

# **Exempt Salary Schedule February 2011**

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## **Preface**

The Exempt Salary Schedule provides salary information on elected state officers whose salaries are established by the California Citizens Compensation Commission, on "statutory" exempt state officers in the Executive Branch whose salaries are fixed by law, and on "non-statutory" exempt positions whose salaries are recommended by the appointing power and approved by the Department of Personnel Administration under the authority of Government Code §19825. (See the section entitled "Salary Setting in the Executive Branch.")

Many of the salaries published here are subject to change as the duties, responsibilities, and organizational relationships of many of the positions listed may change. 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 Personnel Administration. State personnel staff may review the latest information through the State Controller's California State Pay (CSP) screen in the automated payroll system or through the Personnel Information Exchange (PIE) on the DPA web site.

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## **Salary-setting in the Executive Branch (Non-civil service)**

The Government of the State of California has several salary-setting mechanisms that establish the salaries of elected and appointed officials who are not in the Civil Service.

### ***Elected Officials***

The California Citizens Compensation Commission 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 the business community and labor organizations. Salaries become effective the first day of the new legislative session — the first Monday of December. The Department of Personnel Administration provides staff support to the Commission.

### ***Appointed State 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. Each section in this chapter lists a salary and the positions that are to receive that salary. (The State Senate must confirm any 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 be comparable to, but shall not exceed, the percentage of the general salary increases provided for state employees. The Department of Personnel Administration reports the amount of the increase to the State Controller (who administers the payroll system) to implement the increase.

### ***Department of Personnel Administration (DPA) Exempts***

The Constitution of the State of California provides that members of boards and commissions, appointees of the Governor and one appointee of each Governor's appointee shall be exempt from civil service. All those that do not fall under the categories of appointed state officer or elected state official (above) come under the salary approval authority of the Department of Personnel Administration (DPA). For these employees, DPA approves the salary range for each position and determines any annual increase. These positions normally receive the same increase provided comparable civil service employees.

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

### ***Excluded Employees***

The term “excluded” often is confused with “exempt”, however they are different. An excluded employee is excluded from collective bargaining (the Dills Act). An exempt employee is exempt

from the civil service law and rules. Most exempt employees are excluded but some are not. The terms are not interchangeable.

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## 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 Compensations

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 if granted within the pay period.

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. Fair Labor Standards Act overtime remaining at the end of the pay period shall be compensated for in cash.

## Determination of Coverage under FLSA

The provisions of Work Week Group 2 are made applicable to all classes that are determined by the Director of the Department of Personnel Administration to include positions subject to the Fair Labor Standards Act.

### ***Work Week Group "E"***

Work Week Group "E" includes classes that are exempted from coverage under the FLSA because of the "white-collar" (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, an exempt 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.

### ***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, an exempt 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 rank and file employees, 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.

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## The Exempt Position Request

The Exempt Position Request (EPR) was designed to provide the Governor's Office and DPA with the information needed to process the paperwork associated with an exempt appointment and salary changes. A copy of the form is shown on the next page. Part 1 is filled out by the requesting department and includes:

Information on the appointee:

- ✓ Name
- ✓ Proposed Salary
- ✓ Proposed Appointment Date

If a current employee:

- ✓ Class code of the classification to which currently appointed
- ✓ Current salary rate
- ✓ Current employing department

Current Exempt Pay Scale Information

Proposed Exempt Pay Scale Changes (if any)

If an existing exempt classification is being used, it often must be revised to reflect new duties and responsibilities. This often includes salary and other changes that must be made in the Exempt Pay Scale. If a new classification is being created for a new entitlement, only the proposed "To :" information should be filled out and the appropriate "new exempt class" box should be checked.

The EPR should be signed and sent forward to the department's Agency for approval (if the department reports to an Agency) and then to the Governor's Appointments Unit. **A duty statement and organization chart must be attached as part of the package.** A copy of the package must be sent to the DPA Exempt Unit at this time. Upon review and approval by the Appointments Unit, the EPR will be forwarded to DPA. Departments and Agencies reporting directly to the Governor's Office should forward the EPR to the Governor's Appointments Unit. Independent agencies such as Constitutional Officers departments should forward the EPR directly to DPA.

**A copy of the Exempt Position Request will be found on the next page. It is also available at the Personnel Information Exchange (PIE) as service for State Personnel Offices located on DPA website ([www.dpa.ca.gov](http://www.dpa.ca.gov)) where it may be filled out and printed, or downloaded to a local PC. (The PIE is available to personnel offices by subscription only.)**

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**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 DPA. An advance copy should be sent to DPA.*

**I.a. Appointee Information**

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

**If the appointee is currently a state employee:**

Class Code	Monthly Salary	Current Class & Employing Department
------------	----------------	--------------------------------------

**I.b. Exempt Pay Scale Information**

**Current Information and Proposed Changes, if any:** (Current information is available on Controller's CSP Screen or the DPA P.I.E.)

	Schem Code	Class Code	Title				
Current:							
Proposed:							
	Monthly Salary 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
--	-----------------

**Definitions of Commonly Used Appointing Authorities:** (Ref. CA State Constitution, Art. VII, Sec. 4)

- C – Constitution Officer or Appointee (Not Gov. or Lt. Gov.)
- D – Board or Commission Member
- E – Appointee of a Board or Commission
- F – Governor's (or Lt. Gov.'s) Appointee
- G – Appointee of a Governor's Appointee
- M – Special Authorizations

**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 (Send to Appointments Unit, Attn. Lynn Catania)**

Comments:

Name and Title of Approving Official	Telephone Number
Lynn Catania, Appointments Administrator	445-4541
Signature of Approving Official	Date

EPR.dot (08/07/02)

## 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. Boards and commissions and departments headed by elected officials are not eligible to use these procedures.

The department must identify a vacant position that has been designated managerial by the Department of Personnel Administration (DPA) or have a vacant position that DPA can legitimately reclassify to a managerial class. Once the position is identified, the regular appointment process is followed. The EPR must indicate that a new exempt class is being proposed based on the conversion of a vacant civil service managerial position and the position number of the civil service class must be included.

If a department wishes to return an exempt position to civil service, they must obtain the approval of the Governor. The Governor's Office and DPA will determine if the exempt class should be abolished or inactivated on a temporary basis. In no case can the exempt class be used after the position has returned to civil service unless a new conversion is approved or, if the return was temporary, until the Governor's Office is notified and DPA reactivates the exempt class.

If any further information is needed, the DPA Exempt Unit can be reached on (916) 324-9381.

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## Salary Changes for Exempt Classes

By law, the Department of Personnel Administration must approve the salary of each exempt position unless the law specifically exempts it. DPA 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 *prior* to discussion of salary with potential appointees.

The modified classification review (MCR) process is used to indicate whether or not a position may be refilled at the existing salary level without DPA approval.

DPA has discontinued the use of the MCR process for exempt classes. All exempt appointments must be approved by the Governor's Office (except appointees of other elected officials) and are therefore the equivalent to NO MCR. The MCR notation is NONE. The only exceptions are classifications used in the Governor's Office, which are MCR I. All appointments require that the Exempt Position Request (EPR) be filled out.

### ***MCR I***

These positions do not require prior review and approval by DPA. Departments may key the PAR transaction directly into the State Controller's Office. Item 435 of the PAR must be completed. These are positions whose salaries are not subject to DPA approval because they are either statutorily exempt from DPA approval or are established in statute (statutory exempts).

### ***MCR II***

MCR II positions may be refilled if there is no change in duties since last approved by DPA. If there is a change in duties or organizational structure, a new duty statement and organization chart must be submitted before a new appointment is made. Note that exempt classifications marked as MCR II are in the process of being changed to either MCR I or MCR NONE.

