

Exempt Salary Schedule

July 2024



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Preface

The Exempt Salary Schedule provides salary information for positions in the Executive Branch:

- Elected state officers whose salaries are established by the California Citizens Compensation Commission,
- "Statutory" exempt state officers in the Executive Branch whose salaries are fixed by law, and
- "Non-statutory" exempt positions whose salaries are recommended by the appointing power and approved by the Department of Human Resources under the authority of Government Code §19825.

(For additional information see the section entitled "Salary Setting in the Executive Branch") Salaries are subject to change as the duties, responsibilities, and organizational relationships of many of the positions listed may change during the year. Personnel Offices are notified via the Exempt Pay Letter whenever the salaries of exempt positions assigned to their department are changed and approved by the Department of Human Resources (CalHR). State personnel staff may review the latest information through the State Controller's California State Pay (CSP) screen in the automated payroll system which changes daily or through the Human Resources Network (HR Net) on the CalHR web site which is updated monthly as the *Exempt Salary Schedule*.

If you have any questions, please contact:

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1 – Salary-setting in the Executive Branch (Non-civil service)

The Constitution of the State of California provides that appointees of the Governor and one appointee of each Governor's appointee shall be exempt from civil service. The salaries of elected and appointed officials not in the Civil Service are known as exempt positions (exempt from Civil Service). Below are the types of exempt positions in the State of California.

Elected Officials

The California Citizens Compensation Commission (CCCC) meets annually in the spring to review and establish salaries and benefits for elected officials in the Executive and Legislative branches. The Commission consists of seven members appointed by the Governor, three representing the public and two each in the business community and labor organizations. Salaries become effective the first day of the new legislative session, the first Monday of December. CalHR provides staff support to the Commission. Information for the CCCC can be found at [the Commission's website](http://www.calhr.ca.gov/cccc/Pages/home.aspx). (<http://www.calhr.ca.gov/cccc/Pages/home.aspx>.)

Statutory Officers

The salaries of most top-level state officers (Agency Secretaries and Department Directors) who are appointed by the Governor are set in Chapter 6, Part 1, Division 3, of Title 2 of the Government Code. Although each section of this chapter lists a salary and the positions that are to receive that salary, the Department of Human Resources may adjust some of these salaries per Government Code §19825.5. Any adjustments must be reported to the Legislature within 30 days of the effective date.

The State Senate must confirm every appointee to a position listed in this chapter.

Chapter 6 also includes provisions that most of the salaries listed will increase in any fiscal year in which a general salary increase is provided for state employees. The amount of the increase shall not exceed the percentage of the general salary increases provided for state employees.

Most part-time board and commission members receive a per diem salary (a daily rate) of one hundred dollars (\$100) unless a greater amount is specified in the law.

Department of Human Resources Exempts

Per Government Code §19825, exempts that do not fall under the categories of statutory officer or elected state official (above) come under the salary approval authority of CalHR. For these employees, CalHR approves the salary range for each position. These positions normally receive the same general salary increase provided to civil service positions.

Please see “Authority” in the [Explanatory Notes](#) below for an explanation of the various exempt appointments.

Exempt v. Excluded Employees

The term “exempt” should not be confused with “excluded”.

- An exempt employee is exempt from the civil service law and rules.
- An excluded employee is excluded from collective bargaining under the collective bargaining statutes (the Dills Act).

For instance, the teachers in the special schools under the Department of Education are exempt from civil service but are **not** excluded from the provisions of the Dills Act.

2 – Work Week Group Definitions

Work Week Group 2:

(Effective 10/1/85)

Overtime for employees in classes not eligible for exemption under Section 7K of the Fair Labor Standards Act (FLSA) is defined as all hours worked in excess of 40 hours in a period of 168 hours or seven consecutive 24-hour periods.

Hours Worked

For the purpose of identifying hours worked under the provisions of the FLSA, only the time that is controlled or required by the State and pursued for the benefit of the State need be counted. Thus, paid leave such as vacation, sick leave, holidays, compensating time off, etc., need not be included when determining if overtime hours have been worked under the FLSA. However, under applicable State regulations, paid leave is considered time worked and when an employee works more than 40 hours in a week that includes paid leave, an overtime payment obligation is incurred.

Work Periods

A work period for WWG 2 employees is defined as a fixed and regularly occurring period of 168 hours - seven consecutive 24-hour periods. The appointing power determines the work week which may begin on any day at any hour. Once the beginning time of an employee's work week is established and noted in the records, it remains fixed regardless of the schedule of hours worked. The beginning of a work week may be changed if the change is intended to be permanent and it is not designed to evade the overtime provision of the FLSA.

In order to qualify for the Section 7K exemption, the employer must note in records applicable to each employee affected the 7K exemption is claimed and indicate the length of the work period, the starting day of the work period and the starting time of the day.

Overtime Authorization

An employee shall not work overtime unless ordered to do so by his supervisor. A supervisor shall not allow an employee to perform overtime work without prior authorization and shall take affirmative steps to prevent unauthorized overtime from being worked.

Overtime Credit

Overtime will be credited on a one-quarter of an hour basis with a full quarter hour credit to be granted if half or more of the period is worked. Smaller fractional units will not be accumulated; however, if an employee regularly works overtime in increments of less than 7 1/2 minutes, periodic adjustments shall be made so that, over a period of time, the employee will be compensated for all hours actually worked.

Overtime Compensation

The method of compensation (cash or compensating time off) for FLSA overtime worked shall be at the discretion of the appointing power in accordance with the following:

- Compensating time off on a one and one-half time basis may be authorized in lieu of cash compensation.
- Cash compensation may be authorized and the rate of cash compensation paid for overtime shall be one and one-half times the hourly equivalent of the employee's salary as of the time the overtime was worked.

Determination of Coverage under FLSA

The provisions of Work Week Group 2 are made applicable to all classes that are determined by the CalHR Director to include positions subject to FLSA.

Work Week Group "E"

Work Week Group "E" includes classes that are exempted from coverage under the FLSA because administrative, executive, professional exemptions. To be eligible for this exemption a position must meet both the "salary basis" and the "duties" test.

Exempt (WWG E) employees are paid on a "salaried" basis and the regular rate of pay is full compensation for all hours worked to perform assigned duties. However, these employees shall receive up to 8 hours holiday credit when authorized to work on a holiday. Work Week Group E employees shall not receive any form of additional compensation, whether formal or informal, unless otherwise provided by the provisions of this work week group.

Consistent with the "salaried" nature of such a position, the employee:

- Shall not be charged any paid leave for absences in less than whole day increments.
- Shall not be docked for absences of less than a work period.
- Shall not be subject to a disciplinary action suspension of less than full work week increments unless there is a violation of a major safety rule; and
- Shall not be required to document hours worked for payroll purposes.
- For represented exempt positions, refer to the appropriate collective bargaining agreement for specific provisions that may otherwise be addressed and not contained in the above work week group definition.

Work Week Group "SE" (Physicians, Attorneys, Teachers)

Work Week Group "SE" applies to classes and positions with an average work week of 40 hours. The regular rate of pay is full compensation for all time that is required for the employee to perform the duties of the position. However, these employees shall receive up to eight hours of

holiday credit when ordered to work on a holiday. Hours of work in excess of the average work week are not compensable and shall not be deemed overtime. If an employee in this subgroup is not required by the appointing power to work a normal workday or part thereof, the employee nevertheless shall receive the regular rate of pay without deduction for the entire pay period.

Consistent with the “salaried” nature of such a position, the employee:

- Shall not be charged any paid leave for absences in less than whole day increments.
- Shall not be docked for absences of less than a work period.
- Shall not be subject to a disciplinary action suspension of less than full work week increments unless there is a violation of a major safety rule; and
- Shall not be required to document hours worked for payroll purposes.
- For represented exempt positions, refer to the appropriate collective bargaining agreement for specific provisions that may otherwise be addressed and not contained in the above work week group definition.

3 – The Exempt Position Request

The Exempt Position Request (EPR) form was designed to provide the Governor's Office (GO), the State Controller's Office (SCO), and CalHR with the information needed to process the documents associated with the following:

- An exempt appointment.
- Changes to an exempt classification (such as, change in title, WWG, or reporting structure).
- Establishment of an exempt classification.
- Conversion of a civil service position (GC 12010.6); or
- Salary changes to exempt classifications.

Completing the EPR Form:

The EPR form can be found in the Exempt Salary Schedule, available on the [CalHR Website](#).

The following is an explanation of sections on the EPR form that need to be filled out by the requesting department:

1. a. Appointee Information:

- Proposed Appointee
- Proposed Effective Date, Salary, Salary Range & Level

If an appointee is a current State employee, fill in the following:

Class Code, Monthly Salary & Current Class & Employing Department

1. b. Exempt Pay Scale Information:

- Current Schem Code, Class Code & Title
- Fill in "Current": If no changes to Class Code
- Fill in "Proposed": If changes are being made to Class Code
- If a civil service position is being converted to exempt under GC 12010.6, the civil service class title and the position number must be listed.

EPR Package Process:

Departments, Agencies, Boards, and Commissions must forward a complete EPR package to the Governor's Appointments Unit and CalHR, simultaneously.

A complete EPR package consists of:

- The EPR form with a proposed salary
- Justification memo explaining the request
- Duty statement

- Organizational chart indicating the exempt appointee's reporting relationships to both subordinate and executive staff.

Departments reporting directly to an Agency should send EPR package to Agency for approval, and then forwarded to the GO and CalHR.

Upon review and approval of the EPR package by the GO and/or CalHR, an Exempt pay letter will be prepared and sent to SCO for processing. For appointment packages, CalHR will show approval at the bottom of the EPR.

For questions related to the Oath of Office for appointees, please contact the Appointments Unit at the Governor's Office.

Exempt Salary Increase Requests:

A department may request a salary increase for an exempt appointee by submitting a complete EPR package that includes, an Exempt Position Request (EPR) form which may be found on the [CalHR web site](#), a justification indicating the reason for the salary increase, a duty statement, and organizational charts indicating the exempt appointee's reporting relationships both to subordinate and executive staff. Departments, Agencies, Boards, and Commissions should forward the complete EPR package to the GO and CalHR, simultaneously.

Refer to Online HR Manual section 1301 for additional information regarding the process for requesting Exempt salary increases.

If any further information is needed, the CalHR Exempt Program can be reached at EPR@calhr.ca.gov.

Exempt Position Request

Instructions: Complete and send through the agency (if appropriate) to the Appointments Unit of the Governor's Office who will forward it to CalHR. An advance copy should be sent to CalHR.

I.a. Appointee Information

Proposed Appointee	Effective Date	Salary	Salary Range	Level
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If the appointee is currently a state employee:

Class Code	Monthly Salary	Current Class & Employing Department
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I.b. Exempt Pay Scale Information

Current Information and Proposed Changes, if any: (Current information is available on Controller's CSP Screen or the Human Resources Network (HR NET))

	Schem Code	Class Code	Title				
Current:							
Proposed:							
	Monthly Sal Rg.	Exempt Level	Authority/Entitlement	WWG	MCR	CBID	Footnotes
Current:							
Proposed:							

☐ New exempt class based on new legislation (attach a copy of the legislation).

☐ New exempt class based on the conversion of a civil service managerial position under Gov. Code 12010.6.

If new conversion, Civil Service Class to be Converted	Position Number
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Definitions of Commonly Used Appointing Authorities:

C – Constitution Officer or Appointee (Not Gov. or Lt. Gov.)

F – Governor's (or Lt. Gov.'s) Appointee

D – Board or Commission Member

G – Appointee of a Governor's Appointee

E – Appointee of a Board or Commission

CBID: E97 – Confidential; E98 – Supervisory; E99 – Managerial; E79 – Managerial Specialist (Non-supervisory)

I.c. Requesting Department

Requester's Title	Department	
Requester's Signature	Telephone Number	Date

II. Agency Approval

Name and Title of Approving Official	Agency Name	
Signature of Approving Official	Telephone Number	Date

III. Governor's Office Approval (GO Appointments Unit, Attn. Diana Essex)

Comments		(For CalHR Use Only)
Name and Title of Approving Official Diana Essex, Appointments Administrator	Telephone Number (916) 445-4541	
Signature of Approving Official	Date	

EPR.dot (05/11/2021)

(This form may be found in HRNet on the CalHR website.)

The Conversion Process

This process is provided for by Government Code section 12010.6 and is available to line agency departments only, i.e., departments whose directors are directly appointed by the Governor. Converted positions must be approved by the GO.

To convert a civil service position to an exempt position, the department must identify a vacant managerial position or a vacant position that can appropriately be reclassified to a managerial position. Once the position is identified, departments will follow the Exempt Position Request Process to convert the position. Departments must indicate on the EPR form the position number of the civil service position.

Please note, an approval for the conversion from civil service to an Exempt, will be approved upon appointment of the appointee. Once the appointment is approved, the GO will notify CalHR to convert the civil service position by approving the EPR form. CalHR will issue an Exempt Pay Letter to be distributed to the GO, SCO, and the requesting department.

Once the civil service position is converted to an exempt position, it can no longer be filled. If a department wishes to return an exempt position to a civil service classification, they must obtain the approval of the GO. Once notification is received from the GO, CalHR will process a pay letter to abolish the Exempt classification. Additionally, once the exempt classification has been abolished, it can no longer be used as an Exempt position. If a department wishes to return the civil service classification to an Exempt position, it will require a new EPR request.

4 – Appointments

All exempt appointments must be reviewed and approved by the Governor’s Appointments Unit (except appointees of other *elected* officials). Departments must send a cover memo of explanation, an Exempt Position Request (EPR) form, a current duty statement, and organizational chart through the Governor’s Appointments Unit with a copy to the CalHR Exempt Program at CalHR.

If there is a change in duties or organizational structure, an EPR package which includes, EPR form, current and proposed duty statement, and organizational chart must be submitted with the EPR to the GO Appointments Unit and the CalHR Exempt Program.

5 – Salaries of Exempt Classes

By law, CalHR must approve the salary of each exempt position unless the law specifically states the approval of CalHR is not required. CalHR consults with the Governor's Office Appointments Unit in reviewing specific requests to change exempt position salaries. Approval of changes in salary levels for exempt positions must be obtained from CalHR and the Governor’s Office prior to discussion of salary with potential appointees. Upon initial appointment, the exempt appointee is entitled to the rate, within the salary range, five percent (5%) above the rate last received or the minimum of the exempt salary range. New appointees are normally hired at the minimum of the range and if a higher starting rate is thought to be necessary, a request to hire above the minimum salary rate must be approved in advance by the Governor’s Office, Appointments Unit and CalHR by following the Exempt Position Request (EPR) process.

Salaries which are established in statute (“statutory exempts”) do not require approval by CalHR. However, CalHR must be provided the EPR package to process the EPR form and Exempt Pay Letter.

Positions whose salaries are fixed by the appointing power must be processed through the EPR process. Most of these require CalHR approval and others may have a methodology prescribed in law that must be approved by CalHR. SCO will not process salary changes without CalHR review and approval.

Exceptions to the above may apply, please contact the Exempt Program for further details.

6 – Footnote Key

- S1 Statutory salary (annual salary set by statute).
- S2 Statutory salary with specified limitations.
- S4 Not eligible for general salary increases.
- S5 Elected Constitutional State Officer for whom salary and benefits are established by the California Citizens Compensation Commission.
- S6 Salary based (in law) on another salary set in statute as follows:
1. SP00/8409 – The Adjutant General, Military Department—limited by §5308 of Title V, U.S. Code to Level V of the Executive Schedule. Same pay and allowances as Lieutenant General in U.S. Army. (Pay and Allowances – Military Department).
 2. SP00/8844 – The Assistant Adjutant General, Military Department-limited by §5308 of Title V, U.S. Code to Level V of the Executive Schedule. Same pay and allowances as Brigadier General in U.S. Army. (Pay and Allowances – Military Department).
 3. VJ01/5070 - Member, California Citizens Compensation Commission is tied to NN00/ Member, Fair Political Practices Commission.
- S8 Statutory positions that earn and use annual leave per GC §19849.16 and CCR 599.752.1.
- E1 Classes excluded from minimum wage coverage under the Fair Labor Standards Act (FLSA).
- E2 Salary rate parallels civil service class.
- ~~E3 Salary rate is determined as provided herein:~~
- ~~6082 Secretary/Chief Counsel, Unemployment Insurance Appeals Board is tied to Chief Administrative Law Judge, Unemployment Insurance Appeals Board, CEA.~~
- E4 Salary has a statutorily set maximum per Government Code §12001:
- Not to exceed amount specified in Government Code §11550:
 - 5310 Executive Secretary to the Governor
 - Not to exceed amount specified in Government Code §11552:
 - 5315 Sr. Assistant to the Governor
 - 5314 Assistant to the Governor
 - 5101 Staff Assistant to the Governor
 - 9604 Senior Advisor
- E5 Exempt Class receiving a pay differential or bonus.

- E6 For Summer School rates, apply provisions of Chart II.
- E7 Salary authorized to be established by the appointing power.
- LT00/9295 President, State Compensation Insurance Fund, Gov. Code §19825.
- NH00/2909 Director, Postsecondary Education Commission, Education Code § 66905.
- SL00/5744 Legislative Counsel
- All type “P” classes
- E8 Exempt appointment under provisions of Government Code §12010.6.
- E9 Positions loaned from the authorized agency to another with the approval of the Governor and under the authority of Government Code §12010.5.
- A1 Positions (in addition to Statutory positions) that do not earn or use vacation, annual leave, or sick leave per Government Code § 19857.
- G1 A position no longer funded in its respective department’s budget but the entitlement remains in law.

