

SALARY RATES CHAPLAINS (INTERMITTENT)

Instructions for determining visit rates:

- Determine hourly equivalent (see Universal Salary Schedule) or divide by 173.33 (round up if third decimal place is 5 or greater).
- Multiply the appropriate hourly equivalent times the hours listed (round up if third decimal place is 5 or greater).

EXAMPLE:

Salary Range: \$5,282 - \$6,934 (employee is at the rate of \$5,282)

$\$5,282 \div 173.33 = 30.4736$, rounded to \$30.47

4 hours x \$30.47 = \$121.88

CAREER EXECUTIVE ASSIGNMENT (CEA) SALARY LEVELS

The CEA salary range is \$9,471 - \$19,557.

CEAs shall normally receive a salary rate within the approved CEA level as provided below:

Level A: \$9,471 - \$11,463

Level B: \$11,102 - \$13,226

Level C: \$12,329 - \$13,998

Restricted Zone: \$13,999 - \$19,557

The Civil Service Pay Scales designates a single salary range for all CEA levels, \$9,471 - \$19,557, to provide delegated departments discretion to establish salaries above the approved levels within a salary cap established by the California Department of Human Resources (CalHR).

Departments that have current CEA Delegation Agreements have authority to administer their CEA pay program within the salary cap established by CalHR in accordance with the CEA Delegation Program. Delegated departments must not exceed their salary cap at any time and are expected to exercise sound personnel and fiscal management practices for their CEA pay program.

Non-delegated departments are only authorized to provide a salary rate within the approved CEA level as listed above. Non-delegated departments may not authorize a salary rate higher than the maximum salary of the approved CEA level without prior approval from CalHR. CalHR retains authority for salary exceptions for non-delegated departments.

For non-delegated departments, after the initial appointment and the first twelve (12) months of service in a CEA position, a CEA may be granted a five (5) percent salary increase up to the maximum of the CEA level. The annual salary movement for CEAs at non-delegated departments shall not exceed a maximum of five (5) percent in any twelve (12) months up to the maximum of the CEA level (which is consistent with rank-and-file classifications having the ability to move via a Merit Salary Adjustment). All exceptions to exceed the five percent (5%) salary movement at non-delegated departments shall be submitted to CalHR for prior approval.

For all departments, in instances where a CEA reports to another CEA within the same level (e.g., a CEA B reporting to another CEA B), departments are expected to monitor the salary relationships and ensure that any and all compaction issues are avoided.

Additional information regarding CEA Levels can be found in the "CEA Level Guidelines Worksheet" on page six of the CEA Position Request (CalHR 881).

NOTE:

Effective July 31, 2013, the CEA levels were changed as follows. The salaries shown below are for historical purposes only and do not reflect current salaries.

Old Level and Salary Ranges <u>From</u>	New Level and Salary Ranges <u>To</u>
Level 1 \$6,173 - \$8,073 Level 2 \$7,815 - \$8,874	Level A \$6,173 - \$8,874
Level 3 \$8,594 - \$9,760 Level 4 \$9,018 - \$10,237	Level B \$8,594 - \$10,237
Level 5 \$9,544 - \$10,836	Level C \$9,544 - \$10,836

**PERSONNEL MANAGEMENT ANALYST BROADBAND (PMA)
PERSONNEL MANAGEMENT TECHNICIAN BROADBAND (PMT)**

Effective January 31, 1996

Each Broadband includes several levels of Pay which reflect different levels of competency (skill). The criteria (competencies) that are used in determining level assignment are described in the Broadband Specifications. Information regarding this Compensation Plan is contained in the November 1, 1995, Board Item which established the above Broadbands.

LEGISLATIVE DATA CENTER DEMONSTRATION PROJECT (LDC)

Effective March 1, 1998

Each of the classifications has allocation guides for the specific class and ranges within. The process to allocate a position from one range to another is located in State Personnel Board (SPB) calendar on November 4, 1997. Skill sets unique to each position are included in the individual position descriptions.