### ***NONE (No MCR)***

Appointments to these positions must be reviewed by the Governor's Office. Departments must send a cover memo of explanation, an Exempt Position Request (EPR), a duty statement, and organization chart through the Appointments Unit to the Exempt Unit of DPA. See the section on If approved, by DPA, the cover memo will be returned to the department with the DPA approval date stamped on it. This date must be entered in Item 435 of the PAR.

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## Exempt Salary Chart

July 2007

Exempt Category	Level Definitions	Salaries in Statute		DPA Established Exempt Salaries				Civil Service Excluded			
		Monthly Salary	Annual Salary	Monthly Min.	Monthly Max.	Annual Min.	Annual Max.	Level Definition	Mnthly Min.	Mnthly Max.	
I. Management Positions:											
A.	Cabinet	11,881.83	142,582		14,583.33		175,000				
	All Others at Level A			11,376	-	12,305	136,512	-	147,660		
B.	Tier II Department Director	11,144.33	133,732	11,913.75	-	12,509.33	142,965	-	150,112		
	All Others at Level B			10,672	-	11,544	128,064	-	138,528		
C.	Chair - Major Boards	10,652.75	127,833	10,202	-	11,033	122,424	-	132,396		
	Member - Major Boards	10,324.75	123,897	9,885	-	10,694	118,620	-	128,328	Legal & Medical 13,381	
D.	Major Chief Dep. (CEA V Equiv.)			9,755	-	10,549	117,060	-	126,588	CEA V 9,544 - 10,520	
E.	Tier I Department Director	9,833.08	117,997	11,346.33	-	11,913.67	136,156	-	142,964		
	All Others at Level E			9,416	-	10,183	112,992	-	122,196		
F.	CEA IV Equivalent			9,215	-	9,968	110,580	-	119,616	CEA IV 9,018 - 9,939	
G.	Ex. Officers, Major Boards			8,976	-	9,709	107,712	-	116,508		
	Chair - Medium Boards	9,341.58	112,099	8,945	-	9,673	107,340	-	116,076		
H.	Maj. Dept. Deputy Director			8,785	-	9,502	105,420	-	114,030	CEA III 8,594 - 9,475	
	Small DD & Mbr. Med. Bds.	9,013.92	108,167	8,630	-	9,332	103,560	-	111,984		
I.	Asst. Agency Secretary I			8,369	-	9,053	100,428	-	108,636		
J.	Asst. Director (Line Program)			7,984	-	8,634	95,808	-	103,608	CEA II 7,815 - 8,616	
K.	Asst. Agency Secretary II			7,616	-	8,237	91,392	-	98,844		
L.	CEA I Equivalent			7,261	-	7,852	87,132	-	94,224	CEA I 6,173 - 7,838	
M.	SSM III Equivalent			6,922	-	7,485	83,064	-	89,820	SSM III 6,779 - 7,474	
N.	SSM II/III Equivalent			6,605	-	7,143	79,260	-	85,716		
O.	SSM II Equivalent			6,297	-	6,811	76,564	-	81,732	SSM II (M) 6,173 - 6,808	
II. Non-management Positions								SSM II (S)	5,576	-	6,727
P1.				6,155	-	6,458	73,860	-	77,496		
P2.	SSM I (Supervisory) Equiv.			5,831	-	6,155	69,972	-	73,860	SSM I 5,079 - 6,127	
P2A	SSM I (Non-supervisory)			5,594	-	5,831	67,128	-	69,972		
P3.				5,339	-	5,594	64,068	-	67,128		
P4.	Assoc./AA II Level			4,424	-	5,339	53,088	-	64,068	Assoc./AA 4,400 - 5,348	
P5.	SSA - Rg. C/AA I			3,676	-	4,424	44,112	-	53,088	SSA - Rg. C 3,658 - 4,446	
P6.	SSA - Rg. B			3,071	-	3,676	36,852	-	44,112	SSA - Rg. B 3,050 - 3,708	
P7.	SSA - Rg. A			2,821	-	3,350	33,852	-	40,200	SSA - Rg. A 2,817 - 3,426	
P8.	Mgt. Svcs. Tech.			2,402	-	2,821	28,824	-	33,852	MST - Rg. A 2,495 - 3,034	
P9.	(Grad) Student Assistant			2,079	-	2,402	24,952	-	28,824	GSA - Rg. A 1,799 - 2,284	
Q1.	Executive Secretary II			3,299	-	4,008	39,588	-	48,096	Ex. Sec. II 3,288 - 3,996	
Q2.	Executive Secretary I			2,956	-	3,755	35,484	-	45,060	Ex. Sec. I 3,020 - 3,672	
Q3.	Secretary			2,630	-	3,261	31,440	-	39,132	Secretary 2,686 - 3,265	

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***Public Health & Public Safety Positions***

SCHEM	CLASS CODE	CLASSIFICATION	INCUMBENT SALARY	NON PERSABLE PAY DIFFERENTIAL AMOUNT	NEW MONTHLY SALARY
EI00	1642	DIRECTOR/DEPARTMENT OF DEVELOPMENTAL SERVICES	\$12,258.76	\$1,491.24	\$13,750.00
EM00	1639	DIRECTOR/DEPARTMENT OF HEALTH SERVICES	\$12,258.76	\$1,491.24	\$13,750.00
EP00	1641	DIRECTOR/DEPARTMENT OF MENTAL HEALTH	\$12,258.76	\$1,491.24	\$13,750.00
ES00	5945	DIRECTOR/DEPARTMENT OF SOCIAL SERVICES	\$12,258.76	\$1,491.24	\$13,750.00
GJ00	4850	DIRECTOR/DEPARTMENT OF FORESTRY	\$12,258.76	1,866.24 + 1,130.00	\$15,255.00
CJ00	8373	COMMISSIONER, CALIFORNIA HIGHWAY PATROL	\$13,070.01	\$1,054.99	\$14,125.00

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## Pay and Allowances – Adjutant General

Effective 1 January 2011

Base Pay for Adjutant General Is Same Pay and Allowances  
as For Lieutenant General in the U.S. Army<sup>1</sup>

Class Code: 8409

Schem. Code: SP00

Entitlement: F/MV162 & 164.1

<b>Titles</b>	<b>With Dependents</b>	<b>Without Dependents</b>
Basic Pay	\$14,975.10	\$14,975.10
Basic Allowance - Housing	2,643.00	2,238.00
Basic Allowance - Subsistence	223.84	223.84
Personal	<u>41.67</u>	<u>41.67</u>
	\$ 17,883.61	\$ 17,478.61

Note: This chart only affects Basic Military Pay compensation and is authorized in FY 2010/2011 Department of Defense Budget under Public Law.

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## 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 Personnel Administration Exempt Unit.

### 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**

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 Personnel Administration.

**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

- Range A. This is the monthly rate for incumbents in the classes of Supervising Teacher III, School for the Blind and Supervising Teacher III, School for the Deaf whose contract covers a 204-day school year.
- Range B. This is the monthly rate for incumbents in the classes of Supervising Teacher III, School for the Blind and Supervising Teacher III, School for the Deaf whose contract cover a full-time, 260-day year.

**Alternate Range Criteria 010**

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)

### **Exempt Alternate Range 012**

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 Personnel Administration.
- 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 Personnel Administration.

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## Lump Sum Payments to Statutory Officers

### *Background*

Certain Statutory Officers (those 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 lump sum payment for accrued vacation or annual leave just prior to being appointed to or during the appointment to the statutory position. Payment is made at the salary rate of the last position where the leave was last earned. 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 and used.

