

Human Resources Memorandum

SUBJECT: Attorney Series Classification Consolidation – Effective June 1, 2023	NUMBER: HR 23-004
DISTRIBUTION: Bargaining Unit 2 Represented and Affiliated Excluded Employees	DATE ISSUED: May 26, 2023
	EXPIRES: Until Superseded

Action Required
 Informational Only
 Control Agency Directive

Purpose

The purpose of this memorandum is to inform bargaining unit (BU) 2 represented and affiliated excluded employees of the Attorney Series classification consolidation approved by the State Personnel Board. The changes related to this consolidation that impact California Department of Fish and Wildlife (CDFW) employees are outlined below.

Authority

California Department of Human Resources Pay Letters [23-15](#) and [23-16](#)

Attorney Classification Changes (Class Code 5778)

Effective June 1, 2023, the alternate ranges in the Attorney classification (class code 5778) are being consolidated from ranges A, B, C, and D to ranges A and B. The chart below shows the current alternate ranges and new alternate ranges employees in the Attorney classification will be moved to effective June 1, 2023. When moving to the new alternate range, employees will receive a five percent salary increase, up to the maximum of the new salary range.

For example, an employee currently in range A with a salary of \$7,257, will be moved to the new range A with a salary of \$7,620 effective June 1, 2023. And an employee currently in range C with a salary of \$9,439, will be moved to the new range A with a salary of \$9,447 effective June 1, 2023, which is the new maximum of range A.

CURRENT (FROM)			NEW (TO) EFFECTIVE JUNE 1, 2023		
Class (Code)	Range	Salary	Class (Code)	Range	Salary
Attorney (5778)	A	\$7,153 - \$7,440	Attorney (5778)	A	\$7,512 - \$9,447
	B	\$7,162 - \$8,175		A	\$7,512 - \$9,447
	C	\$7,506 - \$9,439		A	\$7,512 - \$9,447
	D	\$8,448 - \$10,836		B	\$8,454 - \$10,848

Alternate Range Criteria 217 Changes

In addition to the alternate range movement described above, the Attorney classification (class code 5778) [Alternate Range Criteria 217](#) is updated effective June 1, 2023. The Classification and Recruitment (C&R) Unit is reviewing all employees currently in ranges

A-C of the Attorney classification to determine eligibility for placement in the new range B based on the updated criteria. Based on C&R's determination, some employees moved to range A of the Attorney classification as part of the consolidation outlined in the section above, may then be moved to range B based on their work experience. C&R staff will contact eligible employees if additional information is needed to make a determination.

Employees currently in ranges A-C who are determined to meet the new criteria to be moved to range B will receive an additional five percent salary increase, up to the maximum of the salary range.

Special Salary Adjustment (SSA)

Employees in one of the following classifications on June 1, 2023, will receive an SSA effective June 1, 2023, as identified below:

Classification	Class Code	SSA
Attorney III (Range A)	5795	0.11%
Attorney IV (Range A)	5780	0.11%
Attorney, Assistant Chief Counsel	5871	0.08%

All range movements and salary increases identified in this memorandum will be reflected in employees' June 2023 pay warrants.

Contact

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