

STATE CONTROLLER'S OFFICE  
PERSONNEL AND PAYROLL SERVICES DIVISION  
P.O. BOX 942850  
SACRAMENTO, CA 94250-5878

DATE: March 19, 2024

PERSONNEL LETTER #23-014  
(Civil Service Only)

TO: All Agencies in the Uniform State Payroll System

FROM: Lisa Dean, Acting Chief  
Personnel and Payroll Services Division

**RE: REVISED – EMPLOYMENT HISTORY MASS UPDATE TO CHANGE RETIREMENT CONTRIBUTION RATES FOR BARGAINING UNITS 1, 3, 4, 7, 11, 14, 15, 17, 20, 21; EFFECTIVE JULY 1, 2023**

Effective July 1, 2023, Miscellaneous, Industrial, Safety, Patrol and Peace Officer/Firefighter, retirement members in Bargaining Units 1, 3, 4, 7, 11, 14, 15, 17, 20 and 21 will receive a change to their employee retirement contribution rate.

Pursuant to the agreement between the California Department of Human Resources and the Bargaining Units 1, 3, 4, 7, 11, 14, 15, 17, 20 and 21 the employee retirement contribution rate changes are as follows:

Bargaining Units 1, 3, 4, 11, 14, 15, 17, 20 MISCELLANEOUS employees and affiliated members (R01, M01, S01, C01, R03, M03, S03, R04, S04, C04, E04, R11, S11, E11, R14, M14, S14, R15, S15, R17, M17, S17, R20, S20, E20, E01, E48, E59, E68, E79, E97, E98, E99) who are subject to Social Security in the First Tier Retirement plan.  
The employee retirement contribution rate will change from 8.0% to 8.5%.

Bargaining Units 1, 3, 4, 11, 14, 15, 17, 20 MISCELLANEOUS employees and affiliated members (R01, M01, S01, C01, R03, M03, S03, R04, S04, C04, E04, R11, S11, E11, R14, M14, S14, R15, S15, R17, M17, S17, R20, S20, E20, E01, E48, E59, E68, E79, E97, E98, E99) who are **not** subject to Social Security in the First Tier Retirement plan.  
The employee retirement contribution rate will change from 9.0% to 9.5%.

Bargaining Units 1, 3, 4, 11, 14, 15, 17, 20 INDUSTRIAL employees and affiliated members (R01, M01, S01, C01, R03, M03, S03, R04, S04, C04, E04, R11, S11, E11, R14, M14, S14, R15, S15, R17, M17, S17, R20, S20, E20, E01, E48, E59, E68, E79, E97, E98, E99) who are subject to Social Security in the First Tier Retirement plan.  
The employee retirement contribution rate will change from 9.0% to 9.5%.

Bargaining Units 1, 3, 4, 11, 14, 15, 17, 20 INDUSTRIAL employees and affiliated members (R01, M01, S01, C01, R03, M03, S03, R04, S04, C04, E04, R11, S11, E11, R14, M14, S14, R15, S15, R17, M17, S17, R20, S20, E20, E01, E48, E59, E68, E79, E97, E98, E99) who are **not** subject to Social Security in the First Tier Retirement plan.  
The employee retirement contribution rate will change from 10.0% to 10.5%.

Bargaining Units 1, 3, 4, 11, 14, 15, 17, 20 SAFETY (SAFETY A, B and PEPRA) employees and affiliated members (R01, M01, S01, C01, R03, M03, S03, R04, S04, C04, E04, R11, S11, E11, R14, M14, S14, R15, S15, R17, M17, S17, R20, S20, E20, E01, E48, E59, E68, E79, E97, E98, E99)

The employee retirement contribution rate will change from 11.0% to 11.5%.

Bargaining Unit 7 MISCELLANEOUS/INDUSTRIAL employees and affiliated members (R07, M07 and S07) who is in the First-Tier A, First Tier B and PEPRA First retirement programs.

The employee retirement contribution rate will change from 8.0% to 8.5%.

Bargaining Unit 7 (SAFETY A, B and PEPRA) employees and affiliated members (R07, M07 and S07) who is in State Safety retirement programs.

The employee retirement contribution rate will change from 11.0% to 11.5%.

