

State Controller's Office

Personnel Action Manual

Section 7

NOPA Purpose Use

Rev. 06/2024



Table of Contents

NOTICE OF PERSONNEL ACTION (NOPA)	3
Section 7.1 (Revised 08/23).....	3
Section 7.2 (Revised 12/20).....	4
Section 7.3: Continued From Section 7.2 (Revised 10/21)	6
NOPA SAMPLES	7
Section 7.4: Report of Appointment (Revised 05/04).....	7
Section 7.5: Report of Appointment, Page 2 (Revised 05/04)	8
Section 7.6: Report of Miscellaneous Change (Revised 05/04)	9
Section 7.7: Report of Miscellaneous Change, Page 2 (Revised 05/04).....	10
Section 7.8: Report of Separation (Revised 05/04).....	11
Section 7.9: Report of Separation, Page 2 (Revised 05/04)	12

NOTICE OF PERSONNEL ACTION (NOPA)

Section 7.1 (Revised 08/23)

Purpose and Use

- Provides employees with an information copy of certain actions affecting their status.
- Reports to employees, in layman terminology, their rights concerning the action that has taken place (this will print in the main body of the NOPA).
- Serves as a legal document for recording the employee's signature on appointments and some miscellaneous changes.
- Allows employees to notify their departmental personnel office of erroneous information and verifies corrections or changes have been accomplished.

Transactions Producing a NOPA

- All Appointment Transactions with the exception of mass updates and A35 transactions.
- Miscellaneous Changes 126, 330, 335, 405, 565 and 715 with the exception of mass updates and California Conservation Corps exempt employees.
- Separations S01 through S90 with the exception of California Conservation Corps exempt employees.

Routing

- One copy of the NOPA is uploaded to [Mobius View](#) upon completion of the processing of the PAR.
- The employee's position number is below the "Route to Department of" box.
- The personnel office routes the NOPA to the employee for information, and in some cases, for signature.

Employee Signature Information

- All appointment related NOPA's will have a signature block. If the employee's signature is not required according to the PTM, the department may type "NOT REQUIRED" in the block. However, Personnel Operations recommends obtaining the signature to assure that the employee has received his copy.
- Miscellaneous change NOPA's will have signature block printed only when required for the transaction.
- Separation NOPA's will not have a signature block as the Separation Form (STD 687) is used for signature requirements.
- For exempt actions, the employee's signature is not necessarily required on any NOPA. It is the appointing power's option to obtain the employee's signature on a NOPA.

Retention

- Department retains NOPA (with original signature, if required) in employee personnel folder.
- Employee retains a copy.

Employee Finds Incorrect Data

- The employee should circle the incorrect data and explain the correction on the back of the NOPA.
- Return the corrected copy to the personnel office.

NOPA's Generated due to Correction or Void

- When a correction is processed for a transaction that produced a NOPA, a NOPA will be issued with the words:
"*****CORRECTED COPY*****" in the main body of the NOPA.

NOPA Reprint

- To request a NOPA reprint:
 1. Complete the NOPA Reprint Request Form. You may locate the NOPA Reprint Request Form here: SCO Home Page > State and Local > State Departments > Human Resources > Personnel Administration
 2. Submit the completed NOPA Reprint Request Form to the Statewide Civil Service Audits Program using ConnectHR:
 - In ConnectHR select document type: CS Audits - NOPA Reprint Request
 - Upload your completed NOPA Reprint Request Form.
 - You will receive a confirmation email upon submitting the NOPA Reprint Request Form using ConnectHR. If you do not receive an email confirming submission, contact ConnectHR at connecthrhelp@sco.ca.gov.

- When a void is processed for a transaction that produced a NOPA, a NOPA will be issued with the following statement in the main body of the NOPA:
“THE ACTION DESCRIBED HAS BEEN CANCELLED. YOU SHOULD RECEIVE ANOTHER NOTICE OF PERSONNEL ACTION WITHIN FIVE WORKING DAYS OR AN EXPLANATION FROM YOUR DEPARTMENTAL PERSONNEL OFFICE.”
 - As described in the message, the NOPA to be issued in five days refers only to NOPA's issued as a result of a correction to Item 205 - Transaction Code, or Item 210 - Effective Date and Hours.
 - Another NOPA is not issued when the transaction is actually voided and a subsequent transaction did not occur. If necessary, it is the department's responsibility to explain the voided transaction to the employee.
- A NOPA issued as a result of a correction or void may or may not show visible changes. If, for example, an A01C is submitted to correct Item 425 – Certification Number, the new NOPA would be identical to the original NOPA. *If there are no visible changes*, it is not necessary to give the NOPA to the employee.

NOPA SAMPLES

Section 7.4: Report of Appointment (Revised 05/04)

STATE OF CALIFORNIA		NOTICE OF PERSONNEL ACTION			PERSONNEL SERVICES DIVISION ROUTE TO		
ISSUE DATE		REPORT OF APPOINTMENT				XXXX	
EMPLOYEE LAST NAME		FIRST NAME & MIDDLE INITIAL		BIRTHDATE		SEX	
EMPLOYEE ADDRESS				ADDRESS WITHELD		CO. OF EMPLOYMENT	
DEPARTMENT OF				CLASSIFICATION TITLE			
EFFECTIVE DATE		TYPE OF APPT.		APPOINTMENT STATUS		TIME BASE	
SALARY PER \$	PROBATION PERIOD	PROBATION REPORT DUE			STATE SERVICE	PUBLIC EMPLOYEES RETIREMENT SYSTEM	
		FIRST	SECOND	FINAL		SURV –	RATE
						*SS/MED-	