**CALIFORNIA DEPARTMENT OF CORRECTIONS AND REHABILITATION (CDCR)
EDUCATIONAL AND VOCATIONAL PROGRAMS' VARIABLE COMPENSATION**

**CDCR Education/Vocational Programs Unit 3 Consolidated Salary Schedules – CDCR
Adult and Juvenile Divisions, North & South** *(Click on the underlined link to view each salary
schedule)*

[Effective July 1, 2022 \(220 Day\) Academic Year Salary Schedule - North](#)
[Effective July 1, 2022 \(220 Day\) Academic Year Salary Schedule - South](#)

- Effective July 1, 2022, employees shall be compensated in accordance with the above July 1, 2022 salary schedule for their respective location. Employees shall work a 220-day academic calendar year (two 90-day semesters, one 30-day semester and one special summer semester with 10 staff development days).
- A daily rate is calculated as: the employee's monthly salary rate multiplied by 12 months = annual salary rate, divided by 220 work days. An hourly rate is calculated as: the employee's monthly salary rate divided by 146.67. (146.67 average hours per month is computed as: 220 days times 8 hours divided by 12 = 146.67.)

[Effective July 1, 2021 \(220 Day\) Academic Year Salary Schedule - North](#)
[Effective July 1, 2021 \(220 Day\) Academic Year Salary Schedule - South](#)

[Effective July 1, 2019 \(220 Day\) Academic Year Salary Schedule - North](#)
[Effective July 1, 2019 \(220 Day\) Academic Year Salary Schedule - South](#)

[Effective July 1, 2018 \(220 Day\) Academic Year Salary Schedule - North](#)
[Effective July 1, 2018 \(220 Day\) Academic Year Salary Schedule - South](#)

[Effective July 1, 2017 \(220 Day\) Academic Year Salary Schedule - North](#)
[Effective July 1, 2017 \(220 Day\) Academic Year Salary Schedule - South](#)

CDCR, DIVISION OF JUVENILE JUSTICE (DJJ)

Effective April 1 2006, an agreement between the State and SEIU changed the compensation plan for the following affected teachers and vocational instructors within the CDCR, DJJ.

Class
Code

Class Title

2284	Teacher (High School – Arts and Crafts) (Correctional Facility)
2287	Teacher (Elementary – Multiple Subjects) (Correctional Facility)
2288	Teacher (Emotionally/Learning Handicapped) (Correctional Facility)
2290	Teacher (High School – General Education) (Correctional Facility)
2295	Teacher (High School – Physical Education) (Correctional Facility)
2396	Vocational Instructor (Auto Body and Fender Repair) (Correctional Facility)
2398	Vocational Instructor (Auto Mechanics) (Correctional Facility)

SECTION 8:**VARIABLE COMPENSATION**

2417	Vocational Instructor (Carpentry) (Correctional Facility)
2422	Vocational Instructor (Culinary Arts) (Correctional Facility)
2423	Vocational Instructor (Dog Grooming and Handling) (Correctional Facility)
2428	Vocational Instructor (Electronics) (Correctional Facility)
2600	Vocational Instructor (Janitorial Service) (Correctional Facility)
2601	Vocational Instructor (Landscape Gardening) (Correctional Facility)
2614	Vocational Instructor (Machine Shop Practices) (Correctional Facility)
2615	Vocational Instructor (Masonry) (Correctional Facility)
2644	Vocational Instructor (Painting) (Correctional Facility)
2668	Vocational Instructor (Refrigeration and Air Conditioning Repair) (Correctional Facility)
2673	Vocational Instructor (Stockkeeping and Warehousing) (Correctional Facility)
2677	Vocational Instructor (Welding) (Correctional Facility)
2727	Language, Speech and Hearing Specialist
2734	Resource Specialist, Special Education
2849	Vocational Instructor (Office Services and Related Technologies) (Correctional Facility)
2854	Vocational Instructor (Building Maintenance) (Correctional Facility)
2855	Vocational Instructor (Computer and Related Technologies) (Correctional Facility)
3074	Teacher (High School-English/Language Arts) (Correctional Facility)
3075	Teacher (English Language Development) (Correctional Facility)
3077	Teacher (High School-Mathematics) (Correctional Facility)
3078	Teacher (High School-Science) (Correctional Facility)
3079	Teacher (High School-Social Science) (Correctional Facility)
3082	Substitute Academic Teacher (Correctional Facility)
9854	School Psychologist

CDCR DJJ SALARY SCHEDULES[DJJ-CEA Unit 3 Apr 1 - Aug 6 \(88 days\)](#)

- Effective April 1, 2006, employees shall be compensated in accordance with the above salary schedule for their respective high school. The employee's daily rate shall be calculated as follows:

Example: 88 days x daily rate ÷ 4 = employee compensation for this time period.