When a statutory officer leaves state service, a lump sum payment is made if there is an existing leave balance. However, the rate of pay must be at the salary rate of the position where leave was last earned, adjusted for general salary increases that would have been received (as though the individual had remained in the former position). If the former position was civil service, the individual is reinstated to the former position and immediately separated, allowing a lump sum payment at the current rate of pay of the former position. **However, since the duties, and therefore the salaries, of an exempt position can change dramatically over time, the department must get the approval of the Department of Personnel Administration if reinstatement is to an exempt 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.

### *Procedures for Lump Sum Payment in an exempt position*

Send DPA a memo with the name, social security number, last date in the position in which vacation or annual leave was earned, class code, title of the position and the salary on the date he/she left. Show your calculation of what the present day salary would be with general salary increases.

DPA will verify (or correct) the salary information and return the approval to the department. If the approved salary is the current salary rate for the DPA exempt position to which the individual is reinstated, the department can key enter the reinstatement and the separation for the lump sum payment. If the approved salary is NOT the current salary rate, the department must send the reinstatement and separation PAR documentation with a copy of DPA's approval to the State Controller's Office for processing. Refer to the Personnel Action Manual Section 5.75 for further details.

In some cases, the statutory officer who banked leave credits may later request payment before leaving state service. This is permissible, but again, the lump sum payment must be made based on the salary of the position in which leave was last earned. DPA approval of the salary rate for the lump sum payment must be obtained by following the above procedures. Once the approved salary rate is received from DPA, the department can process the reinstatement and separation PAR documents as indicated above.

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## **Exempt Pay Differentials**

## Exempt Pay Differential

### *CalPERS Administrative Incentive Award*

Title of class	Class Code	CB/ID
Chief Executive Officer	4278	E99

**Effective date:** July 1, 1998 (Payable in each following Fiscal Year)

**Revised:** *July 1, 2004*

**Rate:** 0-40% of base salary

**Criteria:**

Payable once a year upon certification to the State Controller's Office<sup>11</sup> by the President of the Board of Administration of the California Public Employees Retirement System that the procedures in the "Compensation Policies and Procedures for Exempt Positions", as initially adopted November 1997, or as may be 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 rated:	No
Flat rate:	Yes
Subject to qualifying pay period:	No
Please indicate if all time bases and tenures are eligible:	No
Subject to PERS deduction:	No
Inclusion in rate to calculate the following benefit pay:	
Overtime	No
IDL	No
EIDL	No
NDI	No
Lump Sum:    Vacation/Annual Leave	No
Sick Leave	No
Extra Hours	No
Other:	

<sup>1</sup> A copy will be forwarded to the Department of Personnel Administration.

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## Exempt Pay Differential

### *Site Superintendent R & R Differential*

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

#### Criteria:

Employees appointed to exempt positions 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:

#### *If applicable, should pay differential be:*

Pro rated:	No
Subject to qualifying pay period:	Yes
Please indicate if all time bases and tenures are eligible:	No
Subject to PERS deduction:	No

Inclusion in rate to calculate the following benefit pay:

Overtime	No
IDL	No
EIDL	No
NDI	No
Lump      Vacation/Annual Leave	No
Sum:	
Sick Leave	No
Extra Hours	No
Other:	

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## Exempt Pay Differential

### Staff at the Special Schools

**Name of Differential:** Recruitment and Retention – Department of Education State Special Schools and Diagnostic Centers

**Title of classes:**

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

**Effective date:** January 1, 2002 (Replaces prior Pay Differential effective August 1, 1999 and revised August 1, 2000.)

Rate	Locations	Earnings ID
\$700/month or \$32.31/day	California School for the Blind – Fremont California School for the Deaf – Fremont Diagnostic Center – North (Fremont)	8k67
\$400/month or \$18.46/day	All other special schools of the Department of Education	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:	<input type="checkbox"/> YES	<input checked="" type="checkbox"/> NO
Subject to qualifying pay period:	<input type="checkbox"/> YES	<input checked="" type="checkbox"/> NO
Please indicate if all time bases and tenures are eligible:	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
Subject to PERS deduction:	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
Inclusion in rate to calculate the following benefit pay:		
Overtime	<input type="checkbox"/> YES	<input checked="" type="checkbox"/> NO
IDL	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
EIDL	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
NDI	<input type="checkbox"/> YES	<input checked="" type="checkbox"/> NO
Lump Sum:		
Vacation/Annual Leave	<input type="checkbox"/> YES	<input checked="" type="checkbox"/> NO
Sick Leave	<input type="checkbox"/> YES	<input checked="" type="checkbox"/> NO
Extra Hours	<input type="checkbox"/> YES	<input checked="" type="checkbox"/> NO
Other:		

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## Exempt Pay Differential

**Title:**

### *Basic Allowance for Housing (BAH)*

**Effective:** March 1, 1998

**Military Department**

**CB/ID and Classes:**

E99	O10		
E99	O9		
E99	O8		
E99	O7		
E99	O6		
E99	O5		
E99	O4a		
E98	O5a		
E98	O4		
E97	O3	E97	E9
E97	O2	E97	E8
E97	O1	E97	E7
		E97	E6
E97	W5	E97	E5
E97	W4	E97	E4
E97	W3	E97	E3
E97	W2	E97	E2
E97	W1	E97	E1

**Rate:**

In accordance with the Federal Schedule for BAH

**Criteria:**

Employees in the above classes are eligible for BAH.

**Subject to PERS Deduction:**

Yes

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## Exempt Pay Differential

**Title:**

***Basic Allowance for Subsistence (BAS)***

**Effective: March 1, 1998**

**Military Department**

**CB/ID and Classes:**

E99	O10		
E99	O9		
E99	O8		
E99	O7		
E99	O6		
E99	O5		
E99	O4a		
E98	O5a		
E98	O4		
E97	O3	E97	E9
E97	O2	E97	E8
E97	O1	E97	E7
		E97	E6
E97	W5	E97	E5
E97	W4	E97	E4
E97	W3	E97	E3
E97	W2	E97	E2
E97	W1	E97	E1

**Rate:**

In accordance with the Federal Schedule for BAS

**Criteria:**

Employees in the above classes are eligible for BAS.

**Subject to PERS Deduction:**

Yes

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## Exempt Pay Differential

**Title:*****ConUS COLA*****Effective: July 1, 2001****Military Department****CB/ID and Classes:**

E99	O10	E97	O3	E97	E9
E99	O9	E97	O2	E97	E8
E99	O8	E97	O1	E97	E7
E99	O7			E97	E6
E99	O6	E97	W5	E97	E5
E99	O5	E97	W4	E97	E4
E99	O4a	E97	W3	E97	E3
		E97	W2	E97	E2
E98	O5a	E97	W1	E97	E1
E98	O4				

**Rate:**

In accordance with the Federal Schedule for ConUS COLA  
(See <https://secureapp2.hqda.pentagon.mil/perdiem/bah.html> for specific locations and rates.)

**Criteria:**

Employees in the above classes are eligible for the ConUS COLA.

**Subject to PERS Deduction:**

Yes

**Subject to Withholding:**

Yes

**Processing:**

Department of Personnel Administration

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

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**Exempt Pay Differential**

***Physical Fitness Incentive Pay***

**Effective: July 1, 2002**  
**Revised: April 14, 2006**

<b>Class Title</b>	<b>Rate</b>	<b>Earnings ID</b>	<b>Department</b>
Exempt Peace Officers who are in the Peace Officer/Firefighter retirement category (except Department Directors).	1. \$130 per pay period	8PF1 (Full-time, Part-time. 8PF2 (Intermittent )	Department of Corrections and Rehabilitation Department of Mental Health Office of the Inspector General
	2. \$65 per pay period	8PF3 (Full-time, Part-time 8PF4 (Intermittent )	

<b>Criteria</b>	
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.

