their eligibility on the reemployment lists for the classes indicated in Column II: and

WHEREAS, incumbents who are being reallocated from the classifications marked with an asterisk in Column I, listed by title in Column II, below were serving a six month probationary period; and

WHEREAS, incumbents in the other classes not marked with an asterisk in Column I who are being reallocated from the classifications listed by title in Column II below were serving a 12-month probationary period; and

WHEREAS, the classifications indicated in Column V have a 12-month probationary period; and

WHEREAS, it has been determined that the duties and responsibilities that have been performed by incumbents in the classifications indicated in Column II are appropriate for reallocation to the classifications indicated in Column V; therefore, be it

RESOLVED, that each person with civil service status in the classifications in Column II as of January 1, 2026, shall be reallocated to, and hereby granted the same civil service status without further examination in the classification in Column V; and be it further

RESOLVED, that all appointments to the classifications indicated in Column V that require a probationary period and that are effective on or after January 1, 2026, shall require service of a 12-month probationary period before an employee may attain permanent status in the classifications; and be it further

RESOLVED, that all incumbents in the classifications marked with an asterisk in Column I, indicated by title in Column II below who on January 1, 2026, have less than six months of probationary status in the classifications indicated in Column II below shall complete their probation when they have served the equivalent of six months of combined experience in the classification in Column II and Column V and shall be given permanent status in the classifications indicated in Column V; and be it further

RESOLVED, that those incumbents in the classifications indicated in Column II below with a 12-month probationary period who on January 1, 2026, have less than 12 months probationary status in the classifications indicated in Column II below shall complete their probation when they have served the equivalent of 12 months of combined experience in the classification in Column II and Column V and shall be given permanent status in the classifications indicated in Column V.

Column I	Column II	Column III	Column IV	Column V	Column VI
Existing Class Code	Existing Class Title	Existing Class Range	Proposed Class Code	Proposed Class Title	Proposed Class Range
4672	Health Analyst	A	5157	Analyst I	A
4672	Health Analyst	B	5157	Analyst I	B
4672	Health Analyst	C	5157	Analyst I	C
4685*	Assistant Risk Analyst		5157	Analyst I	C
5103	Pension Program Analyst	A	5157	Analyst I	A
5103	Pension Program Analyst	B	5157	Analyst I	B



<b>Column I</b>	<b>Column II</b>	<b>Column III</b>	<b>Column IV</b>	<b>Column V</b>	<b>Column VI</b>
<b>Existing Class Code</b>	<b>Existing Class Title</b>	<b>Existing Class Range</b>	<b>Proposed Class Code</b>	<b>Proposed Class Title</b>	<b>Proposed Class Range</b>
5103	Pension Program Analyst	C	5157	Analyst I	C
5156	Junior Staff Analyst (General)	A	5157	Analyst I	A
5156	Junior Staff Analyst (General)	B	5157	Analyst I	B
5157	Staff Services Analyst (General)	B	5157	Analyst I	B
5157	Staff Services Analyst (General)	C	5157	Analyst I	C
5183*	Test Validation and Development Specialist I		5157	Analyst I	C
5203	Retirement Program Specialist I	A	5157	Analyst I	A
5203	Retirement Program Specialist I	B	5157	Analyst I	B
5203	Retirement Program Specialist I	C	5157	Analyst I	C
5250*	Records Management Analyst I		5157	Analyst I	C
5361*	Administrative Assistant I	A	5157	Analyst I	C
5361*	Administrative Assistant I	B	5157	Analyst I	
8447*	Assistant Health Care Service Plan Analyst		5157	Analyst I	C
9051*	Consulting Communicable Disease Representative		5157	Analyst I	C
9513*	Fair Employment and Housing Consultant I	A	5157	Analyst I	A

Column I	Column II	Column III	Column IV	Column V	Column VI
Existing Class Code	Existing Class Title	Existing Class Range	Proposed Class Code	Proposed Class Title	Proposed Class Range
9513*	Fair Employment and Housing Consultant I	B	5157	Analyst I	B
9513*	Fair Employment and Housing Consultant I	C	5157	Analyst I	C
9518	Field Examiner I, Agricultural Labor Relations Board	B	5157	Analyst I	C
1822	Political Reform Program Specialist		5393	Analyst II	
4289	Associate Program Specialist, California Debt Advisor Commission		5393	Analyst II	A
4414*	Associate Medi-Cal Eligibility Analyst		5393	Analyst II	A
4658	Associate Risk Analyst		5393	Analyst II	A
4742*	Associate Business Management Analyst	A	5393	Analyst II	A
4901*	Associate Materials Analyst		5393	Analyst II	A
5104*	Associate Pension Program Analyst		5393	Analyst II	A
5142*	Associate Personnel Analyst	A	5393	Analyst II	A