Bargaining Unit 7 (POFF, PO/FF A, PO/FF B and PEPRA PO/FF) employees and affiliated members (R07, M07 and S07) who is in POFF retirement programs.

The employee retirement contribution rate will change from 14.0% to 15.0%.

Bargaining Unit 21 MISCELLANEOUS employees and affiliated members (R21, M21, S21, E48, E97 and E98) who are subject to Social Security in the First Tier Retirement plan.

The employee retirement contribution rate will change from 8.0% to 8.5%.

Bargaining Unit 21 MISCELLANEOUS employees and affiliated members (R21, M21, S21, E48, E97 and E98) who are **not** subject to Social Security in the First Tier Retirement plan.

The employee retirement contribution rate will change from 9.0% to 9.5%.

Bargaining Unit 21 INDUSTRIAL employees and affiliated members (R21, M21, S21, E48, E97 and E98) who are subject to Social Security in the First Tier Retirement plan.

The employee retirement contribution rate will change from 8.0% to 8.5%.

Bargaining Unit 21 INDUSTRIAL employees and affiliated members (R21, M21, S21, E48, E97 and E98) who are **not** subject to Social Security in the First Tier Retirement plan.

The employee retirement contribution rate will change from 9.0% to 9.5%.

Bargaining Unit 21 SAFETY (SAFETY A, B and PEPRA) employees and affiliated members (R21, M21, E48, E97 and E98)

The employee retirement contribution rate will change from 11.0% to 11.5%.

### **EMPLOYMENT HISTORY (EH) MASS UPDATE PROCESSING**

The State Controller's Office (SCO) processed an EH mass update on July 6, 2023, to implement the retirement rate changes effective July 1, 2023, for eligible employees. The 505 transaction reflects the employee retirement contribution rate and retirement account code changes for impacted employees.

### **MASS UPDATE EXCEPTIONS**

Exceptions to the mass update must be processed manually. For example, employees with an EH record reflecting an out-of-sequence status (i.e., the effective date on the most current transactions is after July 1, 2023), will be processed manually. The Personnel and Payroll Services Division (PPSD) may also assist with out of sequence transactions as needed.

The PPSD is unable to update the EH records to reflect the new rates when the employee is off pay status (e.g., on a leave of absence, or an Appointment Expiration Date prior to July 1, 2023). These employees' Item 505 – Account Code field must be updated by the appointing agency once their appointment is extended or the employee returns to active pay status following a leave of absence.

Although Item 505 is not a required field when returning an employee to pay status, the account code must be entered on the PAR in order to reflect the new retirement rate on the employee's record. If the account code is not entered, the retirement contribution will be withheld at the incorrect rate and will require future adjustments.

### **RETIREMENT ACCOUNT CODES EFFECTIVE JULY 1, 2023**

Bargaining Units 1, 3, 4, 11, 14, 15, 17, 20 MISCELLANEOUS employees and affiliated members (R01, M01, S01, C01, R03, M03, S03, R04, S04, C04, E04, R11, S11, E11, R14, M14, S14, R15, S15, R17, M17, S17, R20, S20, E20, E01, E48, E59, E68, E79, E97, E98, E99) who are subject to Social Security in the First Tier Retirement plan.

Retirement Contribution Rate: From 8.0% to 8.5%.

Retirement Account Code: See below for impacted employee account code movement

- From Retirement Account Code 2R to Retirement Account Code 0A
- From Retirement Account Code DR to Retirement Account Code RA
- From Retirement Account Code 2I to Retirement Account Code 0B
- From Retirement Account Code 2M to Retirement Account Code 0B
- From Retirement Account Code 45 to Retirement Account Code 0B
- From Retirement Account Code 4L to Retirement Account Code 0B
- From Retirement Account Code 4V to Retirement Account Code 0B
- From Retirement Account Code B9 to Retirement Account Code RB
- From Retirement Account Code D4 to Retirement Account Code RB
- From Retirement Account Code DI to Retirement Account Code RB
- From Retirement Account Code DM to Retirement Account Code RB
- From Retirement Account Code F5 to Retirement Account Code RB
- From Retirement Account Code FA to Retirement Account Code RB
- From Retirement Account Code FV to Retirement Account Code RB
- From Retirement Account Code 2X to Retirement Account Code 0A

Bargaining Units 1, 3, 4, 11, 14, 15, 17, 20 MISCELLANEOUS employees and affiliated members (R01, M01, S01, C01, R03, M03, S03, R04, S04, C04, E04, R11, S11, E11, R14, M14, S14, R15, S15, R17, M17, S17, R20, S20, E20, E01, E48, E59, E68, E79, E97, E98, E99) who are **not** subject to Social Security in the First Tier Retirement plan.

