

RECRUITMENT HIRING-ABOVE-MINIMUM AUTHORIZATION

SECTION IUNIT 1

Class Code	Class	Department Location(s)	Range	Hiring-Above-Minimum Total Salary Rate
4101	Financial Institutions Examiner	Financial Protection and Innovation	Rg A	\$5,772
4175	Auditor I	All Departments		\$4,470
4267	Tax Auditor, Board of Equalization	CA Dept of Tax and Fee Administration	Rg A	\$5,528
4336	Tax Auditor, Employment Development Department	Employment Development Department	Rg A	\$5,528
4362	Tax Auditor, Franchise Tax Board	Franchise Tax Board	Rg A	\$5,528
4420	Insurance Examiner	Insurance	Rg A Rg B	\$4,926 \$4,694
4592	Public Utilities Regulatory Analyst I	Public Utilities Commission	Rg A Rg B Rg C	\$5,630 \$6,099 \$7,334
4656	Investment Officer I, Public Employees' Retirement System	Public Employees' Retirement System	Rg A Rg B Rg C Rg D	\$4,889 \$5,867 \$7,025 \$8,013
4726	Coastal Program Analyst I	SF Bay Conservation and Development Commission Coastal Commission	Rg A Rg B Rg C	\$5,432 \$5,604 \$6,720
4735	Coastal Program Analyst II	SF Bay Conservation and Development Commission Coastal Commission		\$8,080
5841	Staff Services Management Auditor	All Departments	Rg A Rg B Rg C	\$4,926 \$5,334 \$6,719
7338	Investment Officer I, California State Teachers' Retirement System	California State Teachers' Retirement System	Rg A Rg B Rg C Rg D	\$4,889 \$5,867 \$7,025 \$8,013

UNIT 2

Class Code	Class	Department Location(s)	Range	Hiring-Above-Minimum Total Salary Rate
5701	Deputy Attorney General V	Department of Justice	Rg A Rg L	\$14,051 \$14,051
5705	Deputy Attorney General IV	Department of Justice	Rg A Rg L	\$13,313 \$13,313
5706	Deputy Attorney General III	Department of Justice	Rg A Rg L	\$12,046 \$12,046
5730	Deputy Attorney General	Department of Justice	Rg A Rg B	\$8,846 \$9,956
5778	Attorney	All Departments	Rg A Rg B Rg L Rg M	\$8,846 \$9,956 \$8,846 \$9,956
5780	Attorney IV	All Departments	Rg A Rg L	\$13,313 \$13,313
5781	Attorney V	All Departments	Rg A Rg L	\$14,051 \$14,051
5795	Attorney III	All Departments	Rg A Rg L	\$12,046 \$12,046
6185	Attorney, Fair Political Practices Commission	Fair Political Practices Commission	Rg A Rg B	\$8,846 \$9,956
6186	Attorney, Fair Political Practices Commission-Enforcement	Fair Political Practices Commission	Rg A Rg B	\$8,846 \$9,956
6204	Attorney III, Fair Political Practices Commission	Fair Political Practices Commission		\$12,046

UNIT 3

Class Code	Class	Department Location(s)	Range	Hiring-Above-Minimum Total Salary Rate
2273	Teacher, State Hospitals (Learning Handicapped, Mentally Disabled)	State Hospitals Coalinga State Hospital Patton State Hospital	Rg A Rg B Rg C Rg D	\$6,368 \$6,662 \$6,981 \$7,313
2275	Teacher, State Hospital (Adult Education)	Developmental Services Southern California Facility State Hospitals Coalinga State Hospital	Rg A Rg B Rg C Rg D	\$6,368 \$6,662 \$6,981 \$7,313

UNIT 4

Class Code	Class	Department Location(s)	Range	Hiring-Above-Minimum Total Salary Rate
1282	Legal Secretary	All Departments in the following counties: Alameda, Contra Costa, Fresno, Los Angeles, Marin, Orange, Sacramento, San Diego, San Francisco, San Mateo, and Santa Clara	Rg A Rg B	\$5,060 \$5,317
1741	Accounting Technician	All Departments in the following county: Alameda County		\$3,799
3224	Senior Legal Typist	All Departments in the following counties: Alameda, Contra Costa, Fresno, Los Angeles, Marin, Orange, Sacramento, San Diego, San Francisco, San Mateo, and Santa Clara	Rg A Rg B	\$4,315 \$4,818

