

PAY LETTER: 23-15
ISSUE DATE: May 22, 2023

**CALIFORNIA DEPARTMENT OF HUMAN RESOURCES
SECTION II SUMMARY OF REVISIONS TO THE
CALIFORNIA STATE CLASSIFICATION AND COMPENSATION PLAN**

**PARTS A THROUGH D WERE APPROVED DURING THE STATE PERSONNEL BOARD MEETING
HELD ON JANUARY 12, 2023.
(Effective January 12, 2023, unless otherwise specified)**

PART A

GENERAL CLASSIFICATION AND COMPENSATION ACTIONS

ACTIONS: ABOL: The following classifications will be abolished effective June 1, 2023.

Classification Title	Class Code	Schematic Code
Assistant General Counsel I, Agricultural Labor Relations Board	4051	OE20
Deputy Attorney, Caltrans	5779	OO47
Deputy Legislative Counsel	5753	OF45
Fair Employment and Housing Counsel	6110	OI65
Industrial Relations Counsel I	5978	OI30
Industrial Relations Counsel II	5977	OI20
Labor Relations Counsel I	6092	OH70
Labor Relations Counsel II	6093	OH75
Legal Counsel	5798	OA70
Public Utilities Counsel I, Public Utilities Commission	5816	OJ40
Public Utilities Counsel II, Public Utilities Commission	5813	OJ30
Real Estate Counsel I	5539	OA93
Real Estate Counsel II	5538	OA92
Tax Counsel	6728	OA75
Deputy Attorney III, Caltrans	5789	OO40
Deputy Legislative Counsel III	5751	OF30
Industrial Relations Counsel III (Specialist)	6180	OI15
Labor Relations Counsel III	6094	OH80
Public Utilities Counsel III, Public Utilities Commission	5812	OJ20

Classification Title	Class Code	Schematic Code
Real Estate Counsel III (Specialist)	5537	OA91
Senior Board Counsel, Agricultural Labor Relations Board	6274	OA96
Senior Fair Employment and Housing Counsel (Specialist)	6115	OI55
Tax Counsel III (Specialist)	6733	OA76
Deputy Attorney IV, Caltrans	5788	OO35
Deputy Legislative Counsel IV	5750	OF27
Industrial Relations Counsel IV	5981	OI10
Labor Relations Counsel IV	6147	OH85
Public Utilities Counsel IV, Public Utilities Commission	5699	OJ50
Tax Counsel IV	6722	OA78
Assistant Chief Public Utilities Counsel	5810	OJ10
Principal Deputy Legislative Counsel II	5748	OF20
Assistant Chief, Legal Division, Department of Transportation	5786	OO30
Senior Deputy State Public Defender	5772	OD10
Supervising Deputy State Public Defender	5743	OD15
Deputy State Public Defender	5763	OD50

CHG/SPEC: The following classifications were revised effective June 1, 2023.

Classification Title		Classification Code	Schematic Code	Salary	Footnotes
From:	Attorney	5778	OA72	Range A: \$7,153 - \$7,440 Range B: \$7,162 - \$8,175 Range C: \$7,506 - \$9,439 Range D: \$8,448 - \$10,836 Range L: \$7,153 - \$7,440 Range M: \$7,162 - \$8,175 Range N: \$7,506 - \$9,439 Range O: \$8,448 - \$10,836	01, 19, 21
To:	Attorney	5778	OA72	Range A: \$7,512 - \$9,447 Range B: \$8,454 - \$10,848 Range L: \$7,512 - \$9,447 Range M: \$8,454 - \$10,848	01, 19, 21

Classification Title		Classification Code	Schematic Code	Salary	Footnotes
From:	Attorney III	5795	OA82	Range A: \$10,225 - \$13,118 Range L: \$10,225 - \$13,118	01, 19, 29
To:	Attorney III			Range A: \$10,229 - \$13,132 Range L: \$10,229 - \$13,132	01, 19, 29