Retirement Contribution Rate: From 9.0% to 9.5%.

Retirement Account Code: See below for impacted employee account codes movement

- From Retirement Account Code 2K to Retirement Account Code **2Q 3J**
- From Retirement Account Code DK to Retirement Account Code **DQ EJ**

Bargaining Units 1, 3, 4, 11, 14, 15, 17, 20 INDUSTRIAL employees and affiliated members (R01, M01, S01, C01, R03, M03, S03, R04, S04, C04, E04, R11, S11, E11, R14, M14, S14, R15, S15, R17, M17, S17, R20, S20, E20, E01, E48, E59, E68, E79, E97, E98, E99) who are subject to Social Security in the First Tier Retirement plan.

Retirement Contribution Rate: From 9.0% to 9.5%.

Retirement Account Code: See below for impacted employee account code movement

- From Retirement Account Code 9C to Retirement Account Code 49
- From Retirement Account Code 9N to Retirement Account Code 49
- From Retirement Account Code 9P to Retirement Account Code 49
- From Retirement Account Code 9W to Retirement Account Code 49
- From Retirement Account Code PA to Retirement Account Code F9
- From Retirement Account Code PN to Retirement Account Code F9
- From Retirement Account Code PP to Retirement Account Code F9
- From Retirement Account Code PW to Retirement Account Code F9

Employee records will remain in these account codes:

- Retirement Account Code 49
- Retirement Account Code F9

Bargaining Units 1, 3, 4, 11, 14, 15, 17, 20 INDUSTRIAL employees and affiliated members (R01, M01, S01, C01, R03, M03, S03, R04, S04, C04, E04, R11, S11, E11, R14, M14, S14, R15, S15, R17, M17, S17, R20, S20, E20, E01, E48, E59, E68, E79, E97, E98, E99) who are **not** subject to Social Security in the First Tier Retirement plan.

Retirement Contribution Rate: From 10.0% to 10.5%.

Retirement Account Code: See below for impacted employee account code movement

- From Retirement Account Code 9V to Retirement Account Code 9S
- From Retirement Account Code PV to Retirement Account Code PS

Employee records will remain in these account codes:

- Retirement Account Code PS
- Retirement Account Code 9S
- Retirement Account Code PT

Bargaining Units 1, 3, 4, 11, 14, 15, 17, 20 SAFETY (SAFETY A, B and PEPRA) employees and affiliated members (R01, M01, S01, C01, R03, M03, S03, R04, S04, C04, E04, R11, S11, E11, R14, M14, S14, R15, S15, R17, M17, S17, R20, S20, E20, E01, E48, E59, E68, E79, E97, E98, E99)

Retirement Contribution Rate: From 11.0% to 11.5%.

Retirement Account Code: See below for impacted employee account code movement

- From Retirement Account Code C9 to Retirement Account Code SA
- From Retirement Account Code CD to Retirement Account Code SA
- From Retirement Account Code CF to Retirement Account Code SA
- From Retirement Account Code CJ to Retirement Account Code SA
- From Retirement Account Code CK to Retirement Account Code SA
- From Retirement Account Code CP to Retirement Account Code SA
- From Retirement Account Code CS to Retirement Account Code SA
- From Retirement Account Code CV to Retirement Account Code SA
- From Retirement Account Code CZ to Retirement Account Code SA
- From Retirement Account Code HP to Retirement Account Code SA
- From Retirement Account Code CL to Retirement Account Code SB
- From Retirement Account Code CR to Retirement Account Code SB
- From Retirement Account Code CW to Retirement Account Code SB
- From Retirement Account Code 6P to Retirement Account Code 7A

- From Retirement Account Code 6R to Retirement Account Code 7B

Bargaining Unit 7 MISCELLANEOUS/INDUSTRIAL employees and affiliated members (R07, M07 and S07) who is in the First-Tier A, First Tier B and PEPRA First retirement programs.