UNIT 7

Class Code	Class	Department Location(s)	Range	Hiring-Above-Minimum Total Salary Rate
0983	State Park Peace Officer (Ranger)	Parks and Recreation	Rg A Rg B	\$6,462 \$7,290
0992	State Park Peace Officer (Lifeguard)	Parks and Recreation	Rg A Rg B	\$6,462 \$7,290
1013	Agent, Alcoholic Beverage Control	Alcoholic Beverage Control	Rg A Rg B	\$6,974 \$8,037
1937	Hospital Police Officer	State Hospitals		\$6,462
1944	Exposition Police Officer	Office of Exposition Park Management	Rg A Rg B	\$5,014 \$5,263
1945	State Fair Police Officer	California Exposition and State Fair		\$5,676
1946	Sergeant, State Fair Police	California Exposition and State Fair		\$5,933
1949	State Fair Police Officer (Seasonal)	California Exposition and State Fair		\$5,242

UNIT 7 - Continued

Class Code	Class	Department Location(s)	Range	Hiring-Above-Minimum Total Salary Rate
1954	Peace Officer I, Developmental Center	Developmental Services		\$6,462
1960	Security Officer I, Department of Justice	Department of Justice		\$4,969
8005	Fish and Game Lieutenant (Specialist)	Fish and Wildlife		\$8,037
8421	Fish and Game Warden	Fish and Wildlife	Rg A Rg B	\$6,462 \$7,290
8571	Associate Corporations Investigator	Financial Protection and Innovation		\$7,300
8591	Investigation Specialist II (Technical), Franchise Tax Board	Franchise Tax Board		\$8,037
8593	Investigation Specialist I, Franchise Tax Board	Franchise Tax Board	Rg A Rg B	\$6,974 \$7,300
8595	Senior Investigator, Department of Consumer Affairs	Department of Consumer Affairs		\$7,300
8610	Investigator	All Departments	Rg A Rg B	\$6,974 \$8,037
8894	Arson and Bomb Investigator Assistant	Forestry and Fire Protection	Rg A Rg B	\$6,974 \$7,300
8997	Arson and Bomb Investigator	Forestry and Fire Protection		\$8,037

UNIT 9

Class Code	Class	Department Location(s)	Range	Hiring-Above-Minimum Total Salary Rate
3846	Water Resource Control Engineer	State Water Resources Control Board	Rg A Rg B	\$7,512 \$9,023
3884	Associate Safety Engineer (Elevators)	Industrial Relations		\$10,709
4313	Fire and Life Safety Officer I (Health Facilities Construction)	Health Care Access and Information Los Angeles		\$10,097

UNIT 10

Class Code	Class	Department Location(s)	Range	Hiring-Above-Minimum Total Salary Rate
0176	Veterinarian Specialist (General)	Department of Food and Agriculture		\$10,564

UNIT 11

Class Code	Class	Department Location(s)	Range	Hiring-Above-Minimum Total Salary Rate
9004	Mineral Resources Inspector I	State Lands Commission	Rg A Rg B	\$5,612 \$6,442

UNIT 12

Class Code	Class	Department Location(s)	Range	Hiring-Above-Minimum Total Salary Rate
1542	Senior Equipment Material Specialist	Transportation in the following Division of Equipment Shops: 4, 5, 7, 8, 9, 11 & 12		\$6,056
1552	Equipment Material Specialist	Transportation in the following Division of Equipment Shops: 4, 5, 7, 8, 9, 11 & 12		\$5,533
3713	Caltrans Heavy Equipment Mechanic	Transportation in the following Division of Equipment Shops: 4, 5, 7, 8, 9, 11 & 12		\$6,723
6353	Senior Foundation Driller	Transportation in the following Division: Division of Engineering Services		\$8,725
6355	Foundation Driller Leadworker	Transportation in the following Division: Division of Engineering Services		\$7,950
6356	Foundation Driller	Transportation in the following Division: Division of Engineering Services		\$6,343
6831	Caltrans Heavy Equipment Mechanic Leadworker	Transportation in the following Division of Equipment Shops: 4, 5, 7, 8, 9, 11 & 12		\$7,379
6834	Heavy Equipment Mechanic	Water Resources Castaic, Pearblossom, Oroville, Bakersfield, Lost Hills, and Byron	Rg A	\$6,723

