

PAY LETTER: 07-25
ISSUE DATE: June 19, 2007

**DEPARTMENT OF PERSONNEL ADMINISTRATION
SECTION I**

**SUMMARY OF REVISIONS TO THE FIFTY THIRD EDITION (JULY 2006) OF THE
CALIFORNIA STATE CIVIL SERVICE PAY SCALES
LOCATED ON DPA'S PUBLIC WEB SITE
http://www.dpa.ca.gov/jobinfo/pay_scales/toc.shtm**

For questions regarding Section I, call (916) 324-9381, (ATSS) 454-9381
Technical questions will be referred to the appropriate DPA analyst.

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

This pay letter is in accordance with Agreements between the Department of Personnel Administration and the American Federation of State, County, and Municipal Employees (AFSCME) and the Union of American Physicians and Dentists (UAPD) regarding the extension of the December 15, 2006 Coleman court ordered salaries for the Department of Corrections and Rehabilitation, Parole Outpatient Clinics.

SECTION 11: ALTERNATE RANGE CRITERIA

- Alternate Range Criteria 448 is amended: (Effective 01/01/07)

SECTION 14: PAY DIFFERENTIALS

1. PAY DIFFERENTIAL 147

RECRUITMENT AND RETENTION DIFFERENTIAL PAY – UNIT 16 is amended:
(Effective 01/01/07)

- The following class is deleted as this pay differential is included as compensation in the employee's base salary:

Class
Code

Class Title

9758 Staff Psychiatrist, Correctional and Rehabilitative Services (Safety)

- Location S is abolished.

DOCUMENTATION: See documentation provided in the Special Salary Adjustments section for additional information. Departments or the State Controller's Office will delete Earnings ID: 8K37 for employees in the above class within the 335/335 correct transaction processed per the Special Salary Adjustments section below.

2. PAY DIFFERENTIAL 150
RECRUITMENT AND RETENTION DIFFERENTIAL PAY – UNIT 19 is amended:
(Effective 01/01/07)

The footnote labeled ** is amended to include Department of Corrections, Parole Outpatient Clinics, as not eligible for compensation under this pay differential.

3. PAY DIFFERENTIAL 151
RECRUITMENT AND RETENTION DIFFERENTIAL PAY – UNIT 19 AND EXCLUDED
EMPLOYEES is amended: (Effective 01/01/07)

- The following classes are deleted as this pay differential is included as compensation in the employee's base salary:

<u>Class Code</u>	<u>Class Title</u>
9283	Psychologist - Clinical, Correctional Facility
9872	Clinical Social Worker (Health/Correctional Facility) - Safety - Licensed and Unlicensed

- Location G is abolished.

DOCUMENTATION: See documentation provided in the Special Salary Adjustments section for additional information. Departments or the State Controller's Office will delete Earnings ID: 8K2, 8K15, or 8K18 for employees in the above classes within the 335/335 correct transaction processed per the Special Salary Adjustments section below.

4. PAY DIFFERENTIAL 154
RECRUITMENT AND RETENTION DIFFERENTIAL PAY - EXCLUDED EMPLOYEES is amended: (Effective 01/01/07)

- The following classes are deleted from this pay differential as this pay differential is included as compensation in the employee's base salary:

<u>Class Code</u>	<u>Class Title</u>
9291	Supervising Psychiatric Social Worker I, Correction Facility
9774	Chief Psychiatrist, Correctional and Rehabilitative Services (Safety)

DOCUMENTATION: See documentation provided in the Special Salary Adjustments section for additional information. Departments or the State Controller's Office will delete Earnings ID: 8K15 or 8K35 for employees in the above class within the 335/335 correct transaction processed per the Special Salary Adjustments section below.

SPECIAL SALARY ADJUSTMENTS: (Effective 01/01/07)

1.

<u>Class Code</u>	<u>Class Title</u>	<u>OSR</u>		<u>NSR</u>
9283	Psychologist-Clinical, Correctional Facility	\$4,655 – 6417	Rg A Rg P Rg Q	\$4,655 – 6,417 \$6,882 – 7,125 \$8,124 – 8,636

Range P

Employees at the following location shall move to Range P, 5% above the minimum of the salary range not to exceed the maximum of the salary range of \$7,125. Employees shall receive a new salary anniversary date of MAX.

Department of Corrections and Rehabilitation, Parole Outpatient Clinics

Range Q

Department shall determine which employees are eligible for Range Q based on the provisions of Alternate Range Criteria 449 and move the employees appropriately.

Employees eligible for Alternate Range Criteria 448 are no longer eligible for Pay Differential 151 as this pay differential is included as compensation in the new range.

2.

<u>Class Code</u>	<u>Class Title</u>	<u>OSR</u>		<u>NSR</u>
9287	Senior Psychologist, Correctional Facility (Specialist)	\$5,111 – 7,046	Rg A Rg P	\$5,111 – 7,046 \$8,139 – 9,068

Range P

Employees at the following location shall move to Range P, 5% above the minimum of the salary range to the salary rate of \$8,546. Employees shall retain their salary anniversary date and those employees that are at the maximum of the old range shall have a new salary anniversary date of 01/01/08.

Department of Corrections and Rehabilitation, Parole Outpatient Clinics

3.

<u>Class Code</u>	<u>Class Title</u>	<u>OSR</u>		<u>NSR</u>
9288	Senior Psychologist, Correctional Facility (Supervisor)	\$5,528 – 7,397	Rg A Rg P	\$5,528 – 7,397 \$8,948 – 9,300

Range P

Employees at the following location shall move to Range P, 5% above the minimum of the salary range not to exceed the maximum of the salary range of \$9,300. Employees shall receive a new salary anniversary date of MAX.