7 – Exempt Salary Chart (July 2024)

		Salaries in Statute		CalHR Established Exempt Salaries					Civil Service Excluded		
Exempt Category	Level Definitions	Monthly Salary	Annual Salary	Monthly	Monthly Annual Min. Max.	Monthly Annual Min. Max.	Annual Max.	Min.	Level Definition	Monthly Min.	Monthly Max.
I. Management Positions:											
A.	Cabinet	16,773.01	201,276			20,586.62		247,039			
	All Others at Level A			15,592	- 17,370		187,104	- 208,440			
B.	Tier II Department Director	15,731.94	188,783	16,330	- 17,658		195,960	- 211,896			
	All Others at Level B			14,626	- 16,297		175,512	- 195,564			
C.	Chair - Major Boards	15,037.99	180,456	13,981	- 15,573		167,772	- 186,876			
	Member - Major Boards	14,574.96	174,900	13,548	- 15,095		162,576	- 181,140	R Zone	14,852	20,748
D.	Major Chief Deputy			13,369	- 14,891		160,428	- 178,692	CEA C	13,080	- 14,851
E.	Tier I Department Director	13,880.89	166,571	15,551	- 16,819		186,612	- 201,828			
	All Others at Level E			12,905	- 14,374		154,860	- 172,488			
F.	CEA B Equivalent			12,629	- 14,072		151,548	- 168,864	CEA B	11,778	- 14,032
G.	Ex. Officers, Major Boards			12,303	- 13,707		147,636	- 164,484			
	Chair - Medium Boards	13,187.06	158,245	12,261	- 13,653		147,132	- 163,836			
H.	Maj. Dept. Deputy Director			12,042	- 13,414		144,504	- 160,968			
	Small DD & Mbr. Med. Bds.	12,724.52	152,694	11,830	- 13,174		141,960	- 158,088			
I.	Asst. Agency Secretary I			11,468	- 12,782		137,616	- 153,384			
J.	Asst. Director (Line Program)			10,944	- 12,189		131,328	- 146,268	CEA A	10,048	- 12,161
K.	Asst. Agency Secretary II			10,437	- 11,627		125,244	- 139,524			
L.	CEA A Equivalent			9,951	- 11,085		119,412	- 133,020			
M.	SSM III Equivalent			9,486	- 10,567		113,832	- 126,804	SSM III	9,293	- 10,550
N.	SSM II/III Equivalent			9,051	- 10,085		108,612	- 121,020			
O.	SSM II Equivalent			8,630	- 9,614		103,560	- 115,368	SSM II (M)	8,461	- 9,611
II. Non-management Positions									SSM II (S) 7,643 - 9,496		
P1.				8,437	- 9,119		101,244	- 109,428			
P2.	SSM I (Supervisory) Equiv.			7,993	- 8,690		95,916	- 104,280	SSM I	6,963	- 8,650
P2A	SSM I (Non-supervisory)			7,667	- 8,231		92,004	- 98,772			
P3.				7,317	- 7,897		87,804	- 94,764			
P4.	Assoc./AA II Level			6,063	- 7,535		72,756	- 90,420	AGPA	5,855	- 7,549
P5.	SSA - Rg. C/AA I			5,040	- 6,246		60,480	- 74,952		4,868	- 6,093
P6.	SSA - Rg. B			4,208	- 5,190		50,496	- 62,280		4,059	- 5,081
P7.	SSA - Rg. A			3,865	- 4,731		46,380	- 56,772		3,749	- 4,698
P8.	Mgt. Svcs. Tech.			3,292	- 3,982		39,504	- 47,784		3,321	- 4,160
P9.	(Grad) Student Assistant			2,851	- 3,392		34,212	- 40,704		3,477	- 4,368
Q1.	Executive Secretary II			4,521	- 5,657		54,252	- 67,884		4,376	- 5,641
Q2.	Executive Secretary I			4,050	- 5,301		48,600	- 63,612		4,017	- 5,183
Q3.	Secretary			3,605	- 4,603		43,260	- 55,236		3,574	- 4,608

8 – Lump Sum Payments to Statutory Officers

Background

Certain Statutory Officers (Governor’s appointees and elected officials whose salaries are set in statute) do not earn or use sick leave, vacation, or annual leave. An individual with prior state service, exempt or civil service, who is appointed to a position earning a statutory salary, may elect to receive a full or partial lump sum payment for accrued vacation or annual leave just prior to being appointed to or during the appointment to the statutory position. Lump sum payments for any accrued leave credits are not eligible to transfer to Savings Plus unless an individual has a bona fide separation from employment (S05 transactions are not considered a bona fide separation). If the appointee chooses not to receive a lump sum payment at that time, the amount of leave is “banked” and is available if the individual returns to a position where leave is accrued or leaves state service.

When a statutory officer elects to receive a lump sum payment, the rate of pay must be at the salary rate of the position where leave was last earned and adjusted for general salary increases that would have been received (as though the individual had remained in the former position). The last department in which leave was earned is responsible for the payment although there is no prohibition on the current department making the payment if it chooses to do so.

Please note, if the former position was to a civil service classification, the individual is reinstated to the former position allowing a lump sum payment at the current rate of pay of the former position. If the former position was an exempt, the individual would be reinstated to the former exempt position, however, since the salary range may change over time, the department must receive an approval from CalHR before being reinstated to the exempt position.

Procedures for Full Lump Sum Payment

Send CalHR Exempt Program a memo with the exempt employee’s name, last four of their social security number, date they vacated the position (where vacation or annual leave was earned, class code, title of the position, and the salary they received at that time). Include the calculation of what the present-day salary would be with general salary increases.

CalHR will verify the salary information and provide an approval to the department. If the approved salary is not within the current exempt salary rate, the department must reach out to CalHR.

Procedures for Partial Lump Sum Payment

In some cases, the statutory officer who “banked” their leave credits may later request a partial lump sum payment during their statutory appointment, before leaving state service. The lump sum payment must be made based on the salary of the position in which leave was last earned. CalHR approval must be obtained by following the procedures above.

9 – Explanatory Notes

In the following pay scale section of the salary schedule, classes are listed in a schematic arrangement to show departmental/agency groupings. Each exempt position has been assigned a schematic code consisting of two letters and two digits that immediately precede the class code. The schematic code is used to organize classes by agency and department in the pay scales.

Each exempt position has also been assigned a four-digit class code number that immediately precedes the class title. This number is used for payroll and transaction purposes.

Title

Each exempt position is assigned a title. More than one department may have a class with the same title, but each class will have a different class and schematic code.

Entitlement

The California Legal Code Section that authorizes the exempt position. Please be sure to notify the CalHR Exempt Program of any entitlement changes, as this affects the employee's appointment and may delay processing by State Controller's Office.

Compensation

The rate of pay assigned to that position. Unless otherwise specified, all rates of pay are quoted in dollars per month and are for fulltime employment.

Exempt Levels

The standard exempt levels with monthly and annual salary rates are listed in the [Exempt Salary Chart](#).

Work Week Group

"WWG" is the abbreviation for workweek group. The definitions of the workweek groups to which positions are assigned appear in the Workweek Group Definition Section of the Pay Scale.

Collective Bargaining Identifier

“CBID” is the abbreviation for Collective Bargaining Identifier. All classes with a CBID beginning with "E" are excluded from collective bargaining. They receive benefits equivalent to the following categories:

- E99 Management -Exempt managerial positions which supervise staff.
- E98 Supervisory- Supervisory positions in excluded organizations or employees of the California Department of Human Resources in the class of Labor Relations Analyst or Labor Relations Specialist I. (Except Legislative Counsel Bureau)
- E97 Confidential- Exempt positions that are not designated managerial or supervisory.
- E79 Non-supervisory management- Exempt managerial positions which meet class concepts, but do not supervise staff.
- E50 Management level positions receiving an annual statutory salary (may work less than full-time).
- E Not eligible for benefits (statutory daily rate board members)

Authority

Authority for all appointments is found in the Constitution, Article VII, Section 4. The following are the authority explanations (lettering coincides with that of the Constitution):

- A. Legislative officers and employees.
- B. Judicial Branch officers and employees.
- C. Elected officials plus a deputy and an employee selected by each elected officer.
- D. Members of boards and commissions.
- E. A deputy or employee selected by each board or commission.
- F. State officers appointed by the Governor or the Lieutenant Governor.
- G. A deputy or employee selected by each officer under Section 4(f).
- H. University of California and California State College officers and employees.
- I. Teaching staff of schools under Department of Education — or Superintendent of Public Instruction jurisdiction.
- J. Member, inmate, and patient help in State homes, charitable or correctional institutions, and State facilities for mentally ill or retarded persons.
- K. Members of the militia while engaged in military service.
- L. District agricultural association officers and employees employed less than six months in a calendar year.
- M. In addition, the Attorney General may appoint or employ six deputies or employees, the Public Utilities Commission may appoint or employ one deputy or employee, and the Legislative Council may appoint or employ two deputies or employees.

10 – Pay and Allowances – Military Department

1. *The Adjutant General*

Base Pay for The Adjutant General Is Same Pay and Allowances as for a Lieutenant General (O-9) in the U.S. Army but limited to Executive Level II.

2. *The Deputy Adjutant General*

Base Pay for The Deputy Adjutant General Is Same Pay and Allowances as for Brigadier General (O-7) in the U.S. Army but limited to Executive Level II.

3. *Other General Staff prescribed by Military and Veterans' Code §161*

- a) Assistant Adjutant General, Army
- b) Assistant Adjutant General, Air
- c) Chief of Staff and Director of the Joint Staff

The base pay and benefits for the 3 positions above **may be** the same as a Brigadier General of the U.S. Army (rank of O-7) but limited to Executive Level II.

4. *Inspector General*

The base pay for the Inspector General is the same or higher as a Colonel in the U.S. Army (rank of O-6) but limited to Executive Level V.

Note: Other allowances may be provided and may be found online at the [Defense Finance and Accounting Service \(DFA\) website](#). (Select the latest year.)

5. *Other Active-duty Personnel*

Active-duty personnel are paid based on their military rank – plus they receive housing, subsistence, and other allowances as appropriate. **Basic pay is listed in the Exempt Pay Scale.** The DFAS website above lists additional allowances. See Exempt Pay Differentials, Military for additional information.

Military pay is reported to the State Controller by the Military Department based on the latest information from the DFAS. CalHR reviews the information provided.

4. U.S. Military Pay Grades and Ranks¹

Source: U.S. Department of Defense

Commissioned Officers

Pay Grade	Army National Guard	Air National Guard
O-1	Second Lieutenant	Second Lieutenant
O-2	First Lieutenant	First Lieutenant
O-3	Captain	Captain
O-4	Major	Major
O-5	Lieutenant Colonel	Lieutenant Colonel
O-6	Colonel	Colonel
O-7	Brigadier General	Brigadier General
O-8	Major General	Major General
O-9	Lieutenant General	Lieutenant General
O-10	General	General

Warrant Officers

Pay Grade	Army National Guard	Air National Guard
W-1	Warrant Officer	None
W-2 – W-5	Chief Warrant Officer	None

Enlisted Personnel

Pay Grade	Army National Guard	Air National Guard
E-1	Private	Recruit
E-2	Private	Airman
E-3	Private First Class	Airman First Class
E-4	Corporal	Senior Airman
E-5	Sergeant	Staff Sergeant
E-6	Staff Sergeant	Technical Sergeant
E-7	Army Sergeant First Class	Master Sergeant
E-8	Master Sergeant	Senior Master Sergeant
E-9	Sergeant Major	Chief Master Sergeant

¹ The Exempt Pay Scale lists the pay grade as the class title. Titles may vary between services.

11 – Alternate Salary Ranges

Alternate Range Criteria 001

Assistant to Board Member/Board of Equalization/Class Code 4272

- Range A. This range applies to all incumbents not meeting the criteria for Range B.
- Range B. This range applies to those incumbents who are members of the California State Bar or who possess a Doctorate and serve as a high-level advisor to the Board Member.

Alternate Range Criteria 002

Office Assistant (Typing)/Various Departments

- Range A. This range shall apply to incumbents who do not meet the criteria for payment in Range B.
- Range B. This range shall apply to incumbents who have satisfactorily completed one year of experience equivalent to that of an Office Assistant (Typing), Range A. Education may be substituted for the experience if approved by the Department of Human Resources Exempt Program.

Alternate Range Criteria 003

Junior Staff Analyst/Office of Planning and Research/Class Code 2128

- Range A. This range shall apply to incumbents 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; and may apply to persons who have six months of experience outside of State service performing analytical duties similar to those of a Junior Staff Analyst, Range A.

Alternate Range Criteria 004

Technical Specialist I/Governor's Office, OPR/Class Code 0331

- Range A. This range shall apply to incumbents who do not meet the criteria for payment in Range B or C.
- Range B. This range shall apply to persons who have satisfactorily completed the equivalent of six months experience as a Technical Specialist I; and may apply to persons who have six months of experience outside of State service performing duties similar to those of a Technical Specialist I.

Range C. This range shall apply to persons who have satisfactorily completed the equivalent of twelve months experience as a Technical Specialist I (Range B) or eighteen months experience as Technical Specialist; and may apply to persons who have eighteen months of experience outside of State service performing duties similar to those of a Technical Specialist I.

Alternate Range Criteria 005

Classes in the Governor's Office.

Application of Alternate Range Criteria is delegated to the Governor's Office.

Alternate Range Criteria 006

Abolished

Established August 1, 1990

(Replaces Range 104 of the Civil Service Pay Scales)

Abolished June 30, 1996

Alternate Range Criteria 007

Established April 1, 1991

Various Classes

Range A. This range shall apply to incumbents who do not meet the criteria for payment in Range B.

Range B. This range shall apply to incumbents who have satisfactorily completed one year of experience performing duties typical of the class. Education may be substituted for the experience if approved by the Department of Human Resources.

Alternate Range Criteria 008

Established May 31, 1991.

Revised January 1, 2000.

Teaching Classes in the Special Schools of the Department of Education

Range A. This range shall apply to incumbents of teaching classes employed by the State Special Schools of the California Department of Education who work a regular school year as defined in their contract.

Range B. This range shall apply to incumbents of teaching classes employed by the California Schools for the Deaf and the California School for the Blind who are appointed to work an extended school year.

Alternate Range Criteria 009

Established January 1, 2000

Abolished November 15, 2022

Alternate Range Criteria 010***Abolished***

Established July 31, 1992 (Rev. June 7, 1995)

Abolished June 30, 1996

Alternate Range Criteria 011

Established October 5, 1992

Real Estate Officer, Department of General Services

(See Civil Service Alt. Rg. 287)

Alternate Range Criteria 012***Abolished***

Established January 30, 1998

Abolished May 1, 2004

(Positions in the Trade and Commerce Agency used in Foreign Trade Offices)

Alternate Range Criteria 013

Effective January 1, 1998

(Number changed from 012 effective March 2, 2000)

Executive Director, Fair Political Practices Commission, Class Code 5028

Range A. This range applies to all incumbents not meeting the Criteria for Range B.

Range B. This range applies if the incumbent is a member of the California State Bar.

Alternate Range Criteria 014

Effective July 1, 2004

Advisor to Board Member, Integrated Waste Management Board, Class Code 7511

- Range A. This range shall apply to incumbents who do not meet the criteria for payment in Range B.
- Range B. Upon recommendation by the Board Member, this range may apply to incumbents who have satisfactorily completed the equivalent of 12 months experience as Advisor to Board Member, IWMB, Range A. Education or experience outside of state service may be substituted if approved by the Department of Human Resources.
- Range C. Upon recommendation by the Board Member, this range may apply to incumbents who have satisfactorily completed the equivalent of 12 months experience as Advisor to Board Member, IWMB, Range B. Education or experience outside of state service may be substituted if approved by the Department of Human Resources.

12 – Exempt Pay Differentials

1 – All Exempts (Type “F” & “L”)

1.1 – Voluntary Personal Leave Program

Effective:	July 1, 2004
Revised:	August 17, 2004 (Effective July 1, 2004)
Department:	All departments-
Schem Code:	All type “F” classes
Class Title:	All exempt excluded classes (Class Type F) with a CBID of E79, E97, E98 or E99 except those that do not receive paid leave per Government Code Section 19857.
Rate/Earnings ID:	Minus 4.62% (1 day) Earnings ID – 8VL1 Minus 9.23% (2 days) Earnings ID – 8VL2

Criteria:

All employees participating in the Voluntary Personal Leave Program shall have their salary reduced by the above rates and shall accrue a personal leave day or two (or a portion if working less than full-time) the first of the following pay period.

If Applicable, Should Pay Differential Be:

Pro-rated

-Permanent Full-time Only ----- Yes
-Part-time/Intermittent ----- No
Subject to qualifying pay period ----- No
All time bases and tenure eligible ----- No
Subject to PERS deduction ----- NA

Inclusion in Rate to Calculate the Following Benefit Pay:

Overtime ----- No
IDL ----- No
EIDL ----- No
NDI ----- No
Lump sum:
Vacation ----- No
Sick Leave ----- No
Extra Hours ----- No

1.2 – Exempt Personal Leave Program 2020 – Abolished 7/1/2021**Effective:** July 1, 2020**Abolished:** July 1, 2021***1.3 – Statutory Exempt Personal Leave Program 2020 – Abolished 7/1/2021*****Effective:** July 1, 2020**Revised:** August 21, 2020**Abolished:** July 1, 2021

1.4 - Improving Affordability and Access to Health Care Pay Differential

*All Exempts (Type "F" & "L")

Effective: 12/01/2023

Department: All Departments

Class Title: All exempt classes with a CBID of, S03, M03, E50, E79, E97, E98, and E99

Rate: \$260 per month

Earnings ID: GHCP

Criteria:

Exempt employees in a classification with a CBID identified above, who are enrolled in a state-sponsored health plan, as identified in the table below, shall receive a differential of \$260 per month.

Permanent Tenure:

Full-time----- Yes

Part-time

Half-time or more ----- Yes

Less than half-time----- No

Intermittent (PI)

a) 480 or more paid hours /Control Periods (or 960 paid hours in two consecutive Control Periods to qualify to continue coverage)----- Yes*

b) Less than 480 paid hours/Control Period ----- No

Limited-Term:

Less than 6 months (Time base N/A) ----- No

6 months or more

Full-time ----- Yes

Part-time, half-time, or more ----- Yes

Part-time, less than half-time ----- No

Intermittent ----- No

Temporary (TAU)

Less than 6 months (Time base N/A) ----- No

6 months or more

Full-time----- Yes

Half-time or more----- Yes

Less than half-time ----- No

Intermittent ----- No

*Only paid hours in the PI appointment shall be counted toward the 480 hours in a Control Period.

This pay differential will be provided commencing with the December 2023 pay period.

Exempt positions in class codes 4850 and 4851 tied to BU 8 are eligible effective 2/01/2022.

Exempt employees on medical leave who maintain eligibility for a health plan will maintain eligibility for this payment.

The pay differential shall not be part of the exempt employee's base salary for the purpose of computing salary adjustments.

Exempt employees' classifications tied to BU 05, 06, and 07 listed below are not eligible to receive this pay differential.