UNIT 16

Class Code	Class	Department Location(s)	Range	Hiring-Above-Minimum Total Salary Rate
7551	Physician and Surgeon	Veterans Affairs	Rg V Rg W Rg Y	\$22,439 \$23,684 \$27,430
7552	Physician and Surgeon (Safety)	Developmental Services Tulare State Hospitals	Rg V Rg W Rg Y	\$22,439 \$23,684 \$27,430
7618	Staff Psychiatrist	Veterans Affairs	Rg U Rg V	\$28,818 \$29,655
7619	Staff Psychiatrist (Safety)	State Hospitals	Rg U Rg V	\$28,818 \$29,655
7644	Physician and Surgeon, Departments of Mental Health and Developmental Services	Developmental Services	Rg V Rg W Rg Y	\$22,439 \$23,684 \$27,430
9263	Physician and Surgeon, Correctional Facility (Internal Medicine/Family Practice)	Corrections and Rehabilitation California Correctional Health Care Services Officer of the Inspector General	Rg P Rg Q Rg R Rg T Rg U Rg V	\$26,677 \$28,156 \$29,640 \$26,677 \$28,125 \$29,640
9269	Physician and Surgeon, Correctional Facility	Corrections and Rehabilitation California Correctional Health Care Services	Rg P Rg Q Rg R	\$26,677 \$28,156 \$29,640
9758	Staff Psychiatrist, Correctional and Rehabilitative Services (Safety)	Corrections and Rehabilitation California Correctional Health Care Services	Rg P Rg Q	\$30,259 \$31,136

UNIT 17

Class Code	Class	Department Location(s)	Range	Hiring-Above-Minimum Total Salary Rate
8011	Nurse Surveyor	All Departments		\$9,293
8144	Nurse Evaluator II, Health Services	Health Care Services Public Health in the following counties: Alameda, Contra Costa, Marin, San Francisco, San Mateo, Santa Clara, and Sonoma		\$8,592

UNIT 18

Class Code	Class	Department Location(s)	Range	Hiring-Above-Minimum Total Salary Rate
7425	Psychiatric Technician Assistant	Developmental Services STAR/CAST Homes Canyon Springs Facility		\$3,800
8226	Psychiatric Technician Instructor	State Hospitals Coalinga State Hospital		\$7,804

UNIT 19

Class Code	Class	Department Location(s)	Range	Hiring-Above-Minimum Total Salary Rate
0050	Clinical Counselor	Corrections and Rehabilitation California Correctional Health Care Services	Rg P	\$8,678
			Rg Q	\$9,319
		State Hospitals	Rg P	\$8,265
			Rg Q	\$8,876
0472	Marriage and Family Therapist	Corrections and Rehabilitation California Correctional Health Care Services	Rg P	\$8,678
			Rg Q	\$9,319
		State Hospitals	Rg P	\$8,265
7975	Pharmaceutical Consultant I, Department of Health Services	California Public Employees' Retirement System Health Care Services		\$10,332
7994	Pharmaceutical Consultant II, Department of Health Services (Specialist)	California Public Employees' Retirement System Department of General Services Health Care Access and Information Health Care Services Public Health		\$11,365
8277	Physical Therapist II	State Hospitals Coalinga State Hospital		\$7,919

UNIT 19 - Continued

Class Code	Class	Department Location(s)	Range	Hiring-Above-Minimum Total Salary Rate
8321	Rehabilitation Therapist State Facility (Music – Safety)	State Hospitals Coalinga State Hospital Corrections and Rehabilitation Salinas Valley State Prison and Correctional Training Facility		\$5,028
8323	Rehabilitation Therapist State Facility (Occupational - Safety)	State Hospitals Coalinga State Hospital Corrections and Rehabilitation Salinas Valley State Prison and Correctional Training Facility		\$5,533 \$5,028
8324	Rehabilitation Therapist, State Facilities (Recreation - Safety)	State Hospitals Salinas Valley Psychiatric Program Coalinga State Hospital Corrections and Rehabilitation Salinas Valley State Prison and Correctional Training Facility		\$5,028
8876	Inspector Board of Pharmacy	Department of Consumer Affairs		\$11,334
9252	Psychologist	Corrections and Rehabilitation California Correctional Health Care Services Department of Human Resources	Rg A Rg L	\$13,937 \$13,937
9281	Physical Therapist I, Correctional Facility	Corrections and Rehabilitation California Correctional Health Care Services Salinas Valley State Prison and Correctional Training Facility		\$6,876
9283	Psychologist-Clinical, Correctional Facility	Corrections and Rehabilitation California Correctional Health Care Services	Rg P Rg Q	\$11,496 \$13,937