<b><i>If Applicable, Should Pay Differential Be:</i></b>	
Pro rated	
-Full time/part time	Yes
-Intermittent	No
Subject to qualifying pay period	No
All time bases and tenure eligible	Yes
Subject to PERS deduction	No

***Inclusion in Rate to Calculate the Following Benefit Pay***

	No/Yes (FLSA)
Overtime	No/Yes (FLSA)
IDL	Yes
EIDL	Yes
NDI	Yes
Lump sum vacation	No
Lump sum sick	No
Lump sum extra	No

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## Exempt Pay Differential

### *Personal Leave Program*

**Effective:**     **October 1, 2003**

**Revised:**     **March 19, 2004 (Effective Oct. 1, 2003)**     **Abolished:**     **July 1, 2004**

<i>Class Title</i>	<i>Rate</i>	<i>Earnings ID</i>	<i>Department</i>
All DPA exempt excluded classes (Class Type F) with a CBID of E79, E97, E98, or E99 <i>except the classes listed below.</i>	Minus 4.75%	8PLP	All Departments except CalPERS, CalSTRS, SCIF, Military, and the Postsecondary Education Commission.

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

<i>If Applicable, Should Pay Differential Be:</i>	
Pro rated	
-Full time/part time	Yes
-Intermittent	Yes
Subject to qualifying pay period	No
All time bases and tenure eligible	Yes
Subject to PERS deduction	Yes

<i>Inclusion in Rate to Calculate the Following Benefit Pay</i>	
Overtime	No
IDL	No
EIDL	No
NDI	No
Lump sum vacation	No
Lump sum sick	No
Lump sum extra	No

*Classes excluded from the Personal Leave Program per Government Code Section 19857:*

*0372     Director of the Office of Administrative Law*

*0626     Director of Emergency Medical Services Authority*

- 5628 *Executive Director of the Office of Criminal Justice Planning*
- 5724 *Director of the Arts Council*
- 5818 *Director of the California Conservation Corps*
- 5824 *Executive Director of the California Housing Finance Agency*
- 6241 *Director of the Stephen P. Teal Data Center*
- 9456 *Executive Director, CA Bipartisan Commission of Internet Political Practices*

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## Exempt Pay Differential

### *Voluntary Personal Leave Program*

**Effective:** July 1, 2004

**Revised:** August 17, 2004 (Effective July 1, 2004)

<i>Class Title</i>	<i>Rate</i>	<i>Earnings ID</i>	<i>Department</i>
All DPA exempt excluded classes (Class Type F) with a CBID of E79, E97, E98, or E99 <i>except those that do not receive paid leave per Government Code Section 19857.</i>	Minus		All Departments.
	4.62% (1 day)	8VL1	
	9.23% (2 days)	8VL2	

<i>Criteria</i>
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.

<i>If Applicable, Should Pay Differential Be:</i>	
Pro rated	
-Permanent Full-time Only	Yes
- <b>Part-time</b> /Intermittent	No
Subject to qualifying pay period	No
All time bases and tenure eligible	No
Subject to PERS deduction	NA

<i>Inclusion in Rate to Calculate the Following Benefit Pay</i>	
Overtime	No
IDL	No
EIDL	No
NDI	No
Lump sum vacation	No
Lump sum sick	No
Lump sum extra	No

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## Exempt Pay Differential

### *Retention Pay*

**Effective:** July 1, 2004

**Revised:** July 1, 2005

<i>Class Title</i>	<i>Rate</i>	<i>Earnings ID</i>	<i>Department</i>
Secretary-Manager VII, 22 <sup>nd</sup> District – Del Mar Fair and 32 <sup>nd</sup> District – Orange County	Up to 20%	SL	Food and Agriculture

#### *Criteria*

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
-Intermittent	N/A
Subject to qualifying pay period	No
All time bases and tenure eligible	Yes
Subject to PERS deduction	Yes

#### *Inclusion in Rate to Calculate the Following Benefit Pay*

Overtime	N/A
IDL	Yes
EIDL	Yes
NDI	Yes
Lump sum vacation	Yes
Lump sum sick	Yes
Lump sum extra	Yes

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## Exempt Pay Differential

### *Tutoring & Mentoring Stipend, Unit 03*

**Effective:** 01/11/2006

**Revised:** 01/18/2007

<i>Class Title</i>	<i>Class Code</i>	<i>CB/ID</i>	<i>Earnings ID</i>	<i>Department</i>
Teacher, School for the Deaf	9180	R03	G2	Education, School for the Deaf, Fremont and Riverside
Teacher Specialist, School for the Deaf	9191	R03		
Supervising Teacher I, School for the Deaf	9192	S03		
Supervising Teacher II, School for the Deaf	9193	S03		
Supervising Teacher III, School for the Deaf	9195	S03		

<i>Rate</i>
\$1,300 for 15 weeks, or no less than \$87.00 per week.

<i>Criteria</i>
<ul style="list-style-type: none"> <li>• Incumbents in the classes above who volunteer to tutor, mentor, and instruct students in jeopardy of successfully completing the February 2007 or May 2007 California High School Exit Exam shall receive this stipend. This stipend will be full and complete compensation for the after-normal-work hours work for up to 60 hours (no more than 4 hours per week can be mandated) of such instruction in preparation for the examinations. The stipend shall be paid upon completion of the tutoring, mentoring, and instructing of these students.</li> <li>• Teachers/Teacher Specialists who are selected and who subsequently perform for less than the entire duration of the assignment shall receive the stipend on a pro rata basis.</li> <li>• The specific schedule shall be established by the school administrator and may be altered by agreement between the Teacher/Teacher Specialist and the immediate supervisor.</li> <li>• This stipend expires June 1, 2007.</li> </ul>

<i>If Applicable, Should Pay Differential Be:</i>	
Pro rated	See above
Subject to qualifying pay period	No
All time bases and tenure eligible	Yes

Subject to PERS deduction	No
<b><i>Inclusion in Rate to Calculate the Following Benefit Pay</i></b>	
Overtime	No
IDL	No
EIDL	No
NDI	No
Lump sum vacation	No
Lump sum sick	No
Lump sum extra	No

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## Exempt Pay Differential

### Department of Corrections and Rehabilitation

#### *CDCR Compaction and Retention*

Title of class	Class Code	CB/ID																																		
Exempt Appointee	various	E99																																		
<b>Effective date:</b>	<b>January 31, 2007</b>																																			
<b>Rates and Earning IDs:</b>	<table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 80%;"></th> <th style="text-align: right;">Earnings ID</th> </tr> </thead> <tbody> <tr><td>0.5 % of Monthly Salary</td><td style="text-align: right;">8005</td></tr> <tr><td>1.0 % of Monthly Salary</td><td style="text-align: right;">8010</td></tr> <tr><td>2.0 % of Monthly Salary</td><td style="text-align: right;">8020</td></tr> <tr><td>3.0 % of Monthly Salary</td><td style="text-align: right;">8030</td></tr> <tr><td>4.0 % of Monthly Salary</td><td style="text-align: right;">8040</td></tr> <tr><td>5.0 % of Monthly Salary</td><td style="text-align: right;">8050</td></tr> <tr><td>6.0 % of Monthly Salary</td><td style="text-align: right;">8060</td></tr> <tr><td>7.0 % of Monthly Salary</td><td style="text-align: right;">8070</td></tr> <tr><td>8.0 % of Monthly Salary</td><td style="text-align: right;">8080</td></tr> <tr><td>9.0 % of Monthly Salary</td><td style="text-align: right;">8090</td></tr> <tr><td>10.0 % of Monthly Salary</td><td style="text-align: right;">8100</td></tr> <tr><td>11.0 % of Monthly Salary</td><td style="text-align: right;">8110</td></tr> <tr><td>12.0 % of Monthly Salary</td><td style="text-align: right;">8120</td></tr> <tr><td>13.0 % of Monthly Salary</td><td style="text-align: right;">8130</td></tr> <tr><td>14.0 % of Monthly Salary</td><td style="text-align: right;">8140</td></tr> <tr><td>15.0 % of Monthly Salary</td><td style="text-align: right;">8150</td></tr> </tbody> </table>			Earnings ID	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
	Earnings ID																																			
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10.0 % of Monthly Salary	8100																																			
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14.0 % of Monthly Salary	8140																																			
15.0 % of Monthly Salary	8150																																			
<b>Criteria:</b>	<ul style="list-style-type: none"> <li>• At the discretion of the Secretary, Department of Corrections and Rehabilitation, (CDCR), Exempt Appointees may be granted a 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.</li> <li>• 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.</li> <li>• 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.</li> <li>• The pay differential shall continue until the employee moves to a position not eligible for the pay differential.</li> </ul>																																			

- The amount of this pay differential is controlled by the availability of funds. In the event of lack of funds this temporary pay differential may be terminated at any time.