BU 05:

- 8373 – Commissioner, CHP
- 9042 – Law Enforcement Liaison
- 9678 – Detail Leader Specialist

BU 06:

- 0318 – Secretary, Department of Corrections and Rehabilitation
- 0320 – Undersecretary, Operations
- 0321 – Chief, Office of Correctional Safety
- 0322 – Director, Division of Adult Institutions
- 0533 – Director, Division of Adult Parole Operations
- 4167 – Undersecretary of Administration
- 5033 – Associate Director, High Security (Males)
- 5507 – Deputy Director, Facility Support, Division of Adult Institutions
- 6281 – Director, Correctional Policy Research and Internal Oversight
- 6298 – Associate Director, Female Offender Program and Services
- 6581 – Director, Division of Juvenile Justice
- 7018 – Chief Deputy, Offender Investigations and Screening Division
- 7642 – Associate Director, Reception Center Institutions
- 9077 – Associate Director, General Population – Males Division of Adult Institutions
- 9081 – Deputy Director, Operations and Programs, Division of Juvenile Justice
- 9380 – Deputy Director, Internal Affairs
- 9593 – Superintendent
- 9625 - Warden
- 9649 – Chief, Contract Beds Unit
- 9657 – Deputy Director, Facility Operations
- 9915 – Chief Deputy Inspector General Office of the Inspector General

BU 07:

- 1680 – Deputy Director, Security and Law Enforcement
- 4469 – Chief, Fire and Rescue
- 6316 – Assistant Deputy Director, Security and Law Enforcement
- 6640 – Chief Investigator, Office of Criminal Investigations
- 8667 – Director, Department of Alcoholic Beverage Control
- 8668 – Chief Deputy Director/Department of Alcoholic Beverage Control
- 8963 – Assistant State Fire Marshal

- 8964 – State Fire Marshal
- 9404 – Deputy Commissioner, Enforcement/Chief of the Bureau
- 9487 – Chief, Law Enforcement

If Applicable, Should Pay Differential Be:

Pro-ratedNo
Flat rateYes
Subject to qualifying pay periodNo
All time bases and tenure eligibleYes/No*
Subject to PERS deduction No

*Retired Annuitants are not eligible for this pay differential unless appointed under Government Code Section 21232.

Inclusion in Rate to Calculate the Following Benefit Pay:

OvertimeYes
IDLNo**
EIDLNo**
NDINo**
Lump Sum VacationNo
Lump Sum SickNo
Lump Sum Extra HoursNo

**Employees on a leave of absence, NDI, IDL, and Military leave are eligible for the \$260 if enrollment in a state-sponsored health plan continues.

Abolished – Improving Affordability and Access to Health Care Pay Differential

Effective: July 1, 2020
Revised: July 1, 2022
Abolished: **July 1, 2023**
Department: All Departments
Schem Code: All
Class Title: All exempt classes with a CBID of R03, S03, M03, R20, E50, E79, E97, E98, and E99
Rate: \$260 per month
Earnings ID: GHCP

Criteria:

Exempt employees in a CBID identified above, who are eligible for a state-sponsored health benefits, as identified in the table below, shall receive a differential of \$260, per month. This payment will be provided commencing on July 1, 2022, pay period, expiring after the June 2023 pay period.

Exempt employees on medical leave who maintain eligibility for a state sponsored health benefit will maintain eligibility for payment.

This pay differential shall not be part of the exempt employee's base salary for the purpose of computing salary adjustments.

From July 1, 2020, through June 30, 2022, employees in a classification with a CBID identified above, and who are eligible for a state-sponsored health plan, were eligible for payment under this differential.

Permanent Tenure:

Full-time----- Yes

Part-time

Half-time or more ----- Yes

Less than half-time----- No

Intermittent (PI)

a) 480 or more paid hours /Control Periods (or 960 paid hours in two consecutive Control Periods to qualify to continue coverage)----- Yes*

b) Less than 480 paid hours/Control Period----- No

Limited-Term:

Less than 6 months (Time base N/A) ----- No

6 months or more

Full-time----- Yes

Part-time, half-time, or more ----- Yes

Part-time, less than half-time ----- No

Intermittent ----- No

Temporary (TAU)

Less than 6 months (Time base N/A) ----- No

6 months or more

Full-time----- Yes

Half-time or more----- Yes

Less than half-time ----- No

Intermittent ----- No

*Only paid hours in the PI appointment shall be counted toward the 480 hours in a Control Period.

Exempt employees' classifications tied to BU 5, 6, and 7 listed below are not eligible to receive this pay differential.

- 0318 – Secretary, Department of Corrections and Rehabilitation
- 0320 – Undersecretary, Operations
- 0321 – Chief, Office of Correctional Safety
- 0322 – Director, Division of Adult Institutions
- 0533 – Director, Division of Adult Parole Operations
- 0912 – Chief Deputy Director, Juvenile Justice
- 1680 – Deputy Director, Security and Law Enforcement
- 4167 – Undersecretary of Administration
- 4469 – Chief, Fire and Rescue
- 5033 – Associate Director, High Security (Males)
- 5507 – Deputy Director, Facility Support, Division of Adult Institutions
- 6281 – Director, Correctional Policy Research, and Internal Oversight
- 6298 – Associate Director, Female Offender Program and Services
- 6316 – Assistant Deputy Director, Security and Law Enforcement
- 6581 – Director, Division of Juvenile Justice
- 7018 – Chief Deputy, Offender Investigations and Screening Division
- 7642 – Associate Director, Reception Center Institutions
- 7912 – Inspector General/Office of the Inspector General
- 8373 – Commissioner, CHP
- 8667 – Director, Department of Alcoholic Beverage Control
- 8668 – Chief Deputy Director/Department of Alcoholic Beverage Control
- 8963 – Assistant State Fire Marshal
- 8964 – State Fire Marshal
- 9042 – Law Enforcement Liaison
- 9077 – Associate Director, General Population – Males Division of Adult Institutions
- 9081 – Deputy Director, Operations and Programs, Division of Juvenile Justice
- 9380 – Deputy Director, Internal Affairs
- 9404 – Deputy Commissioner, Enforcement/Chief of the Bureau
- 9487 – Chief Law Enforcement
- 9593 – Superintendent
- 9625 – Warden
- 9649 – Chief, Contract Beds Unit
- 9657 – Deputy Director, Facility Operations

- 9678 – Detail Leader Specialist
- 9915 – Chief Deputy Inspector General/Office of the Inspector General

If Applicable, Should Pay Differential Be:

Pro-rated

-Full time/part time ----- No

-Intermittent ----- No

Subject to qualifying pay period ----- No

All time bases and tenure eligible ----- Yes/No**

Subject to PERS deduction ----- No

**Retired Annuitants are not eligible for this pay differential unless appointed under Government Code Section 21232

Inclusion in Rate to Calculate the Following Benefit Pay:

Overtime ----- Yes

IDL ----- No***

EIDL ----- No***

NDI ----- No***

Lump sum

Vacation ----- No

Sick Leave ----- No

Extra Hours ----- No

***Employees on a leave of absence, NDI, IDL, and Military leave are eligible for the \$260 as long as eligibility for a state-sponsored health benefits continues.

1.5 – Telework Stipend Differential

Effective:	October 1, 2021
Revised:	January 1, 2022
Department:	All departments
Class Title:	All Exempt classes with a CBID of R03, S03, M03, E50, E79, E97, E98, E99, and E*
Rate:	1. \$50 per month (Remote-Centered) 2. \$25 per month (Office-Centered)
Earnings ID:	1. 9Z1 2. 9Z2

Criteria:

Exempt employees in a classification with a CBID identified above shall receive the rate associated with this differential if they meet the following criteria:

- An employee shall receive \$50 per month when the department has an approved telework agreement on file designating the employee as remote-centered; or
- An employee shall receive \$25 dollars per month when the department has an approved telework agreement on file designating the employee as office-centered.

Only the days in the employee's approved telework agreement apply towards eligibility for the rates in this stipend differential. Incidental telework does not qualify for this differential. Employees who perform work 100% in the office are not teleworking and are not eligible for the stipend.

This stipend shall be paid for each eligible month, payable the following pay period.

The employee's approved telework status as for the first day of the pay period shall determine the payment amount for the entire month. However, if the employee's approved telework status changes during the month from office-centered to remote-centered, then the employee shall receive the amount for the remote centered status only. For approved telework agreements that are effective other than the first of the pay period, the stipend is payable upon a fully executed telework agreement. The term fully executed agreement means the first date of telework under the agreement.

Eligible employees shall receive up to \$50 per month with this stipend. Employees paid bi-weekly or semi-monthly shall receive one payment for the entire telework calendar month.

Employees receiving this stipend are not eligible to submit reimbursement claims for utilities, phone, cable/internet, or other incurred costs. Claims for approved office supplies such as paper, pens, and printer cartridges shall be submitted in accordance with the departmental policy.

Any change to the employees' telework status may affect the eligibility of this stipend.

Employees on leave (paid or unpaid, i.e., vacation, disability, or leave of absence) for the entire pay period are not eligible for this payment, with the exception of employees on paid military leave or IDL. Paid military leave includes employees who receive the difference between their state and military pay.

No receipts shall be required for the payment of this stipend.

Note:

For mid-month changes:

Departments are responsible for issuing payment prior to an employee transferring to another department or to an ineligible CBID.

If the mid-month change results in the employee being eligible for the higher rate, the receiving department is responsible for the stipend difference, and ensuring no employee receives more than \$50 per pay period.

Remote and office-centered definitions are defined by State Administrative Manual Section 181.

If Applicable, Should Pay Differential Be:

Pro-ratedNo
Flat rateYes
Subject to qualifying pay periodNo
All time bases and tenure eligibleYes/No**
Subject to PERS deductionNo

Inclusion in Rate to Calculate the Following Benefit Pay:

OvertimeNo/Yes (FLSA)
IDLNo
EIDLNo
NDINo

Lump Sum:

VacationNo
Sick LeaveNo
Extra Hours.....No

*Except Member classes that receive a daily per diem.

**Retired Annuitants are not eligible unless appointed under Government Code Section 21232.

1.6 - Testing Observer Pay Differential**Effective:** July 1, 2021. **Abolished:** May 1, 2023.**Department:** All departments**CBID:** S03, M03, E50, E79, E97, E98, and E99**Rate:** \$250 per month**Earnings ID:** 9ZA**Criteria:**

Effective on the first day the department activated their COVID testing program, but no earlier than July 1, 2021, all exempt classifications who meet the criteria below are eligible for the Testing Observer Pay Differential. The differential allows departments to provide compensation to exempt employees who have completed vendor-required training to become a Testing Administrator* and who also perform any of the following COVID testing duties:

- Check in test participants
- Supervise nasal swab sample collection
- Dispose of cards and test materials
- Package test samples for shipping
- Perform and read tests

*Employees must complete the required Color's antigen testing training (or California Department of Public Health approved alternative training) prior to receiving the Pay Differential.

If Applicable, Should Pay Differential Be:

Pro-rated	No
Subject to qualifying pay period	No
All time bases and tenure eligible	Yes/No*
Subject to PERS deduction	No

Inclusion in Rate to Calculate the Following Benefit Pay:

Overtime	No/Yes (FLSA)
SIDL	No
EIDL	No
NDI	No
Lump Sum:	
Vacation	No
Sick Leave	No
Extra Hours	No

*Retired Annuitants are not eligible unless appointed under Government Code Section 21232.

1.7 – Emergency Response and Recovery Differential Pay**Established:** September 30, 2019**Department:** All Departments**Class Title:** Work Week Group E and SE Exempt Classifications**Rate:** A or B (see below)

Rate A	Earnings ID
Rate A: (Base Pay ÷ 4.33) per week	972

Rate A applies to the initial two weeks assigned to an emergency response or emergency recovery effort.

Rate B	Earnings ID
Rate B: (Base Pay ÷ 4.33 x 0.5) per week	972

Rate B applies to each subsequent week assigned to an emergency response or emergency recovery effort.

Criteria:

Effective September 30, 2019, Work Week Group E and SE Exempt classifications who meet the criteria below are eligible to receive this differential pay. Upon approval from the Governor's Office, Governor's Office of Emergency Services, and the Department of Human Resources (CalHR), departments shall provide compensation to employees in Work Week Group E or SE classifications who are formally assigned to work on emergency response or recovery efforts as a result of a Governor-declared emergency. Employees are no longer eligible if the emergency response and/or emergency recovery assignment has been completed or the department has not received approval from the Governor's Office, Governor's Office of Emergency Services, and CalHR.

Employees must meet all of the following criteria:**Appropriate Duties:**

- The employee must perform work or manage the work of others to immediately address and/or recover from a Governor-declared emergency.
- The work performed must be extraordinarily demanding and must significantly exceed the normal work productivity expectations of the employee's regular assignment.

Work Exceeds Normal Work Hours and Productivity:

- All time worked must be documented.
- The employee works 60 hours or more in a workweek.
- Time spent traveling for work purposes is considered time worked.

Approval shall only be granted on a three-month basis and will require re-justification and approval by the Governor's Office, Governor's Office of Emergency Services, and CalHR for each subsequent three-month period.

Departments must maintain records of employees who receive this differential, the amounts paid in each pay period, as well as a description of the work performed for which this differential was provided. A summary of this information for the prior three months must be provided to CalHR.

If Applicable, Should Pay Differential Be:

Pro-rated

-Full time/part time.....No

-IntermittentNo

Subject to qualifying pay periodNo

All time bases and tenure eligibleYes/No*

Subject to PERS deductionNo

Inclusion in Rate to Calculate the Following Benefit Pay:

OvertimeNo

IDLNo

EIDLNo

NDINo

Lump sum

VacationNo

Sick LeaveNo

Extra Hours.....No

*Retired Annuitants are not eligible unless appointed under Government Code Section 21232.

1.8 - Health Care Facility Retention Payment

All Exempts (Type "F" & "L")

Effective: 10/01/2023

Department: Various

Class Title: Various

RATE	EARNINGS ID
\$1450 one-time	9HC4
\$1000 one-time	9HC5
\$625 one-time	9HC6

Criteria:**Eligibility for \$1450 Payment:**

- Employee is employed in a correctional facility, correctional health facility, State Hospital, Veteran's home, and/or Developmental Services facility, and
- Employee must have been employed by the state, in a facility listed above, on January 1, 2022, and must have remained employed by the State, in a facility listed above, upon the first of the pay period following ratification, and
- Employee was in-person providing services onsite more than 50% of the time during the pandemic.

Eligibility for \$1000 Payment:

- Employee must have been employed by CDPH, on January 1, 2022, and must have remained employed by CDPH on October 1, 2023, and
- Employee was in-person providing services onsite at a lab or a 24/7 care facility more than 50% of the time during the pandemic.

Eligibility for \$625 Payment:

- Employee is employed at the State Special School for the Deaf or Blind, and
- Employee must have been employed by the state, in a facility listed above, on January 1, 2022, and must have remained employed by the State, in a facility listed above, upon on October 1, 2023, and
- Employee was in-person providing services onsite more than 50% of the time during the pandemic.

If Applicable, Should Pay Differential Be:

Pro-rated.....No
Flat rateYes
Subject to qualifying pay period..... No
All time bases and tenure eligibleYes (FT only)/No*
Subject to PERS deduction.....No

Inclusion in Rate to Calculate the Following Benefit Pay:

OvertimeNo/Yes (FLSA)**
IDL.....No
EIDL.....No
NDI.....No
Lump Sum VacationNo
Lump Sum SickNo
Lump Sum Extra Hours.....No

*Retired Annuitants are not eligible unless appointed under Government Code section 21232.

**The rate is included in the overtime calculation for hours worked in the same month the pay differential is issued.

2 – Corrections and Rehabilitation***2.1 – CDCR Compaction and Retention*****Effective Date:** January 31, 2007**Department:** Department of Corrections and Rehabilitation**Schem Code:** ID00**Class Title:** Exempt Appointees in the Department of Corrections and Rehabilitation**Class Code:** Various**CB/ID:** E99**Rates and Earning IDs:**

0.5 % of Monthly Salary	8005
1.0 % of Monthly Salary	8010
2.0 % of Monthly Salary	8020
3.0 % of Monthly Salary	8030
4.0 % of Monthly Salary	8040
5.0 % of Monthly Salary	8050
6.0 % of Monthly Salary	8060
7.0 % of Monthly Salary	8070
8.0 % of Monthly Salary	8080
9.0 % of Monthly Salary	8090
10.0 % of Monthly Salary	8100
11.0 % of Monthly Salary	8110
12.0 % of Monthly Salary	8120
13.0 % of Monthly Salary	8130
14.0 % of Monthly Salary	8140
15.0 % of Monthly Salary	8150

Criteria:

- At the discretion of the Secretary, Department of Corrections and Rehabilitation (CDCR), Exempt Appointees may be granted combination of the percentage rates listed above. This pay differential may be granted to address compaction and/or retention of highly qualified executive level expertise.
- Implementation of this pay differential requires Department of Personnel Administration (DPA) approval for each position and incumbent. Any subsequent changes to the percentage initially approved by DPA will require re-approval by DPA.

- If the Exempt Appointee who is receiving this pay differential accepts another Exempt Appointment or Career Executive Assignment, this pay differential shall be re-evaluated and approved by DPA.
- The pay differential shall continue until the employee moves to a position not eligible for the pay differential.

If applicable, should pay differential be:

Pro-rated:Yes

Flat rate:No

Subject to qualifying pay period:No

Subject to PERS deduction:No

Are all time bases and tenures are eligible:Yes

Inclusion in Rate to Calculate the Following Benefit Pay:

OvertimeN/A

IDLYes

EIDLYes, if applicable

NDINo

Lump Sum:

Vacation/Annual LeaveNo

Sick LeaveNo

Extra Hours.....No

Other:

2.2 – CDCR Retention Incentive Differential**Effective Date:** July 1, 2017**Revised Date:** June 18, 2018, December 14, 2018, July 3, 2019**Department:** Department of Corrections and Rehabilitation**Schem Code:** ID00

Class Code	Title of class	CB/ID
0320	Undersecretary, Operations	E99
0321	Chief, Office of Correctional Safety	E99
0322	Director, Division of Adult Institution	E99
0533	Director, Division of Adult Parole Operations	E99
4167	Undersecretary, Administration	E99
5033	Associate Director, High Security (Males)	E99
5507	Deputy Director, Facility Support, Division of Adult Institutions	E99
6281	Director, Division of Correctional Policy Research, and Internal Oversight Eff.	E99
6298	Associate Director, Female Offender Program and Services	E99
6581	Director, Division of Juvenile Justice	E99
7018	Chief Deputy, Offender Investigations and Screening Division	E99
7642	Associate Director, Reception Center Institutions	E99
9077	Associate Director, General Population –Males Division of Adult Institutions	E99
9081	Deputy Director, Operations and Programs, Division of Juvenile Justice	E99
9380	Deputy Director, Internal Affairs	E99
9593	Superintendent	E99
9625	Warden/Department of Corrections	E99
9649	Chief, Contract Beds Unit	E99
9657	Deputy Director, Facility Operations	E99

Rates and Earnings ID:

Rate (Refer to appropriate rate criteria to determine eligibility)	Earnings ID
1. 2% Non-PERSable	8HS1
2. 4% Non-PERSable	8HS2
3. 6% Non-PERSable	8HS3
4. 6% PERSable	8HS4

Effective July 1, 2017, employees appointed to an eligible classification who meet the service criteria listed below shall be eligible to receive this Pay Differential based on qualifying time in the above-mentioned classifications. Time served in eligible classifications prior to

July 1, 2017, does not count towards eligibility for this pay differential. Employees are not eligible to receive more than one rate.