UNIT 19 - Continued

Class Code	Class	Department Location(s)	Range	Hiring-Above-Minimum Total Salary Rate
9286	Recreation Therapist, Correctional Facility	Corrections and Rehabilitation California Correctional Health Care Services	Rg P	\$9,159
9824	Behavior Specialist II	Developmental Services Napa/Sonoma, Orange and Sacramento	Rg U	\$8,685
9872	Clinical Social Worker (Health/Correctional Facility)-Safety	Corrections and Rehabilitation California Correctional Health Care Services Developmental Services State Hospitals	Rg P Rg Q Rg S Rg T Rg U Rg V	\$8,678 \$9,319 \$7,687 \$8,255 \$8,265 \$8,876
9873	Psychologist (Health Facility-Clinical-Safety)	State Hospitals	Rg U Rg V	\$10,951 \$13,272
9877	Clinical Social Worker (Health Facility)	Veterans Affairs Corrections and Rehabilitation California Correctional Health Care Services Developmental Services State Hospitals	Rg S Rg T Rg U Rg V	\$7,687 \$8,255 \$8,265 \$8,876
9890	Individual Program Coordinator	Developmental Services Sonoma Southern California Facility Porterville		\$5,085
9897	Individual Program Coordinator (Safety)	Developmental Services Porterville		\$5,341

UNIT 20

Class Code	Class	Department Location(s)	Range	Hiring-Above-Minimum Total Salary Rate
7374	Medical Assistant	Veterans Affairs Corrections and Rehabilitation California Correctional Health Care Services Public Health State Hospitals		\$4,556

UNIT 20 - Continued

Class Code	Class	Department Location(s)	Range	Hiring-Above-Minimum Total Salary Rate
7928	Clinical Laboratory Technologist	State Hospitals Atascadero and Metropolitan Developmental Services Porterville	Rg A	\$6,074
7992	Radiologic Technologist (Safety)	State Hospitals	Rg T	\$7,237
8185	Certified Nursing Assistant	Veterans Affairs Corrections and Rehabilitation California Correctional Health Care Services	Rg A Rg B Rg Q	\$4,346 \$4,665 \$4,840
8272	Physical Therapy Assistant	State Hospitals Developmental Services		\$4,236
8276	Respiratory Care Practitioner	Veterans Affairs The Veterans Home of California, Yountville	Rg A Rg B Rg C	\$5,626 \$5,834 \$6,096
8292	Occupational Therapy Assistant	State Hospitals Developmental Services		\$4,075
8300	Respiratory Care Practitioner, Departments of Mental Health and Developmental Services	State Hospitals Developmental Services	Rg A Rg B Rg C	\$4,423 \$4,610 \$4,813
9301	Clinical Laboratory Technologist (Safety)	State Hospitals Coalinga State Hospital	Rg A	\$6,691
9316	Respiratory Care Practitioner, Correctional Facility	Corrections and Rehabilitation/California Correctional Health Care Services California Medical Facility	Rg A Rg B Rg C	\$4,423 \$4,610 \$4,813
9820	Support Services Assistant (Interpreter)	All Departments	Rg A Rg B Rg C	\$4,940 \$5,153 \$5,637

UNIT 21

Class Code	Class	Department Location(s)	Range	Hiring-Above-Minimum Total Salary Rate
2635	Consultant in Teacher Preparation (Program Evaluation and Research)	Commission on Teacher Credentialing Sacramento	Rg A	\$8,783

