

# BUDGET LETTER

SUBJECT:	EMPLOYEE COMPENSATION ADJUSTMENTS—ITEM 9800	NUMBER:	25-23
		DATE ISSUED:	October 10, 2025
REFERENCES:	BL 25-23, SEE ATTACHMENT	SUPERSEDES:	24-27

TO: Agency Secretaries  
Department Directors  
Departmental Budget and Accounting Officers  
Department of Finance Budget and Accounting Staff

FROM: DEPARTMENT OF FINANCE

**BUDGET OFFICERS ARE EXPECTED TO FORWARD A COPY OF THIS BUDGET LETTER (BL) TO HUMAN RESOURCES AND LABOR RELATIONS OFFICES.**

The BL provides departments with instructions for scheduling 2025-26 and ongoing employee compensation adjustments as part of the 2026-27 budget process.

Deadlines and Deliverables	
October 24, 2025	<b>Due to Finance Budget Analysts:</b> <ul style="list-style-type: none"><li>• <b>Item 9800 Employee Compensation Workbook</b></li><li>• <b>Adjustments in Hyperion</b></li><li>• <b>Supporting documentation, including but not limited to Management Information Retrieval System (MIRS) reports</b></li></ul>

## A. Background

The state has current Memoranda of Understanding (MOUs) with all of the state's 21 collective bargaining units (see Worksheet 2 in Attachment A for a complete list of all 21 bargaining units). This BL addresses the 2025-26 employee compensation adjustments approved through the collective bargaining process and by the California Department of Human Resources (CalHR) Director for employees excluded from collective bargaining. It also includes background information and instructions for departments to calculate and schedule current year and budget year funding requests.

**The Item 9800 drill does not apply to personnel of the University of California, the University of California College of the Law, San Francisco, the California State University, or State Active Duty personnel of the Military Department.**

### Glossary Relevant to this BL

The following terms are used throughout this BL:

- BBA = Baseline Budget Adjustments. These are baseline expenditure adjustments such as employee compensation, carryovers, etc.
- BR = Budget Request. These are issues identifying changes to dollar amounts and/or positions for any fiscal year in Hyperion.

BU	=	Business Unit. This four-digit number is equivalent to an organization code/entity.
BY	=	Budget Year (Fiscal Year 2026-27).
Category	=	An account code in the Chart of Accounts.
CY	=	Current Year (Fiscal Year 2025-26).
ENY	=	Enactment Year (formerly Year of Appropriation).

## B. General Instructions

To request funding for eligible adjustments, departments must complete and submit the Item 9800 Employee Compensation Workbook (Attachment A), adjustments in Hyperion, and related supporting documentation, including but not limited to MIRS reports, to Finance Budget Analysts **no later than Friday, October 24, 2025**. Any MIRS reports must be run with a point-in-time displaying salaries prior to increases negotiated for Fiscal Year 2025-26. Alternatively, departments may use the "Regular/Ongoing Positions" salaries total in the current year column (2025-26) from the Salaries and Wages Spreadsheet (Schedule 7A) for the current and budget year salary base. This information is necessary to support the funding request and to provide the necessary scheduling information to the State Controller's Office (SCO) to process the Budget Executive Order (EO) later in the fiscal year.

**If a department fails to meet this deadline, Finance will calculate and schedule the adjustment; in such instances, departments may not have an opportunity to adjust any calculations and scheduling performed by Finance.** Please refer to the following instructions for each worksheet within Attachment A to calculate the appropriate adjustments.

**NEW THIS YEAR:** For position reductions submitted to Finance pursuant to Control Section (CS) 4.12, Departments should **remove the salary and wages amounts associated with positions reduced pursuant to CS 4.12 from the Schedule 7A total**.

- Departments shall also provide backup documentation to Finance and identify the positions that were removed (i.e., an annotated Schedule 8).
- Departments shall identify positions to be eliminated on the Schedule 8 by highlighting the associated rows in yellow. If a highlighted position number on the Schedule 8 is displayed as filled, please include an explanation and submit it to your Finance Budget Analyst as a reconciliation will be necessary to eliminate the position(s).

