

INTRODUCTION

Salaries and Wages Information

This publication presents the complete and detailed data on the actual or approved staffing level for each state department based on current authorized spending authority. The information is reported on an actual basis for fiscal year 2018-19, and on an authorized basis for fiscal years 2019-20 and 2020-21. A more thorough explanation of the content and interpretation of this supplement follows.

In addition to the detail included in the Salaries and Wages, the Governor's Budget includes a summary of proposed Changes in Authorized positions. This schedule reflects staffing changes made after the adoption of the current year budget and enacted legislation, and documents changes in positions for various reasons. Some examples are: transfers, positions established, and selected reclassifications, as well as proposed new positions included in Budget Change Proposals for the current and/or budget years. (State Administrative Manual section 6406).

Position Titles

In this document, positions included in state civil service have been listed by the official job classification titles. For the University of California and the California State University, the positions are summarized by broad functional groupings. Position titles are generally abbreviated to save space. A table of abbreviations utilized by the State Controller's Office follows this presentation.

Authorized Positions

For past year, positions represent the actual number of filled, full-time, full-year equivalents for that fiscal year. For current year, authorized positions include all regular ongoing positions authorized when the budget was enacted for that year, and positions authorized in enacted legislation. For budget year, the number of authorized positions is the same as the current year, except for adjustments for any positions that have been removed because of expiring positions.

Expenditures

For fiscal year 2018-19, actual salary expenditures are reported. The salary ranges reported are those that were generally in effect on June 30, 2019. Salaries are estimated on the basis of continuous, 100 percent occupancy of all authorized positions. Filled positions also include the estimated cost of merit salary adjustments, where applicable. Vacant positions are calculated at the bottom step of the salary range.

Number of Positions

For fiscal year 2018-19 the number of positions represents actual filled, full-time, full-year equivalents counted to the nearest tenth.

Positions for 2019-20 and 2020-21 are counted to the nearest tenth and are expressed in terms of full-time, full-year equivalents.

Salary Range

Rates of pay represent salary ranges established by the Department of Human Resources (CalHR), statute, the Regents of the University of California, the Trustees of the California State University, the Board of Directors of the Hastings College of the Law, or the Chairperson of the Judicial Council, among others.

The amounts shown are the minimum and maximum monthly or hourly rates, flat monthly or daily rates, or annual compensation. The minimum of the range serves as the normal entry rate for new appointees to any position in a job classification and represents the lowest rate to be paid to any employee who is considered qualified for appointment to or retention in a position. The maximum of the range represents the highest rate payable to an employee who occupies any position in the classification. These salary ranges are subject to the collective bargaining process for represented state employees.

In some classifications and positions with unusual conditions of work or where it is necessary to meet prevailing rates or practices, more than one salary range, or rate or method of compensation, have been established within a classification. These "alternate ranges" and "pay differentials" and the criteria for their application are established by CalHR and/or the State Personnel Board. For classifications that have alternate ranges, salaries in this supplement show the minimum step of the lowest range and the maximum step of the highest range. For classifications that have pay differentials, the amounts and criteria are described in the California Civil Service Pay Scales. A pay differential constitutes additional pay added on to the base pay or salary range of the classification. It is provided only to employees of the classification who meet the specified pay differential criteria.

Under the pay plan adopted by CalHR, a "salary range" is the minimum and maximum rate currently authorized for the class. A "step" for employees compensated on a monthly basis is a five-percent differential above or below a salary rate, rounded to the nearest dollar. For employees compensated on a daily or hourly basis, it is a five-percent differential above or below a rate rounded to the dollar and cents amount. "Rate" for employees compensated on a monthly basis is any one of the full dollar amounts found within the salary range, and for employees compensated on a daily or hourly basis, is any one of the dollar and cents amounts found within the salary range.

The following describes certain salary adjustments and authority for setting salary for state employees:

Merit Salary Adjustment

Government Code section 19832 provides that each civil service employee shall be eligible to receive a merit salary adjustment of five percent in the employee's salary range during each year in a position until reaching the maximum. However, this adjustment is contingent on the employing department certifying that the employee's job performance meets the level of quality and quantity expected by the department, considering the employee's experience in the position.

Merit salary adjustments for employees of the University of California and the California State University are determined in accordance with rules established by the regents and the trustees, respectively.

Special In-grade Salary Adjustment

Classifications meeting prescribed criteria are eligible for special in-grade salary adjustments; that is, from the first step to the second step of a salary range following completion of six months of qualifying service after appointment, or as otherwise provided by CalHR Rule 599.685.

Salary Range Adjustment

Salary range adjustments for rank and file employees are adopted by CalHR based on a Memorandum of Understanding for each of the 21 bargaining units and approval of funding by the Legislature. The Department of Finance certifies the availability of funds prior to CalHR entering into a Memorandum of Understanding.