Pro rated:		Yes	
Flat rate:		No	
Subject to qualifying pay period:		No	
Please indicate if all time bases and tenures are eligible:		Yes	
Subject to PERS deduction:		No	
Inclusion in rate to calculate the following benefit pay:			
	Overtime	N/A	
	IDL	Yes	
	EIDL	Yes, if applicable	
	NDI	No	
	Lump Sum:	Vacation/Annual Leave	No
		Sick Leave	No
		Extra Hours	No
	Other:		

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## Exempt Pay Differential

### *Agency Secretaries and Directors (Abolished April 1, 2008)*

<b>Title of class</b>	<b>Class Code</b>	<b>CB/ID</b>
Exempt Appointee	various	E99

**Effective date:** April 1, 2007

Agency Secretaries	\$1,513.32 per month 8AS5
Sec, Bus, Trans & Housing	\$ 191.67 per month 8AS1
Tier I Directors	\$ 529.94 per month 8AS2

<b>Rates and Earning IDs:</b>	Director, DDS	\$1,491.24 per month 8AS4
	Director, DHS	\$1,491.24 per month 8AS4
	Director, DMH	\$1,491.24 per month 8AS4
	Director, DSS	\$1,491.24 per month 8AS4
	Director, CDF	\$1,866.24 per month 8AS6
	Commissioner, CHP	\$1,054.99 per month 8AS3

**Criteria:**

- This pay differential is to be used for employees appointed prior to April 1, 2007 to any of the listed classifications above. Any employee appointed effective April 1, 2007 will be made at the full salary rate and this pay differential shall not be used.
- If the Exempt Appointee who is receiving this pay differential accepts another Exempt Appointment in the same classification as their current classification, in a Department or Agency listed within Government Code sections 11550, 11552 or 11554, this pay differential shall be re-evaluated by DPA.
- The pay differential shall continue until the employee moves to a position not eligible for the pay differential.
- The amount of this pay differential is controlled by the availability of funds. In the event of lack of funds this temporary pay differential may be terminated at any time.
- This pay differential will be abolished on April 1, 2008.

Pro rated: Yes

Flat rate:		No
Subject to qualifying pay period:		No
Please indicate if all time bases and tenures are eligible:		Yes
Subject to PERS deduction:		No
Inclusion in rate to calculate the following benefit pay:		
	Overtime	N/A
	IDL	Yes
	EIDL	Yes, if applicable
	NDI	No
Lump Sum:	Vacation/Annual Leave	No
	Sick Leave	No
	Extra Hours	NO
Other:		

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**Exempt Pay Differential**

**Agency Secretaries and Directors  
(New April 1, 2008)**

<b>Title of class</b>	<b>Class Code</b>	<b>CB/ID</b>
Exempt Appointee	various	E99

**Effective date:** April 1, 2007

**Rates and**

**Earning IDs:**

Agency Secretaries	\$1,513.32 per month	8AS5
Sec, Business, Trans & Housing	\$ 191.67 per month	8AS1
Tier I Directors	\$ 529.94 per month	8AS2
Director, DDS	\$1,491.24 per month	8AS4
Director, DHS	\$1,491.24 per month	8AS4
Director, DMH	\$1,491.24 per month	8AS4
Director, DSS	\$1,491.24 per month	8AS4
Director, CDF	\$1,866.24 per month	8AS6
Commissioner, CHP	\$1,054.99 per month	8AS3

The above rates will end on March 31, 2008, COB.

**Effective date:**

April 1, 2008. **This is the second year of the staged PERS pay differential. The difference between the 04/01/07 rate and the 04/01/08 rate is to be absorbed into the base salary.**

**Rates and**

**Earning IDs:**

Agency Secretaries	\$206.33 per month	8ASA
Sec, Business, Trans & Housing	No pay differential	
Tier I Directors	No pay differential	
Director, DDS	\$265.36 per month	8ASB
Director, DHS	\$265.36 per month	8ASB
Director, DMH	\$265.36 per month	8ASB
Director, DSS	\$265.36 per month	8ASB
Director, CDF	\$1,866.24 per month	8AS6 (no change)
Commissioner, CHP	No pay differential	

**Criteria:**

- This pay differential is to be used for employees appointed prior to April 1, 2007 to any of the listed classifications above. Any employee appointed effective April 1, 2007 will be made at the full salary rate and this pay differential shall not be used.
- If the Exempt Appointee who is receiving this pay differential accepts another Exempt Appointment in the same classification as their current classification, in a Department or Agency listed within Government Code sections 11550, 11552 or 11554, this pay differential shall be re-evaluated by DPA.
- The pay differential shall continue until the employee moves to a position not eligible for the pay differential.
- The amount of this pay differential is controlled by the availability of funds. In the event of lack of funds this temporary pay differential may be terminated at any time.
- This pay differential will be abolished on April 1, 2009.

Pro rated:		Yes
Flat rate:		No
Subject to qualifying pay period:		No
Please indicate if all time bases and tenures are eligible:		Yes
Subject to PERS deduction:		No
Inclusion in rate to calculate the following benefit pay:		
	Overtime	N/A
	IDL	Yes
	EIDL	Yes, if applicable
	NDI	No
Lump Sum:	Vacation/Annual Leave	No
	Sick Leave	No
	Extra Hours	NO
Other:		

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## Exempt Pay Differential

### *Extended Duty Pay*

#### California Department of Forestry and Fire Protection

Title of class	Class Code	CB/ID
Director, Department of Forestry	4850	E99

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<b>Effective date:</b>	April 1, 2007
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#### Rates and

<b>Earning IDs:</b>	\$1,130.00 per month	8CDF
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#### Criteria:

- This pay differential is to be used for employees appointed prior to April 1, 2007 to the classification listed above. Any employee appointed effective April 1, 2007 will be made at the full salary rate and this pay differential shall not be used.
- This pay differential may be granted to address compaction and/or retention of highly qualified executive level expertise.
- The pay differential shall continue until the employee moves to a position not eligible for the pay differential.
- If a new incumbent is appointed to the position of Director, Department of Forestry, the use of this pay differential shall require approval from the Department of Personnel Administration.