## C. Item 9800 Employee Compensation Workbook (Attachment A)

### **Item 9800 Employee Compensation Adjustments Workbook Checklist**

Use the 9800 Checklist tab to verify accurate completion of Attachment A, the associated Hyperion entries, and the BBA Excel Upload Template, if used. Prior to submission, departmental accounting management must approve the scheduled items and programs included in the BBA, to ensure they are valid SCO legacy system items for proper posting. The use of invalid item and program combinations results in significant statewide delays when posting the annual 9800 EO and causes significant issues when departments are completing the year end closing process.

**In general, an item and program combination is not valid in SCO's legacy system unless it is displayed in the 2025 Budget Act or a subsequent bill amending the 2025 Budget Act.**

This requirement is incorporated in the Item 9800 Checklist.

**Worksheet 1: Item 9800 Summary Worksheet**

This worksheet displays total adjustments that are calculated on Worksheets 4, 5, and 6. Cells within this worksheet are all formula driven.

**Worksheet 2: Item 9800 List of Bargaining Units**

This worksheet provides a list of current bargaining units. This list should be referenced to verify adjustments on Worksheets 4, 5, and 6 correspond to the correct bargaining unit.

**Worksheet 3: Item 9800 List of Eligible Salary and Benefit Adjustments**

This worksheet provides a list of eligible Salary, Benefit, and Other Post-Employment Benefit (OPEB) Adjustments information necessary to complete Worksheets 4 and 6. A detailed listing of applicable Special Salary Adjustments by eligible classification is provided in Attachment A.

CalHR transmits classification and pay adjustment data to departments through multiple pay letters. The pay letters that have been released and the associated Salary, Benefit, and OPEB Adjustments can be found on Worksheet 3.

**Worksheets 3a and 3b: Item 9800 Benefit Adjustment Instructions and Detail**

Worksheets 3a and 3b provide detailed health and dental benefit information and instructions necessary to complete Worksheet 5.

**Worksheet 4: Item 9800 Salary Adjustment Worksheet**

This worksheet is used to calculate Salary Adjustments, as listed on Worksheet 3.

Augmentations will only be provided for adjustments detailed on Worksheet 3.

**Augmentations will not be provided for the following:**

- **Overtime.**
- **Increased contract costs.**
- **Limited-term positions.**
- **Temporary help blanket positions.**

*Salary Adjustment Calculations*

On this worksheet, for adjustments applicable to all employees in the department, use the "Regular/Ongoing Positions" salaries total in the current year column (2025-26) from the Schedule 7A (see highlighted cell in Schedule 7A example below) for the **current and budget year** salary base.

## Schedule 7A Example

ORGANIZATIONAL UNIT  Classification	POSITIONS			EXPENDITURES		
	Filled 2024-25	Authorized 2025-26	Proposed 2026-27	Actual 2024-25 (Salary Range)	Estimated 2025-26	Proposed 2026-27
<b>TOTALS, AUTHORIZED POSITIONS</b>	<b>537.5</b>	<b>659.0</b>	<b>659.0</b>	<b>\$61,908,914</b>	<b>\$69,725,700</b>	<b>\$71,049,289</b>
<i>Regular/Ongoing Positions</i>	504.3	621.0	621.0	56,560,187	66,248,850	67,572,439
<i>Temporary Help</i>	33.2	38.0	38.0	4,997,886	2,855,000	2,855,000
<i>Overtime</i>	-	-	-	350,841	621,850	621,850

Some adjustments on Worksheet 3 will only impact specific classifications and/or bargaining units, etc. In these instances, use only the salary base specific to those impacted classifications. For additional instructions, refer to the footnotes included at the bottom of Worksheet 4.

### NEW THIS YEAR:

- As noted in the General Instruction section, departments should remove the salary and wage amounts associated with positions that will be eliminated pursuant to CS 4.12 from the Schedule 7A total for this drill.
- During the 2025 bargaining process, the state reached agreements with all bargaining units to implement the 2025 Personal Leave Program (PLP 2025), wherein represented and excluded employees earn PLP 2025 leave hours in exchange for a reduction in pay. The 2025-26 Item 9800 Workbook includes PLP 2025 as a salary adjustment item.