This 88-day salary schedule is a one-time schedule to cover the remainder of the 2004-05 academic year. The 88 days include the unassigned days in July and August.

- A DJJ Unit 3 eligible employee hired prior to April 1, 2006, shall be placed on the salary schedule first by education above the Bachelor's Degree or for career-technical teachers the equivalent of a Bachelor's Degree [High School Diploma plus seven (7) years of college work and in trade work experience] and second by years of full-time credentialed teaching experience.
- No teacher will be paid below his/her current daily rate salary. A current daily rate is calculated as: the employee's current monthly salary rate on March 31, 2006 multiplied by 4 months = annual salary rate, divided by 88 work days plus 5.4%.

- Eligible employees shall be permitted to submit official documents by December 31, 2006, to support advancement on the salary schedule. No documents shall be accepted after December 31, 2006. Credited time will result in retroactive payments to April 1, 2006.
- For new employees (appointed on or after April 1, 2006), outside qualifying experience in a full-time credentialed teaching position can be used to place the employee into the salary schedule up to a maximum of Step 10. Additional daily rate incentives may be paid above Step 10 for hard-to-fill classifications (hiring above minimum).
- Each step/range moving either down/across is a 3.5% increase. Steps are years of credentialed service and shall be documented as SAL transactions. The employee's merit salary adjustment (MSA) field shall reflect as None. Range increases are attained by completing additional credits as described on the salary schedule.
- All employees hired prior to April 1, 2006 who are/were initially placed into the salary schedule based upon salary will move in range upon completion of 12 credits. Current DJJ Unit 3 employees who were initially placed on the salary schedule based upon salary establishes the individual's qualifications for that range. For Vocational Instructors only, future advancement through the ranges shall be based upon earning 12 units for each future range advancement through Range E.

[2005-06 \(220 Day\) Academic Year Salary Schedule](#)

- Effective August 7, 2006, employees shall be compensated in accordance with the above 2005-06 salary schedule for their respective high school. Employees shall work a 220-day academic calendar year (two 90-day semesters, one 30-day semester and one special summer semester with 10 staff development days).
- No teacher will be paid below his/her current daily rate salary. A current daily rate is calculated as: the employee's current monthly salary rate on March 31, 2006 multiplied by 12 months = annual salary rate, divided by 220 work days plus 5.4%. An hourly rate is calculated as: the employee's monthly salary rate divided by 146.67. (146.67 average hours per month is computed as: 220 days times 8 hours divided by 12 = 146.67.)

[2006-07 \(220 Day\) Academic Year Salary Schedule](#)

- Effective August 7, 2006, employees shall be compensated in accordance with the above 2006-07 salary schedule for their respective high school. Employees shall work a 220-day academic calendar year (two 90-day semesters, one 30-day semester and one special summer semester with 10 staff development days).
- A daily rate is calculated as: the employee's monthly salary rate multiplied by 12 months = annual salary rate, divided by 220 work days. An hourly rate is calculated as: the employee's monthly salary rate divided by 146.67. (146.67 average hours per month is computed as: 220 days times 8 hours divided by 12 = 146.67.)

[2007-08 \(220 Day\) Academic Year Salary Schedule](#)

- Effective August 6, 2007, employees shall be compensated in accordance with the above 2007-08 salary schedule for their respective high school. Employees shall work a 220-day academic calendar year (two 90-day semesters, one 30-day semester and one special summer semester with 10 staff development days).
- A daily rate is calculated as: the employee's monthly salary rate multiplied by 12 months = annual salary rate, divided by 220 work days. An hourly rate is calculated as: the employee's monthly salary rate divided by 146.67. (146.67 average hours per month is computed as: 220 days times 8 hours divided by 12 = 146.67.)

