

ALTERNATE RANGE CRITERIA 437

Established 09/01/06 - PL 06-46

Revised 09/01/06 - PL 06-46B, PL 06-46C, PL 07-21

Revised 10/01/07 - PL 07-40

Revised 01/01/08 - PL 08-33

Range A. This range shall apply to employees that are not at Department of Corrections and Rehabilitation Adult and Juvenile Institutions and Departments of Mental Health, Developmental Services, and Veterans Affairs.

Range J. This range shall apply to positions at the Department of Corrections and Rehabilitation within Correctional Health Care Services Division and Adult Institutions except for positions at the following locations: San Quentin State Prison, Correctional Training Facility, and Salinas Valley State Prison.

Range K. This range shall apply to positions at the Department of Corrections and Rehabilitation within Correctional Health Care Services Division and Adult Institutions at the following (Bay Area only) locations: San Quentin State Prison, Correctional Training Facility, and Salinas Valley State Prison.

Range P. This range shall apply to all positions at the Department of Corrections and Rehabilitation within Correctional Health Care Services Division and Adult Institutions where there is no salary distinction between the Bay Area and other locations.

Range Q. This range shall apply to the class of Certified Nursing Assistant, Correctional Facility, at the Department of Corrections and Rehabilitation within Correctional Health Care Services Division and Adult Institutions where there is no salary distinction between the Bay Area and other locations.

Range R. This range shall apply to the Department of Corrections and Rehabilitation, Division of Juvenile Justice.

Range S. This range shall apply to employees within the Departments of Mental Health, Developmental Services, and Veterans Affairs that have staged PERS.

Range T. This range shall apply to employees within the Departments of Mental Health, Developmental Services, and Veterans Affairs that either:

Do not have staged PERS;

Have completed their staged PERS requirement; or

Do have staged PERS; however, a separate range for staging was not added to the classification because the minimum rate did not have to be lowered to accomplish the staging. Example: Class Code 8213 is a staged PERS class and only one new range is added to the classification.

Range U. This range shall apply to employees within the Department of Mental Health, Salinas Valley.



Effective 10/01/07, employees hired new to State service are to be appointed to the entrance rate of the status range then moved to the entrance rate of the appropriate California Department of Corrections and Rehabilitation range the same day.

Salary movement to Range J, K, P, or Q as of 09/01/06 up to the issue date of Pay Letter 06-46 (November 16, 2006) shall be made by the directive of the Federal Court Receiver. The Department of Personnel Administration is approving these salaries based on the provisions provided by the Federal Court Order re: Receiver's Motion for a Waiver of State law, file date October 17, 2006. The Department of Corrections and Rehabilitation, Correctional Health Care Services Division and Adult Institutions has delegation to make appointments to these ranges based on the above provisions as directed by the Federal Court Receiver.

Salary movement to Range R as of 09/01/06 up to the issue date of Pay Letter 06-46B (December 15, 2006) shall be made in accordance with the Farrell v. Allen consent decree (Case No. R03079344) and court "Order Directing DJJ to implement the Health Care Services Remedial Plan" filed on June 7, 2006. The Department of Corrections and Rehabilitation, Division of Juvenile Justice has delegation to make appointments to this range based on the above provision.

Prior to movement to another class in State service an employee receiving compensation under Alternate Range J, K, P, Q or R shall first be returned to the appropriate salary range received prior to movement to Alternate Range J, K, P, Q, or R and shall have their salary adjusted by any merit salary adjustments the employee would have been eligible to receive. Movement between Alternate Range J, K, P, Q, or R shall be based on DPA Rule 599.681 unless otherwise provided by the Federal Court Receiver.

Salary movement from a class not covered by Alternate Range 437 to a class receiving Alternate Range Criteria 437 other than pursuant to Pay Letter 06-46 or 06-46B shall first be made to the status range of either Range A, B, C, or D (depending on the classification) and movement to Alternate Range J, K, P, Q, or R shall be based on the salary movement provisions outlined in Pay Letter 06-46 or 06-46B for the classification with exception to the employee's salary anniversary date. The employee's salary anniversary date shall be based on the percent increase provided and in accordance with DPA Rule 599.683.

