

PAY LETTER: 26-03  
ISSUE DATE: January 13, 2026

**CALIFORNIA DEPARTMENT OF HUMAN RESOURCES  
SECTION I**

**SUMMARY OF REVISIONS  
TO THE CALIFORNIA STATE CIVIL SERVICE PAY SCALES  
LOCATED ON CALIFORNIA DEPARTMENT OF HUMAN RESOURCES (CALHR'S) PUBLIC  
WEB SITE**

<https://www.calhr.ca.gov/about-calhr/divisions-programs/personnel-management/pay-scales/>

For questions regarding Section I, personnel office designated liaisons should contact CalHR's Personnel Services Branch. Technical questions will be referred to the appropriate CalHR analyst.

The following changes are now updated on the electronic Pay Scales. Changes to the Alphabetical and Schematic Listings (Sections 15 and 17) will be updated within the first week of each month.

**SECTION 11: ALTERNATE RANGE CRITERIA**

The following Alternate Range Criteria is amended: (Effective 01/01/26)

- Alternate Range Criteria 069

The following Alternate Range Criteria are abolished: (Effective 01/01/26)

- Alternate Range Criteria 005
- Alternate Range Criteria 065
- Alternate Range Criteria 113
- Alternate Range Criteria 137
- Alternate Range Criteria 149
- Alternate Range Criteria 412

**SECTION 15: ALPHABETICAL LISTING**

1. Footnote 24 is added to the following class: (Effective 01/01/26)

Class

Code Class Title

9510 Administrator II, Fair Employment and Housing

2. The following class shall have Alternate Range Criteria 285 added establishing Range L. (Effective 01/01/26)

| <u>Class Code</u> | <u>Class Title</u> | <u>Rq</u> | <u>Min Salary</u> | <u>Max Salary</u> | <u>Add ARC</u> |
|-------------------|--------------------|-----------|-------------------|-------------------|----------------|
| 5402              | Analyst III        | A         | \$6,623           | \$8,290           | 285            |
|                   |                    | L         | \$6,623           | \$8,290           |                |
| 5403              | Analyst IV         | A         | \$7,276           | \$9,107           | 285            |
|                   |                    | L         | \$7,276           | \$9,107           |                |

**DOCUMENTATION:**

Departments must key a 335 transaction effective 01/01/26 to assign eligible employees to alternate range L if applicable, based on alternate range criteria 285. Any employees moving to range L should have their salaries adjusted accordingly, and any out of sequence transactions will also need to be corrected.

Departments must submit a STD 674 and/or STD 674D via ConnectHR; select the appropriate program and document type for payroll adjustments or payments that cannot be keyed via PIP.