Classification Title		Classification Code	Schematic Code	Salary	MCR
From:	Attorney IV	5780	OA80	Range A: \$11,296 - \$14,503 Range L: \$11,296 - \$14,503	0
To:	Attorney IV			Range A: \$11,305 - \$14,519 Range L: \$11,305 - \$14,519	1

Classification Title		Classification Code	Schematic Code	Footnotes
From:	Supervising Attorney	5815	OA84	01, 19
To:				01, 19, 24 (add)

Classification Title		Classification Code	Schematic Code	Salary	Footnotes
From:	Deputy Attorney General	5730	OC65	Range A: \$7,153 - \$7,440 Range B: \$7,162 - \$8,175 Range C: \$7,506 - \$9,439 Range D: \$8,448 - \$10,836	01, 19, 21
To:				Range A: \$7,512 - \$9,447 Range B: \$8,454 - \$10,848	01, 19, 21

CHG/RET: The following classifications were revised effective June 1, 2023.

Classification Title		Classification Code	Schematic Code	Salary	Footnotes	CBID
From:	Principal Deputy Legislative Counsel I	5749	OF25	\$11,867 - \$15,244	19	E98
To:	Attorney Supervisor			Range A: \$11,867 - \$15,244 Range L: \$11,867 - \$15,244	19 01(add) ARC 285(add)	S02

Classification Title		Classification Code	Schematic Code	Salary
From:	Assistant Chief Counsel	5871	OB10	\$13,670 - \$15,990
To:	Attorney, Assistant Chief Counsel			\$13,680 - \$16,003

Classification Title		Classification Code	Schematic Code	Salary
From:	Fair Political Practices Commission Counsel	6185	ON60	Range A: \$7,153 - \$7,440 Range B: \$7,162 - \$8,175 Range C: \$7,506 - \$9,439 Range D: \$8,448 - \$10,836 Range E: \$9,073 - \$11,633
To:	Attorney, Fair Political Practices Commission			Range A: \$7,512 - \$9,447 Range B: \$8,454 - \$10,848 Range C: \$9,073 - \$11,633

Classification Title		Classification Code	Schematic Code	Salary
From:	Fair Political Practices Commission Counsel-Enforcement	6186	ON65	Range A: \$7,153 - \$7,440 Range B: \$7,162 - \$8,175 Range C: \$7,506 - \$9,439 Range D: \$8,448 - \$10,836 Range E: \$9,073 - \$11,633
To:	Attorney, Fair Political Practices Commission-Enforcement			Range A: \$7,512 - \$9,447 Range B: \$8,454 - \$10,848 Range C: \$9,073 - \$11,633

RET: The following classifications were revised effective June 1, 2023.

Classification Title		Classification Code	Schematic Code
From:	Senior Commission Counsel (Specialist), Fair Political Practices Commission	6204	OA97
To:	Attorney III, Fair Political Practices Commission		

Classification Title		Classification Code	Schematic Code
From:	Supervising Deputy Attorney General	5703	OC45
To:	Deputy Attorney General Supervisor		

CHG: The following classifications were revised effective June 1, 2023.

Classification Title	Class Code	Schematic Code	Footnote
Tax Counsel III (Supervisor)	6734	OA77	01, 19, 24 (add)
Chief Counsel I, C.E.A.	5872	OB20	01, 24 (add)

SPEC: The following classifications were revised effective June 1, 2023.

Classification Title	Class Code	Schematic Code
Graduate Legal Assistant	5797	OA60
Attorney V	5781	OA81
Deputy Attorney General V	5701	OC51

PART B

RESOLUTION, SALARY MOVEMENT INSTRUCTIONS, AND ALTERNATE RANGE CRITERIA

Copies of resolutions and alternate range criteria adopted by the State Personnel Board, and salary movement instructions when status resolutions are adopted.