EXCLUDED

Class Code	Class	CBID	Department Location(s)	Range	Hiring-Above-Minimum Total Salary Rate
0974	State Park Superintendent III	S07	Parks and Recreation		\$9,782
0976	State Park Superintendent I	S07	Parks and Recreation		\$8,496
0978	State Park Superintendent II	S07	Parks and Recreation		\$8,511
0980	State Park Peace Officer Supervisor (Ranger)	S07	Parks and Recreation		\$7,762
0988	State Park Peace Officer Supervisor II (Lifeguard)	S07	Parks and Recreation		\$8,496
0991	State Park Peace Officer Supervisor I (Lifeguard)	S07	Parks and Recreation		\$7,762
1934	Chief, Protective Services and Security	M07	State Hospitals		\$8,333
1935	Hospital Police Lieutenant	S07	State Hospitals		\$7,277
1936	Hospital Police Sergeant	S07	State Hospitals		\$6,723
1942	Exposition Police Lieutenant	S07	Office of Exposition Park Management		\$5,982
1943	Exposition Police Sergeant	S07	Office of Exposition Park Management		\$5,699
1947	Lieutenant, State Fair Police	S07	California Exposition and State Fair		\$6,517
1955	Peace Officer II, Developmental Center	S07	Developmental Services		\$6,723
1961	Security Officer II, Department of Justice	S07	Department of Justice		\$5,501
4813	Energy Resources Specialist III (Supervisory)	S10	Energy Commission		\$11,527
5267	Finance Budget Analyst	E97	Finance Budget Division *	Rg A	\$6,593

* The plus adjustment shall not be included in the base salary upon movement out of the Budget Division.

EXCLUDED - Continued

Class Code	Class	CBID	Department Location(s)	Range	Hiring-Above-Minimum Total Salary Rate
5432	Financial and Performance Evaluator I, Department of Finance	E97	Finance	Rg A Rg B	\$5,501 \$6,927
5703	Deputy Attorney General Supervisor	S02	Department of Justice		\$14,655
5749	Attorney Supervisor	S02	All Departments	Rg A Rg L	\$13,975 \$13,975
7609	Senior Psychiatrist (Supervisor)	S16	State Hospitals	Rg U Rg V	\$30,724 \$31,458
8101	Nursing Coordinator (Safety)	S17	Corrections and Rehabilitation/California Correctional Health Care Services Salinas Valley State Prison and Correctional Training Facility		\$9,711
8200	Receiver's Clinical Executive (Safety)	M16	California Correctional Health Care Services Receiver's Office		Up to \$45,700
8216	Chief Executive Officer, Health Care (Safety)	M16	California Correctional Health Care Services Receiver's Office		Up to \$33,839
8230	Unit Supervisor	S18	Developmental Services Southern California Facility	Rg A	\$7,519
8239	Receiver's Medical Executive (Safety)	M16	California Correctional Health Care Services Receiver's Office		Up to \$48,724
8241	Receiver's Nurse Executive (Safety)	M17	California Correctional Health Care Services Receiver's Office		Up to \$27,791
8405	Fish and Game Assistant Chief	S07	Fish and Wildlife		\$11,010
8412	Fish and Game Captain	S07	Fish and Wildlife		\$9,820

EXCLUDED – Continued

Class Code	Class	CBID	Department Location(s)	Range	Hiring-Above-Minimum Total Salary Rate
8418	Fish and Game Lieutenant (Supervisor)	S07	Fish and Wildlife		\$8,575
9251	Chief Psychologist	S19	Department of Human Resources Corrections and Rehabilitation Correctional Health Care Services		\$17,150
9288	Senior Psychologist, Correctional Facility (Supervisor)	S19	State Hospitals Coalinga State Hospital	Rg A	\$9,650
9761	Senior Psychiatrist (Supervisor), Correctional and Rehabilitative Services (Safety)	S16	Corrections and Rehabilitation California Correctional Health Care Services	Rg P Rg Q	\$32,260 \$33,032
9774	Chief Psychiatrist, Correctional and Rehabilitative Services (Safety)	M16	Corrections and Rehabilitation California Correctional Health Care Services State Hospitals	Rg P Rg Q Rg U Rg V	\$34,420 \$35,280 \$32,778 \$33,598

GENERAL INSTRUCTIONS**FOR SECTION I**

- A. Salaries for individuals hired under Section I of this authorization are a "plus" adjustment and will be shown as the base salary and a "plus" adjustment on the appointment documents. The base salary is the rate in which the employee is entitled to receive by applying the appropriate salary regulations. The plus rate is the rate the employee receives to equal the Hiring-Above-Minimum (HAM) Total Salary.
- B. The "plus" adjustment under this authorization is continued as employees receive merit salary adjustments (MSA), general salary increases (GSI), and special salary adjustments (SSA). The example below demonstrates that the increase is calculated on the employee's base salary and total salary. After calculating the increase to both the base and total salary, subtract the base salary from the total salary and the difference is the employees plus rate. The employee receives a plus rate until the base salary is maximum of the classification and the plus rate is \$0.