Rate Criteria:

1. Employees in one of the eligible classifications on July 1, 2017, shall receive 2% of base salary (non-PERSable) for the first 12 cumulative qualifying pay periods in any of the classifications listed above or the classifications listed in Pay Differential 420. Employees hired after July 1, 2017, shall be eligible upon the first qualifying pay period.
2. Employees in an eligible classification shall receive 4% of base salary (non- PERSable) per pay period if they have worked 13 to 24 cumulative qualifying pay periods in any of the classifications listed above or the classifications listed in Pay Differential 420.
3. Employees in an eligible classification shall receive 6% of base salary (non-PERSable) per pay period if they have worked more than 24 qualifying pay periods in any classifications listed above or the classifications listed in Pay Differential 420.
4. Employees in an eligible classification shall receive 6% of base pay (PERSable) per pay period after 24 cumulative qualifying pay periods in the same eligible classification.

Compensation Terms:

- An employee who serves on an Out of Class or acting assignment from an ineligible classification to an eligible classification, is not eligible to receive this pay differential.
- If an employee is placed on a leave of absence, the qualifying pay periods immediately preceding and following a break in service shall be accumulated toward the pay differential. However, no time will be accumulated toward the pay

differential during the leave of absence.

Upon movement to another eligible classification:

Salary determinations shall be calculated using base salary only. Employees moving from one eligible classification to another eligible classification will retain qualifying time accrued toward this pay differential, however, qualifying time towards PERSability will reset when changing between eligible classifications.

Upon return to an eligible classification:

Salary determinations shall be calculated using base salary only. Employees moving from one eligible classification to an ineligible classification will retain qualifying time accrued toward this pay differential when returning to an eligible classification, however, qualifying time towards PERSability will only be retained when returning to the same eligible classification.

If applicable, should pay differential be:

Pro-rated:No
Flat rate:No
Subject to qualifying pay period:Yes
All time bases and tenures eligibleYes
Subject to PERS deduction:See Rates

Inclusion in Rate to Calculate the Following Benefit Pay:

OvertimeNo
IDLYes
EIDLYes
NDIYes
Lump Sum:
Vacation/Annual LeaveYes
Sick LeaveYes
Extra Hours.....Yes

2.3 – Closure Retention Incentive Differential Pay**Effective Date:** January 1, 2022**Department:** Department of Corrections and Rehabilitation – Division of Juvenile Justice (DJJ) (ID00) & Juvenile Hearings (IQ00)

Schem Code	Type	Class Code	Title of class	CB/ID
ID00	Direct Care	9593	Superintendent	E99
ID00	Non-Direct Care	0245	Deputy Press Secretary for Juvenile Justice	E99
ID00	Non-Direct Care	6581	Director, Division of Juvenile Justice	E99
ID00	Non-Direct Care	7021	Associate Director, Mental Health Division of Juvenile Justice	E99
ID00	Non-Direct Care	9081	Deputy Director, Operations and Programs, Division of Juvenile	E99
ID00	Non-Direct Care	9801	Superintendent of Education, Division of Juvenile Justice	E99
IQ00	Non-Direct Care	1205	Executive Officer, Board of Juvenile Hearings	E99
IQ00	Non-Direct Care	5984	Commissioner, Board of Juvenile Hearings	E99

Rates and Earnings ID:

Rates (Refer to appropriate criteria to determine eligibility)	Earnings ID
1. Direct Care – Up to \$50,000	H8
2. Non-Direct Care – up to \$25,000	H9

Criteria**Direct Care and Non-Direct Care:**

Direct Care: for the purposes of this pay differential, direct care is defined as those staff whose daily duties **directly impact** the safety, security, welfare, educational, medical, and mental health needs of DJJ youth. Direct care staff are assigned to DJJ correctional facilities as their primary work location. In the event a direct care employee is placed in an out of class (OOC) in a non-direct care position, compensation will be processed according to the non-direct care schedule for the OOC period.

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Non-Direct Care: for the purposes of this pay differential, non-direct care is defined as those staff whose daily work duties are **in support of** staff/programs who provide direct care. All DJJ Headquarters (HQ) staff (agency 110) as well as certain staff located within DJJ correctional facilities will be considered non-direct care. In the event a non-direct care employee is placed in an out of class (OOC) in a direct care position, compensation will be processed according to the non-direct care schedule for the OOC period.

Note: Identification of a specific classification does not solely mean an employee in that classification meets the criteria for direct care/non-direct care. The classification must be identified on the list coupled with the employee's respective position/work location meeting the criteria for direct care/non-direct care.

Initial Installment:

1. Effective January 1, 2022, all current DJJ direct care and non-direct care employees shall receive an initial installment payment of \$5,000 upon establishment of this differential.
2. This initial installment is based on qualifying pay periods from the 2021 calendar year. Compensation will be calculated by multiplying \$416.66 by the number of qualifying pay periods worked at DJJ in the 2021 calendar year.

Remaining Installments:

1. Effective January 1, 2022, new and current DJJ employees may accrue a remaining Retention Incentive Differential installment based on their classifications and positions being identified as either direct care or non-direct care. Employees on loan to DJJ may accrue a remaining Retention Incentive Differential installment based on their loan position being identified as either direct care or non-direct care.
 - a. Direct care employees appointed or loaned to DJJ on or after January 1, 2022, shall be eligible for a remaining installment up to \$45,000.
 - b. Non-direct care employees appointed or loaned to DJJ on or after January 1, 2022, shall be eligible for a remaining installment up to \$20,000.
 - c. The accrued remaining installment will be paid out to qualifying employees upon release by management from DJJ as follows:
 - i. Employees whose services are no longer needed between 1-6 qualifying pay periods beginning with the January 2022 pay period will accrue 25% of the remaining differential they are eligible for.
 - ii. Employees whose services are no longer needed between 7-12 qualifying pay periods beginning with the January 2022 pay period will accrue 50% of the remaining differential they are eligible for.
 - iii. Employees whose services are no longer needed after 12 qualifying pay periods will accrue 100% of the remaining differential for which they are eligible.
 - d. An employee physically separating from DJJ for a period of more than 30 days will require the employee to restart the accrual period in the event they return back to DJJ at a later date.
2. Newly eligible DJJ employees appointed or on loan to DJJ after January 2022, will begin accruing the Retention Incentive Differential starting with the first qualifying pay period

after the date of appointment or loan and shall be compensated according to the payout schedule described in criteria #1 of this section.

3. "Employees on loan" refers to non-DJJ staff who may or may not be appointed in a qualifying classification but are physically redirected to provide direct or non-direct care at DJJ as a result of a critical staffing shortage.
4. This Retention Incentive Differential will sunset effective July 1, 2023.
5. Eligible direct care employees and eligible non-direct care employees shall not accrue more than \$50,000 or \$25,000, respectively, for the period of January 2022 through, June 2023.
6. Eligible employees forfeit the accrued Retention Incentive Differential if they voluntarily move to an ineligible classification, separate from DJJ, or end their loan assignment before June 30, 2023.
7. Eligible employees will not forfeit the accrued Retention Incentive Differential if their services are no longer needed and are released by management before June 30, 2023. Eligible employees will be paid the accrued Retention Incentive Differential up to the date services are no longer needed based on the payout schedule described in criteria #1 of this section.
8. Employees who are on an unpaid leave of absence or have a disqualifying pay period(s) during the incentive period forfeit the accrued differential during the month(s) of the effective dates of the unpaid leave of absence or disqualifying pay period(s). The differential will resume at the end of the unpaid leave of absence or upon completion of the next qualifying pay period based on the schedule above.
9. Employees who are terminated for cause by the department will forfeit any and all accrued differential not yet issued in accordance with the schedule.
10. Under no circumstance will an employee receive duplicate payment for a full calendar year in which the employee has already received payment. If an employee separates from DJJ and is paid for the accrued Retention Incentive Differential and the employee subsequently returns to DJJ, the employee will begin accruing the Retention Incentive Differential effective as of the return date.

*Retired Annuitants are not eligible unless appointed under Government Code Section 21232.

If applicable, should pay differential be:

Pro-rated:Yes

Flat rate:Yes

Subject to qualifying pay period:Yes

Subject to PERS deduction:No

Inclusion in Rate to Calculate the Following Benefit Pay:

OvertimeNo

IDLNo

EIDLNo

NDINo

Lump Sum:

Vacation/Annual LeaveNo

Sick LeaveNo

Extra Hours.....No

2.4 – Health Care Facility Retention Payment**Effective:** July 1, 2022**Department:** Department of Corrections and Rehabilitation

Class Code	Class Title	CBID
9625	Warden	E99
9593	Superintendent, Division of Juvenile Justice	E99

Rate: \$1,500 (One-Time)**Earnings ID:** 9HP**Criteria:**

Employees in the exempt classifications identified above who served in-person supporting the delivery of care and safety to the most acute patients during the COVID-19 pandemic will be eligible to receive this Health Care Facility Retention Payment if they meet all of the following criteria:

- Employee was employed by the State, on January 1, 2022, and remained employed by the State on July 1, 2022, and
- Employee was employed in a correctional facility, correctional health facility or in Statewide Transportation who were redirected to a correctional facility or a medical guarding unit.

If Applicable, Should Pay Differential Be:

Pro-ratedNo
 Flat rateYes
 Subject to qualifying pay periodNo
 All time bases and tenure eligibleYes/No*
 Subject to PERS deductionNo

Inclusion in Rate to Calculate the Following Benefit Pay:

OvertimeN/A
 IDLNo
 EIDLNo
 NDINo
 Lump Sum:
 VacationNo
 Sick LeaveNo
 Extra Hours.....No

*Retired Annuitants are not eligible unless appointed under Government Code Section 21232.

2.5 – Mental Health and Wellness Differential**Effective:** 10/01/2023**Department:** California Department of Corrections and Rehabilitation**Schem Code:** ID00

CC	TITLE	CBID
0318	Secretary, Department of Corrections and Rehabilitation	E99
0320	Undersecretary, Operations	E99
0321	Chief, Office of Correctional Safety	E99
0322	Director, Division of Adult Institutions	E99
0533	Director, Division of Adult Parole Operations	E99
4167	Undersecretary of Administration	E99
5033	Associate Director, High Security (Males)	E99
5507	Deputy Director, Facility Support, Division of Adult Institutions	E99
6281	Director, Division of Correctional Policy Research and Internal Oversight	E99
6298	Associate Director, Female Offender Program and Services	E99
6581	Director, Division of Juvenile Justice	E99
7018	Chief Deputy, Offender Investigations and Screening Division	E99
7642	Associate Director, Reception Center Institutions	E99
9077	Associate Director, General Populations (Males)	E99
9081	Deputy Director, Operations and Programs, Division of Juvenile Justice	E99
9380	Deputy Director, Office of Internal Affairs	E99
9593	Superintendent	E99
9625	Warden/Department of Corrections	E99
9649	Chief, Contract Beds Unit	E99
9657	Deputy Director, Facility Operations	E99

Rate: \$1,200 per year (paid annually)**Earnings ID:** 9MH**Criteria:**

- Employees must be on pay status as of November 1, 2023, and November 1, 2024, respectively, to receive this differential.
- Employees on a leave of absence, NDI, IDL, and Military Leave are eligible for the \$1,200 bonus.
- Employees in the exempt classifications listed above must be in positions tied to BU 06 at the time of payment to receive this pay differential.
- Eligible employees shall receive a lump sum of \$1,200 payable once in November 2023, and once in November 2024.
- The pay differential shall not be part of the employee's base salary for the purpose of computing salary adjustments.
- This pay differential will sunset on July 2, 2025.

If Applicable, Should Pay Differential Be:

Pro-ratedNo
Subject to qualifying pay periodNo
All time bases and tenure eligible.....Yes/No*
Subject to PERS deductionNo

Inclusion in Rate to Calculate the Following Benefit Pay:

OvertimeN/A
IDLNo
EIDLNo
NDINo
Lump Sum VacationNo
Lump Sum SickNo
Lump Sum Extra Hours.....No

*Retired Annuitants are not eligible unless appointed under Government Code section 21232.

2.6 – Retention Incentive Differential Pay for Hard-to-Keep/Fill Institutions**Effective:** 10/01/2023**Department:** California Department of Corrections and Rehabilitation**Schem Code:** ID00**Class Title:** Warden/Department of Corrections**Class code:** 9625**CBID:** E99**Rate:** \$416.66 per qualifying pay period (paid annually)**Earnings ID:** 9I4***Criteria:***

- Employees who work at Salinas Valley State Prison, California State Prison-Sacramento, or Richard J. Donovan, Correctional Facility, will be eligible to start accruing up to a \$10,000 retention differential, payable in two (2) annual payments.
- Employees designated E99 must be tied to BU 06 at the time of payment to receive this pay differential.
- For the first payment, employees shall receive \$416.66 for each qualifying pay period worked between July 2023 and June 2024 payable in a single lump sum during the month of July 2024.
- For the second payment, employees shall receive \$416.66 for each qualifying pay period worked between July 2024 and June 2025 payable in a single lump sum during the month of July 2025.
- An employee who transfers from one of the institutions listed above to another institution listed above, the qualifying time shall be cumulative.
- An employee who voluntarily terminates, retires, or transfers to a facility not listed above, or is terminated prior to completing all the requirements listed above, the employee will forfeit any and all accrued differential.
- The pay differential shall not be part of the employee's base salary for the purpose of computing salary adjustments.
- This pay differential stipend will sunset effective July 2, 2025.

If Applicable, Should Pay Differential Be:

Pro-ratedNo

Subject to qualifying pay periodYes

All time bases and tenure eligible.....Yes/No*

Subject to PERS deductionNo

Inclusion in Rate to Calculate the Following Benefit Pay:

Overtime	N/A
IDL	Yes
EIDL	Yes
NDI	No
Lump Sum Vacation	No
Lump Sum Sick	No
Lump Sum Extra Hours.....	No

*Retired Annuitants are not eligible unless appointed under Government Code section 21232.

3 – Covered California**3.1 – Covered California Administrative Incentive Award****Effective date:** June 1, 2014 (Payable in each following Fiscal Year)**July 1, 2016 (Inactive)****Department:** Covered California**Schem Code:** KL00**Title of class:** Executive Director**Class Code:** 9856**CB/ID:** E99**Earnings ID:** 9I1**Rate:** 0-40% of base salary***Criteria:***

Payable once a year upon certification to the State Controller's Office by the Covered California five-member board, and the amount specified for each individual has been approved by this board.

*Per Government Code 100503, the Board has salary setting authority over this Exempt position.

If applicable, should pay differential be:

Pro-ratedNo

Flat RateYes

Subject to qualifying pay periodNo

All time bases and tenures eligibleNo

Subject to PERS deductionNo

Inclusion in Rate to Calculate the Following Benefit Pay:

OvertimeNo

IDLNo

EIDLNo

NDINo

Lump Sum:

Vacation/Annual LeaveNo

Sick LeaveNo

Extra Hours.....No

3.2 – Covered California Recruitment

Effective date: May 1, 2015
Department: Covered California
Schem Code: KL00
Earnings ID: 9K4
Rate: Up to 60% of First Year’s Annual Base Salary

Title of Class:

- Director, Individual and Small Business Sales
- Chief Technology Officer
- Chief Financial Officer
- Information Technology, Project Director
- Chief Deputy Executive Director, Operations
- Director of Marketing
- Director, Plan Management
- Executive Director¹
- Chief Deputy Executive Director
- General Counsel
- Communications and Public Relations, Director

Criteria:

This is a recruitment differential for purposes of attracting and retaining high level executives in the above-named classifications.

It is a one-time, up-front payment made upon appointment to an eligible classification. It is available only to those hired from outside State Service. The amount of the differential in each case would be specific to the individual executive’s personal circumstances.

- For all classifications, the Board will approve the differential based on the individual’s personal circumstances, not to exceed 60 percent of the new hire’s first year’s base salary.
- For all classifications, repayment of part or all of the differential would be required in the event the executive does not continue employment with HBEX/CC for two years, based upon the following prorated schedule:
 - **0 to less than 12 months** **100 percent payback**
 - **12 to 24 months** **50 percent payback**

¹ Per Government Code 100503, the Board has salary-setting authority over this Exempt position.

If applicable, should pay differential be:

Pro-RatedNo
Flat RateYes
Subject to qualifying pay periodNo
All time bases and tenures eligibleNo
Subject to PERS deductionNo

Inclusion in Rate to Calculate the Following Benefit Pay:

OvertimeNo
IDLNo
EIDLNo
NDINo
Lump Sum:
Vacation/Annual LeaveNo
Sick LeaveNo
Extra Hours.....No

3.3 – Covered California Retention Pay Differential

Effective: July 1, 2017
Revised: December 1, 2020
Department: California Health Benefit Exchange
Schem Code: KL00
Class Title: Chief Medical Officer
Class Code: 6618
CBID: E99
Earnings ID: 9K6

Criteria:

The purpose of this retention pay differential is to ensure that individuals hired into the Chief Medical Officer position are provided with sufficient incentive to remain employed with Covered California.

The retention pay differential shall only apply to the Exempt classification of Chief Medical Officer, as indicated above.

The retention pay differential will provide \$50,000 per year of employment for years 1, 2, and 3 from the appointment effective date to the incumbent Chief Medical Officer. \$50,000 will be paid out to the incumbent upon completion of each year of service, limited to the first 3 years of employment as Chief Medical Officer.

Compensation Terms:

- If the employee voluntarily separates, transfers, or is dismissed with or without cause prior to completing a year of service within the first 3 consecutive years of employment, there will be no pro rate payment for that year.

*Per Government Code 100503, the Board has salary setting authority over this Exempt position.