Pro rated:	Yes
Flat rate:	No
Subject to qualifying pay period:	No
Please indicate if all time bases and tenures are eligible:	N/A
Subject to PERS deduction:	No
Inclusion in rate to calculate the following benefit pay:	
Overtime	N/A

IDL		Yes
EIDL		Yes, if applicable
NDI		No
Lump Sum:	Vacation/Annual Leave	No
	Sick Leave	No
	Extra Hours	NO
Other:		

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## Exempt Pay Differential

### *CalPERS Recruitment Differential*

Title of class	Class Code	CB/ID
Chief Executive Officer	4278	E99

**Effective date:** August 18, 2004

**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
Please indicate if all time bases and tenures are eligible:	No
Subject to PERS deduction:	No
Inclusion in rate to calculate the following benefit pay:	
Overtime	No
IDL	No

EIDL		No
NDI		No
Lump Sum:	Vacation/Annual Leave	No
	Sick Leave	No
	Extra Hours	No
Other:		

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## Exempt Pay Differential Office of the Governor

### *Secretary of Education*

<b>Title of class</b>	<b>Class Code</b>	<b>CB/ID</b>
Senior Advisor	9604	E99

<b>Effective date:</b>	July 1, 2007
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**Rates and**

<b>Earning IDs:</b>	\$458.33 per month	8RR5
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**Criteria:**

- This pay differential is to be used for this employee only.
- This pay differential may be granted to address difficulties in recruitment and retention of highly qualified executive level expertise.
- The pay differential shall continue until the employee moves to a position not eligible for the pay differential.

Pro rated:	Yes
Flat rate:	No
Subject to qualifying pay period:	No
Please indicate if all time bases and tenures are eligible:	N/A
Subject to PERS deduction:	Yes
Inclusion in rate to calculate the following benefit pay:	
Overtime	N/A
IDL	Yes
EIDL	Yes, if applicable
NDI	No
Lump Sum:    Vacation/Annual Leave	No
Sick Leave	No
Extra Hours	No
Other:	

## Exempt Pay Differential

### Abolished 11/02/10

Class Title & Code	Effective Date	Differential	Earning ID	Department
Senior Assistant Class Code 9750	11/23/09	13.85%		Governor's Office

<i>Criteria</i>
This pay differential shall be applied to class code 9745 only and will be abolished on June 30, 2010.

<i>If applicable, should pay differential be:</i>	
Pro-rated	Yes
Subject to qualifying pay period	No
All time bases and tenures eligible	Yes
Subject to PERS deduction	No

<i>Inclusion in rate to calculate the following benefit pay:</i>	
Overtime	No
IDL	No
EIDL	No
NDI	No
Lump sum vacation	No
Lump sum sick leave	No
Lump sum extra	No

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## Exempt Pay Differential

### *State Compensation Insurance Fund Recruitment Differential*

**Title of class:** President of the State Compensation Insurance Fund      **Class Code:** 9295      **CB/ID:** E99

**Effective Date:** August 1, 2007

**Earnings ID:** 9K

**Rate:** Up to 60% of the First Year's Annual Base Salary

#### **Criteria:**

This differential is intended to be a one time 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 that 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
Please indicate if all time bases and tenures are eligible:	No
Subject to PERS deduction:	No
Inclusion in rate to calculate the following benefit pay:	
Overtime	No
IDL	No
EIDL	No

NDI	No
Lump Sum: Vacation/Annual Leave	No
Sick Leave	No
Extra Hours	No
Other:	

## Exempt Pay Differential

### *Performance Recognition Pay California State Teachers' Retirement System (CalSTRS)*

Established: 07/01/07

Revised:

<i>Class Title</i>	<i>Class Code</i>	<i>CB/ID</i>	<i>Rate</i>	<i>Earnings ID</i>	<i>Department</i>
Chief Executive Officer	4256	E99	80% of Annual Base Pay	98	CalSTRS

<i>Criteria</i>
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.

<i>If applicable, should pay differential be:</i>	
Pro Rated	
• 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

<i>Inclusion in rate to calculate the following benefit pay:</i>	
Overtime	N/A
IDL	Yes
EIDL	N/A
NDI	No
Lump sum vacation	No
Lump sum sick leave	No
Lump sum extra	No

**ABOLISHED – April 1, 2009\***  
**Exempt Pay Differential**

**Agency Secretaries and Directors**

<b>Title of class</b>	<b>Class Code</b>	<b>CB/ID</b>
Exempt Appointee	various	E99

[Redacted]

**Effective date:** April 1, 2007

[Redacted]

[Redacted]

<b>Rates and</b>	Agency Secretaries	\$1,513.32 per month	8AS5
	Sec, Business, Trans & Housing	\$ 191.67 per month	8AS1
	Tier I Directors	\$ 529.94 per month	8AS2
	Director, DDS	\$1,491.24 per month	8AS4
	Director, DHS	\$1,491.24 per month	8AS4
<b>Earning IDs:</b>	Director, DMH	\$1,491.24 per month	8AS4
	Director, DSS	\$1,491.24 per month	8AS4
	Director, CDF	\$1,866.24 per month	8AS6
	Commissioner, CHP	\$1,054.99 per month	8AS3

The above rates will end on March 31, 2008, COB.

**Effective date:** April 1, 2008. This is the second year of the staged PERS pay differential. The difference between the 04/01/07 rate and the 04/01/08 rate is to be absorbed into the base salary.

[Redacted]

[Redacted]

<b>Rates and</b>	Agency Secretaries	\$206.33 per month	8ASA
	Sec, Business, Trans & Housing	No pay differential	
	Tier I Directors	No pay differential	
	Director, DDS	\$265.36 per month	8ASB
	Director, DHS	\$265.36 per month	8ASB
<b>Earning IDs:</b>	Director, DMH	\$265.36 per month	8ASB
	*Director, DSS	\$265.36 per month	8ASB
	<b><u>Abolished May 1, 2009</u></b>		
	Director, CDF change)	\$1,866.24 per month	8AS6 (no
	Commissioner, CHP	No pay differential	

**Criteria:** [Redacted]

- This pay differential is to be used for employees appointed prior to April 1, 2007 to any of the listed classifications above. Any employee appointed effective April 1, 2007 will be made at the full salary rate and this pay differential shall not be used.
- If the Exempt Appointee who is receiving this pay differential accepts another Exempt Appointment in the same classification as their current classification, in a Department or Agency listed within Government Code sections 11550, 11552 or 11554, this pay differential shall be re-evaluated by DPA.
- The pay differential shall continue until the employee moves to a position not eligible for the pay differential.
- The amount of this pay differential is controlled by the availability of funds. In the event of lack of funds this temporary pay differential may be terminated at any time.
- This pay differential will be abolished on April 1, 2009.

Pro rated:		Yes
Flat rate:		No
Subject to qualifying pay period:		No
Please indicate if all time bases and tenures are eligible:		Yes
Subject to PERS deduction:		No
Inclusion in rate to calculate the following benefit pay:		
	Overtime	N/A
	IDL	Yes
	EIDL	Yes, if applicable
	NDI	No
Lump Sum:	Vacation/Annual Leave	No
	Sick Leave	No
	Extra Hours	NO
Other:		

**ABOLISHED JANUARY 1, 2009  
Exempt Pay Differential**

***Directors-AB 933***

<b>Title of class</b>	<b>Class Code</b>	<b>CB/D</b>
Exempt Appointee	Various	E99

**Effective date:** January 1, 2008

	<u>Class Code</u>	<u>Class Title</u>	<u>Monthly Amount</u>	<u>Earnings ID</u>
<b>Rates and Earning IDs:</b>	3322	Director, Boating & Waterways	\$1,093.88	8RRU
	0372	Director, Administrative Law	\$ 176.75	8RRV

**Criteria:**

- This pay differential is to be used for the above employee only effective January 1, 2008. Any employee appointed effective January 1, 2008 or after will be made at the full salary rate and this pay differential shall not be used.
- If the Exempt Appointee who is receiving this pay differential accepts another Exempt Appointment in the same classification as their current classification, in a Department or Agency listed within Government Code sections 11550, 11552 or 11554, this pay differential shall be re-evaluated by DPA.
- The pay differential shall continue until the employee moves to a position not eligible for the pay differential.
- The amount of this pay differential is controlled by the availability of funds. In the event of lack of funds this temporary pay differential may be terminated at any time.
- This pay differential will be abolished on January 1, 2009.