In determining the appropriate salary level for excluded classifications, CalHR considers the prevailing rates for comparable service in other public employment and in private business, in addition to recruitment and retention needs.

The rates of pay of casually employed trades-workers in state service are established at the hourly wage prevailing in the locality in which the employee is to work. These employees receive all the collateral benefits of premium pay for night work, travel time, overtime pay, hospital, surgical, and medical insurance benefits prevailing in comparable employment within the locality.

Casually employed trades-workers working for the state do not receive the same benefits of vacation, sick leave, and retirement that permanent state employees receive. However, the state does pay into vacation and retirement funds where such benefits prevail in the locality of work.

Salary Setting Authority

Salaries fixed by statute are those established primarily in Government Code sections 11550, et seq., adjusted in accordance with the methodology prescribed in Government Code section 11569. Statutory salary provisions for judges, justices, and related classes are included in Government Code section 68203 and Labor Code section 112.

Proposition 112, which was approved by the voters in June 1990, established the California Citizens' Compensation Commission. The Commission has the responsibility to establish the annual salary, medical, dental, insurance, and similar benefits for the Governor, Lieutenant Governor, Attorney General, Secretary of State, Treasurer, Controller, Superintendent of Public Instruction, Insurance Commissioner, members of the Board of Equalization, and members of the Legislature.

Proposition 1F, approved by the voters in May 2009, prevents the Commission from increasing elected officials' salaries during budget deficit years.

ABBREVIATIONS USED IN SALARY SCHEDULES

<i>Word</i>	<i>Abbreviation</i>
academic	aad
academic year	acad yr
account(s)	acct(s)
accounting	acctg
administrative	adm
administration	admin
advisor	advr
affairs	affs
agricultural	agric
agriculture	agri
and	&
appointment	appt
apprentice	apprt
assessment	assess
assistant	asst
associate	assoc
attorney	atty
automotive	auto
bilingual—bicultural	bi/bi
biology	biol
board	bd
branch	br/brch
building	bidg
bureau	bur
business	bus
Dept of Transportation	Caltrans
captain	capt
career executive appointment	CEA
center	cntr/ctr
certification	cert
chemistry	chem
clerk	clk
compensation	comp
conservation	cons
construction	constrn
control	cntrl
coordinator	coord
corporate	corp
corrections	corrs
correctional	corr
county	co
criminal	crim
curriculum	curr/curric
data processing	DP
department	dept
departmental	deptl
deputy	dep
determination(s)	determ(s)
development	dev/develmt
developmental	develmtl
disability	dis
dispatch	disp
district	dist
division	div
drafting	drftg
duplicating	dup
economic	econ
education	ed/educ

<i>Word</i>	<i>Abbreviation</i>
electrical	elec
electronic data processing	EDP
employee and employer	emp/emp
employment	empt
engineer	engr
engineering	engrng
environment	envirn
environmental	envimtl
equal employment opportunity	EEO
equipment	equipt
evaluation	eval
examination	exam
executive	exec
federal	fed
federal fund	FF
field	fld
general	gen
government	gov
governmental	govtl
handicap	hdcp
health	hlth
high occupancy vehicle	HOV
highway	hwy
hospital	hosp
hydraulic	hyd
hydroelectric	hyd
identification	id
information	info
inheritance	inh
inspector	insp
institutional	instl
instruction	inst
instructional	instl
insurance	ins
intergovernmental	intergovtl
intermediate	inter
international	intntl
junior	jr
laboratory	lab
leadership	ldrshp
legislative	legis
level of care	LOC
licensing	lic
lieutenant	lieut
machine	mach
maintenance	maint
management	mgt/mgmt
manager	mgr
managerial	mgrl
mechanical	mech
medical	med
member	mbr
month	mo
mountain	mt
nonsupervisory	nonsuprvy
occupational	occ
office	ofc
officer	off/ofcr

<i>Word</i>	<i>Abbreviation</i>
operations	ops/oper(s)
operator	opr
organization	org
personnel	pers
pesticide	pest
physical	phys
planner	plnr
planning	plan
power	pwr
prevention	prev
principal	prin
processing	proc
production	prod
professional(s)	prof(s)
program(s)	pgrm/prog(s)
project	proj
property	prop
psychiatric	psych
public	pub
recreation	recr
record(s)	recd(s)
registration	regis
regulatory	reg
rehabilitation	rehab
reimbursement	reimb
representative	rep
reproduction	reprod
residential	res
retirement	ret
river	rvr
secretary	secty
section	sec/sect
senior	sr
sergeant	sgt
service(s)	svc(s)
social	soc
southern	so
specialist	spec
standards	stds
statistics	stat
stenographer	steno
subdivision	sub
superintendent	supt
supervising	supvng
supervisor	supvr
supervisory	supvry
system(s)	sys(s)
technical	tech
technician	techn
technology	tech
telecommunication	telecomm
television	TV
training	trng
transportation	transp
veterinary	vet
vice president	VP
vocational	voc