ACTIONS: Incumbent salary movement as approved by the California Department of Human Resources resulting from classification actions taken by the State Personnel Board on January 12, 2023. Incumbent movement into the appropriate class shall be effective June 1, 2023.

DOCUMENTATION: Departments should process A20 transactions to effect the reallocation of permanent appointments effective June 1, 2023.

Departments should process A02 transactions for the following nonpermanent employees, including:

- TAU
- Limited Term
- Retired Annuitants
- Emergency

Incumbents in the old class shall receive the differential for placement into the new class effective June 1, 2023.

Existing Class Code	Column I (Existing Class)	Column II (Existing Class Range)	Column III (New Class Code)	Column IV (New Class)	Column V (Proposed Class Range)	Salary Rule	Salary Difference
5778	Attorney	A/L	5778	Attorney	A/L	599.676*	
5778	Attorney	B/M	5778	Attorney	A/L	599.676*	
5778	Attorney	C/N	5778	Attorney	A/L	599.676*	0.11%
5778	Attorney	D/O	5778	Attorney	B/M	599.676*	0.11%
5730	Deputy Attorney General	A	5730	Deputy Attorney General	A	599.676*	
5730	Deputy Attorney General	B	5730	Deputy Attorney General	A	599.676*	
5730	Deputy Attorney General	C	5730	Deputy Attorney General	A		0.11%
5730	Deputy Attorney General	D	5730	Deputy Attorney General	B		0.11%

Existing Class Code	Column I (Existing Class)	Column II (Existing Class Range)	Column III (New Class Code)	Column IV (New Class)	Column V (Proposed Class Range)	Salary Rule	Salary Difference
6185	Fair Political Practices Commission Counsel	A	6185	Fair Political Practices Commission Counsel	A	599.676*	
6185	Fair Political Practices Commission Counsel	B	6185	Fair Political Practices Commission Counsel	A	599.676*	
6185	Fair Political Practices Commission Counsel	C	6185	Fair Political Practices Commission Counsel	A		0.11%
6185	Fair Political Practices Commission Counsel	D	6185	Fair Political Practices Commission Counsel	B		0.11%
6185	Fair Political Practices Commission Counsel	E	6185	Fair Political Practices Commission Counsel	C		N/A
6186	Fair Political Practices Commission Counsel - Enforcement	A	6186	Fair Political Practices Commission Counsel - Enforcement	A	599.676*	
6186	Fair Political Practices Commission Counsel - Enforcement	B	6186	Fair Political Practices Commission Counsel - Enforcement	A	599.676*	
6186	Fair Political Practices Commission Counsel - Enforcement	C	6186	Fair Political Practices Commission Counsel - Enforcement	A		0.11%
6186	Fair Political Practices Commission Counsel - Enforcement	D	6186	Fair Political Practices Commission Counsel - Enforcement	B		0.11%
6186	Fair Political Practices Commission Counsel – Enforcement	E	6186	Fair Political Practices Commission Counsel - Enforcement	C		N/A

Existing Class Code	Column I (Existing Class)	Column II (Existing Class Range)	Column III (New Class Code)	Column IV (New Class)	Column V (Proposed Class Range)	Salary Rule	Salary Difference
5779	Deputy Attorney Caltrans	A	5778	Attorney	A	599.676*	
5779	Deputy Attorney Caltrans	B	5778	Attorney	A	599.676*	
5779	Deputy Attorney Caltrans	C	5778	Attorney	A		N/A
5779	Deputy Attorney Caltrans	D	5778	Attorney	B		N/A
5753	Deputy Legislative Counsel	A	5778	Attorney	A	599.676*	
5753	Deputy Legislative Counsel	B	5778	Attorney	A	599.676*	
5753	Deputy Legislative Counsel	C	5778	Attorney	A		N/A
5753	Deputy Legislative Counsel	D	5778	Attorney	B		N/A
4051	Assistant General Counsel I, Agricultural Labor Relations Board		5778	Attorney	A		N/A
6110	Fair Employment Housing Counsel	A	5778	Attorney	A	599.676*	
6110	Fair Employment Housing Counsel	B	5778	Attorney	A	599.676*	
6110	Fair Employment Housing Counsel	C	5778	Attorney	A		N/A