Effective July 1, 2013 (220 Day) Academic Year Salary Schedule

- Effective July 1, 2013, employees shall be compensated in accordance with the above July 1, 2013 salary schedule for their respective high school. Employees shall work a 220-day academic calendar year (two 90-day semesters, one 30-day semester and one special summer semester with 10 staff development days).
- A daily rate is calculated as: the employee's monthly salary rate multiplied by 12 months = annual salary rate, divided by 220 work days. An hourly rate is calculated as: the employee's monthly salary rate divided by 146.67. (146.67 average hours per month is computed as: 220 days times 8 hours divided by 12 = 146.67.)

Effective July 1, 2014 (220 Day) Academic Year Salary Schedule

- Effective July 1, 2014, employees shall be compensated in accordance with the above July 1, 2014 salary schedule for their respective high school. Employees shall work a 220-day academic calendar year (two 90-day semesters, one 30-day semester and one special summer semester with 10 staff development days).
- A daily rate is calculated as: the employee's monthly salary rate multiplied by 12 months = annual salary rate, divided by 220 work days. An hourly rate is calculated as: the employee's monthly salary rate divided by 146.67. (146.67 average hours per month is computed as: 220 days times 8 hours divided by 12 = 146.67.)

Effective July 1, 2015 (220 Day) Academic Year Salary Schedule

- Effective July 1, 2015, employees shall be compensated in accordance with the above July 1, 2015 salary schedule for their respective high school. Employees shall work a 220-day academic calendar year (two 90-day semesters, one 30-day semester and one special summer semester with 10 staff development days).
- A daily rate is calculated as: the employee's monthly salary rate multiplied by 12 months = annual salary rate, divided by 220 work days. An hourly rate is calculated as: the employee's monthly salary rate divided by 146.67. (146.67 average hours per month is computed as: 220 days times 8 hours divided by 12 = 146.67.)

CDCR, OFFICE OF CORRECTIONAL EDUCATION

Effective August 1, 2007, an agreement between the State and SEIU changed the compensation plan for the following affected classifications within the CDCR, Office of Correctional Education.

Class**Code Class Title**

2287	Teacher (Elementary-Multiple Subjects) (Correctional Facility)
2288	Teacher (Emotionally/Learning Handicapped) (Correctional Facility)
2290	Teacher (High School-General Education) (Correctional Facility)
2295	Teacher (High School-Physical Education) (Correctional Facility)
2396	Vocational Instructor (Auto Body and Fender Repair) (Correctional Facility)
2398	Vocational Instructor (Auto Mechanics) (Correctional Facility)
2417	Vocational Instructor (Carpentry) (Correctional Facility)
2420	Vocational Instructor (Cosmetology) (Correctional Facility)
2426	Vocational Instructor (Electrical Work) (Correctional Facility)
2428	Vocational Instructor (Electronics) (Correctional Facility)
2600	Vocational Instructor (Janitorial Service) (Correctional Facility)
2601	Vocational Instructor (Landscape Gardening) (Correctional Facility)
2614	Vocational Instructor (Machine Shop Practices) (Correctional Facility)
2615	Vocational Instructor (Masonry) (Correctional Facility)
2644	Vocational Instructor (Painting) (Correctional Facility)
2661	Vocational Instructor (Plumbing) (Correctional Facility)
2668	Vocational Instructor (Refrigeration and Air Conditioning Repair) (Correctional Facility)
2670	Vocational Instructor (Sheet Metal Work) (Correctional Facility)
2677	Vocational Instructor (Welding) (Correctional Facility)
2849	Vocational Instructor (Office Services and Related Technologies) (Correctional Facility)
2850	Vocational Instructor (Roofer) (Correctional Facility)
2851	Vocational Instructor (Small Engine Repair) (Correctional Facility)
2854	Vocational Instructor (Building Maintenance) (Correctional Facility)
2855	Vocational Instructor (Computer and Related Technologies) (Correctional Facility)
3082	Substitute Academic Teacher (Correctional Facility)

CDCR OFFICE OF CORRECTIONAL EDUCATION SALARY SCHEDULES[2007-2008 \(220 Day\) Academic Year Salary Schedule - Adult](#)