EXAMPLE

- Determining how to calculate an MSA when there is a HAM rate:

HAM/Total rate:	\$7,519
Base Pay:	\$6,399
Plus rate:	\$7,519 - \$6,399 = \$1,120
Salary Range:	\$6,399 - \$8,136

	(a)	$1.05 \times \$6,399 = \$6,719$ (New Base)
	(b)	$1.05 \times \$7,519 = \$7,895$ (New Total)
	(c)	\$7,895 (New Total)
		$-\$6,719$ (New Base) \$1,176 (New Plus)

2 nd MSA	(a)	$\$6,719 + \$1,176 = \$7,895$ (Old Total)
	(b)	$1.05 \times \$6,719 = \$7,055$ (New Base)
	(c)	$1.05 \times \$7,895 = \$8,290$ (New Total); \$8,290 exceeds max. New total will be max of class \$8,136. The "Plus" will now start to reduce.
	(d)	\$8,136 (Total/Max) $-\$7,055$ (New Base) \$1,081 (New Plus)

3 rd MSA	(a)	$\$7,055 + \$1,081 = \$8,136$ (Old Total/Max)
	(b)	$1.05 \times \$7,055 = \$7,408$ (New Base)
	(c)	\$8,136 (Total/Max) $-\$7,408$ (New Base) \$728 (New Plus)

4 th MSA	(a)	$\$7,408 + \$728 = \$8,136$ (Old Total/Max)
	(b)	$1.05 \times \$7,408 = \$7,778$ (New Base)
	(c)	\$8,136 (Total/Max) $-\$7,778$ (New Base) \$358 (New Plus)

5 th MSA	(a)	$\$7,778 + \$358 = \$8,136$ (Old Total/Max)
	(b)	$1.05 \times \$7,778 = \$8,167$ \$8,167 exceeds max. New base will be max of class \$8,136 and there will no longer be a plus.

2. Determining the HAM rate when the salary determination results in a base salary less than the HAM rate.

- Employee's base salary rate is \$2,517.
- To determine the plus adjustment, subtract the employee's base salary rate from the total HAM rate.

$$\$2,630 - \$2,517 = \$113$$

- c. Employee's total salary rate is:

$$\$2,517 + \$113 = \$2,630$$

- d. Follow the steps in Section 1 above for processing salary increases until the plus rate is \$0.

- C. Special in-grade salary increases (SISA) for incumbents of classes in Section I are not allowed. Eligibility for a SISA requires the employee be at a salary that is minimum of the classification range.
- D. Any present employees, upon the effective date of a HAM authorization for a class and location who are receiving salaries lower than the approved HAM may receive a "Plus" adjustment to equal the approved "HAM TOTAL SALARY." Employees receiving an increase based on the approved HAM shall receive a new salary anniversary date as of the effective date of the HAM authorization pursuant to California Code of Regulation 599.683. Example: Effective January 1, 2004, a class in Los Angeles is approved for a HAM authorization to total \$2,350, the minimum of the class is \$2,000 with a plus of \$350 to equal a HAM TOTAL SALARY of \$2,350. All employees receiving a salary in the class and location lower than \$2,350 may receive a plus salary adjustment to equal the \$2,350 HAM TOTAL SALARY. Employees in the class and location at or above the \$2,350 salary rate shall receive no HAM adjustment.

If an employee receives an increase, their salary anniversary date shall be adjusted as of the January 1, 2004 effective date of the HAM authorization. If the amount received adjusts the employee's salary by less than 5%, the employee shall be entitled to an accelerated anniversary date. Refer to Section 9 of the Pay Scales for information on accelerated anniversary dates.

- E. A HAM authorization granted for a local recruitment difficulty is for that location only. If an employee leaves the area approved for a HAM, the HAM is cancelled and the employee's salary is restored based on service in the class without the plus adjustment. However, if the employee has served a minimum of two (2) years in the class, use the employee's combined salary rate (base salary and "plus") for the new "base" salary upon movement.

If the employee receives an increase, a new salary anniversary date is established effective the date the employee moves to the HAM location pursuant to California Code of Regulation 599.683. When a HAM authorization expires or is terminated, employees shall retain their HAM rate, their salaries are not affected by cancellation of the HAM.