Existing Class Code	Column I (Existing Class)	Column II (Existing Class Range)	Column III (New Class Code)	Column IV (New Class)	Column V (Proposed Class Range)	Salary Rule	Salary Difference
6110	Fair Employment Housing Counsel	D	5778	Attorney	B		N/A
5798	Legal Counsel	A	5778	Attorney	A	599.676*	
5798	Legal Counsel	B	5778	Attorney	A	599.676*	
5539	Real Estate Counsel I	A	5778	Attorney	A	599.676*	
5539	Real Estate Counsel I	B	5778	Attorney	A	599.676*	
5539	Real Estate Counsel I	C	5778	Attorney	A		N/A
6728	Tax Counsel	A	5778	Attorney	A	599.676*	
6728	Tax Counsel	B	5778	Attorney	A	599.676*	
6728	Tax Counsel	C	5778	Attorney	A		N/A
6728	Tax Counsel	D	5778	Attorney	B		N/A
5978	Industrial Relations Counsel I		5778	Attorney	A		N/A
6092	Labor Relations Counsel I		5778	Attorney	A		N/A
5816	Public Utilities Counsel I, Public Utilities Commission		5778	Attorney	A		N/A
5977	Industrial Relations Counsel II		5778	Attorney	B		N/A
6093	Labor Relations Counsel II		5778	Attorney	B		N/A
5813	Public Utilities Counsel II, PUC		5778	Attorney	B		N/A
5538	Real Estate Counsel II		5778	Attorney	B		N/A

Existing Class Code	Column I (Existing Class)	Column II (Existing Class Range)	Column III (New Class Code)	Column IV (New Class)	Column V (Proposed Class Range)	Salary Rule	Salary Difference
5789	Deputy Attorney III, Caltrans		5795	Attorney III	A	599.688	0.11%
5751	Deputy Legislative Counsel III		5795	Attorney III	A	599.688	N/A
6180	Industrial Relations Counsel III (Specialist)		5795	Attorney III	A	599.688*	0.11%
6094	Labor Relations Counsel III		5795	Attorney III	A	599.688	N/A
5812	Public Utilities Counsel III, Public Utilities Commission		5795	Attorney III	A	599.688	0.11%
5537	Real Estate Counsel III (Specialist)		5795	Attorney III	A	599.688	0.11%
6274	Senior Board Counsel, Agricultural Labor Relations Board		5795	Attorney III	A	599.688	0.11%
6115	Senior Fair Employment and Housing Counsel (Specialist)		5795	Attorney III	A	599.688	0.11%
6733	Tax Counsel III (Specialist)	A	5795	Attorney III	A	599.688	0.11%
5763	Deputy State Public Defender	A	5795	Attorney III	A	599.676*	
5763	Deputy State Public Defender	B	5795	Attorney III	A	599.676*	

Existing Class Code	Column I (Existing Class)	Column II (Existing Class Range)	Column III (New Class Code)	Column IV (New Class)	Column V (Proposed Class Range)	Salary Rule	Salary Difference
5763	Deputy State Public Defender	C	5795	Attorney III	A	599.688	0.11%
5788	Deputy Attorney IV, Caltrans		5780	Attorney IV	A	599.688	0.11%
5750	Deputy Legislative Counsel IV		5780	Attorney IV	A	599.688	N/A
5981	Industrial Relations Counsel IV		5780	Attorney IV	A	599.688	0.11%
6147	Labor Relations Counsel IV		5780	Attorney IV	A	599.688	N/A
5699	Public Utilities Counsel IV, Public Utilities Commission		5780	Attorney IV	A	599.688	0.11%
6722	Tax Counsel IV	A	5780	Attorney IV	A	599.688	0.11%
5772	Senior Deputy State Public Defender	A	5780	Attorney IV	A	599.688	0.11%
5772	Senior Deputy State Public Defender	S	5780	Attorney IV	A	599.688	0.11%
5743	Supervising Deputy Public Defender		5749	Attorney Supervisor	A	599.688	0.10%
5786	Assistant Chief Legal Division Department of Transportation		5871	Attorney, Assistant Chief Counsel		599.688	0.08%
5810	Assistant Chief, Public Utilities Counsel		5871	Attorney, Assistant Chief Counsel		599.688	0.08%
5748	Principal Deputy Legislative Counsel II		5871	Attorney, Assistant Chief Counsel		599.688	N/A