If applicable, should pay differential be:

Pro-ratedNo
Flat RateYes
Subject to qualifying pay periodNo
All time bases and tenures eligibleNo
Subject to PERS deductionNo

Inclusion in Rate to Calculate the Following Benefit Pay:

OvertimeNo

IDLNo

EIDLNo

NDINo

Lump Sum:

Vacation/Annual LeaveNo

Sick LeaveNo

Extra Hours.....No

3.4 - Covered CA - Extenuating Circumstances Pay Differential

Effective: October 1, 2020
Department: Covered California
Schem Code: KL00
Class Title: Director, External Affairs
Class Code: 9907
CBID: E99
Rate: \$5,000 per month
Earnings ID: 9I3

Criteria:

This is an Extenuating Circumstances Pay Differential for the purposes of providing a compensation incentive to the Director, External Affairs that is requested to perform duties above and beyond the scope of their role, as a result of serious or exceptional factors. Factors may include, but are not limited to, providing leadership and guidance to more than one division simultaneously. The incumbent is eligible for this differential when exhibiting exceptional performance during the specified arrangement and work is considered to clearly exceed that which is recognized by normal circumstances. The Extenuating Circumstances Pay Differential shall only apply to the Exempt classification of Director, External Affairs, as indicated above.

- The length in which the pay differential will be paid is at the discretion of department leadership but may be compensated for as long as workload necessitates.
- The Board will approve the differential based on the individual's personal circumstances, at a rate of \$5,000 per month during the incumbent's performance.
- The pay differential will be paid out at the conclusion of each month, as necessitated by required duties.
- In the event that the specified duties were performed for a time period not meeting one month in length, the amount paid will be prorated to reflect the number of days worked.

Per Government Code § 100503 (m)(2)(A), the Board has salary setting authority over this Exempt position.

If Applicable, Should Pay Differential Be:

Pro-rated

-Full time/part time.....See Criteria

-IntermittentNo

Subject to qualifying pay periodNo

All time bases and tenure eligibleNo

Subject to PERS deductionNo

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Inclusion in Rate to Calculate the Following Benefit Pay:

Overtime	No
IDL	No
EIDL	No
NDI	No
Lump sum	
Vacation	No
Sick Leave	No
Extra Hours.....	No

4 – District Agricultural Associations***4.1 – DAA Retention Pay***

Effective:	July 1, 2004
Revised:	July 1, 2005, October 1, 2007, January 1, 2014, December 1, 2017
Department:	Food and Agriculture
Schem Code:	NX00
Class Title:	Secretary-Manager VII, 22nd District – Del Mar Fair Secretary-Manager VII, 32nd District – Orange County
Rate:	Up to 25%
Earnings ID:	SL
Class Title:	Secretary-Manager VII, 22nd District – Del Mar Fair Secretary-Manager VII, 32nd District – Orange County Secretary-Manager V, 50 th Division – Lancaster Fair
Rate:	Up to 20%
Earnings ID:	SL
Class Title:	Secretary-Manager V, 1a District – Cow Palace
Rate:	Up to 15%
Earnings ID:	SL

Criteria:

Effective July 1, 2004, the Boards of the 22nd District Agricultural Associations may grant by resolution, a retention differential to its own respective Secretary-Manager VII when it determines that the incumbent has achieved expected performance objectives and that such a differential is necessary for retention purposes.

Effective July 1, 2005, the Boards of the 32nd District Agricultural Associations may grant by resolution, a retention differential to its own respective Secretary-Manager VII when it determines that the incumbent has achieved expected performance objectives and that such a differential is necessary for retention purposes.

Effective October 1, 2007, the Boards of the 50th Division District Agricultural Associations may grant by resolution, a retention differential to its own respective Secretary-Manager V when it determines that the incumbent has achieved expected performance objectives and that such a differential is necessary for retention purposes.

Effective January 1, 2014, the Boards of the 1a District Agricultural Associations may grant by resolution, a retention differential to its own respective Secretary-Manager V when it determines that the incumbent has achieved expected performance objectives and that such a differential is necessary for retention purposes.

Effective December 1, 2017, the Boards of the 22nd and 32nd District Agricultural Associations may grant by resolution, a retention differential to its own respective Secretary-Manager VII when it determines that the incumbent has achieved expected performance objectives and that such a differential is necessary for retention purposes.

If Applicable, Should Pay Differential Be:

Pro-rated

-Full time/part time.....Yes

-IntermittentN/A

Subject to qualifying pay periodNo

All time bases and tenure eligibleYes

Subject to PERS deductionYes

Inclusion in Rate to Calculate the Following Benefit Pay:

OvertimeN/A

IDLYes

EIDLYes

NDIYes

Lump sum

VacationYes

Sick LeaveYes

Extra Hours.....Yes

5 – Education and Special Schools

5.1 – Site Superintendent R & R Differential

Effective date:	July 1, 1998
Revised:	July 1, 2000
Department:	Education, School for the Deaf
Schem Code:	NE10
Title of class:	Site Superintendent, California School for the Deaf
Class Code:	8742
CB/ID:	M03
Rate:	\$250, \$500, \$750, \$1000, \$1250, \$1500 per pay period

Criteria:

Any employee appointed to an exempt position performing the duties of a Site Superintendent at the California School for the Deaf will be eligible for this rate differential upon certification by the department that the following criteria are met:

1. The employee must be appointed to a full-time position as Site Superintendent at the Fremont or Riverside School for the Deaf.
2. The rate step upon appointment for an employee recruited from outside the State civil service shall be the minimum amount required to recruit a qualified incumbent. The department shall retain documentation in support of any rate step above the minimum authorized at the time of appointment.
3. Upon appointment from a California civil service position to a qualifying exempt position, an employee receiving a differential rate may, at the discretion of the department, move to a rate one step above his or her current differential rate.
4. An incumbent may, at the discretion of the department, receive one rate step increase in each consecutive 12-month period of employment up to the top rate of the differential. In the event an employee receives and the department confirms a bona fide offer of employment above the combined maximum base salary rate plus the differential, the department may authorize payment of a differential rate at the step needed to match the job offer, up to the maximum differential rate.
5. An employee who receives the differential must remain in a qualifying position for a minimum of 24 consecutive months after the effective date of this differential. Should an employee terminate employment prior to conclusion of the 24-month period other than for reasons of serious illness, death, or other reasons determined by the appointing power to be beyond the employee's control, he or she shall be required to reimburse the department for all monies paid under this provision.

6. The differential shall terminate upon the employee's transfer or reassignment to a non-qualifying assignment.
7. An employee receiving this differential must be evaluated at least once in each 12-month period of employment and meet or exceed performance criteria.
8. To compute the appointment salary rate upon movement to another classification in State service, compensation under this pay differential shall not be included in computing the employee's new salary rate.

If applicable, should pay differential be:

Pro-rated:No

Subject to qualifying pay period:Yes

Are all time bases and tenures eligible?No

Subject to PERS deduction:No

Inclusion in Rate to Calculate the Following Benefit Pay:

OvertimeNo

IDLNo

EIDLNo

NDINo

Lump Sum:

Vacation/Annual LeaveNo

Sick LeaveNo

Extra Hours.....No

Other:

5.2 – Special Schools and Diagnostic Center

Effective date: January 1, 2002 (Replaces prior Pay Differential effective August 1, 1999)

Department: Department of Education Special Schools or Diagnostic Centers

Class Code	Schem Code	Class Titles	CB/ID
9149	NE05	SUBSTITUTE TEACHER, SCHOOL FOR THE BLIND	R03
9151	NE05	TEACHER, SCHOOL FOR THE BLIND	R03
9153	NE05	TEACHER SPECIALIST, SCHOOL FOR THE BLIND	R03
9154	NE05	SUPERVISING TEACHER I, SCHOOL FOR THE BLIND	S03
9170	NE05	SUPERVISING TEACHER II, SCHOOL FOR THE BLIND	S03
9173	NE05	SUPERVISING TEACHER III, SCHOOL FOR THE BLIND	S03
9174	NE05	ASSISTANT SITE SUPERINTENDENT, SCHOOL FOR THE BLIND	M03
9176	NE05	SITE SUPERINTENDENT, SCHOOL FOR THE BLIND	M03
9731	NE05	SUPERVISING TEACHER I, SCHOOL FOR THE BLIND, FISCAL YEAR	S03
9732	NE05	SUPERVISING TEACHER II, SCHOOL FOR THE BLIND, FISCAL YEAR	S03
9145	NE05	SUPERVISING TEACHER III, SCHOOL FOR THE BLIND, FISCAL YEAR	S03
9178	NE10	SUBSTITUTE TEACHER, SCHOOL FOR THE DEAF	R03
9180	NE10	TEACHER, SCHOOL FOR THE DEAF	R03
9191	NE10	TEACHER SPECIALIST, SCHOOL FOR THE DEAF	R03
9192	NE10	SUPERVISING TEACHER I, SCHOOL FOR THE DEAF	S03
9193	NE10	SUPERVISING TEACHER II, SCHOOL FOR THE DEAF	S03
9195	NE10	SUPERVISING TEACHER III, SCHOOL FOR THE DEAF	S03
9196	NE10	ASSISTANT SITE SUPERINTENDENT, SCHOOL FOR THE DEAF	M03
9199	NE10	SITE SUPERINTENDENT, SCHOOL FOR THE DEAF	M03
9733	NE10	SUPERVISING TEACHER I, SCHOOL FOR THE DEAF, FISCAL YEAR	S03
9734	NE10	SUPERVISING TEACHER II, SCHOOL FOR THE DEAF, FISCAL YEAR	S03
9146	NE10	SUPERVISING TEACHER III, SCHOOL FOR THE DEAF, FISCAL YEAR	S03
9200	NE15	TEACHER SPECIALIST, DIAGNOSTIC CENTER	R03
9202	NE15	SUPERVISING TEACHER, DIAGNOSTIC CENTER	S03
9203	NE15	DIAGNOSTIC CENTER DIRECTOR	M03

Locations:	California School for the Blind – Fremont California School for the Deaf – Fremont Diagnostic Center – North (Fremont)
Rate:	\$700/month or \$32.31/day
Earnings ID:	8k67
Locations:	All other special schools of the Department of Education
Rate:	\$400/month or \$18.46/day
Earnings ID:	8k24

Criteria:

1. All employees in the above classes at the Department of Education Special Schools or Diagnostic Centers shall receive the appropriate differential for their primary appointment only. Part-time employees shall receive a pro rata share of the differential based on their time base. Intermittent employees shall receive the daily rate.
2. Full-time and part-time employees receiving additional appointments to teach summer school sessions shall not be eligible to receive a second differential.

If applicable, should pay differential be:

Pro-rated:No
Subject to qualifying pay period:No
Are all time bases and tenures eligible?Yes
Subject to PERS deduction:Yes

Inclusion in Rate to Calculate the Following Benefit Pay:

OvertimeNo
IDLNo
EIDLYes
NDINo

Lump Sum:

Vacation/Annual LeaveNo
Sick LeaveNo
Extra Hours.....No

5.3 – Coaching/Advisor Differential Pay

Effective:	7/1/2018
Department:	Department of Education- State Special Schools and Diagnostic Centers
Schem Code:	NE05, NE10, NE15
Class Title:	Exempt Special School Teachers
Class Code:	Various
CB/ID:	BU 3 exempt employees
Earnings ID:	Please see civil service Pay Differential 29 for Earnings ID
Rate:	Please see civil service Pay Differential 29 for Rate
Criteria:	Please see civil service Pay Differential 29

5.4 – Bilingual Differential Pay

Effective:	7/1/2018
Department:	Department of Education- State Special Schools and Diagnostic Centers
Schem Code:	NE05, NE10, NE15
Class Title:	Various
Class Code:	Various
CB/ID:	BU 3 exempt employees
Earnings ID:	Please see civil service Pay Differential 14 for Earnings ID
Rate:	Please see civil service Pay Differential 14 for Rate
Criteria:	Please see civil service Pay Differential 14

6 – High Speed Rail**6.1 – High Speed Rail Recruitment Differential (Program Manager)**

Effective date: December 3, 2012
Department: High Speed Rail Authority
Schem Code: CE00
Class Title: Chief Program Manager, High Speed Rail Authority
Class Code 6155
CB/ID E99
Earnings ID: 9K2
Rate: Up to 5.5% of the First Year’s Annual Base Salary

Criteria:

This is a recruitment differential for the purposes of attracting and retaining high level executives in the above-named classification. It is a one-time, up-front payment made upon appointment to the classification. It is available only to those hired from outside State service. The amount of the differential in each case will be specific to the individual executive’s personal circumstances.

The Authority will approve the differential based on the individual candidate’s personal circumstances.

Repayment of part or all of the differential will be required in the event the Chief Program Manager does not continue employment with the High-Speed Rail Authority for two years, based upon the following prorated schedule.

0-less than 12 months	100 percent payback
12-24 months	50 percent payback

If applicable, should pay differential be:

Pro-rated:Yes
Flat rate:No
Subject to qualifying pay period:No
Are all time bases and tenures are eligible:No
Subject to PERS deduction:No

Inclusion in Rate to Calculate the Following Benefit Pay:

OvertimeNo
IDLNo
EIDLNo
NDINo

Lump Sum:

Vacation/Annual LeaveNo
Sick LeaveNo
Extra Hours.....No
Other:No

Departments can key a 671 transaction via the Payroll Input Process (PIP) system using Earnings ID 9K2, if applicable.

6.2 – High Speed Rail Recruitment Differential (Executive Director)

Effective date: June 18, 2012
Department: High Speed Rail Authority
Schem Code: CE00
Title of class Executive Director, High Speed Rail Authority
Class Code: 9568
CB/ID: E99
Earnings ID: 9K3
Rate: \$25,000 at the end of the first and second year of service.

Criteria:

This is a recruitment differential for purposes of attracting and retaining high level executives in the above-named classification. It is a one-time payment equal to \$25,000 made at the end of the first year of service if certain performance metrics are achieved to the satisfaction of the Authority by the deadlines proposed.

An additional one-time payment equal to \$25,000 will be made at the end of the second year of service if performance metrics, later to be determined by the Authority, are achieved to the satisfaction of the Authority. Both payments are subject to the 5% salary reduction currently imposed by the State Administration and Legislature and is inclusive of any future reductions proposed by the State Administration or Legislature.

If applicable, should pay differential be:

Pro-rated:No
Flat rate:Yes
Subject to qualifying pay period:No
Are all time bases and tenures eligible?No
Subject to PERS deduction:No

Inclusion in Rate to Calculate the Following Benefit Pay:

OvertimeNo
IDLNo
EIDLNo
NDINo
Lump Sum:
Vacation/Annual LeaveNo
Sick LeaveNo
Extra Hours.....No
Other

Departments can key a 671 transaction via the Payroll Input Process (PIP) system using Earnings ID 9K3, if applicable.

7 – Military Department

The military classes listed below are eligible for the allowances on the following pages.

Officers:

CBID	Class	Class Code
E99	O10	9156
E99	O9	9157
E99	O8	9158
E99	O7	9159
E99	O6	9160
E99	O5	9161
E99	O5A	9162
E98	O4	9163
E98	O4A	9164
E97	O3	9166
E97	O2	9167
E97	O1	9168

Warrant Officers:

CBID	Class	Class Code
E97	W5	8365
E97	W4	8366
E97	W3	8367
E97	W2	8368
E97	W1	8369

Enlisted:

CBID	Class	Class Code
E97	E9	7746
E97	E8	7747
E97	E7	7748
E97	E6	7749
E97	E5	7750
E97	E4	7751
E97	E3	7752
E97	E2	7753
E97	E1	7754

7.1- Basic Allowance for Housing (BAH)**Effective:** March 1, 1998**Revised:** April 21, 2020 (Eff. January 1, 2013)**Department:** Military Department**Schem Code:** SP00**Earn ID:** Classic: S8

PEPRA: GC7

Class Title: ("Class" shows the pay level of each rank. Actual titles may vary.)**Criteria:** Employees in the above classes are eligible for BAH.**Subject to PERS Deduction:** Classic: Yes

PEPRA: No

7.2 – Basic Allowance for Subsistence (BAS)**Effective:** March 1, 1998**Revised:** April 21, 2020 (Eff. January 1, 2013)**Department:** Military Department**Schem Code:** SP00**Earn ID:** Classic: S7

PEPRA: GC8

Rate:

- Officers \$266.18
- Enlisted \$386.50
- BAS II \$773.00

BAS II is the monthly rate that may be payable to enlisted members on duty at a permanent station and assigned to single (unaccompanied) Government quarters., which do not have adequate food storage or preparation facilities, and where a Government mess is not available, and the Government cannot otherwise make meals available. It must be authorized by the Secretary of the Military Department concerned. (See the [Defense Finance and Accounting Service Website](#) website.)

Criteria: Employees in the above classes are eligible for BAS.**Subject to PERS Deduction:** Classic – Yes

PEPRA – No

7.3 – ConUS COLA**Effective:** July 1, 2001**Department:** Military Department**Schem Code:** SP00**Rate:** In accordance with the Federal Schedule for ConUS COLA**Criteria:** Employees in the above classes are eligible for the ConUS COLA.**Subject to PERS Deduction:**.....Yes**Subject to Withholding:**Yes**Processing:**

The department should process F671 transactions using Payment Type A Suffix D and enter the gross amount.

8 – Office of the Inspector General**8.1 – Physical Fitness Incentive Pay**

Effective: July 1, 2002
Revised: June 1, 2016
Department: Office of the Inspector General
Schem Code: TD00
Class Title: Exempt Peace Officers who are in the Peace Officer/Firefighter retirement category (except Department Directors).
CB/ID: E99
Rate/Earnings ID:

- | | |
|-------------------------|--|
| 1. \$130 per pay period | Earnings ID: 8PF1 (Full-time, Part-time) |
| | Earnings ID: 8PF2 (Intermittent) |
| 2. \$65 per pay period | Earnings ID: 8PF3 (Full-time, Part-time) |
| | Earnings ID: 8PF4 (Intermittent) |

Criteria:

1. Effective 07/01/02, eligible employees as defined above must have 60 or more qualifying pay periods of State service and have an annual physician's certification of having passed the physical fitness exam.
2. Effective 07/01/02, eligible employees as defined above with less than 60 qualifying pay periods of State service must have an annual physician's certification of having passed the annual physical fitness exam.

If Applicable, Should Pay Differential Be:

Pro-rated

Full time/part time.....Yes
IntermittentNo
Subject to qualifying pay periodNo
All time bases and tenure eligibleYes
Subject to PERS deductionNo

Inclusion in Rate to Calculate the Following Benefit Pay:

OvertimeNo/Yes (FLSA)
IDLYes
EIDLYes
NDIYes

Lump sum:

VacationNo
Sick LeaveNo
Extra hoursNo

9 – Public Utilities Commission**9.1 – National Judicial College Pay Differential****Effective:** 04/12/18**Department:** California Public Utilities Commission**Schem Code:** VV00**Class Title:** Chief Administrative Law Judge, PUC**Class Code:** 9543**CB/ID:** E99**Earnings ID:** 8NJC**Rate:** Monthly five percent (5%) of incumbent salary***Criteria:***

Possession of a certificate from the National Judicial College (NJC) for completion of a minimum of two- and one-half days of "A" designated training courses. "A" designated courses are those which the National Judicial College recognizes as pertaining to administrative law adjudication skills. Internet training received may be recognized if approved in writing by the California Department of Human Resources (CalHR) before the differential is paid.