Note these adjustment amounts must be entered into Hyperion with a **“Salary Adjustments”** BBA type. For further instructions, refer to the Section D instructions—BRs in Hyperion and BBA Excel Upload Templates.

Although CalHR's pay letters and the instructions on Worksheet 3 provide guidance regarding costing for these adjustments, departments are responsible for reviewing the specific terms in the MOUs to determine applicability to their employees. Please refer to the [bargaining contracts](#) found on the CalHR website, which provide further details regarding each MOU.

### Salary-Driven Benefit Calculations

The benefits listed below must be calculated as a percentage of the Salary Adjustment and included within the “Staff Benefits” column on Worksheet 4 for each applicable adjustment. **Other increased costs will not be funded.**

- OASDI (Social Security)**—6.2 percent of total salary up to the \$179,700 cap (for each position covered by OASDI) for 2025-26 and \$184,650 for 2026-27.<sup>1</sup>

<sup>1</sup> The salary base for the calendar year 2025 is \$176,100 per information published on ssa.gov. Wage bases of \$183,300 and \$186,000 are used for calendar years 2026 and 2027, respectively, to determine an average maximum for planning purposes. These numbers reflect a fiscal year equivalent of calendar year estimates.

- **Medicare**—1.45 percent of total salary (no cap).
- **Retirement**—Departments must use the 2025-26 retirement rates as reflected in Control Section 3.60 of the 2025 Budget Act. This information will be used in completing Worksheet 4.
- **Other Salary-Driven Compensation**—Pay differentials that are calculated as a percentage of base salary and that are not included in the salary on the Schedule 7A (e.g., longevity pay) must be included in the salary base to accurately capture increased benefit costs.

Note these adjustment amounts must be entered into Hyperion with a “**Benefit Adjustments**” BBA type. For further instructions, refer to the Section D instructions—BRs in Hyperion and BBA Excel Upload Templates.

#### **Worksheet 5: Item 9800 Benefit Adjustment Worksheet**

Adjustments to the employer’s health benefits contribution for specific bargaining units were made as a part of the MOUs or as approved by CalHR for excluded employees. Based on the 2026 health rates adopted by the California Public Employees’ Retirement System, the state’s contribution toward 2026 health premiums for most bargaining units will be higher than the amount contributed by the state in 2025. CalHR transmits specific health contribution adjustment data to departments through Human Resources Manual updates. To calculate the 2025-26 Employer’s Health Benefit Contribution adjustment, departments should refer to Worksheets 3a and 3b and calculate the adjustments on Worksheet 5. For additional instructions, refer to the footnotes included at the bottom of Worksheet 5.

Note these adjustment amounts must be input into Hyperion with a “**Benefit Adjustments**” BBA type. For further instructions, refer to the Section E instructions—BRs in Hyperion and BBA Excel Upload Templates.

#### **Worksheet 6: Item 9800 Other Post-Employment Benefits (OPEB) Worksheet**

This worksheet is used to calculate OPEB adjustments, as listed on Worksheet 3. Through the collective bargaining process, all MOUs typically include prefunding of retiree healthcare benefits and other cost containment measures. As part of these prefunding agreements, the employee and employer each contribute 50 percent of the actuarially determined normal cost of their retiree health benefit.

**NEW THIS YEAR:** All departments will likely see a reduction in OPEB for 2025-26 and 2026-27 if their employees are represented by a state bargaining unit or are considered excluded or exempt. During the 2025 bargaining process, the state reached agreements with all 21 bargaining units to suspend the state employer’s OPEB contribution for 2025-26 and 2026-27. Additionally, for 2025-26, the number of months OPEB is suspended varies due to the timing of when the agreements were reached. SEIU (BUs 1, 3, 4, 11, 14, 15, 17, 20, and 21), CAHP (BU 5), and UAPD (BU 16) are suspended for 11 months of employer OPEB contributions; and CAPS (BU 10) is suspended for 9 months of employer OPEB contributions. Employer OPEB contributions for Judicial Council employees, who were not represented by a state bargaining unit, were also suspended for 11 months in 2025-26 and the full year in 2026-27.