*Departments should apply the increase to each incumbent in accordance with California Code of Regulations, title 2, section 599.676.

The following Alternate Range Criteria were abolished effective June 1, 2023.

ALTERNATE RANGE CRITERIA 53

Experience gained outside State service may be credited only if the appointing power believes the experience was satisfactory and comparable in type and quality to that of an Attorney.

Range A. This range shall apply to incumbents who are members of the State Bar of California and who do not meet the criteria for payment in Range B.

Range B. This range shall apply to incumbents who are members of The State Bar of California and who, in addition, have evidence of completion of one year of experience in the practice of law.

Evidence of such experience may be in the form of (1) a work record of legal experience outside State service, or (2) successful completion of the probationary period for Legal Counsel for those employees in the State service.

For the purposes of this Alternate Range, experience in the “practice of law” or “performing legal duties” is defined as: (1) only that legal experience acquired after admission to any State Bar, or (2) experience as a judicial clerk for a federal court, California’s state courts, or any other state’s courts, or (3) legal experience acquired while practicing under a provisional license to practice law issued by the State Bar of California’s Provisional Licensure Program, to constitute experience in the practice of law. For an individual’s judicial clerkship to qualify as experience in the “practice of law” or “performing legal duties”, the experience must have been gained after receipt of a Juris Doctor or equivalent degree.

Upon submission of proof that the requirements for the particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of California Code of Regulations, Title 2, section 599.676.

ALTERNATE RANGE CRITERIA 219

Experience gained outside State service may be credited only if the appointing power believes the experience was satisfactory and comparable in type and quality to that of a Deputy Attorney, Caltrans.

Range A. This range shall apply to individuals who are active members of The State Bar of California and who do not meet the criteria for payment in Range B, C, or D.

Range B. This range shall apply to individuals who are active members of The State Bar of California who, in addition, have satisfactorily completed one year of experience in the practice of law.

Range C. This range shall apply to individuals who are active members of The State Bar of California who, in addition, have satisfactorily completed two years of responsible experience in the practice of civil law including one year of trial experience.

Range D. This range shall apply to individuals who are active members of The State Bar of California who, in addition, have satisfactorily completed four years of responsible experience in the practice of civil law, of which at least three years must have been in trial experience.

For the purposes of this Alternate Range, experience in the “practice of law” or “performing legal duties” is defined as: (1) only that legal experience acquired after admission to any State Bar, or (2) experience

as a judicial clerk for a federal court, California's state courts, or any other state's courts, or (3) legal experience acquired while practicing under a provisional license to practice law issued by the State Bar of California's Provisional Licensure Program, to constitute experience in the practice of law. For an individual's judicial clerkship to qualify as experience in the "practice of law" or "performing legal duties", the experience must have been gained after receipt of a Juris Doctor or equivalent degree.

When the requirements for the particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of California Code of Regulations, Title 2, section 599.676.

ALTERNATE RANGE CRITERIA 222

Experience gained outside State service may be credited only if the appointing power believes the experience was satisfactory and comparable in type and quality to that of a Real Estate Counsel I.

Range A. This range shall apply to individuals who are active members of The State Bar of California and who do not meet the criteria for payment in Range B and C.