If Applicable, Should Pay Differential Be:

Pro-ratedYes
Full time/part time.....Yes
IntermittentN/A
Subject to qualifying pay periodNo
All time bases and tenure eligible Yes
Subject to PERS deductionYes

Inclusion in Rate to Calculate the Following Benefit Pay:

Overtime..... N/A
IDL..... Yes
EIDL..... N/A
NDI..... Yes
Lump sum..... Yes
Vacation..... Yes
Sick Leave..... Yes
Extra Hours..... N/A

10 – Public Employees’ Retirement System**10.1 – CalPERS Administrative Incentive Award****Effective date:** July 1, 1998 (Payable in each following Fiscal Year)**Revised:** July 1, 2023**Department:** Public Employees’ Retirement System**Schem Code:** DF00**Class Title:** Executive Officer**Class Code:** 4278**CB/ID:** E99**Rate:** 0-150% of base salary**Earnings ID:** 9W2***Criteria:***

Payable once a year upon certification to the State Controller's Office¹ by the President of the Board of Administration of the California Public Employees Retirement System that the procedures in the "Compensation Policy for Executive and Investment Management Positions", as initially adopted November 1997, or as subsequently amended by the Board of Administration, have been followed, and the amount specified for each individual has been approved by this Board.

If applicable, should pay differential be:

Pro-ratedNo

Flat rateYes

Subject to qualifying pay periodNo

All time bases and tenure eligibleNo

Subject to PERS deductionNo

Inclusion in Rate to Calculate the Following Benefit Pay:

OvertimeN/A

IDLNo

EIDLNo

NDINo

Lump sum

VacationNo

Sick LeaveNo

Extra Hours.....No

¹ A copy will be forwarded to the Department of Human Resources.

10.2 – CalPERS Recruitment Differential

Effective Date: August 18, 2004
Department: Public Employees' Retirement System
Schem Code: DF00
Class Title: Chief Executive Officer
Class Code: 4278
CB/ID: E99
Earnings ID: GC
Rate: Up to 60% of the first year's annual base salary

Criteria:

This is a recruitment differential for purposes of attracting and retaining high level executives in the above-named classification. It is a one-time, up-front payment made upon appointment to the classification. It is available only to those hired from outside State service. The amount of the differential in each case will be specific to the individual executive's personal circumstances. The Board of Administration, upon recommendation of the Performance and Compensation Committee, will approve the differential based on the individual candidate's personal circumstances, not to exceed 60 percent of the new hire's first year's base salary. Repayment of part or all of the differential will be required in the event the Chief Executive Officer does not continue employment with CalPERS for two years, based upon the following prorated schedule:

0-less than 12 months	100 percent payback
12-24 months	50 percent payback

Any exception to the repayment schedule requires the approval of the Board of Administration, upon the recommendation of the Performance and Compensation Committee.

If applicable, should pay differential be:

Pro-rated:No
Flat rate:Yes
Subject to qualifying pay period:No
Are all time bases and tenures eligible?No
Subject to PERS deduction:No

Inclusion in Rate to Calculate the Following Benefit Pay:

OvertimeNo
IDLNo
EIDLNo
NDINo

Lump Sum:

Vacation/Annual LeaveNo
Sick LeaveNo
Extra Hours.....No

10.3 CalPERS Long-Term Incentive Award**Effective:** July 1, 2020 (Payable after initial five years and then annually thereafter)**Department:** Public Employees' Retirement System**Schem Code:** DF00**Class Code:** 4278**Class Title:** Executive Officer**CBID:** E99**Rates and Earnings ID:**

Rate	Earnings ID
1. 0-40% of base salary	9W3
2. 0-150% of base salary	9W4

Criteria:

Effective July 1, 2020, employees who have been designated in Government Code section 20098 and who have been evaluated in accordance with the CalPERS Board of Administration's compensation policies for the Executive Officer position shall receive the long-term incentive award, payable once each fiscal year following an initial five-year performance period.

Rate will be determined as follows:

- Award payments for performance periods prior to July 1, 2027, will be at the rate of 0-40% of base salary.
- Award payments for performance periods beginning July 1, 2027, will be at the rate of 0-150% of base salary.

If Applicable, Should Pay Differential Be:

Pro-ratedNo
 Flat rateYes
 Subject to qualifying pay periodNo
 All time bases and tenure eligibleNo
 Subject to PERS deductionNo

Inclusion in Rate to Calculate the Following Benefit Pay:

OvertimeN/A
 IDLNo
 EIDLNo
 NDINo
 Lump sum
 VacationNo
 Sick LeaveNo
 Extra Hours.....No

11 – State Teachers’ Retirement System**11.1 – CalSTRS Performance Recognition Pay****Effective:** July 1, 2007**Revised:** July 1, 2019**Revised:** July 1, 2020**Department:** California State Teachers’ Retirement System**Schem Code:** DG00**Class Title:** Chief Executive Officer, CalSTRS**Class Code:** 4256**CB/ID:** E99**Earnings ID:** 98**Rate:** 150% of Annual Base Salary**Criteria:**

Employees who have been designated in Education Code Section 22212.5 and who have been evaluated in accordance with the Teachers’ Retirement Board Compensation Policies and Procedures for Chief Executive Officer. The employee shall receive the performance recognition pay once each fiscal year, based on performance during the preceding fiscal year.

If applicable, should pay differential be:

Pro-Rated:No
Full-time/part-time:Yes
Intermittent:N/A
Flat Rate:No
Subject to qualifying pay period:No
All time bases and tenures eligible:Yes
Subject to PERS deduction:No

Inclusion in Rate to Calculate the Following Benefit Pay:

OvertimeNo
IDLNo
EIDLNo
NDINo
Lump sum:
VacationNo
Sick leaveNo
Extra Hours.....No

11.2 – CalSTRS Recruitment Differential

Effective: January 1, 2018
Department: California State Teachers’ Retirement System
Schem Code: DG00
Class Title: Chief Executive Officer
Class Code: 4256
CB/ID: E99
Earnings ID: 9K1
Rate: up to 60% of First Year’s Annual Base Salary

Criteria:

This is a recruitment differential for purposes of attracting and retaining high level executives in the above-named classification designated in Education Code Section 22212.5. It is a one-time, up-front payment made upon appointment to the Chief Executive Officer exempt classification. It is available only to those hired from outside state service or to state employees who are incentive eligible. The amount of the differential in each case will be specific to the individual executive’s personal circumstances. The Teachers’ Retirement Board will approve the recruitment differential based on the individual candidate’s personal circumstances, not to exceed 60 percent of the new hire’s first year’s base salary. Repayment of part or all of the differential will be required in the event the Chief Executive Officer does not continue employment with CalSTRS for two years, based upon the following prorated schedule:

- 0-less than 12 months: 100 percent payback
- 12-24 months: 50 percent payback

Any exception to the repayment schedule requires the approval of the Teachers’ Retirement Board.

If Applicable, Should Pay Differential Be:

Pro-rated

-Full time/part time.....No
-IntermittentN/A

Subject to qualifying pay periodNo

All time bases and tenure eligibleNo

Subject to PERS deductionNo

Inclusion in Rate to Calculate the Following Benefit Pay:

OvertimeNo
IDLNo
EIDLNo
NDINo

Lump sum

VacationNo
Sick LeaveNo
Extra Hours.....No

12 – State Compensation Insurance Fund***12.1 – State Compensation Insurance Fund Bonus Program*****Effective date:** January 1, 2009, (Payable in each following Fiscal Year)**Revised date:** December 12, 2013**Department:** State Compensation Insurance Fund**Schem Code:** LT00

Class Code	Class Title	CB/ID
9295	President, State Compensation Insurance Fund	E99
9727	Chief Financial Officer, State Compensation Insurance Fund	E99
9728	Chief Information Officer, State Compensation Insurance Fund	E99
9775	Chief Investment Officer, State Compensation Insurance Fund	E99
9725	Chief Operating Officer, State Compensation Insurance Fund	E99
9726	Chief Risk Officer, State Compensation Insurance Fund	E99
9730	General Counsel, State Compensation Insurance Fund	E99
6383	Chief Claims Operations Officer, SCIF	E99
6399	Chief of Internal Affairs, SCIF	E99
6388	Chief Medical Officer, SCIF	E99
6497	Chief Actuarial Officer, SCIF	E99

Rate: 0 – 40 % of base salary**Earnings IDs:** 9M***Criteria:***

At the discretion of the State Compensation Insurance Fund Board of Directors', exempt appointees may be granted a Bonus in the amount specified by the Board up to the maximum above pursuant to the following Criteria.

1. This differential will be available only to exempt appointees to the above-named positions.
2. The amount of the bonus will be specific to each individual executive's personal circumstances and designed as a bonus for performance against pre-established goals.
3. Each bonus will require approval of the State Fund Board of Directors.

If applicable, should pay differential be:

Pro-rated:No

Flat rate:No

Subject to qualifying pay period:No

Are all time bases and tenures are eligible:Yes

Subject to PERS deduction:No

Inclusion in Rate to Calculate the Following Benefit Pay:

OvertimeNo

IDLNo

EIDLNo

NDINo

Lump Sum:

Vacation/Annual LeaveNo

Sick LeaveNo

Extra Hours.....No

Other:N/A

12.2 – State Compensation Insurance Fund Recruitment Differential

Effective Date: August 1, 2007
Department: Compensation Insurance Fund, State
Schem Code: LT00
Class Title: President of the State Compensation Insurance Fund
Class Code: 9295
CB/ID E99
Earnings ID: 9K
Rate: Up to 60% of the First Year's Annual Base Salary

Criteria:

This differential is intended to be a onetime up-front payment made upon appointment, pursuant to the provisions of Insurance Code section 11785 which authorizes the State Compensation Insurance Fund (SCIF) Board to fix the compensation for the President. The differential would be available only to a President hired from outside State Service. The amount of the differential would be specific to the executive's personal circumstances and would be designed as an incentive to accept a job offer at a salary and incentive award schedule. In no case would this pay differential exceed 60% of the new hire's first year's annual base salary. Each differential would require the approval of the Board. Repayment of part or the entire differential would be required in the event the executive does not continue employment with SCIF for two years, based upon the following prorated schedule:

- 100 percent if employed less than 6 months
- 75 percent if employed 6 months but less than 12 months
- 50 percent if employed 12 months but less than 18 months
- 25 percent if employed 18 months but less than 2 years

Any exceptions to the repayment schedule require the approval of the SCIF Board and are to be determined on a case-by-case basis.

If applicable, should pay differential be:

Pro-rated:No
Flat rate:Yes
Subject to qualifying pay period:No
Are all time bases and tenures eligible?No
Subject to PERS deduction:No

Inclusion in Rate to Calculate the Following Benefit Pay:

OvertimeNo

IDLNo

EIDLNo

NDINo

Lump Sum:

Vacation/Annual LeaveNo

Sick LeaveNo

Extra Hours.....No

Other:

12.3 – State Compensation Insurance Fund Recruitment and Retention**Effective Date:** September 29, 2008**Revised date:** February 23, 2009

August 2, 2010

December 12, 2013

July 1, 2020

Department: Compensation Insurance Fund, State**Schem Code:** LT00

Class Code	Class Title	CB/ID
9295	President, State Compensation Insurance Fund (SCIF)	E99
9727	Chief Financial Officer, SCIF	E99
9725	Chief Operating Officer, SCIF	E99
9728	Chief Information Officer, SCIF	E99
9726	Chief Risk Officer, SCIF	E99
9730	General Counsel, SCIF	E99
9775	Chief Investment Officer, SCIF	E99
6383	Chief Claims Operations Officer, SCIF	E99
6399	Chief of Internal Affairs, SCIF	E99
6388	Chief Medical Officer, SCIF	E99
6497	Chief Actuarial Officer, SCIF	E99
3138	Senior Vice President of Insurances Services*	E99
3150	Chief Underwriting Officer*	E99
4041	Pricing Actuary*	E99
4043	Executive Vice President of Strategic Planning*	E99
4396	Executive Vice President of Corporate Claims*	E99

*Effective 7/1/2020

Rate and Earnings ID:

0.4% of Monthly Salary8N04

0.5 % of Monthly Salary8N05

1.0% of Monthly Salary8N1

2.0% of Monthly Salary	8N2
3.0% of Monthly Salary	8N3
4.0% of Monthly Salary	8N4
5.0% of Monthly Salary	8N5
6.0% of Monthly Salary	8N6
7.0% of Monthly Salary	8N7
8.0% of Monthly Salary	8N8
9.0% of Monthly Salary	8N9
10.0% of Monthly Salary	8N10
11.0% of Monthly Salary	8N11
12.0% of Monthly Salary	8N12
13.0% of Monthly Salary	8N13
14.0% of Monthly Salary	8N14
15.0% of Monthly Salary	8N15

Criteria:

At the discretion of the State Compensation Fund (SCIF) Board of Directors', exempt appointees may be granted a combination of the percentage rates listed above pursuant to the following Criteria:

- This Pay Differential shall be used by SCIF as a recruitment and retention tool to attract and retain executive talent.
- This Pay Differential shall be available only to Exempt Appointees to the above-named positions.
- The amount of the Pay Differential will be specific to each individual Exempt Appointee's personal circumstances and shall be designed and approved by the State Fund Board of Directors.
- This Pay Differential shall not exceed 25% of the Exempt Appointee's monthly base salary rate.
- Each differential shall require approval of the State Fund Board of Directors.
- At the discretion of the State Fund Board of Directors, this Pay Differential shall continue until the Exempt Appointee transfers to a position not eligible for the Pay Differential.

If applicable, should pay differential be:

Pro-rated:Yes

Flat rate:No

Subject to qualifying pay period:No

Are all time bases and tenures eligible?Yes

Subject to PERS deduction:No

Inclusion in Rate to Calculate the Following Benefit Pay:

OvertimeNo

IDLNo

EIDLNo

NDINo

Lump Sum:

Vacation/Annual LeaveNo

Sick LeaveNo

Extra Hours.....No

Other:N/A

12.4 – SCIF Board Meeting Attendance Pay

Effective: January 1, 2009

Revised: **October 31, 2018**

Department: State Compensation Insurance Fund

Schem Code: LT00

Class Title: Member, Board of Directors/SCIF

Class Code: 9294

CBID: **E50**

Rate: \$100 per board meeting attended

Earnings ID: 8BMA

Criteria:

Under the provisions of Assembly Bill 1874 (chaptered September 26, 2008) and Insurance Code section 11770, each voting member of the Board of Directors shall receive \$100.00 per day for each board meeting attended.

If Applicable, Should Pay Differential Be:

Pro-rated

-Full time/part time.....Yes

-IntermittentN/A

Subject to qualifying pay periodNo

All time bases and tenure eligibleYes

Subject to PERS deductionNo

Inclusion in Rate to Calculate the Following Benefit Pay:

OvertimeNo

IDLNo

EIDLNo

NDINo

Lump sum

VacationNo

Sick LeaveNo

Extra Hours.....No

13 - California Community Colleges**13.1 Chancellor - Recruitment Differential**

Effective: December 19, 2016
Revised: December 21, 2021
INACTIVE: **as of June 1, 2023**
Department: California Community Colleges
Schem Code: LA00
Class Code: 2716
Class Title: Chancellor
CBID: E99
Rate: \$15,000 at the end of each year up to seven years
Earnings ID: 9K5

Criteria:

This is a recruitment differential for purposes of rewarding longevity in the Chancellor position. This is an annual payment equal to \$15,000 per year, payable in advance, on or about December 19th of each year up to seven years.

If Applicable, Should Pay Differential Be:

Pro-ratedNo
Flat rateYes
Subject to qualifying pay periodNo
All time bases and tenure eligibleNo
Subject to PERS deductionNo

Inclusion in Rate to Calculate the Following Benefit Pay:

OvertimeN/A
IDLNo
EIDLNo
NDINo
Lump sum
VacationNo
Sick LeaveNo
Extra Hours.....No

14 - California Governor's Office of Emergency Services**14.1 – OES Retention Differential****Effective Date:** January 1, 2021**Revised:** April 1, 2024, April 1, 2025**Department:** California Governor's Office of Emergency Services (Cal OES)**Schem Code:** PA55

Class Code	Class Title	Rate	Effective	CB/ID
4501	Deputy Director, Recovery Operations	A	01/01/21	E99
9729	Deputy Director, Response Operations	A		
9830	Assistant Director for Recovery Operations	A		
9498	Assistant Director, Response North	A		
5315	Assistant Director, Response South	A		
9012	Chief Counsel, Office of Legal Affairs	B		
9066	Chief Deputy Director, Office of Emergency Services	B		
9484	Chief Deputy Director of Policy and Administration	B	04/01/24	
9496	Deputy Director, Finance and Logistics Administration	A	04/01/25	

RATE A

Rates (Refer to appropriate rate criteria to determine eligibility)		Staging Period	Earnings ID
15% of base salary, per pay period	A1. 5% PERSable	First 12-month period	SL1
	A1. 10% Non-PERSable		GL2
	A2. 10% PERSable	Second 12-month period	SL2
	A2. 5% Non-PERSable		GL1
	A3. 15% PERSable	After 24-month period	SL3

RATE B

Rates (Refer to appropriate rate criteria to determine eligibility)		Staging Period	Earnings ID
10% of base salary, per pay period	B1. 5% PERSable	First 12-month period	SL1
	B1. 5% Non-PERSable		GL1

	B2. 10% PERSable	Second 12-month period	SL2
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Effective January 1, 2021, Cal OES exempt employees in the above classifications are eligible to receive this pay differential. Time served in eligible classifications prior to January 1, 2021, does not count towards eligibility for this pay differential. Employees are not eligible to receive more than one rate. Salary determinations shall be calculated using base salary only.

Rate A Criteria:

- A1. Employees in one of the eligible classifications on January 1, 2021, shall receive 15% of base salary with 5% PERSability, for the first 12 cumulative qualifying pay periods in any of the classifications listed above. Employees hired after January 1, 2021, shall be eligible upon the first qualifying pay period.
- A2. Employees in an eligible classification shall receive 15% of base salary with 10% PERSability, per pay period if they worked 13 to 24 cumulative qualifying pay periods in any of the classifications listed above.
- A3. Employees in an eligible classification shall receive 15% of base salary with full PERSability per pay period if they worked more than 24 cumulative qualifying pay periods in any of the classifications listed above.