**EXAMPLE:**

An employee is at the maximum salary of Pharmacy Technician, Departments of Mental Health and Developmental Services (Class Code 7658) and transfers to Pharmacy Technician (Class Code 7979) at the Department of Corrections and Rehabilitation, Avenal State Prison, effective 12/01/06. The employee is eligible for Alternate Range P.

FROM CLASS:

Class  
Code

Class Title

Salary Range

7658

Pharmacy Technician, Departments of Mental Health and  
Developmental Services  
\$2,551 - 3,103

TO CLASS:

Class  
Code

Class Title

Salary Range

7979

Pharmacy Technician  
Rg A \$2,551 - 3,103  
Rg P \$2,894 - 3,519  
Rg R \$2,894 - 3,519

The employee would first be appointed to the maximum of status Range A at \$3103. The employee would then move by alternate range movement (335 transaction) to Range P and apply the salary movement outlined in Pay Letter 06-46 with exception to the employee's salary anniversary date.

$\$3103 + \$200 \times 3.8 \text{ percent } (1.038) = \$3429$  upon movement to Range P with a salary anniversary date of 10/01/07.

Salary movement for employees currently receiving compensation under Alternate Range J, K, P, Q, or R that are appointed to another class under Alternate Range 437 shall be made in accordance with the appropriate salary rule. The salary rule determination is based on the movement between the status ranges of the "FROM" and "TO" classes. Once the salary rule has been determined, apply the salary rule to the employee's current salary in Range J, K, P, Q or R then calculate their new salary rate for the "TO" class.

EXAMPLE:

The employee is in Range J of Supervising Registered Nurse II, CF at the salary rate of \$7571 with the Department of Corrections and Rehabilitation, Corcoran and is being promoted to Supervising Registered Nurse III, CF.

FROM CLASS:

Class

Code

Class Title

Salary Range

9318

Supervising Registered Nurse II,

Correctional Facility

Rg A \$5,139 - 6,653

Rg J \$7,571 - 9,203

Rg K \$8,345 - 10,143

Rg R \$7,571 - 9,203

TO CLASS:

Class

Code

Class Title

Salary Range

9319

Supervising Registered Nurse III,

Correctional Facility

Rg A \$5,471 - 7,099

Rg J \$7,905 - 9,609

Rg K \$8,715 - 10,593

Rg R \$7,905 - 9,609

Range A is the status range to determine the salary rule for movement.

$\$7099 - \$6653 = \$446$   $\div \frac{1}{2} \$6653 = 6.7\%$

The employee would move under the provisions of DPA Rule 599.674 and receive a 5% increase.

$\$7571 \times 1.05 = \$7950$

The employee would receive a salary of \$7950 upon movement to Range J of the Supervising Registered Nurse III, Correctional Facility.

DEPARTMENTS OF MENTAL HEALTH, DEVELOPMENTAL SERVICES, AND  
VETERANS AFFAIRS

Employees in the class up to the issue date of Pay Letter 08-33 shall move to Range S, T, or U based on Pay Letter 08-33.

After the issue date of Pay Letter 08-33 employees new to State civil service appointed to classifications covered by Alternate Range Criteria 437 for the Departments of Mental Health, Developmental Services, and Veterans Affairs shall be appointed to the minimum of Range T or U. New hires will not be staged.

Prior to movement to another class in State service not covered by Alternate Range Criteria 437, an employee receiving compensation under Range S, T, or U shall have their salary movement based on the appropriate salary range received prior to movement to Range S, T, or U and shall have their salary adjusted by any merit salary adjustments the employee would have been eligible to receive.

Salary movement from a class not covered by Alternate Range Criteria 437 to a class receiving Alternate Range Criteria 437 shall first be made to the status range and movement to non-status ranges shall be based on DPA Rules 599.673, 599.674, 599.675, or 599.676. Examples can be found under CDCR on pages 3 through 4 of this Alternate Range Criteria 437.

Employees covered by Alternate Range Criteria 437 moving to another class covered by Alternate Range Criteria 437 shall be made pursuant to the appropriate salary rules. Salary comparison to another classification is based on SPB Rule 431 and once the salary relationship is determined, the employee shall move from their current rate based on DPA Rules 599.673, 599.674, 599.675, or 599.676.

Movement between Ranges S, T, and U shall be based on DPA Rule 599.681.