Range B. The range shall apply to individuals who are active members of The State Bar of California and who, in addition, have satisfactorily completed one year experience in the practice of law.

Range C. This range shall apply to individuals who are active members of The State Bar of California and who, in addition, have satisfactorily completed two years of responsible experience in the practice of law.

For the purposes of this Alternate Range, experience in the "practice of law" or "performing legal duties" is defined as: (1) only that legal experience acquired after admission to any State Bar, or (2) experience as a judicial clerk for a federal court, California's state courts, or any other state's courts, or (3) legal experience acquired while practicing under a provisional license to practice law issued by the State Bar of California's Provisional Licensure Program, to constitute experience in the practice of law. For an individual's judicial clerkship to qualify as experience in the "practice of law" or "performing legal duties", the experience must have been gained after receipt of a Juris Doctor or equivalent degree.

When the requirements for the particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of California Code of Regulations, Title 2, section 599.676.

ALTERNATE RANGE CRITERIA 250

Experience gained outside State service may be credited only if the appointing power believes the experience was satisfactory and comparable in type and quality to that of a Fair Employment and Housing Counsel.

Range A. This range shall apply to individuals who are active members of The California State Bar and who do not meet the criteria for payment in Range B, C, or D.

Range B. This range shall apply to individuals who are active members of The California State Bar, and who, in addition, have satisfactorily completed one year of experience in the practice of law.

Range C. This range shall apply to individuals who are active members of The California State Bar, and who, in addition, have satisfactorily completed two years of experience in the practice of law which includes the Special Experience defined below.

Range D. This range shall apply to individuals who are active members of The California State Bar, and who, in addition, have satisfactorily completed four years of experience in the practice of law of which three years includes the Special Experience defined below.

Special experience is defined as that experience in the practice of law dealing with one or more of the following: discrimination law, labor relations law, housing and public accommodation law, or industrial relations law that will have provided a knowledge and understanding of the special problems and laws associated with securing protection of the law to persons in the labor market.

For the purposes of this alternate range, experience in the "practice of law" or "performing legal duties" is defined as: (1) only that legal experience acquired after admission to any State Bar, or (2) experience as a judicial clerk for a federal court, California's state courts, or any other state's courts, or (3) legal experience acquired while practicing under a provisional license to practice law issued by the State Bar of California's Provisional Licensure Program, to constitute experience in the practice of law. For an individual's judicial clerkship to qualify as experience in the "practice of law" or "performing legal duties", the experience must have been gained after receipt of a Juris Doctor or equivalent degree.

When the requirements for the particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of California Code of Regulations, Title 2, section 599.676.

ALTERNATE RANGE CRITERIA 315

When an employee enters State service in the class of Tax Counsel, he/she shall be eligible for appointment to the appropriate range in terms of the following criteria:

Experience gained outside State service may be credited only if the appointing power believes the experience was satisfactory and comparable in type and quality to that of a Tax Counsel.

Range A. This range shall apply to individuals who are active members of the State Bar of California and who do not meet the criteria for payment in Range B, C, or D.

Range B. This range shall apply to individuals who are active members of The State Bar of California and who, in addition, have satisfactorily completed one year of legal experience in a governmental jurisdiction or in the private practice of law. Evidence of such experience may be in the form of a work record of legal experience inside or outside of State service.

Range C. This range shall apply to individuals who are active members of The State Bar of California and who, in addition, have satisfactorily completed two years of legal experience in a governmental jurisdiction or in the private practice of law. Evidence of such experience may be in the form of a work record of legal experience inside or outside of State service.

Range D. This range shall apply to individuals who are active members of The State Bar of California and who, in addition, have satisfactorily completed four years of legal experience in a governmental jurisdiction or in the private practice of law. Evidence of such experience may be in the form of a work record of legal experience inside or outside of State service.