To complete this worksheet, departments should determine the pensionable compensation<sup>2</sup> associated with the employee groups impacted. For additional instructions, refer to the footnotes included at the bottom of Worksheet 6.

Note these adjustment amounts must be entered into Hyperion with an “**Other Post-Employment Benefits Adjustments**” BBA type. For further instructions, refer to the Section D instructions—BRs in Hyperion and BBA Excel Upload Templates.

#### **Worksheet 7: Item 9800 Salary and Benefit Adjustment Fund Split Worksheet**

Provide the unique appropriation item information (BU, Reference, Fund, Program, and Category) for each adjustment. Departments must use valid appropriation items when scheduling adjustments. Items with invalid item and program combinations cannot be processed by SCO and lead to significant delays. In general, only those item and program combinations displayed in the 2025 Budget Act or an amendment to the 2025 Budget Act are valid. Also, please note there are several category codes that can be used for the various adjustments found in Worksheets 3, 3a, and 3b. For purposes of this BL, the following category codes must be used for each respective adjustment:

- **510XXXX** (Salaries and Wages) for Salary Adjustments calculated on Worksheet 4.
- **515XXXX** (Staff Benefits) for Benefit Adjustments calculated on Worksheets 4 and 5.
- **5150820** for OPEB Adjustments calculated on Worksheet 6.

The only exception is if scheduling adjustments as Distributed Administrative Costs (Program 9900200), which use Category 5342500 ([Indirect Distributed Cost](#)). If reimbursement adjustments are necessary, select the appropriate category code referenced above, based on the adjustment type, scheduled to Fund 0995. The totals from Worksheets 4, 5, and 6 must tie to the Item 9800 Summary Worksheet in Attachment A. For additional instructions, refer to the footnotes included at the bottom of Worksheet 7.

To correctly classify funds and reduce errors, the Item 9800 Salary and Benefit Adjustment Fund Split Worksheet includes a drop-down list of all funds by fund number as well as all applicable adjustment categories to select from rather than keying in manually. The fund classification will auto-populate based on the fund/category selected; federal funds and bond funds are classified as non-governmental cost funds. While this process *should* help minimize errors, departments must verify each fund classification by reconciling it to the Uniform Codes Manual (UCM). Please refer to the [UCM Fund Codes Numerical Order Listings](#). If a fund does not appear in the drop-down list, please contact your Finance Budget Analyst prior to submission.

#### **Worksheet 8: Item 9800 Crossties**

To ensure the accuracy of all adjustments within Attachment A, the formula-driven crossties on this worksheet must all reflect “0” for both the current and budget years.

---

<sup>2</sup> Pensionable Compensation includes base salary as well as pay differentials and bonuses that have been determined to be included towards the calculation of an employee's pensionable compensation.

## D. Instructions—BRs in Hyperion and BBA Excel Upload Templates

### General Information

After completing all applicable worksheets in Attachment A, departments are required to **complete up to three separate BRs in Hyperion**:

- **"Allocation for Employee Compensation"** for Salary Adjustments.
- **"Allocation for Staff Benefits"** for Benefit Adjustments.
- **"Allocation for Other Post-Employment Benefits"** for OPEB Adjustments.

Adjustments in Hyperion must correspond to the adjustments listed on the Item 9800 Salary and Benefit Adjustment Fund Split Worksheet (Worksheet 7). If uploading to Hyperion, departments must use the latest BBA Excel Upload Template distributed through the Budget Operations mailing list, (after Governor's Budget in late January/early February and after Budget Enactment in late July/early August). Department staff may also contact their Finance Budget Analyst if they have questions about the latest upload templates.

