

**California Department of Human Resources
Memorandum**

TO: Personnel Management Liaisons (PML)

SUBJECT: Excluded and Exempt Salary Increase – Fiscal Year 2016-17	REFERENCE NUMBER: 2016-023
DATE ISSUED: September 19, 2016	SUPERSEDES:

This memorandum should be forwarded to:

**Agency Secretaries
Agency Undersecretaries
Department Directors
Department Deputy Directors
Employee Relations Officers
Personnel Officers
Personnel Transactions Supervisors**

FROM: California Department of Human Resources
Personnel Management Division

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Effective October 1, 2016, excluded and exempt employees within the designations listed below will receive a General Salary Increase (GSI) of three percent (3%):

- Exempt or Managerial – M/E59/E79/E99
- Supervisory – S/E48/E58/E68/E78/E98
- Confidential and otherwise excluded from bargaining – C/E67/E77/E97

In addition to the GSI listed above, and consistent with recent Memoranda of Understanding, the state and the employees noted in this PML will begin equally sharing the cost of prefunding retiree healthcare benefits, otherwise known as Other Post-Employment Benefits (OPEB). OPEB prefunding is anticipated to begin July 1, 2017 and be phased in over a three year period. The Administration also intends to extend an additional GSI to these employees on July 1, 2017. Further information regarding OPEB prefunding and future GSIs will be published at a later date.

Excluded employees affiliated with Bargaining Units 5 (Highway Patrol), 6 (Corrections), 9 (Professional Engineers), and 10 (Professional Scientific) who received increases on or after June 1, 2016, and any excluded employees affiliated with Bargaining Units 2 (Attorneys and Administrative Law Judges) and 7 (Protective Services and Public Safety) who will receive increases tied to the rank-and-file employees they supervise, are not covered by this package.

PML 2016-023
September 19, 2016
Page 2

All exceptions for excluded and exempt employees will be identified in the pay letters.

/s/Bryan Baldwin

Bryan Baldwin, Chief
Personnel Management Division