Experience in the "practice of law" or "performing legal duties" is defined as: (1) only that legal experience acquired after admission to any State Bar, or (2) experience as a judicial clerk for a federal court, California's state courts, or any other state's courts, or (3) legal experience acquired while practicing under a provisional license to practice law issued by the State Bar of California's Provisional Licensure Program, to constitute experience in the practice of law. For an individual's judicial clerkship to qualify as experience in the "practice of law" or "performing legal duties", the experience must have been gained after receipt of a Juris Doctor or equivalent degree.

When the requirements for a particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of California Code of Regulations, Title 2, section Rule 599.676.

ALTERNATE CRITERIA RANGE 427

Experience gained outside State service may be credited only if the appointing power believes the experience was satisfactory and comparable in type and quality to that of Deputy Legislative Counsel.

Range A. This range shall apply to incumbents who are active members of the State Bar of California and who do not meet the criteria for payment in Range B, C, or D.

Range B. This range shall apply to individuals who are active members of the State Bar of California and who, in addition, have satisfactorily completed one year of legal experience in the practice of law in a governmental jurisdiction or in the private practice of law. Evidence of such experience may be in the form of a work record of legal experience inside or outside State service.

Range C. This range shall apply to individuals who are active members of the State Bar of California and who, in addition, have satisfactorily completed two years of legal experience in the practice of law in a governmental jurisdiction or private practice of law. Evidence of such experience may be in the form of a work record of legal experience inside or outside State service.

Range D. This range shall apply to individuals who are active members of the State Bar of California and who, in addition, have satisfactorily completed four years of legal experience in the practice of law in a governmental jurisdiction or private practice of law. Evidence of such experience may be in the form of a work record of legal experience inside or outside State service.

For the purposes of this Alternate Range, experience in the "practice of law" or "performing legal duties" is defined as: (1) only that legal experience acquired after admission to any State Bar, or (2) experience as a judicial clerk for a federal court, California's state courts, or any other state's courts, or (3) legal experience acquired while practicing under a provisional license to practice law issued by the State Bar of California's Provisional Licensure Program, to constitute experience in the practice of law. For an individual's judicial clerkship to qualify as experience in the "practice of law" or "performing legal duties", the experience must have been gained after receipt of a Juris Doctor or equivalent degree.

When requirements for the particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of California Code of Regulations, title 2, section 599.676.

The following Alternate Range Criteria were revised effective June 1, 2023.

Alternate Range Criteria 217

Range A. This range shall apply to individuals who are active members of The State Bar of California and who do not meet the criteria for payment in Range B.

Range B This range shall apply to individuals who are active members of The State Bar of California and who, in addition, have satisfactorily completed two years of legal experience in the practice of law at a level equivalent to an Attorney Range A or higher.

For the purposes of this alternate range, experience in the “practice of law” is defined as: (1) only that legal experience acquired after admission to any State Bar, or (2) experience as a judicial clerk for a federal court, U.S state court, military court, or an equivalent foreign court, or (3) legal experience acquired while practicing under a provisional license to practice law issued by the State Bar of California’s Provisional Licensure Program, to constitute experience in the practice of law. For an individual’s judicial clerkship to qualify as experience in the “practice of law” the experience must have been gained after receipt of a Juris Doctor or equivalent degree.

When the requirements for the particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of California Code of Regulations, Title 2, section 599.676.

ALTERNATE RANGE CRITERIA 223

Range A. This range shall apply to incumbents who are active members of The State Bar of California and who do not meet the criteria for payment for Range B.

Range B. This range shall apply to individuals who are active members of The State Bar of California and who, in addition, have satisfactorily completed two years of legal experience in the practice of law at a level equivalent to an Attorney, Fair Political Practices Commission, Range A or higher.

Range C. This range shall apply to persons who are assigned responsibilities by the Executive Director for the development and formulation of the policies, procedures, regulations, and administrative processes and structure of the Commission. This is in addition to preparing legal casework and litigation, drafting regulations and opinions, and providing guidance to lower level attorneys. The duration of assignment to Range C will be temporary in nature not to exceed 18 months.