Departments must use the following for each BR created:

1. Use the standard naming convention to provide a unique BR name (e.g., 2222-XXX-BBA-2026-GB). To improve coordination and reduce system kick outs, departments and Finance Budget Analysts must use BR sequencers that match the last three digits of the BR identifier in Hyperion. For example, BR identifier: BR 0010 with BR Name: 2222-010-BBA-2026-GB. See [Budget Request Naming Convention in Hyperion](#) for additional information.
2. For purposes of this BL, the following exact BR titles must be used for tracking purposes and consistency statewide:
  - **"Allocation for Employee Compensation"** for Salary Adjustments.
  - **"Allocation for Staff Benefits"** for Benefit Adjustments.
  - **"Allocation for Other Post-Employment Benefits"** for OPEB Adjustments.
3. For departments using the BBA Excel Upload Template, use the drop-down menu to select the appropriate BU, Request ID, Version, and Year on the Budget Request Details tab. Request ID is the 4-digit BR identifier number assigned in Hyperion when a BR is created.

### Baseline Adjustment Type

Departments must select a BBA type from the drop-down menu in the Baseline Adjustment Type tab. For purposes of this BL, the following BBA types must be selected:

- **"Salary Adjustments"** for Salary Adjustments calculated on Worksheet 4.
- **"Benefit Adjustments"** for Benefit Adjustments calculated on Worksheets 4 and 5.
- **"Other Post-Employment Benefits Adjustments"** for OPEB Adjustments calculated on Worksheet 6.



### **Baseline Adjustments (CY Expenditures and BY-BY4 Expenditures)**

Using the drop-down menus, specify the Item, ENY, Program, and Category for each unique combination of funding needed for the adjustment. For purposes of this BL, the acceptable Categories to select are 510XXXX (Salaries and Wages) for Salary Adjustments, 515XXXX (Staff Benefits) for Benefit Adjustments, and 5150820 for OPEB Adjustments, unless scheduling adjustments as Distributed Administrative Costs (Program 9900200), which use Category 5342500 (Indirect Distributed Cost). Using the dollars scheduled in the current and budget years in Attachment A, enter the adjustments in the CY Expenditures and BY-BY4 Expenditures tabs in whole dollars rounded to the nearest thousand. Refer to Worksheet 7 when determining the dollars to be scheduled in the current (ENY 2025) and budget year (ENY 2026). All ongoing BY expenditures must be copied to the BY1-BY4 columns.

### **Distributed Administration Costs**

Departments that continue to distribute administrative costs will need to reflect that distribution for applicable Item 9800 Adjustments. To properly reflect the in-and-out nature of distributed administrative costs, a three-entry scheme is required:

1. Program 9900100 (positive adjustment) and Category 51XXXXX to show the positive total being distributed to a particular program(s).
2. Program 9900200 (negative adjustment) and Category 5342500 to reflect total distributed cost.
3. The program (positive adjustment) that pays for the distributed cost using Category 5342500.

This process allows the dollars associated with a particular program to be included in the program total. For more details, refer to [Treatment of Distributed Administration Costs](#).

## **E. Additional Information on Affordable Care Act Reporting Penalties**

The Budget Act authorizes payment of Affordable Care Act (ACA) reporting penalties to the Internal Revenue Service (IRS) through Item 9800. Provisional language in Item 9800 provides Finance authority to transfer amounts for departmental reimbursement of penalties paid through Item 9800 on behalf of departments. Beginning with the 2021 reporting year, the IRS will no longer provide relief of (or from) ACA Information Reporting Penalties (IRP) for large employers. IRP are issued to employers that fail to file a correct Employer-Provided Health Insurance Offer and Coverage Information Return (1095-C) with the IRS and/or fail to provide employees with a correct 1095-C.

Once the IRS issues an IRP amount to the state, the SCO and Finance will determine the breakdown of penalty amounts by department and issue additional instructions for capturing the reimbursement from departments. To minimize future reporting penalties, departments should continue working closely with SCO to ensure ACA reporting is timely and accurate.



**F. Questions**

Please direct questions related to Human Resources Manual updates, Pay Letters, or provisions of MOUs to departmental personnel or labor relations officers, or CalHR. For the treatment of budget documents, please direct questions to your Finance Budget Analyst.

/s/ Rosanna Nguyen

Rosanna Nguyen  
Program Budget Manager