Retirement Contribution Rate: From 8.0% to 8.5%.

Retirement Account Code: See below for impacted employee account code movement

- From Retirement Account Code 2M to Retirement Account Code 0B
- From Retirement Account Code DM to Retirement Account Code RB
- From Retirement Account Code 4V to Retirement Account Code 0B
- From Retirement Account Code FV to Retirement Account Code RB
- From Retirement Account Code 45 to Retirement Account Code 0B
- From Retirement Account Code 2R to Retirement Account Code 0A

Employee records will remain in these account codes:

- Retirement Account Code 4A, PY, 9Y

Bargaining Unit 7 (SAFETY A, B and PEPRA) employees and affiliated members (R07, M07 and S07) who is in State Safety retirement programs.

Retirement Contribution Rate: From 11.0 to 11.5%.

Retirement Account Code: See below for impacted employee account code movement

- From Retirement Account Code 1R to Retirement Account Code 7B
- From Retirement Account Code CR to Retirement Account Code SB
- From Retirement Account Code 1H to Retirement Account Code 7B
- From Retirement Account Code 19 to Retirement Account Code 7A
- From Retirement Account Code 1P to Retirement Account Code 7A
- From Retirement Account Code CP to Retirement Account Code SA
- From Retirement Account Code 1S to Retirement Account Code 7A
- From Retirement Account Code CS to Retirement Account Code SA
- From Retirement Account Code 1J to Retirement Account Code 7A
- From Retirement Account Code 1X to Retirement Account Code 7A
- From Retirement Account Code CX to Retirement Account Code SA
- From Retirement Account Code 1V to Retirement Account Code 7A
- From Retirement Account Code CV to Retirement Account Code SA

Bargaining Unit 7 (POFF, PO/FF A, PO/FF B and PEPRA PO/FF) employees and affiliated members (R07, M07 and S07) who is in POFF retirement programs.

Retirement Contribution Rate: From 14.0 to 15.0%.

Retirement Account Code: See below for impacted employee account code movement

- From Retirement Account Code 5R to Retirement Account Code 5N
- From Retirement Account Code GR to Retirement Account Code GN

Employee records will remain in these account codes:

- Retirement Account Code 5S
- Retirement Account Code 5B
- Retirement Account Code GB

Bargaining Unit 21 MISCELLANEOUS employees and affiliated members (R21, M21, S21, E48, E97 and E98) who are subject to Social Security in the First Tier Retirement plan.

Retirement Contribution Rate: From 8.0% to 8.5%.

Employee records will remain in these account codes:

- From Retirement Account Code 2M to Retirement Account Code 0B
- From Retirement Account Code 2R to Retirement Account Code 0A
- From Retirement Account Code 4V to Retirement Account Code 0B
- From Retirement Account Code DM to Retirement Account Code RB
- From Retirement Account Code FV to Retirement Account Code RB

For additional questions, please use the following contact information:

**Contacts:**

- Affordable Care Act (ACA) Email [ACASupport@sco.ca.gov](mailto:ACASupport@sco.ca.gov)
- [Cal Employee Connect \(CEC\) Help and Feedback](#)
- [ConnectHR Help and Feedback](#)
- California Leave Accounting System (CLAS) Email [CLAS@sco.ca.gov](mailto:CLAS@sco.ca.gov)
- CS Escalation Email (HR Supervisors and Managers) [PPSDOps@sco.ca.gov](mailto:PPSDOps@sco.ca.gov)
- Decentralized Security Administration (DSA) & ViewDirect Access (916) 619-7234 or [DSA@sco.ca.gov](mailto:DSA@sco.ca.gov)
- HR Suggestions Email (All HR Staff) [PPSDHRSuggestions@sco.ca.gov](mailto:PPSDHRSuggestions@sco.ca.gov)
- Management Information Retrieval System (MIRS) Email [PPSDMIRS@sco.ca.gov](mailto:PPSDMIRS@sco.ca.gov)
- [Statewide Customer Contact Center](#) (916) 372-7200

**SCO Key Initiatives:**

- [Cal Employee Connect](#)
- [California State Payroll System Project](#)

**Websites:**

- [HR](#)
- [State Employees](#)

LD:PM:PMAB