For the purposes of this Alternate Range, experience in the “practice of law” is defined as: (1) only that legal experience acquired after admission to any State Bar, or (2) experience as a judicial clerk for a federal court, U.S state court, military court or an equivalent foreign court, or (3) legal experience acquired while practicing under a provisional license to practice law issued by the State Bar of California’s Provisional Licensure Program, to constitute experience in the practice of law. For an individual’s judicial clerkship to qualify as experience in the “practice of law” the experience must have been gained after receipt of a Juris Doctor or equivalent degree.

When the requirements for the particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of California Code of Regulations, Title 2, section 599.676

ALTERNATE RANGE CRITERIA 224

Range A. This range shall apply to incumbents who are active members of The State Bar of California and who do not meet the criteria for payment for Range B.

Range B. This range shall apply to individuals who are active members of The State Bar of California and who, in addition, have satisfactorily completed two years of legal experience in the practice of law. This experience must include litigation experience in processing cases pursuant to the California Administration Procedure Act, at a level equivalent to an Attorney, Fair Political Practiced Commission - Enforcement, Range A or higher.

Range C. This range shall apply to persons who are assigned responsibilities by the Executive Director for the development and formulation of the policies, procedures, regulations, and administrative process or structure of the Commission. This is in addition to preparing legal casework and litigation, drafting regulations and opinions, and providing guidance to lower level attorneys. The duration of assignment to Range C will be temporary in nature not to exceed 18 months.

For the purposes of this Alternate Range, experience in the "practice of law" is defined as: (1) only that legal experience acquired after admission to any State Bar, or (2) experience as a judicial clerk for a federal court, U.S state court, military court, or an equivalent foreign court, or (3) legal experience acquired while practicing under a provisional license to practice law issued by the State Bar of California's Provisional Licensure Program, to constitute experience in the practice of law. For an individual's judicial clerkship to qualify as experience in the "practice of law", the experience must have been gained after receipt of a Juris Doctor or equivalent degree.

When the requirements for the particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of California Code of Regulations, Title 2, section 599.676.

ALTERNATE RANGE CRITERIA 225

Range A. This range shall apply to individuals who are active members of The State Bar of California and who do not meet the criteria for payment in Range B.

Range B. This range shall apply to individuals who are active members of The State Bar of California who, in addition, have satisfactorily completed two years of legal experience in the practice of law in a governmental jurisdiction or private practice of law at a level equivalent to a Deputy Attorney General, Range A or higher. Evidence of such experience may be in the form of a work record of legal experience inside or outside State service.

Experience in the "practice of law" is defined as: (1) only that legal experience acquired after admission to any State Bar, or (2) experience as a judicial clerk for a federal court, U.S state court, military court, or an equivalent foreign court, or (3) legal experience acquired while practicing under a provisional license to practice law issued by the State Bar of California's Provisional Licensure Program, to

constitute experience in the practice of law. For an individual's judicial clerkship to qualify as experience in the "practice of law" the experience must have been gained after receipt of a Juris Doctor or equivalent degree.

When the requirements for the particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of California Code of Regulations, title 2, section 599.676.

PART C

CAREER EXECUTIVE ASSIGNMENT (CEA) CHANGES

ACTIONS: None.

PART D

SPECIAL SITUATIONS AND EXPLANATIONS

Unusual changes to the Classification and Compensation Plan such as simultaneous changes for large numbers of classifications or corrections requiring explanatory remarks.

ACTIONS: None.

CEA ACTION PROPOSALS

In accordance with California Code of Regulations, title 2, section 548.5, the following CEA(s) are approved without action by the State Personnel Board.

Actions: None

For questions regarding Section II, departmental human resource office staff should contact CalHR's Personnel Management Division at (916) 324-9381. Technical questions will be referred to the appropriate CalHR staff member.