Rate B Criteria:

- B1. Employees in one of the eligible classifications on January 1, 2021, shall receive 10% of base salary with 5% PERSability, for the first 12 cumulative qualifying pay periods in any of the classifications listed above. Employees hired after January 1, 2021, shall be eligible upon the first qualifying pay period.
- B2. Employees in one of the eligible classifications shall receive 10% of base salary with full PERSability, per pay period if they worked more than 12 cumulative qualifying pay periods in any of the classifications listed above.

Compensation Terms:

- An employee who serves on an Out of Class or acting assignment from an ineligible classification to an eligible classification, is not eligible to receive this pay differential.
- If an employee is placed on a leave of absence, the qualifying pay periods immediately preceding and following a break in service shall be accumulated towards PERSability. However, no time will be accumulated towards PERSability during the leave of absence.

Upon movement to another eligible classification:

- Employees moving from one eligible classification to another eligible classification will retain qualifying time towards PERSability.

Upon return to an eligible classification:

- Employees moving from one eligible classification to an ineligible classification will only be allowed to retain qualifying time towards PERSability when returning to the same eligible classification.

Employees who are eligible to receive this pay differential are not eligible to receive Pay Differential 421: Emergency Response and Recovery Differential Pay.

Employees who are eligible to receive this pay differential are not eligible to receive Pay Differential 62: Arduous Differential Pay.

If applicable, should pay differential be:

Pro-rated:No
Flat rate:No
Subject to qualifying pay period:Yes
All time bases and tenures eligibleNo*
Subject to PERS deduction:See Rates

Inclusion in rate to calculate the following benefit pay:

OvertimeNo
IDLYes
EIDLYes
NDIYes

Lump Sum:

Vacation/Annual LeaveYes
Sick LeaveYes
Extra Hours.....Yes
Other:

*Retired Annuitants are not eligible unless appointed under Government Code section 21232.

15 - Department of State Hospitals**15.1 - Pay Differential - Exempt Medical Officer of the Day****Effective:** June 1, 2022**Revised:** March 20, 2023, October 1, 2023**Department:** Department of State Hospitals**Schem Code:** EP00

Class Code	Class Title	CBID
8931	Medical Director, Atascadero State Hospital	E99
9508	Medical Director, Patton State Hospital	E99
9330	Medical Director, Coalinga State Hospital	E99
9660	Chief of Primary Care Services, Patton State Hospital	E99
9675	Chief of Primary Care Services, Coalinga State Hospital	E99
9680	Chief of Primary Care Services, Metropolitan State Hospital	E99
9684	Chief of Primary Care Services, Napa State Hospital	E99
9693	Chief of Primary Care Services, Atascadero State Hospital	E99

Rate: Compensation for each Exempt Medical Officer of the Day (MOD) shift worked shall be in cash based on the employee's straight time hourly rate.

Earnings ID: GA2**Criteria:**

Exempt MOD assignment is defined as work shift of four (4) continuous hours or more which is performed in addition to the employees' regularly scheduled work week.

During an Exempt MOD assignment, the employees must be on the facility ground.

If Applicable, Should Pay Differential Be:

Pro-rateNo
Flat rateNo
Subject to qualifying pay periodNo
All time bases and tenure eligibleYes/No*
Subject to PERS deductionNo

Inclusion in Rate to Calculate the Following Benefit Pay:

OvertimeN/A
IDLYes
EIDLYes
NDIYes
Lump Sum VacationYes
Lump Sum SickYes
Lump Sum ExtraYes

*Retired Annuitants are not eligible unless appointed under Government Code section 21232.

13 – Exempts Tied to Statutory Salary Levels

The State Auditor

(TA00/9096)

GC 8543.7. (a) The annual salary for the State Auditor shall be equal to that of agency secretaries of the executive branch of government pursuant to [*Government Code*] Section 11550.

(b) The State Auditor shall be repaid all actual expenses incurred or paid by him or her in the discharge of his or her duties.

Business and Professions Code Section:

Director and Members of the California Gambling Control Commission

(SB30/9082, 9085)

BP 19814A. (a) The director and the members of the commission shall receive the salary provided for by Section 11553.5 of the Government Code.

(b) This section shall become operative on the occurrence of one of the events specified in Section 66 of the act that added this section to the Business and Professions Code.

Chairman, Fair Political Practices Commission¹

(NN00/5027)

GC 83106. The chairman of the Commission shall be compensated at the same rate as the president of the Public Utilities Commission (VV00/3480). Each remaining member shall be compensated at the rate of one hundred dollars (\$100) for each day on which he engages in official duties. The members and chairman of the Commission shall be reimbursed for expenses incurred in performance of their official duties.²

¹ Added per legal decision, Nov. 7, 2019.

² Added by initiative Proposition 9, June 4, 1974.

14 – Index by Department Name

Agency or Department Name	Dept. Code	Agency or Department Name	Dept. Code
ACCOUNTANCY, CALIFORNIA BOARD OF	AB01	C	
ACHIEVING A BETTER LIFE EXPERIENCE	XO90	CALIFORNIA SCIENCE CENTER	GZ10
ACT BOARD		CALIFORNIA/MEXICO AFFAIRS, OFFICE OF	VB00
ACUPUNCTURE BOARD	AB22A	CALIFORNIA SECURE CHOICE	XO65
ADMINISTRATIVE LAW, OFFICE OF	DE00	RETIREMENT SAVINGS INVESTMENT	
AFRICAN AMERICAN MUSEUM	GZ20	BOARD	
AGING	EC00	CANCER ADVISORY COUNCIL	EM02
AGING, COMMISSION ON	EC05	CANNABIS CONTROL APPEALS BOARD-	AN00
AGRICULTURAL LABOR RELATIONS	FB00	CANNABIS CONTROL, DEPARTMENT OF	AA30
BOARD		CENTRAL VALLEY FLOOD PROTECTION	GO01
AIR RESOURCES BOARD	HB00	BOARD	
ALARM COMPANY OPERATOR	AB08A	CHILD DEVELOPMENT POLICY ADV	PC00
DISCIPLINARY REV COMM		COMM	
ALCOHOL AND DRUG PROGRAMS	EE00	CHILD SUPPORT SERVICES	ED00
ALCOHOL BEVERAGE CONTROL APPEALS	AI00	CHILDREN AND FAMILIES COMMISSION	ND50
BOARD		CHIROPRACTIC EXAMINERS, BOARD OF	AB52
ALCOHOLIC BEVERAGE CONTROL,	AH00	CITIZENS REDISTRICTING COMMISSION	ZZ10
DEPARTMENT OF		CIVIL RIGHTS COUNCIL	AG02
ALTERNATIVE ENERGY & ADVANCED	XO40	CIVIL RIGHTS DEPARTMENT	AG00
TRANSPORTATION FINANCING		COACHELLA VALLEY MOUNTAINS	GT00
AUTHORITY, CA		CONSERVANCY	
APPRENTICESHIP COUNCIL	FD10	COASTAL COMMISSION, CALIFORNIA	GD00
APPRENTICESHIP STANDARDS, DIV. OF	FD05	COASTAL CONSERVANCY	GE00
ARCHITECTS BOARD, CALIFORNIA	AB02	COLORADO RIVER BOARD	GF00
ARTS COUNCIL, CALIFORNIA	JC00	COMMUNITY COLLEGES, CALIFORNIA	LA00
ASIAN & PACIFIC ISLANDER AMERICAN	PD00	COMMUNITY SERVICES AND	EF00
AFFAIRS, COMM. ON		DEVELOPMENT	
ATHLETIC COMMISSION, STATE	AB03	COMPENSATION INSURANCE FUND,	LT00
AUDITOR'S OFFICE, CALIFORNIA STATE	TA00	STATE	
AUTOMOTIVE REPAIR, BUREAU OF	AB04	CONSERVATION	GG00
B		CONSERVATION CORPS, CALIFORNIA	GA01
BALDWIN HILLS CONSERVANCY	GU00	CONSTITUTION REVISION COMMISSION	LU00
BARBERING AND COSMETOLOGY,	AB36	CONSUMER AFFAIRS	AB00
BUREAU OF		CONSUMER POWER & CONSERVATION	XN00
BEHAVIORAL HEALTH PLANNING	EM03	FINANCING AUTHORITY	
COUNCIL		CONTRACTORS' STATE LICENSE BOARD	AB12
BEHAVIORAL SCIENCES, BOARD OF	AB06	CONTROLLER, STATE	LV00
BUILDING STANDARDS COMMISSION,	AA20	CORRECTIONAL INDUSTRIES	ID30
STATE		COMMISSION	
BUSINESS OVERSIGHT, DEPARTMENT OF	AF00	CORRECTIONS AND REHABILITATION	ID00
BUSINESS, CONSUMER SERVICES AND	AA00	COURT REPORTERS BOARD OF CA	AB30
HOUSING AGENCY		CRADLE TO CAREER, OFFICE OF	DA20

Agency or Department Name	Dept. Code	Agency or Department Name	Dept. Code
CRIME CONTROL & VIOLENCE, CALIF. COMMISSION	LC00	EXPOSITION AND STATE FAIR, CALIFORNIA	LE00
D		EXPOSTION PARK (6 th DAA)	GZ00
DATA AND INFORMATION, OFFICE OF*	DA10	FAIR POLITICAL PRACTICES COMMISSION	NN00
DEBT ADVISORY COMMISSION, CALIFORNIA	XO60	FAST FOOD COUNCIL	FD50
DEBT LIMIT ALLOCATION COMMITTEE, CALIFORNIA	XO80	FILM COMMISSION, CALIFORNIA	PA51
DELTA PROTECTION COMMISSION	GS00	FINANCE	NP00
DELTA STEWARDSHIP COUNCIL	GW00	FISCAL INFORMATION SYSTEM, CALIFORNIA	LG00
DENTAL BOARD OF CALIFORNIA	AB14	FISH AND GAME	GI00
DEVELOPMENTAL DISABILITIES, AREA BOARDS ON	EG00A	FOOD AND AGRICULTURE	NX00
DEVELOPMENTAL DISABILITIES, COUNCIL ON	EG00	FORESTRY AND FIRE PROTECTION & FIRE MARSHAL, STATE	GJ00
DEVELOPMENTAL SERVICES	EI00	FRANCHISE TAX BOARD	DH00
DIGITAL INNOVATION, OFFICE OF*	DA10	GAMBLING CONTROL COMMISSION, CALIFORNIA	SB30
DISABILITY ACCESS, CALIFORNIA COMMISSION ON	EH00	GENERAL SERVICES	DB00
DISTRICT AGRICULTURAL ASSOCIATIONS	NA00	GOVERNMENT OPERATIONS AGENCY	DA00
DIVERSION EVALUATION COMMITTEE	AB22B	GOVERNOR'S OFFICE	PA00
E		GOVERNOR'S OFFICE OF BUSINESS & ECONOMIC DEVELOPMENT	PA50
EARTHQUAKE AUTHORITY, CALIFORNIA	RD10	GUIDE DOGS FOR THE BLIND, STATE BOARD OF	AB19
ECONOMIC DEVELOPMENT, COMMISSION FOR	SM05	HEALTH ADVISORY COUNCIL	EV01
EDUCATION FACILITIES AUTHORITY, CALIFORNIA	XO35	HEALTH AND HUMAN SERVICES AGENCY	EA00
EDUCATION, DEPARTMENT OF	NE00	HEALTH BENEFIT EXCHANGE, CALIFORNIA	KL00
EDUCATION, DIAGNOSTIC CENTERS	NE15	HEALTH CARE ACCESS AND INFORMATION	EV00
EDUCATION, SCHOOL FOR THE BLIND	NE05	HEALTH CARE AFFORDABILITY BOARD	EV06
EDUCATION, SCHOOL FOR THE DEAF	NE10	HEALTH CARE PAYMENTS DATA PROGRAM ADVISORY COMMITTEE	EV05
ELECTRONIC & APPLIANCE REPAIR, HOME FURNISHINGS & THERMAL INSULATION, BUREAU OF	AB20	HEALTH CARE SERVICES	EM00
EMERGENCY MEDICAL SERVICES AUTHORITY	EJ00	HEALTH FACILITIES FINANCING AUTHORITY	XO30
EMPLOYMENT AGENCIES, BUREAU OF	AB15	HEALTH MANPOWER COMMISSION	EV02
EMPLOYMENT DEVELOPMENT	FC00	HEALTH POLICY & DATA ADVISORY COMMISSION	EV03
EMPLOYMENT TRAINING PANEL	FC02	HEALTH PROFESSIONS EDUCATION FOUNDATION	EV04
ENERGY COMMISSION	GH00	HIGH SPEED RAIL AUTHORITY	CE00
ENVIRONMENTAL HEALTH HAZARD ASSESMENT, OFFICE	HC00		
ENVIRONMENTAL PROTECTION AGENCY	HA00		
EQUALIZATION, BOARD OF	NL00		

Agency or Department Name	Dept. Code	Agency or Department Name	Dept. Code
HIGH SPEED RAIL AUTHORITY, OFFICE OF THE IG	CE10	MEDICAL ASSISTANCE COMMISSION, CALIFORNIA	PA05
HIGHWAY PATROL, CALIFORNIA	CJ00	MEDICAL BOARD OF CALIFORNIA	AB22
HORSE RACING BOARD	AJ00	MEDICAL MARIJUANA REGULATION, BUREAU OF	AB54
HOUSING AND COMMUNITY DEVELOPMENT	AD00	MEDICAL THERAPEUTICS & DRUG ADV. COUNCIL	EM01
HOUSING FINANCE AGENCY, CA	AD50	MENTAL HEALTH OVERSIGHT AND ACCOUNTABILITY COMM.	EP02
HUMAN RESOURCES, DEPARTMENT OF INDEPENDENT CITIZEN'S OVERSIGHT COMMITTEE	DC00	MENTAL HEALTH PLANNING COUNCIL	EM03
INDEPENDENT LIVING COUNCIL, STATEWIDE	SR00	MILITARY DEPARTMENT	SP00
INDUSTRIAL DEVELOPMENT FINANCING ADV. COMMIS.	ER00	MOTOR VEHICLES	CP00
INDUSTRIAL RELATIONS	XO70	NARCOTICS & DRUG ABUSE, ADV. COUNCIL ON	SQ00
INDUSTRIAL WELFARE COMMISSION	FD00	NATIVE AMERICAN HERITAGE COMMISSION	SS00
INFRASTRUCTURE BANK	FD25	NATURAL RESOURCES AGENCY	GA00
INSPECTOR GENERAL, OFFICE OF THE INSURANCE, DEPARTMENT OF	PA53	NATUROPATHIC MEDICINE COMMITTEE	AB61
JOINT VENTURE POLICY ADVISORY BOARD	TD00	NEW MOTOR VEHICLE BOARD	CP05
JUSTICE	RD00	OCCUPATIONAL SAFETY & HEALTH, DIV. OF	FD20
JUVENILE HEARINGS, BOARD OF	ID10	OCCUPATIONAL THERAPY, BOARD OF	AB40
LABOR & WORKFORCE DEVELOPMENT AGENCY	SB00	OCEAN PROTECTION COUNCIL	GA05
LABOR STANDARDS ENFORCEMENT, DIVISION OF	IQ00	OFFICE OF EMERGENCY SERVICES	PA55
LABOR STATISTICS & RESEARCH, DIV. OF	FA00	OPTOMETRY, STATE BOARD OF	AB24
LANDS COMMISSION, STATE	FD30	OSHA APPEALS BOARD	FD40
LAW REVISION COMMISSION, CALIFORNIA	FD35	OSHA STANDARDS BOARD	FD45
LEGISLATIVE COUNSEL BUREAU, LIBRARY, CALIFORNIA STATE	GM00	OSTEOPATHIC MEDICAL BOARD	AB55
LICENSED BLIND VENDORS, COMMITTEE OF	SD00	P	
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LITTLE HOOVER COMMISSION	SM00	PARKS AND RECREATION	GK00
LOCAL INVESTMENT ADVISORY BOARD	LP00	PAROLE HEARINGS, BOARD OF	IP00
LOTTERY COMMISSION, CALIFORNIA STATE	NF00	PEACE OFFICERS STANDARDS & TRAINING, COMM. ON	SB10
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	LP00	PHYSICAL THERAPY BOARD	AB22D
	XO45	PHYSICIAN ASSISTANT COMMITTEE	AB22F
	SN00	PHYSICIANS' PEER COUNSELING PANEL	AB22E
		PILOT COMMISSIONERS, BOARD OF	CB00
		PLANNING AND RESEARCH, OFFICE OF	PA40
		LAND USE AND CLIMATE INNOVATION	PA40

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POLLUTION CONTROL FINANCING AUTHORITY, CALIF.	XO25	SAN FRANCISCO BAY CONSV. & DEVEL. COMMISSION	GL00
POLYGRAPH EXAMINERS BOARD	AB35	SAN GABRIEL & LOWER LA RIVERS & MNTS CONSERVANCY	GV00
POOLED MONEY INVESTMENT BOARD	XO10	SAN JOAQUIN RIVER CONSERVANCY	GK01
POSTSECONDARY EDUCATION COMMISSION, CALIFORNIA ¹	NH00	SANTA MONICA MOUNTAINS CONSERVANCY	XA00
PRISON INDUSTRY AUTHORITY	ID05	SCHOLARSHARE INVESTMENT BOARD	XO55
PRIVATE POSTSECONDARY EDUCATION, BUREAU FOR	AB38	SCHOOL FINANCE AUTHORITY, CALIFORNIA	XO15
PRIVATE SECURITY SERVICES, ADVISORY BD.	AB08B	SCIENTIFIC ADV. COMMITTEE ON ACID DEPOSITION	HB01
PROFESSIONAL ENGINEERS & LAND SURVEYORS, AND GEOLOGISTS, BOARD OF	AB28	SCIENTIFIC REVIEW PANEL ON TOXIC AIR CONTAM	HB02
PROFESSIONAL FIDUCIARIES BUREAU	AB11	SECRETARY OF STATE, OFFICE OF THE SECURITY & INVESTIGATIVE SERVICES, BUREAU OF	XD00 AB08
PSYCHOLOGY, BOARD OF	AB37	SEISMIC SAFETY COMMISSION	AL00
PUBLIC BROADCASTING COMMISSION, CA ²	-	SERVICE AND COMMUNITY ENGAGEMENT, GOV. OFFICE OF	PA??
PUBLIC DEFENDER, STATE	VS00	SIERRA NEVADA CONSERVANCY BOARD	GY00
PUBLIC EMPLOYEES' RETIREMENT SYSTEM	DF00	SOCIAL SERVICES	ES00
PUBLIC EMPLOYMENT RELATIONS BOARD	FF00	SPEECH-LANGUAGE PATHOLOGY & AUDIOLOGY & HEARING AID DISPENSERS BOARD	AB34
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		TAX APPEALS, OFFICE OF	DL00

¹ This commission exists in the statutes but is not funded in the state budget.