- Effective August 1, 2007, employees shall be compensated in accordance with the above 2007-08 salary schedule for their respective location. Employees shall work a 220-day academic calendar year (two 90-day semesters, one 30-day semester and one special summer semester with 10 staff development days).
- A daily rate is calculated as: the employee's monthly salary rate multiplied by 12 months = annual salary rate, divided by 220 work days. An hourly rate is calculated as: the employee's monthly salary rate divided by 146.67. (146.67 average hours per month is computed as: 220 days times 8 hours divided by 12 = 146.67.)
- For the employee's **Initial Salary Placement** the calculation is as follows:
 - Current monthly salary (x) 12 (=) current annual salary.

Only eligible employees who have received at least one Recruitment and Retention payment shall qualify for the following:

 - Employees who have less than a qualifying period for the full Recruitment and Retention Pay Differential 132 or 135 shall receive a pro-rated amount which shall be applied to the current annual salary of their initial salary placement factor.
 - Employees who have a full qualifying period effective 07/31/07 shall have the full Recruitment and Retention Pay Differential 132 or 135 applied to the current annual salary of their initial salary placement factor.
 - Current annual salary (divided by) 220 (x) 1.054 (=) daily rate.
 - Daily rate (x) 220 (divided by) 12 (=) monthly rate.
 - If the daily rate using the calculation above does not match the daily rate on the salary schedule, the employee will be paid the next highest daily rate.
 - Employees are no longer eligible for Pay Differentials 132 or 135.

Effective July 1, 2013 (220 Day) Academic Year Salary Schedule - Adult

- Effective July 1, 2013, employees shall be compensated in accordance with the above July 1, 2013 salary schedule for their respective location. Employees shall work a 220-day academic calendar year (two 90-day semesters, one 30-day semester and one special summer semester with 10 staff development days).
- A daily rate is calculated as: the employee's monthly salary rate multiplied by 12 months = annual salary rate, divided by 220 work days. An hourly rate is calculated as: the employee's monthly salary rate divided by 146.67. (146.67 average hours per month is computed as: 220 days times 8 hours divided by 12 = 146.67.)

Effective July 1, 2014 (220 Day) Academic Year Salary Schedule – Adult

- Effective July 1, 2014, employees shall be compensated in accordance with the above July 1, 2014 salary schedule for their respective location. Employees shall work a 220-day academic calendar year (two 90-day semesters, one 30-day semester and one special summer semester with 10 staff development days).
- A daily rate is calculated as: the employee's monthly salary rate multiplied by 12 months = annual salary rate, divided by 220 work days. An hourly rate is calculated as: the employee's monthly salary rate divided by 146.67. (146.67 average hours per month is computed as: 220 days times 8 hours divided by 12 = 146.67.)

Effective July 1, 2015 (220 Day) Academic Year Salary Schedule – Adult

- Effective July 1, 2015, employees shall be compensated in accordance with the above July 1, 2015 salary schedule for their respective location. Employees shall work a 220-day academic calendar year (two 90-day semesters, one 30-day semester and one special summer semester with 10 staff development days).
- A daily rate is calculated as: the employee's monthly salary rate multiplied by 12 months = annual salary rate, divided by 220 work days. An hourly rate is calculated as: the employee's monthly salary rate divided by 146.67. (146.67 average hours per month is computed as: 220 days times 8 hours divided by 12 = 146.67.)

ALTERNATE RANGE CRITERIA 11 AND 47**DEPARTMENT OF CORRECTIONS AND REHABILITATION, EDUCATIONAL AND VOCATIONAL PROGRAMS SALARY SCHEDULE****Range 7**

This range shall apply to incumbents employed as Teachers, Vocational Instructors, Specialists, School Psychologists, or credentialed/in good standing Reentry Program Instructors at the California Department of Corrections and Rehabilitation only. Employees shall be compensated in accordance with the academic calendar schedule established by California Department of Corrections and Rehabilitation Education and Vocational Programs. See Section 8 Variable Compensation for the established rates for the respective location the incumbent is employed.

All employees hired in the DJJ Program prior to April 1, 2006 will be initially placed into the salary schedule, based upon current salary and qualifications, and will move in range upon completion of 12 credits/units. Future advancement through the ranges on the salary schedule shall be based upon earning 12 units for each future range advancement, through Range E.

