

Human Resources Branch Memorandum

SUBJECT: Compensation Adjustments – Effective July 1, 2022	NUMBER: HRB 22-020
	DATE ISSUED: July 22, 2022
DISTRIBUTION: All CDFW Employees	EXPIRES: Until Superseded

Action Required
 Informational Only
 Control Agency Directive

Purpose

The purpose of this memorandum is to inform California Department of Fish and Wildlife (CDFW) employees of compensation adjustments effective July 1, 2022. To implement agreements between the State and various [Bargaining Units \(BU\)](#), the California Department of Human Resources (CalHR) has approved various payroll-related changes as outlined below.

Employees must know their collective bargaining unit identifier (CBID) and civil service classification to identify the payroll-related changes applicable to them. Employees can refer to the [How to View Your CBID in HRMS Guide](#) for assistance in determining their CBID.

Authority

[BU Memorandum of Understandings \(MOU\)](#)
[CalHR Pay Letter 22-014](#)

General Salary Increases (GSI)

Effective July 1, 2022, several represented, exempt, and excluded employees will receive a GSI as indicated below. Represented employees in BU 2, 9, and 10 and affiliated excluded employees are not currently scheduled to receive a GSI.

General Salary Increases Effective July 1, 2022		
Employee CBID	Employee Classification/Position	GSI Increase
E	4870 Student Assistant	2.50%
M01, R07, S07	7500 Career Executive Assignment (CEA) – only the positions listed below - Deputy Director, Law Enforcement Division (566-040-7500-001) - Chief, Division of Investigations (566-040-7500-002) 8005 Fish and Game Lieutenant (Specialist) 8405 Fish and Game Assistant Chief 8407 Senior Warden – Pilot Department of Fish and Game 8410 Warden – Pilot Department of Fish and Game 8412 Fish and Game Captain 8418 Fish and Game Lieutenant (Supervisor) 8421 Fish and Game Warden 8486 Fish and Game Warden Cadet <i>Note: Employees in these classifications are not eligible to receive the GSIs identified below.</i>	3.75%

General Salary Increases Effective July 1, 2022 (Continued)		
Employee CBID	Employee Classification/Position	GSI Increase
R07, R12, S07, S12	All classifications excluding the following: 8005 Fish and Game Lieutenant (Specialist) 8405 Fish and Game Assistant Chief 8407 Senior Warden – Pilot Department of Fish and Game 8410 Warden – Pilot Department of Fish and Game 8412 Fish and Game Captain 8418 Fish and Game Lieutenant (Supervisor) 8421 Fish and Game Warden 8486 Fish and Game Warden Cadet	2.25%
C01, E48, E97, E98, E99, M01, R01, R04, R11, R14, S01, S04, S11	All classifications excluding the following positions: 7500 CEA – Deputy Director, Law Enforcement Division (566-040-7500-001) 7500 CEA – Chief, Division of Investigations (566-040-7500-002)	2.50%

Special Salary Increases (SSI)

Effective July 1, 2022, in addition to the GSIs above, some employees will receive an SSI as identified below:

Special Salary Increases Effective July 1, 2022		
Employee CBID	Employee Classification	SSI Increase
R12, S12	6980 Master, Fish and Game Vessel 6986 Mate, Fish and Game Vessel 6989 Motor Vessel Engineer	5.00%
M01	7500 CEA (Level A) Note: Employees will receive the percentage required to bring them to the new minimum rate of the classification, \$9,471. Employees at or above the minimum rate after receiving the GSI, will not receive an SSI.	Up to 18.74%

Other Post-Employment Benefit Contributions

Effective July 1, 2022, [Other Post-Employment Benefits \(OPEB\)](#) contributions to prefund retiree health benefit rates are as follows:

OPEB Contribution Rates		
Employee BU	Previous Employee Contribution Rate	New Employee Contribution Rate Effective July 1, 2022
1, 4, 11, and 14	3.5%	3.5%
2	2%	2%
7	4%	4%
9	2%	2%
10	2.1%	2.1%
12	4.6%	4.1%
Exempt and excluded employees affiliated with a BU		Same OPEB employee contribution schedule as the represented employees
Exempt and excluded employees not affiliated with a BU	2.4%	2.4%

Improving Affordability and Access to Healthcare – Pay Differential 440

Effective July 1, 2022, the monthly healthcare payment of \$260 expired for represented employees in BUs 1, 4, 11, and 14 and affiliated excluded employees who are **NOT** enrolled in a state-sponsored CalPERS health plan.

Represented employees in BUs 1, 4, 11, and 14 and affiliated excluded employees who are enrolled in a state-sponsored CalPERS health plan, will continue to receive the \$260 monthly Improving Affordability and Access to Healthcare benefit payment through June 30, 2023.

To be eligible for the continued \$260 monthly payment, employees must be the subscriber of the state-sponsored CalPERS health plan. Employees enrolled as a dependent on their spouse, domestic partner, or parent’s state-sponsored CalPERS health plan, will not receive the monthly \$260 healthcare payment.

Retirement Contribution Rate Changes

Effective July 1, 2022, retirement contribution rates are changing for some employees as indicated below:

Employee Retirement Contribution Rates			
Employee CBID	Employee Classification/Position	Previous Employee Contribution Rate	New Employee Contribution Rate
M02, R02	All classifications	9%	8.5%
R07, S07	7500 CEA – Deputy Director, Law Enforcement Division (566-040-7500-001) 7500 CEA – Chief, Division of Investigations (566-040-7500-002) 8005 Fish and Game Lieutenant (Specialist) 8405 Fish and Game Assistant Chief 8407 Senior Warden-Pilot Department of Fish and Game 8410 Warden – Pilot Department of Fish and Game 8412 Fish and Game Captain 8418 Fish and Game Lieutenant (Supervisor) 8421 Fish and Game Warden 8486 Fish and Game Warden Cadet	13%	14%
M09, R09, S09	All classifications	8.5%	8%

Contact

If you have any questions or need additional information, submit an inquiry to the Human Resources Branch via the [Ask HR](#) portal.