Department of Corrections and Rehabilitation, Parole Outpatient Clinics

4.

<u>Class Code</u>	<u>Class Title</u>	<u>OSR</u>		<u>NSR</u>
9291	Supervising Psychiatric Social Worker I, Correctional Facility	\$3,881 – 4,718	Rg A Rg P	\$3,881 – 4,718 \$6,577 – 7,485

Range P

Employees at the following location shall move to Range P, 5% above minimum of the salary range to the salary rate of \$6,906. Employees shall retain their salary anniversary date and those employees that are at the maximum of the old range shall have a new salary anniversary date of 01/01/08.

Department of Corrections and Rehabilitation, Parole Outpatient Clinics

Employees eligible for Alternate Range Criteria 448 are no longer eligible for Pay Differential 154 as this pay differential is included as compensation in the new range.

5.

<u>Class Code</u>	<u>Class Title</u>	<u>OSR</u>		<u>NSR</u>
9758	Staff Psychiatrist, Correctional and Rehabilitative Services(Safety)	Rg A \$10,178 – 13,299 Rg B \$10,473 – 13,686	Rg A Rg B Rg P Rg Q	\$10,178 – 13,299 \$10,473 – 13,686 \$18,426 – 21,031 \$18,911 – 21,641

Range P

Employees at the following location shall move from Range A to Range P, 5% above the minimum of the salary range to the salary rate of \$19,347. Employees shall retain their salary anniversary date and those employees that are at the maximum of the old range shall have a new salary anniversary date of 01/01/08.

Department of Corrections and Rehabilitation, Parole Outpatient Clinics

Range Q

Employees at the following location shall move from Range B to Range Q, 5% above the minimum of the salary range to the salary rate of \$19,857. Employees shall retain their salary anniversary date and those employees that are at the maximum of the old range shall have a new salary anniversary date of 01/01/08.

Department of Corrections and Rehabilitation, Parole Outpatient Clinics

Employees eligible for Alternate Range Criteria 448 are no longer eligible for Pay Differential 147 as this pay differential is included as compensation in the new range.

6.

<u>Class Code</u>	<u>Class Title</u>		<u>OSR</u>		<u>NSR</u>
9774	Chief Psychiatrist,	Rg A	\$11,614 – 14,112	Rg A	\$11,614 – 14,112
	Correctional and	Rg B	\$12,179 – 14,309	Rg B	\$12,179 – 14,309
	Rehabilitative Services			Rg P	\$20,672 – 24,267
	(Safety)			Rg Q	\$21,068 – 24,874

Range P

Employees at the following location shall move from Range A to Range P, 5% above the minimum of the salary range to the salary rate of \$21,706. Employees shall retain their salary anniversary date and those employees that are at the maximum of the old range shall have a new salary anniversary date of 01/01/08.

Department of Corrections and Rehabilitation, Parole Outpatient Clinics

Range Q

Employees at the following location shall move from Range B to Range Q, 5% above the minimum of the salary range to the salary rate of \$22,121. Employees shall retain their salary anniversary date and those employees that are at the maximum of the old range shall have a new salary anniversary date of 01/01/08.

Department of Corrections and Rehabilitation, Parole Outpatient Clinics

Employees eligible for Alternate Range Criteria 448 are no longer eligible for Pay Differential 154 as this pay differential is included as compensation in the new range.

7.

<u>Class Code</u>	<u>Class Title</u>	<u>OSR</u>		<u>NSR</u>
9872	Clinical Social Worker (Health/Correctional Facility)-Safety	\$3,437 – 4,284	Rg A Rg P Rg Q	\$3,437 – 4,284 \$5,368 – 6,525 \$5,775 – 6,995

Range P

SCO will move all employees in the following location to the minimum of Range P. Employees shall retain their salary anniversary date and employees at the maximum of the old range shall have a new salary anniversary date of 01/01/08 upon movement to the Range P minimum rate. Departments will then process equity adjustments up to the maximum of the salary range. Departments shall determine appropriate salary anniversary dates upon equity movement which shall reflect either 01/01/08 or MAX.

Department of Corrections and Rehabilitation, Parole Outpatient Clinics

Range Q

Departments shall determine which employees are eligible for Range Q based on the provisions of Alternate Range Criteria 450 and move the employees appropriately.

Employees eligible for Alternate Range Criteria 448 are no longer eligible for Pay Differentials 150 and 151 as these pay differentials are included as compensation in the new range.

DOCUMENTATION:

Except for intermittent time base employees and employees in class codes 9283 or 9872, the State Controller's Office will process 335 or 335 correct transactions to move employees to the appropriate range as outlined above. The 335 transactions will also reflect the base pay/anniversary date as identified above and the pay differential changes per Section 14 above.

Departments must process 335 or 335 correct transactions for employees who are paid at an intermittent time base. The 335 transaction should reflect the appropriate range, base pay/anniversary date as identified above and the pay differential changes per Section 14 above.

For full-time/part-time employees in class code 9283 or 9872, the State Controller's Office will process 335 or 335 correct transactions to move the employees to Range P along with the above base pay/anniversary date changes and the pay differential changes per Section 14 above. Departments will then correct the 335 transactions to move the employees to Range Q per Alternate Range Criteria 449 or 450 or to provide the above equity adjustments for employees in Range P of class code 9872.