- F. When computing the salary for an employee who moves to another class with a higher salary range under California Code of Regulations 599.676, use the combined salary rate (base salary and "plus") to compute the new appointment rate. On such a move, a new "plus" adjustment is not authorized except when the new class has an authorized HAM and the promotional rate is less than the authorized HAM rate.
- G. When computing the salary for an employee who moves by appointment from an employment list under California Code of Regulations 599.674 or 599.676 or as a result of Board action under California Code of Regulations 599.674 or 599.688 to a

class with substantially the same salary range, use the employee's combined salary rate (base salary and "plus") to compute the appointment rate.

- H. When computing the salary for an employee who moves to a class with substantially the same or a lower salary range under California Code of Regulations 599.674 or 599.675 other than by appointment from an employment list, use the employee's base salary rate to compute the appointment rate. If the employee has served for a minimum of two (2) years in the "FROM" class, use the employee's combined salary rate (base salary and "plus") to compute the appointment rate.
- I. Alternate range movement for a class receiving a HAM will be calculated by multiplying the base salary rate and the total salary rate by the salary increase authorized under the established alternate range criteria. The new plus adjustment is calculated by subtracting the base salary rate from the total salary rate.

Example: The alternate range criteria authorizes salary movement based on California Code of Regulation 599.676.

Employees current base salary rate = \$2,397.

Employees current plus rate = \$233.

Employees current total salary rate = \$2,630.

$\$2,397 \times 1.05 = \$2,517$. (New Base)

$\$2,630 \times 1.05 = \$2,762$. (New Total)

$\$2,762 - 2,517 = \245 . (New Plus)

If the "TO" alternate range also has a HAM, and the employee's new rate is less than the HAM rate, then a new "plus" is established accordingly (see Section D above).

When movement is based on California Code of Regulation 599.681, find the dollar difference between the maximum salary rates of the alternate ranges and add to both based on salary and total salary. The new plus adjustment is calculated by subtracting the new base salary rate from the new total salary rate.

- J. The salary rate paid to employees who are reinstating after separation from a class authorized a "plus" salary adjustment is determined by the California Code of Regulation 599.677. Generally, employees should be rehired under the hiring-above-minimum authorizations in effect at the time of rehire. However, reinstated employees may be hired at a rate equivalent to the rate they last received, adjusted for any general salary increases which occurred during the period of separation. Departments using their discretionary authority should consider the employee's value to the State and equity among employees in the class.
- K. If CalHR determines that a classification is no longer eligible for a HAM plus rate, the employees base pay is increased to include the HAM rate and the HAM plus rate is removed. Additionally, classifications will be removed from Section 5 when the minimum of the classification is increased to a rate that exceeds the HAM rate. If the employees base pay will not exceed the rate received with the HAM, the employees base pay is adjusted to include the HAM rate, and the HAM rate is removed. In cases where the new minimum of the classification is at or exceeds the employees rate including the HAM, the HAM plus rate is removed and the base pay is not adjusted.

- L. The rate authorized under Section I will be honored for any individual to whom a firm job commitment is made during the effective period of this authorization if the individual reports to work not later than 30 calendar days after cancellation of this authorization.
- M. Percentage based pay differentials are calculated using the base pay amount and not the HAM plus total salary.
- N. The maximum salary rate of the class is determined using the employee's base salary rate. Total salary, including a HAM rate, does not determine whether an employee has reached the maximum of the class.

SECTION II
(Abolished – PL 07-14)

SECTION III
(Abolished – PL 24-20)

SECTION IV
(Abolished – PL 08-33)

SECTION V

Section V applies to employees appointed by EMSA. Employees entitled to the HAM authorizations identified below include all new hires as of 03/09/20 in the following classifications listed.

Class Code	Class	CBID	Department Location(s)	Range	Hiring-Above-Minimum Total Salary Rate
7551	Physician and Surgeon	R16	EMSA	Rg A Rg B Rg C Rg D	\$10,161 \$12,310 \$12,904 \$13,278
9839	Senior Psychologist (Health Facility) (Specialist)	R19	EMSA	Rg A	\$7,462
9847	Staff Psychologist - Clinical-	R19	EMSA	Rg A	\$6,797
8276	Respiratory Care Practitioner	R20	EMSA	Rg A Rg B Rg C	\$4,244 \$4,431 \$4,630

Instructions for Section V

Rates for individuals hired under Section V of this authorization will be shown as the base on the appointment documents.