Column I	Column II	Column III	Column IV	Column V	Column VI
Existing Class Code	Existing Class Title	Existing Class Range	Proposed Class Code	Proposed Class Title	Proposed Class Range
5168*	Test Validation and Development Specialist II		5393	Analyst II	A
5188*	Retirement Program Specialist II (Technical)		5393	Analyst II	A
5197	Training Officer I	A	5393	Analyst II	A
5265*	Records Management Analyst II (Specialist)		5393	Analyst II	A
5284*	Associate Budget Analyst	A	5393	Analyst II	A
5334*	Associate Operations Specialist, Franchise Tax Board	A	5393	Analyst II	A
5358*	Administrative Assistant II	A	5393	Analyst II	A
5393*	Associate Governmental Program Analyst	A	5393	Analyst II	A
5493*	Associate Small Business Officer		5393	Analyst II	A
7371	Education and Outreach Specialist		5393	Analyst II	A
8404	Communicable Disease Specialist I		5393	Analyst II	A
8448*	Associate Health Care Service Plan Analyst		5393	Analyst II	A
9511	Fair Employment and Housing Consultant II		5393	Analyst II	A

Column I	Column II	Column III	Column IV	Column V	Column VI
Existing Class Code	Existing Class Title	Existing Class Range	Proposed Class Code	Proposed Class Title	Proposed Class Range
9519*	Field Examiner II, Agricultural Labor Relations Board		5393	Analyst II	A
1824	Political Reform Program Senior Specialist		5402	Analyst III	A
4666	Health Planning Specialist I		5402	Analyst III	A
5335	Staff Operations Specialist, Franchise Tax Board		5402	Analyst III	A
5354*	Elections Specialist		5402	Analyst III	A
8403	Communicable Disease Specialist II		5402	Analyst III	A
8406*	Staff Health Care Service Plan Analyst		5402	Analyst III	A
9547	Fair Employment and Housing Consultant III (Specialist)		5402	Analyst III	A
4648	Health Planning Specialist II		5403	Analyst IV	A
5346	Senior Operations Specialist, Franchise Tax Board		5403	Analyst IV	A
4686	Staff Risk Manager		4800	Supervisor I	
4800	Staff Services Manager I		4800	Supervisor I	

<b>Column I</b>	<b>Column II</b>	<b>Column III</b>	<b>Column IV</b>	<b>Column V</b>	<b>Column VI</b>
<b>Existing Class Code</b>	<b>Existing Class Title</b>	<b>Existing Class Range</b>	<b>Proposed Class Code</b>	<b>Proposed Class Title</b>	<b>Proposed Class Range</b>
5194	Training Officer II		4800	Supervisor I	
8431	Communicable Disease Manager II		4800	Supervisor I	
9512	Fair Employment and Housing Consultant III (Supervisor)		4800	Supervisor I	
9520*	Field Examiner III, Agricultural Labor Relations Board		4800	Supervisor I	
4801	Staff Services Manager II (Supervisory)		4801	Supervisor II	
5196	Training Officer III		4801	Supervisor II	
5343	Legislative Coordinator, State Controller's Office		4801	Supervisor II	
5377	Special Assistant to The Director, Department of Youth Authority		4801	Supervisor II	
8402	Communicable Disease Manager III		4801	Supervisor II	
8449	Senior Health Care Service Plan Analyst		4801	Supervisor II	
4781	Assistant Hospital Administrator		4969	Manager I	
4969	Staff Services Manager II (Managerial)		4969	Manager I	

Column I	Column II	Column III	Column IV	Column V	Column VI
Existing Class Code	Existing Class Title	Existing Class Range	Proposed Class Code	Proposed Class Title	Proposed Class Range
4802	Staff Services Manager III		4802	Manager II	
7055	Supervising Health Care Service Plan Analyst		4802	Manager II	

The foregoing resolution was made and adopted by the Board during its meeting on August 11, 2025, to become effective and implemented on January 1, 2026, as reflected in the record of the meeting and Board minutes.

**Effective January 1, 2026, the following Alternate Range Criteria were abolished.**

**ALTERNATE RANGE CRITERIA 005**

~~Range A. This range shall apply to a position that does not meet the criteria for payment at Range B.~~

~~Range B. This range shall apply to positions headquartered in Chicago, Illinois, or New York City, New York.~~

~~An employee who accepts an appointment shall be allocated to the appropriate range in terms of the above criteria.~~

~~Prior to movement to another class in State service, an employee receiving compensation under Range B shall first be reallocated to 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 065**

~~Experience gained outside State service may be counted only if the appointing power believes the experience was satisfactory and comparable to that of Junior Staff Analyst (General).~~

~~Range A. This range shall apply to: (1) incumbents who have six months of experience as a Management Services Technician, Range B, and 12 semester or 18 quarter units of college~~

~~courses in English, public or business administration, accounting, statistic, or a subject closely related to the work of a Management Services Technician as determined by the appointing power; or (2) other incumbents who meet the minimum qualifications for this class but 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 experience as a Junior Staff Analyst (General); and may apply to persons who have six months of experience outside of State service performing analytical personnel, budget, or administrative duties similar to those of a Junior Staff Analyst (General), Range A.~~