Pro rated:	Yes
Flat rate:	No
Subject to qualifying pay period:	No

Please indicate if all time bases and tenures are eligible: Yes

Subject to PERS deduction: No

Inclusion in rate to calculate the following benefit pay:

Overtime N/A

IDL Yes

EIDL Yes, if applicable

NDI No

Lump Sum: Vacation/Annual Leave No

Sick Leave No

Extra Hours No

Other:

## Exempt Pay Differential

### *State Compensation Insurance Fund*

#### *Recruitment and Retention*

Title of class	Class Code	CB/ID
Exempt Appointees in the following classes:		
President, State Compensation Insurance Fund (SCIF)	9295	E99
Chief Financial Officer, SCIF	9727	E99
Chief Operating Officer, SCIF	9725	E99
Chief Information Officer, SCIF	9728	E99
Chief Risk Officer, SCIF	9726	E99
General Counsel, SCIF	9730	E99
Chief Investment Officer, SCIF	9775	E99
<b>Effective date:</b>	<b>September 29, 2008</b>	
<b>Revised</b>	<b>February 23, 2009</b>	
	<b>August 2, 2010</b>	
<b>Rate and Earnings IDs:</b>	<b>Earnings ID</b>	
	0.4% of Monthly Salary	8N04
	0.5 % of Monthly Salary	8N05
	1.0% of Monthly Salary	8N1
	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
<b>Criteria:</b>		
<p>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:</p>		

- 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	
Please indicate if all time bases and tenures are eligible:	Yes	
Subject to PERS deduction:	No	
Inclusion in rate to calculate the following benefit pay:		
Overtime	No	
IDL	No	
EIDL	No	
NDI	No	
Lump Sum:	Vacation/Annual Leave	No
	Sick Leave	No
	Extra Hours	No
Other:	N/A	

## Exempt Pay Differential

### *State Compensation Insurance Fund Bonus Program*

Title of class	Class Code	CB/ID
Exempt Appointees in the following classes:		
President, State Compensation Insurance Fund	9295	E99
Chief Financial Officer, State Compensation Insurance Fund	9727	E99
Chief Information Officer, State Compensation Insurance Fund	9728	E99
Chief Investment Officer, State Compensation Insurance Fund	9775	E99
Chief Operating Officer, State Compensation Insurance Fund	9725	E99
Chief Risk Officer, State Compensation Insurance Fund	9726	E99
General Counsel, State Compensation Insurance Fund	9730	E99
<b>Effective date:</b>	<b><i>January 1, 2009, (Payable in each following Fiscal Year)</i></b>	
<b>Rate and Earnings IDs:</b>	0 – 40 % of base salary 9M	
<b>Criteria:</b>		
<p>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:</p> <ul style="list-style-type: none"> <li>i. This differential will be available only to exempt appointees to the above named positions.</li> <li>ii. 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.</li> <li>iii. Each bonus will require approval of the State Fund Board of Directors.</li> </ul>		
<b><i>If applicable, should pay differential be:</i></b>		
Pro rated:	No	
Flat rate:	No	
Subject to qualifying pay period:	No	
Please indicate if all time bases and tenures are eligible:	Yes	
Subject to PERS deduction:	No	
Inclusion in rate to calculate the following benefit pay:		

	Overtime	No	
	IDL	No	
	EIDL	No	
	NDI	No	
	Lump Sum:	Vacation/Annual Leave	No
		Sick Leave	No
		Extra Hours	No
	Other:	N/A	

**ABOLISHED 11/02/10*****Exempt Pay Differential Furlough Hours Program******Established: 02/09 Pay Period Revised \*07/09 Pay Period***

Class Code Class Title	Effective Date	Negative Differential *	Earning ID	Department
EXEMPT All DPA Exempt 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.***	07/09 Pay Period	13.85%	8FR1	All Departments**
1852 Reader for the Blind 9145 Supervising Teacher III, School for the Blind, Fiscal Year 9176 Site Superintendent, School for the Blind 9731 Supervising Teacher I, School for the Blind, Fiscal Year 9732 Supervising Teacher II, School for the Blind, Fiscal Year 9146 Supervising Teacher III, School for the Deaf, Fiscal Year 9199 Site Superintendent, School for the Deaf 9733 Supervising Teacher I, School for the Deaf, Fiscal Year 9734 Supervising Teacher II, School for the Deaf, Fiscal Year 9149 Substitute Teacher, School for the blind 9178 Substitute Teacher, School for the Deaf  9180 Teacher, School for the Deaf 9151 Teacher, School for the Blind  9153 Teacher Specialist, School		13.85%	8FR1	Department of Education

for the Blind 9154 Supervising Teacher I, School for the Blind 9191 Teacher Specialist, School for the Deaf 9192 Supervising Teacher 1, School for the Deaf 9193 Supervising Teacher II, School for the Deaf  9170 Supervising Teacher II, School for the Blind 9195 Supervising Teacher III, School for the Deaf 9196 Assistant Site Superintendent, School for the Deaf				
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Class Code Class Title	Effective Date	Negative Differential *	Earning ID	Department
9173 Supervising Teacher III, School for the Blind 9174 Assistant Site Superintendent, School for the Blind  9200 Teacher Specialist, Diagnostic Center  9202 Supervising Teacher, Diagnostic Center  9203 Diagnostic Center Director	07/09	13.85%	8FR1	Department of Education

\*Based upon reduced hours due to furlough  
Effective 07/01/09 negative pay differential rate increased to reflect a 3<sup>rd</sup> day furlough.

\*\* The following Departments are not covered by the Furlough Hours Program:

Public Utilities Commission  
Legislative Counsel Bureau  
Forestry and Fire Protection (excluded from 06/01/09 through 10/31/09 only)  
Bureau of State Audits

\*\*\*The following positions are not covered under by the Furlough Hours Program (refer to the Statutory Exempt Employee Furlough Program):

Executive Director of the California Housing Finance Agency  
Director of the Office of Administrative Law  
Director of Emergency Medical Services Authority  
Director of the California Conservation Corps  
Director of the Arts Council

**Criteria**

All employees covered by the Furlough Hours Program shall have their gross pay reduced to reflect the reduced number of work days for the pay period and shall accrue the appropriate number of leave days (or a portion of a day if working less than full time).

<i>If applicable, should pay differential be:</i>	
Pro-rated	Yes
Subject to qualifying pay period	No
All time bases and tenures eligible	Yes
Subject to PERS deduction	No

<i>Inclusion in rate to calculate the following benefit pay:</i>	
Overtime	No
IDL	No
EIDL	No
NDI	No
Lump sum vacation	No
Lump sum sick leave	No
Lump sum extra	No

**ABOLISHED 11/02/10****Statutory Exempt Pay Differential*****Furlough Program***

Established: 02/09 Pay Period

Revised: 07/09 Pay Period\*\*

Revised: 07/12/09\*\*\*

Class Title	Effective Date	Negative Differential	Earning ID	Department
EXEMPT  All Statutorily Exempt classes (Class Type L) with a CBID of E79, E97, E98, or E99 listed under Government Codes 11550, 11552, and 11554 <i>except for those classifications within these Government Codes that are in the Departments listed below.*</i>	02/09 Pay Period	13.85%	8FR1	All Departments*

\* The following Departments are not covered by the Furlough Program

Public Utilities Commission

Legislative Counsel Bureau

Bureau of State Audits

Department of Forestry and Fire Protection (for the period of June 1, 2009 through October 31, 2009)

\*\*\*Commissioner, Department of the California Highway Patrol (effective February 2009 pay period)

\*\*Effective -7/01/09 negative pay differential rate increased to reflect a 3<sup>rd</sup> day furlough

<b>Criteria</b>	
All of these positions will have their salary reduced by the percentage above.	