*Item reflects:

SS/MED - Yes (Employee is subject to social security/medicare)

SS/MED - No (Employee is not subject to social security/medicare)

Medicare -

STATE OF CALIFORNIA		NOTICE OF PERSONNEL ACTION		PERSONNEL SERVICES DIVISION	
ISSUE DATE		REPORT OF APPOINTMENT		PAGE 2	
				XXXX	
EMPLOYEE LAST NAME	FIRST NAME & MIDDLE INITIAL	BIRTHDATE	SEX		
<p>THIS IS YOUR OFFICIAL APPOINTMENT AS SUBMITTED BY YOUR DEPARTMENT AND ENTERED ON YOUR OFFICIAL EMPLOYMENT HISTORY RECORD. PLEASE SIGN AND RETURN THE ORIGINAL TO YOUR DEPARTMENT PERSONNEL OFFICE WITHIN 10 WORKING DAYS.</p> <p>YOUR SIGNATURE CERTIFIES THAT TO THE BEST OF YOUR KNOWLEDGE YOU HAVE PROVIDED YOUR DEPARTMENT WITH COMPLETE AND FACTUAL INFORMATION NECESSARY FOR A PROPER APPOINTMENT; AND THAT YOU INTEND TO SERVE IN THIS CLASS, TENURE, LOCATION AND OTHER ELEMENTS OF THIS APPOINTMENT AS REFLECTED ON THIS DOCUMENT; AND YOU WILL MAKE A REASONABLE ATTEMPT TO SEEK CORRECTION OF ANY ASPECT OF THIS APPOINTMENT THAT YOU KNOW IS ILLEGAL.</p> <p>THE INFORMATION AS SHOWN ON THIS DOCUMENT IS ASSUMED CORRECT UNLESS YOU NOTIFY YOUR DEPARTMENT PERSONNEL OFFICE IN WRITING OF ERRORS WITHIN 30 CALENDAR DAYS FORM ISSUE DATE. ANY CHANGE IN SALARY OR CIVIL SERVICE STATUS IS SUBJECT TO STATE PERSONNEL BOARD APPROVAL. *</p> <p>Employee signature _____ Date _____</p>					

* The last sentence is not printed for exempt employees.

Section 7.6: Report of Miscellaneous Change (Revised 05/04)

STATE OF CALIFORNIA		NOTICE OF PERSONNEL ACTION		PERSONNEL SERVICES DIVISION	
				ROUTE TO	
ISSUE DATE		REPORT OF MISCELLANEOUS CHANGE			XXXX
EMPLOYEE LAST NAME	FIRST NAME & MIDDLE INITIAL				
EMPLOYEE ADDRESS			ADDRESS WITHELD		
DEPARTMENT OF			CLASSIFICATION TITLE		
EFFECTIVE DATE	TYPE OF CHANGE	TIME BASE	SALARY	PER	
			\$		

STATE OF CALIFORNIA	NOTICE OF PERSONNEL ACTION	PERSONNEL SERVICES DIVISION
ISSUE DATE	REPORT OF MISCELLANEOUS CHANGE	PAGE 2
		XXXX
EMPLOYEE LAST NAME	FIRST NAME & MIDDLE INITIAL	
<p style="text-align: center;">THIS IS YOUR OFFICIAL APPOINTMENT AS SUBMITTED BY YOUR DEPARTMENT AND ENTERED ON YOUR OFFICIAL EMPLOYMENT HISTORY RECORD. PLEASE SIGN AND RETURN THE ORIGINAL TO YOUR DEPARTMENT PERSONNEL OFFICE WITHIN 10 WORKING DAYS.</p> <p style="text-align: center;">THE INFORMATION AS SHOWN ON THIS DOCUMENT IS ASSUMED CORRECT UNLESS YOU NOTIFY YOUR DEPARTMENT PERSONNEL OFFICE IN WRITING OF ERRORS WITHIN 30 CALENDAR DAYS FORM</p> <p>Employee signature _____ Date _____</p> <p><small>*Miscellaneous Change Transaction Codes 126, 405, 505, and 545 require employee signature. All other transactions do not require a signature</small></p>		

Section 7.8: Report of Separation (Revised 05/04)

STATE OF CALIFORNIA		NOTICE OF PERSONNEL ACTION		PERSONNEL SERVICES DIVISION	
ISSUE DATE		REPORT OF SEPARATION		ROUTE TO	
EMPLOYEE LAST NAME		FIRST NAME & MIDDLE INITIAL		XXXX	
EMPLOYEE ADDRESS			ADDRESS WITHELD		
DEPARTMENT OF			CLASSIFICATION TITLE		
EFFECTIVE DATE		SEPARATION TYPE	APPOINTMENT STATUS		TIME BASE
SALARY PER	STATE SERVICE				
\$					

STATE OF CALIFORNIA		PERSONNEL SERVICES DIVISION	
NOTICE OF PERSONNEL ACTION			
ISSUE DATE		REPORT OF SEPARATION	
		PAGE 2	
		XXXX	
EMPLOYEE LAST NAME	FIRST NAME & MIDDLE INITIAL		
<p>THIS SUBSTANTIATES THE SEPARATION INFORMATION AS ENTERED ON THE OFFICIAL EMPLOYMENT HISTORY RECORD. INFORMATION SHOWN ON THIS DOCUMENT IS ASSUMED CORRECT. IF NOT, NOTIFY THE DEPARTMENTAL PERSONNEL OFFICE IN</p>			