~~Typical examples of the settings of experience used in meeting the criteria are: State service; the Federal Government; other State and local government units; special districts such as schools and utilities; higher education administrative units; and private industry entities which provide work experience comparable to that of a Junior Staff Analyst (General). Experience in different settings may be combined toward 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 DPA Rule 599.674.~~

### **ALTERNATE RANGE CRITERIA 113**

~~Range A. This range shall apply to: (1) incumbents who have six months of experience as a Management Services Technician, Range B, and 12 semester or 18 quarter units of college courses in industrial/labor relations, economics, labor law, urban sociology, or a subject closely related to the work of a Management Services Technician; or (2) other incumbents who meet the minimum qualifications for Fair Employment and Housing Consultant I, but 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 Fair Employment and Housing Consultant I experience, and may apply to persons who have the equivalent of six months of satisfactory experience outside State service performing duties related to: employment or housing discrimination compliance; intergroup relations in employment or housing affirmative action for equal employment or equal housing opportunity at a level equivalent to Fair Employment and Housing Consultant I.~~

~~Range C. This range shall apply to persons who have satisfactorily completed the equivalent of 12 months of Fair Employment and Housing Consultant I, Range B, experience or 18 months of Fair Employment and Housing Consultant I experience, and may apply to persons who have the equivalent of 18 months of satisfactory experience outside of State service performing duties related to: employment or housing discrimination compliance; intergroup relations in employment or housing affirmative action for equal employment or equal housing opportunity at a level equivalent to Fair Employment and Housing Consultant I.~~

~~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 137**

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

~~Range B. This range shall apply to persons who have satisfactorily completed the equivalent of six months of Retirement Program Specialist I, Range A, and to persons who have the equivalent of six months of satisfactory experience outside of State service performing public retirement program duties similar to those of a Retirement Program Specialist I.~~

~~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 Retirement Program Specialist I, Range B, experience or 18 months of Retirement Program Specialist I experience and to persons who have the equivalent of 18 months of satisfactory experience outside of State service performing public retirement program duties similar to those of Retirement Program Specialist I.~~

~~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 149**

~~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 either: (1) satisfactorily completed six months of technical or professional experience equivalent to that of Health Analyst, Range A; or (2) six months of experience performing health planning related duties in a class comparable to Health Program Technician II; or (3) a Master's Degree in Public Health, Business Administration, Public Administration, Hospital Administration, Health Planning, Education, Economics, Statistics, or other closely related health fields; or (4) six months outside State service performing analytical health planning or health administration duties.~~

~~Range C. This range shall apply to persons who have satisfactorily completed either: (1) 12 months of technical or professional health experience equivalent to that of Health Analyst, Range B; or (2) a Doctorate Degree in Health Planning, Education, Public Health, Business Administration, Public Administration, Hospital Administration, Economics, Statistics, or a closely related health field; or (3) 18 months outside State service performing analytical health planning or health administration duties.~~

~~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 412**

~~Experience gained outside State service may be credited only if the appointing power believes the experience was satisfactory and comparable in type and quality to that of a Pension Program Analyst.~~

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

~~Range B. This range shall apply to persons who have satisfactorily completed either: (1) six (6) months of analytical experience equivalent to that of a Pension Program Analyst, Range A, or (2) six (6) months of experience outside of California state service performing analytical duties equivalent to the level of a Pension Program Analyst, Range A.~~

~~Range C. This range shall apply to persons who have graduated from a recognized four-year accredited college or university; or who satisfactorily completed either: (1) twelve (12) months of analytical experience equivalent to the level of a Pension Program Analyst, Range B, or (2) eighteen (18) months of experience outside of California state service performing analytical duties equivalent to the level of a Pension Program Analyst.~~

~~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 for movement to Range C, the provisions of DPA Rule 599.676 shall apply.~~



**Effective January 1, 2026, the following Alternate Range Criteria was revised by the State Personnel Board:**

**ALTERNATE RANGE CRITERIA 069**

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 equitable 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 equitable to those of an Analyst I.

Typical examples 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.

**PART C**

**CAREER EXECUTIVE ASSIGNMENT (CEA) CHANGES**

**ACTIONS:** None.

**PART D**

**SPECIAL SITUATIONS AND EXPLANATIONS**

Unusual changes to the Classification and Compensation Plan such as simultaneous changes for large numbers of classifications or corrections requiring explanatory remarks.

**ACTIONS:** None.

**CEA ACTION PROPOSALS**

In accordance with California Code of Regulations, title 2, section 548.5, the following CEA(s) are approved without action by the State Personnel Board.

**ACTIONS: None.**

For questions regarding Section II, departmental human resource office staff should contact CalHR's Personnel Management Division at 916-909-3295. Technical questions will be referred to the appropriate CalHR staff member.