² Ibid.

Agency or Department Name	Dept. Code	Agency or Department Name	Dept. Code
TAX FEE AND ADMINISTRATION	DK00	VETERANS AFFAIRS	AV00
TAX CREDIT ALLOCATION COMMISSION	XO20	VETERANS' HOME OF CALIFORNIA	AV01
TAX PREPARERS PROGRAM	AB10	VETERINARY MEDICAL BOARD	AB32
TEACHER CREDENTIALING, COMMISSION ON	XM00	VICTIM COMPENSATION CLAIMS BOARD	DJ00
TEACHERS RETIREMENT SYSTEM, STATE	DG00	VOCATIONAL EDUC. & TECH. TRG., ADV. COUNCIL	XS00
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TOXIC SUBSTANCES CONTROL	HF00	VOCATIONAL REHABILITATION APPEALS BOARD	EQ01
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TRANSPORTATION AGENCY	CA00	WATER COUNCIL, CALIFORNIA-WESTERN STATES	GQ00
TRANSPORTATION COMMISSION	CD00	WATER RESOURCES	GO00
TREASURER, STATE	XO00	WATER RESOURCES CONTROL BOARD	HG00
TRIBAL ADVISOR, OFFICE OF THE GOVERNOR'S	PA10	WORKERS' COMPENSATION, DIVISION OF	FD15
UNDERGROUND FACILITIES SAFE EXCAVATION BOARD (SAFE DIG UNEMPLOYMENT INSURANCE APPEALS BOARD	FC01	WORKFORCE INVESTMENT BOARD, CA	FE00
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URBAN WATERFRONT RESTORATION FINANCING AUTH.	XO05		

15 – Index by Department (Schem.) Code

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AA20	BUILDING STANDARDS COMMISSION, STATE	AB30	COURT REPORTERS BOARD OF CA
AA30	CANNABIS CONTROL, DEPARTMENT OF	AB32	VETERINARY MEDICAL BOARD
AB00	CONSUMER AFFAIRS	AB33	VOCATIONAL NURSING & PSYCHIATRIC TECHNICIANS, BOARD OF
AB01	ACCOUNTANCY, CALIFORNIA BOARD OF	AB34	SPEECH-LANGUAGE PATHOLOGY & AUDIOLOGY & HEARING AID DISPENSERS BOARD
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AB03	ATHLETIC COMMISSION, STATE	AB36	BARBERING AND COSMETOLOGY, BUREAU OF
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AB08B	PRIVATE SECURITY SERVICES, ADVISORY BD.	AB52	CHIROPRACTIC EXAMINERS, BOARD OF
AB10	TAX PREPARERS PROGRAM	AB53	STRUCTURAL PEST CONTROL BOARD
AB11	PROFESSIONAL FIDUCIARIES BUREAU	AB54	MEDICAL MARIJUANA REGULATION, BUREAU OF
AB12	CONTRACTORS' STATE LICENSE BOARD	AB55	OSTEOPATHIC MEDICAL BOARD
AB14	DENTAL BOARD OF CALIFORNIA	AB61	NATUROPATHIC MEDICAL COMMITTEE
AB15	EMPLOYMENT AGENCIES, BUREAU OF	AD00	HOUSING AND COMMUNITY DEVELOPMENT
AB19	GUIDE DOGS FOR THE BLIND, STATE BOARD OF	AD50	HOUSING FINANCE AGENCY, CA
AB20	ELECTRONIC & APPLIANCE REPAIR, HOME FURNISHINGS & THERMAL INSULATION, BUREAU OF	AF00	BUSINESS OVERSIGHT, DEPARTMENT OF
AB22	MEDICAL BOARD OF CALIFORNIA	AG00	CIVIL RIGHTS DEPARTMENT
AB22A	ACUPUNCTURE BOARD	AG02	CIVIL RIGHTS COUNCIL
AB22B	DIVERSION EVALUATION COMMITTEE	AH00	ALCOHOLIC BEVERAGE CONTROL, DEPARTMENT OF
AB22D	PHYSICAL THERAPY BOARD	AI00	ALCOHOL BEVERAGE CONTROL APPEALS BOARD
AB22E	PHYSICIANS' PEER COUNSELING PANEL	AJ00	HORSE RACING BOARD
AB22F	PHYSICIAN ASSISTANT COMMITTEE	AL00	SEISMIC SAFETY COMMISSION
AB22G	PODIATRIC MEDICINE, CALIFORNIA BOARD OF	AN00	CANNABIS CONTROL APPEALS BOARD
AB22I	RESPIRATORY CARE BOARD OF CA	AP00	REAL ESTATE, DEPARTMENT OF
AB24	OPTOMETRY, STATE BOARD OF	AV00	VETERANS AFFAIRS
AB25	PHARMACY, CALIFORNIA STATE BOARD OF	AV01	VETERANS' HOME OF CALIFORNIA
AB27	REGISTERED NURSING, BOARD OF		

<i>Dept. Code</i>	<i>Agency or Department Name</i>	<i>Dept. Code</i>	<i>Agency or Department Name</i>
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CA03	TRAFFIC SAFETY, OFFICE OF	EJ10	PARAMEDIC DISCIPLINARY REVIEW BOARD
CB00	PILOT COMMISSIONERS, BOARD OF	EK00	MANAGED HEALTH CARE, DEPARTMENT OF
CD00	TRANSPORTATION COMMISSIONS	EM00	HEALTH CARE SERVICES
CE00	HIGH SPEED RAIL AUTHORITY	EM01	MEDICAL THERAPEUTICS & DRUG ADV. COUNCIL
CE10	HIGH SPEED RAIL AUTHORITY, OFFICE OF THE IG	EM02	CANCER ADVISORY COUNCIL
CJ00	HIGHWAY PATROL, CALIFORNIA	EM03	MENTAL HEALTH PLANNING COUNCIL
CP00	MOTOR VEHICLES	EN00	PUBLIC HEALTH
CP05	NEW MOTOR VEHICLE BOARD	EP00	STATE HOSPITALS
CT00	TRANSPORTATION	EP02	MENTAL HEALTH OVERSIGHT AND ACCOUNTABILITY COMM.
DA00	GOVERNMENT OPERATIONS AGENCY	EQ00	REHABILITATION
DA10	DATA AND INFORMATION, OFFICE OF	EQ01	VOCATIONAL REHABILITATION APPEALS BOARD
DA20	CRADLE TO CAREER. OFFICE OF	EQ02	LICENSED BLIND VENDORS, COMMITTEE OF
DB00	GENERAL SERVICES	EQ03	STATE REHABILITATION COUNCIL
DC00	HUMAN RESOURCES, DEPARTMENT OF	ER00	INDEPENDENT LIVING COUNCIL, STATEWIDE
DD00	TECHNOLOGY, DEPARTMENT OF	ES00	SOCIAL SERVICES
DE00	ADMINISTRATIVE LAW, OFFICE OF	EV00	HEALTH CARE ACCESS AND INFORMATION
DF00	PUBLIC EMPLOYEES' RETIREMENT SYSTEM	EV01	HEALTH ADVISORY COUNCIL
DG00	TEACHERS RETIREMENT SYSTEM, STATE	EV02	HEALTH MANPOWER COMMISSION
DH00	FRANCHISE TAX BOARD	EV03	HEALTH POLICY & DATA ADVISORY COMMISSION
DI00	STATE PERSONNEL BOARD	EV04	HEALTH PROFESSIONS EDUCATION FOUNDATION
DJ00	VICTIM COMPENSATION CLAIMS BOARD	EV05	HEALTH CARE PAYMENTS DATA PROGRAM ADVISORY COMMITTEE
DK00	TAX AND FEE ADMINISTRATION	EV06	HEALTH CARE AFFORDABILITY BOARD
DL00	TAX APPEALS, OFFICE OF	FA00	LABOR & WORKFORCE DEVELOPMENT AGENCY
EA00	HEALTH AND HUMAN SERVICES AGENCY	FB00	AGRICULTURAL LABOR RELATIONS BOARD
EA02	OFFICE OF SYSTEM INTEGRATION	FC00	EMPLOYMENT DEVELOPMENT
EA04	MANAGED RISK MEDICAL INSURANCE BOARD	FC01	UNEMPLOYMENT INSURANCE APPEALS BOARD
EC00	AGING	FC02	EMPLOYMENT TRAINING PANEL
EC05	AGING, COMMISSION ON	FD00	INDUSTRIAL RELATIONS
ED00	CHILD SUPPORT SERVICES	FD05	APPRENTICESHIP STANDARDS, DIV. OF
EE00	ALCOHOL AND DRUG PROGRAMS		
EF00	COMMUNITY SERVICES AND DEVELOPMENT		
EG00	DEVELOPMENTAL DISABILITIES, COUNCIL ON		
EG00A	DEVELOPMENTAL DISABILITIES, AREA BOARDS ON		
EH00	DISABILITY ACCESS, CALIFORNIA COMMISSION ON		
EI00	DEVELOPMENTAL SERVICES		

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FD10	APPRENTICESHIP COUNCIL	GV00	SAN GABRIEL & LOWER LA RIVERS &
FD15	WORKERS' COMPENSATION, DIVISION OF		MNTS CONSERVANCY
FD20	OCCUPATIONAL SAFETY & HEALTH, DIV. OF	GV50	SANTA MONICA MOUNTAINS CONSERVANCY
FD25	INDUSTRIAL WELFARE COMMISSION	GW00	DELTA STEWARDSHIP COUNCIL
FD30	LABOR STANDARDS ENFORCEMENT, DIVISION OF	GX00	SAN DIEGO RIVER CONSERVANCY
FD35	LABOR STATISTICS & RESEARCH, DIV. OF	GY00	SIERRA NEVADA CONSERVANCY BOARD
FD40	OSHA APPEALS BOARD	GZ00	EXPOSITION PARK (6th DAA)
FD45	OSHA STANDARDS BOARD	GZ10	CALIFORNIA SCIENCE CENTER
FD50	FAST FOOD COUNCIL	GZ20	AFRICAN AMERICAN MUSEUM
FE00	WORKFORCE INVESTMENT BOARD, CA	HA00	ENVIRONMENTAL PROTECTION AGENCY
FF00	PUBLIC EMPLOYMENT RELATIONS BOARD	HB00	AIR RESOURCES BOARD
GA00	NATURAL RESOURCES AGENCY	HB01	SCIENTIFIC ADV. COMMITTEE ON ACID DEPOSITION
GA01	CONSERVATION CORPS, CALIFORNIA	HB02	SCIENTIFIC REVIEW PANEL ON TOXIC AIR CONTAM
GA05	OCEAN PROTECTION COUNCIL	HC00	ENVIRONMENTAL HEALTH HAZARD ASSESSMENT, OFFICE
GA10	UNDERGROUND FACILITIES SAFE EXCAVATION BOARD (SAFE DIG)	HE00	PESTICIDE REGULATION
GD00	COASTAL COMMISSION, CALIFORNIA	HF00	TOXIC SUBSTANCES CONTROL
GE00	COASTAL CONSERVANCY	HG00	WATER RESOURCES CONTROL BOARD
GF00	COLORADO RIVER BOARD	HH00	RESOURCES, RECYCLING, AND RECOVERY
GG00	CONSERVATION	ID00	CORRECTIONS AND REHABILITATION
GH00	ENERGY COMMISSION	ID05	PRISON INDUSTRY AUTHORITY
GI00	FISH AND GAME	ID10	JOINT VENTURE POLICY ADVISORY BOARD
GJ00	FORESTRY AND FIRE PROTECTION & FIRE MARSHAL, STATE	ID30	CORRECTIONAL INDUSTRIES COMMISSION
GK00	PARKS AND RECREATION	IG00	STATE AND COMMUNITY CORRECTIONS, BOARD OF
GK01	SAN JOAQUIN RIVER CONSERVANCY	IP00	PAROLE HEARINGS, BOARD OF
GL00	SAN FRANCISCO BAY CONSV. & DEVEL. COMMISSION	IQ00	JUVENILE HEARINGS, BOARD OF
GM00	LANDS COMMISSION, STATE		Non-Agency Departments
GO00	WATER RESOURCES	JC00	ARTS COUNCIL, CALIFORNIA
GO01	CENTRAL VALLEY FLOOD PROTECTION BOARD	KL00	HEALTH BENEFIT EXCHANGE, CALIFORNIA
GP00	SACRAMENTO-SAN JOAQUIN DELTA CONSERVANCY	LA00	COMMUNITY COLLEGES, CALIFORNIA
GQ00	WATER COUNCIL, CALIFORNIA-WESTERN STATES	LC00	CRIME CONTROL & VIOLENCE, CALIF. COMMISSION
GR00	TAHOE CONSERVANCY, CALIFORNIA	LE00	EXPOSITION AND STATE FAIR, CALIFORNIA
GS00	DELTA PROTECTION COMMISSION	LG00	FISCAL INFORMATION SYSTEM, CALIFORNIA
GT00	COACHELLA VALLEY MOUNTAINS CONSERVANCY		
GU00	BALDWIN HILLS CONSERVANCY		

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LP00	LITTLE HOOVER COMMISSION	SB30	GAMBLING CONTROL COMMISSION,
LQ00	STATE MANDATES, COMMISSION ON		CALIFORNIA
LT00	COMPENSATION INSURANCE FUND, STATE	SD00	LAW REVISION COMMISSION, CALIFORNIA
LU00	CONSTITUTION REVISION COMMISSION	SL00	LEGISLATIVE COUNSEL BUREAU
LV00	CONTROLLER, STATE	SL05	UNIFORM STATE LAWS, COMMISSION ON
NA00	DISTRICT AGRICULTURAL ASSOCIATIONS	SM00	LIEUTENANT GOVERNOR
ND50	CHILDREN AND FAMILIES COMMISSION	SM05	ECONOMIC DEVELOPMENT, COMMISSION FOR
NE00	EDUCATION, DEPARTMENT OF	SN00	LOTTERY COMMISSION, CALIFORNIA STATE
NE05	EDUCATION, SCHOOL FOR THE BLIND	SP00	MILITARY DEPARTMENT
NE10	EDUCATION, SCHOOL FOR THE DEAF	SQ00	NARCOTICS & DRUG ABUSE, ADV. COUNCIL ON
NE15	EDUCATION, DIAGNOSTIC CENTERS	SR00	INDEPENDENT CITIZEN'S OVERSIGHT COMMITTEE
NE20	SUMMER SCHOOL FOR THE ARTS	SS00	NATIVE AMERICAN HERITAGE COMMISSION
NE30	QUALITY EDUCATION COMMISSION	TA00	AUDITOR'S OFFICE, CALIFORNIA STATE
NF00	LIBRARY, CALIFORNIA STATE	TD00	INSPECTOR GENERAL, OFFICE OF THE
NH00	POSTSECONDARY EDUCATION COMMISSION, CALIFORNIA	VB00	CALIFORNIA/MEXICO AFFAIRS, OFFICE OF
NL00	EQUALIZATION, BOARD OF	VS00	PUBLIC DEFENDER, STATE
NN00	FAIR POLITICAL PRACTICES COMMISSION	VV00	PUBLIC UTILITIES COMMISSION
NP00	FINANCE	XD00	SECRETARY OF STATE, OFFICE OF THE
NX00	FOOD AND AGRICULTURE	XJ00	STATUS OF WOMEN, COMMISSION ON
PA00	GOVERNOR'S OFFICE	XK00	STUDENT AID COMMISSION
PA05	MEDICAL ASSISTANCE COMMISSION, CALIFORNIA	XM00	TEACHER CREDENTIALING, COMMISSION ON
PA10	TRIBAL ADVISOR, OFFICE OF THE GOVERNOR'S	XN00	CONSUMER POWER & CONSERVATION FINANCING AUTHORITY
PA20	SERVICE AND COMMUNITY ENGAGEMENT. GOV. OFFICE OF	XO00	TREASURER, STATE
PA40	LAND USE AND CLIMATE INNOVATION	XO05	URBAN WATERFRONT RESTORATION FINANCING AUTH.
PA50	GOVERNOR'S OFFICE OF BUSINESS & ECONOMIC DEVELOPMENT	XO10	POOLED MONEY INVESTMENT BOARD
PA51	FILM COMMISSION, CALIFORNIA	XO15	SCHOOL FINANCE AUTHORITY, CALIFORNIA
PA53	INFRASTRUCTURE BANK	XO20	TAX CREDIT ALLOCATION COMMISSION
PA55	OFFICE OF EMERGENCY SERVICES	XO25	POLLUTION CONTROL FINANCING AUTHORITY, CALIF.
PC00	CHILD DEVELOPMENT POLICY ADV COMM	XO30	HEALTH FACILITIES FINANCING AUTHORITY
PD00	ASIAN & PACIFIC ISLANDER AMERICAN AFFAIRS, COMM. ON	XO35	EDUCATION FACILITIES AUTHORITY, CALIFORNIA
PE00	YOUTH EMPOWERMENT COMMISSION, CA		
RD00	INSURANCE		
RD10	EARTHQUAKE AUTHORITY, CALIFORNIA		
SB00	JUSTICE		
SB10	PEACE OFFICERS STANDARDS & TRAINING, COMM. ON		

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XO40	ALTERNATIVE ENERGY & ADVANCED TRANSPORTATION FINANCING AUTHORITY, CA	XO80	DEBT LIMIT ALLOCATION COMMITTEE, CALIFORNIA
XO45	LOCAL INVESTMENT ADVISORY BOARD	XO90	ACHIEVING A BETTER LIFE EXPERIENCE ACT BOARD
XO55	SCHOLARSHARE INVESTMENT BOARD	XS00	VOCATIONAL EDUC. & TECH. TRG., ADV. COUNCIL
XO60	DEBT ADVISORY COMMISSION, CALIFORNIA	XT00	VOTING MACHINES & VOTE TABULATION DEVICES, CO
XO65	CALIFORNIA SECURE CHOICE RETIREMENT SAVINGS INVESTMENT BOARD	ZZ00	REGENERATIVE MEDICINE, INSTITUTE FOR
XO70	INDUSTRIAL DEVELOPMENT FINANCING ADV. COMMIS.	ZZ10	CITIZENS REDISTRICTING COMMISSION