<b>If applicable, should pay differential be:</b>	
Pro-rated	Yes
Subject to qualifying pay period	No
All time bases and tenures eligible	Yes
Subject to PERS deduction	No

<b>Inclusion in rate to calculate the following benefit pay:</b>	
Overtime	No
IDL	No
EIDL	No
NDI	No
Lump sum vacation	No
Lump sum sick leave	No
Lump sum extra	No

## Statutory Exempt Pay Differential

### *State and Consumer Services Agency*

**Abolished 11/02/10**

**Established: April 1, 2009**

Class Title & Code	Effective Date	Differential	Earning ID	Department
Agency Secretary Class Code 0003	04/09 Pay Period	9.23%	8SCS	State and Consumer Services Agency

<i>Criteria</i>
This pay differential shall be applied to this position only. It is effective April 2009 and will be abolished on June 30, 2010.

<i>If applicable, should pay differential be:</i>	
Pro-rated	Yes
Subject to qualifying pay period	No
All time bases and tenures eligible	Yes
Subject to PERS deduction	No

<i>Inclusion in rate to calculate the following benefit pay:</i>	
Overtime	No
IDL	No
EIDL	No
NDI	No
Lump sum vacation	No
Lump sum sick leave	No
Lump sum extra	No

**Exempt Pay Differential****ABOLISHED 11/02/10**

Class Title & Code	Effective Date	Differential	Earning ID	Department
Senior Assistant Class Code 9750	11/23/09	13.85%	8SRA	Governor's Office

**Criteria**

This pay differential shall be applied to class code 9750 only and will be abolished on June 30, 2010.

***If applicable, should pay differential be:***

Pro-rated	Yes
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:***

Overtime	No
IDL	No
EIDL	No
NDI	No
Lump sum vacation	No
Lump sum sick leave	No
Lump sum extra	No

## Exempt Pay Differential

## Personnel Leave Program - 2010

*Established: November 2, 2010*

Class Code Class Title	Effective Date	Negative Differential	Earning ID	Department
EXEMPT All DPA Exempt 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.	11/10 Pay Period	Minus 4.62%	8PLP	All Departments
1852 Reader for the Blind 9145 Supervising Teacher III, School for the Blind, Fiscal Year 9176 Site Superintendent, School for the Blind 9731 Supervising Teacher I, School for the Blind, Fiscal Year 9732 Supervising Teacher II, School for the Blind, Fiscal Year 9146 Supervising Teacher III, School for the Deaf, Fiscal Year 9199 Site Superintendent, School for the Deaf 9733 Supervising Teacher I, School for the Deaf, Fiscal Year 9734 Supervising Teacher II, School for the Deaf, Fiscal Year 9149 Substitute Teacher, School for the blind 9178 Substitute Teacher, School for the Deaf  9180 Teacher, School for the Deaf 9151 Teacher, School for the Blind  9153 Teacher Specialist, School for the Blind 9154 Supervising Teacher I,	11/10 Pay Period	Minus 4.62%	8PLP	Department of Education

School for the Blind 9191 Teacher Specialist, School for the Deaf 9192 Supervising Teacher 1, School for the Deaf 9193 Supervising Teacher II, School for the Deaf  9170 Supervising Teacher II, School for the Blind 9195 Supervising Teacher III, School for the Deaf 9196 Assistant Site Superintendent, School for the Deaf				
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Class Code Class Title	Effective Date	Negative Differential	Earning ID	Department
9173 Supervising Teacher III, School for the Blind 9174 Assistant Site Superintendent, School for the Blind	11/10	Minus 4.62%	8PLP	Department of Education
9200 Teacher Specialist, Diagnostic Center				
9202 Supervising Teacher, Diagnostic Center				
9203 Diagnostic Center Director				

The following positions are not covered under the Personnel Leave Program (refer to the Statutory Exempt Employee Furlough Program):

- Executive Director of the California Housing Finance Agency
- Director of the Office of Administrative Law
- Director of Emergency Medical Services Authority
- Director of the California Conservation Corps
- Director of the Arts Council

<i>Criteria</i>
All employees covered by the Personnel Leave Program shall have their gross pay reduced by the above rate and shall accrue a personal leave day (or a portion of a day if working less than full time) the first day of the pay period.

<i>If applicable, should pay differential be:</i>	
Pro-rated	Yes
Subject to qualifying pay period	No
All time bases and tenures eligible	Yes/No
Subject to PERS deduction	No

<i>Inclusion in rate to calculate the following benefit pay:</i>	
Overtime	No
IDL	No
EIDL	No
NDI	No
Lump sum vacation	No
Lump sum sick leave	No
Lump sum extra	No

## Statutory Exempt Pay Differential

### Personnel Leave Program 2010

Established: November 2, 2010

Class Title	Effective Date	Negative Differential	Earning ID	Department
EXEMPT  All Statutorily Exempt classes (Class Type L) with a CBID of E79, E97, E98, or E99 listed under Government Codes 11550, 11552, and 11554.	November 2010 Pay Period	Minus 4.62%	8PLP	All Departments

#### *Criteria*

All of these positions will have their salary reduced by the percentage above.

#### *If applicable, should pay differential be:*

Pro-rated	Yes
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:*

Overtime	No
IDL	No
EIDL	No
NDI	No
Lump sum vacation	No
Lump sum sick leave	No
Lump sum extra	No

The following positions are not covered under the Personnel Leave Program:

<u>Class Code</u>	<u>Class Title</u>
4189	State Controller
2545	Superintendent of Public Instruction
4273	Board Member/Equalization
5309	Governor
4393	Insurance Commissioner/Department of Insurance
5695	Attorney General/Department of Justice
5319	Secretary of State
4232	State Treasurer
5316	Lieutenant Governor
8409	Adjutant General
0802	Commissioner/CMAC
5744	Legislative Counsel/Legislative Counsel Bureau



## **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 Department of Personnel Administration if an entitlement changes, as this affects the employee's appointment papers 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 as Chart I.

### ***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
E98	Supervisory
E97	Confidential
E79	Non-supervisory management

E Not eligible for benefits

### ***Salary Steps***

Exempt classes with salary ranges no longer have predefined steps. New employees normally will be hired at the minimum salary of the class and will be eligible for a 5% increase on their anniversary date. The State Controller's Office will automatically compute the increase at 5% above the current salary. State agencies may wish to refer to the Universal Salary Schedule found in the Civil Service Pay Scales. Requests to hire above the minimum salary rate must be approved in advance by the Governor's Office using the Exempt Position Request (EPR) and forwarded to the Department of Personnel Administration.

### ***Exempt 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.

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## 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 - 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 a Lieutenant General in U.S. Army. (See Chart II).
  2. VJ01/5070 - Member, California Citizens Compensation Commission is tied to Member, Fair Political Practices Commission.
- S8 Statutory positions that earn and use annual leave per GC §19849.16 and CAC 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 5310 Executive Secretary to the Governor  
in Government Code §11550:  
Not to exceed amount specified 5315 Sr. Assistant to the Governor  
in Government Code §11552: 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
- 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.

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## Exempts Tied to Statutory Salary Levels

### Government Code Section:

#### The State Auditor

(TA00/9096)

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)

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.

### By Agreement between DPA and a specific agency:

#### Legal Advisor, PERB

(VT00/1685)

Legal Advisor, PERB, is tied with the civil service class of PER Counsel, OH58/6184.

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**Y**

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 XT00 VOTING MACHINES & VOTE TABULATION DEVICES, CO