Employees shall be placed on the salary schedule first, by education above the Bachelors Degree, or for career-technical teachers, the equivalent of a Bachelors Degree (High School Diploma plus seven (7) years of college work and in trade work experience) and second, by years of full-time credentialed teaching experience.

For new employees hired in the California Department of Corrections and Rehabilitation Educational and Vocational Programs, outside qualifying experience in a full-time credentialed teaching position can be used to place the employee into the salary schedule up to a maximum of Step 10.

Acceptable credits will be limited to new semester (or equivalent quarter) credits earned in an accredited college or university, including credits for continuing education courses, if taken from an accredited college or university. In addition, vocational education teachers shall receive one (1) unit of semester credit for each forty-five (45) hours worked in industry in a position directly related to the teacher's vocational education instructional area. College credits, continuing education credits and any work credits from industry for vocational education teachers will be directly related to the employee's position and not be a repetition of previously acquired credits or work experience.

Continuing education units required for current professional license/certification and/or continuing education units or work experience directly related to course curriculum and/or professional development, that are offered by approved providers may be accepted for salary advancement with prior approval from an immediate supervisor.

For the purpose of salary advancement, employees may also receive both professional growth and salary advancement as long as there has been prior approval for such an action from an immediate supervisor or program director as follows:

- Credits used for salary advancement shall be directly related to the field of instruction of the teacher or specialist seeking credit.
- In lieu credit may be granted for engaging in projects and/or California Department of Corrections and Rehabilitation Educational and Vocational Programs approved workshops regarding the improvement of instruction and curriculum within the teacher's school or community at the rate of fifteen (15) hours equal one credit.
- No more than three (3) credits will be granted in one academic calendar year.

SALARY ADVANCEMENT WITHIN THE SALARY SCHEDULE

- Acceptable credits will be limited to new semester credits earned in an accredited college or university, including credits for continuing education courses. In addition, vocational education teachers will receive one unit of semester credit for each 45 hours worked in a position in industry directly related to their instructional area.

- Employees may receive both professional growth and salary advancement with prior approval of an immediate supervisor or program director. To qualify for salary advancement, credits must be relevant to the teacher's or specialist's field of instruction. In-lieu credit may be granted for engaging in projects and/or DJJ approved workshops in the teacher's school or community at the rate of 15 hours per credit; no more than three credits will be granted per academic year.

LUMP SUM

- Lump sum is paid at the actual daily rate earned at the time of separation. Only necessity days will be projected. The period of projection will need to take an employee through the next academic year or no additional accrual is earned.

RED CIRCLE RATES

A red circle rate is a rate of pay authorized for an individual above the maximum base pay for his or her class. The rates are provided to: 1) mitigate the hardship when an employee's pay is to be lowered through no fault of the employee, or 2) employees whose position is transferred into State civil service from another public jurisdiction (at a higher pay rate) may receive a red circle rate until the state maximum pay rate of the class equals or exceeds the red circle rate. The intent is to prevent employees from being disadvantaged under certain circumstances; however, red circle rates are not automatic and they are not a right.

The amount of pay the employee receives above the maximum of the class is referred to as a "plus" adjustment. As general salary increases occur, and the maximum of the class moves upward toward the red circle rate, the "plus salary" adjustment is reduced.

Red circle rates are subject to retirement contributions until terminated.

AUTHORITY

- Government Code section 19837
- California Code of Regulations 599.679
- California Code of Regulations 275

SALARY RATES

The classes and red circle rates listed below apply to employees that met the criteria under California Code of Regulation 275.

<u>Class Code</u>	<u>Class Title</u>	<u>Base Pay (Minimum/Maximum)</u>	<u>Red Circle Rates (Minimum/Maximum)</u>	<u>CBID</u>
1139	Office Technician (Typing)	\$3,369 - \$4,217	\$0 - \$261	R04
6834	Heavy Equipment Mechanic	\$5,236 - \$6,623	\$0 - \$354	R12
9723	Battalion Chief	\$5,381 - \$6,983	\$0 - \$841	R08