

CSUEU New Classification Mapping

Quick Reference & FAQ



SACRAMENTO
STATE
HUMAN RESOURCES
Classification & Compensation

Rev. 6/30/2025

QUICK REFERENCE

EFFECTIVE DATE?

October 1, 2025 – New classification mapping and step structure will be in effect.

SALARY IMPACTS?

None, you will maintain your current salary pending further bargaining. (See also Q3, Q9, Q11 and Q17)

DUTIES CHANGING?

No, the duties of your position remain unchanged and your current position description remains in effect. (See also Q5 and Q10)

NOTIFICATION?

Impacted employees were initially notified May 9, 2025.

Reassessment reviews were finalized on or before July 11, 2025.

(See also Q8 and Q14)

CAN I APPEAL?

No, the Classification/Skill Level mapping placement is final. (Q13)

QUICK LINKS

- [CSUEU Contract](#)
- [Article 20.5](#)
- [New Class Standards](#)
- [Step Structure](#)
- [C&C Website](#)

FREQUENTLY ASKED QUESTIONS (FAQ)

Q1. Why was my position mapped to a new classification?

As part of the CSUEU steps implementation process, the CSU and CSUEU agreed to create additional classification standards for certain jobs. After an evaluation of your current position description, the preponderance of duties better aligns with one of the newly created classifications.

Q2. Is this considered a Reclassification or In-Class Progression Review under [Article 9.23](#)?

No, this exercise is being conducted as per [Article 20.5](#) therefore, no sections under [Article 9](#) are applicable.

Q3. Will I receive an increase in salary?

There is no increase in salary as a result of being mapped into a new classification. However, your final salary will be determined as part of the implementation of the step-structure. (Pending further negotiation)

Q4. Will this change impact my cumulative service calculation for step implementation?

No, your cumulative service will be calculated using your classification & skill level prior to mapping. However, placement is now pending further bargaining.

Q5. Is my position description (PD) changing?

No, there will be no changes to your current PD as a result of this mapping exercise. Your current PD remains in effect.

Q6. What if I feel I should be mapped to another classification or skill level?

The 90-day inquiry period has concluded and requests for reassessment submitted on or before June 30, 2025 were considered. The mapping decision is now final and will be in effect October 1, 2025. (See also Q2, Q12, Q14)

Q7. When is the deadline to submit an Inquiry Form for reassessment?

The deadline to submit was June 30, 2025. No further inquiry forms are being accepted.

Q8. I did not receive a notification and think I should have; how do I request a review/assessment?

If you did not receive a notification your position was not identified to be mapped and your classification will remain unchanged. (See Q6-7)

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FREQUENTLY ASKED QUESTIONS (FAQ)

Q9. What step will I be placed on in this new range?

Step placement has not been determined. Final salary will be determined as part of the implementation of the step-structure and is pending further negotiation (see [Article 20.5.B](#))

Q10. What if my position description (PD) needs updating?

Updates to a PD should follow the [normal process](#) for review and official classification. C&C will monitor changes in positions between now and implementation to ensure appropriate mapping.

Q11. Will my salary be reduced if it is above the new maximum?

No, there will be no reduction of salary as a result of mapping or the new salary ranges. If your salary is currently above the new max, you will maintain your current salary as "red circled".

Q12. Was my length of service or performance considered in determining my classification mapping?

No, factors such as performance, length of service, nor current salary are used to determine classification. Rather, classification is determined strictly on the work required to be performed as captured in the latest official position description. (See also Q10)

Q13. Can I appeal the new classification mapping?

No, the Classification/Skill Level mapping, as determined by Classification & Compensation, is final. (See also Q2)

Q14. How will I be notified if after reassessment my classification/skill level changes?

If there was a change to the initial classification mapping sent May 9, 2025, you should have received an e-mail with a new notification providing the final mapping from our office on, or before, July 11, 2025.

Q15. When will I hear back after submitting an inquiry form?

You will be notified of a decision confirming mapping or an updated notice identifying final mapping no later than July 11, 2025.

Q16. What is the structure-grade noted on my mapping notification letter?

The structure-grade is the salary range assigned to your newly mapped classification (outlined [here](#)). Please note, the notification does not indicate step placement within that defined range and final placement is contingent on further negotiation. (See also Q17)

Q17. The State budget has been finalized, when will step placement be determined?

While the State budget has been finalized, the 2023 compact allocation contingency was not met. As a result, per [Article 20.4 b](#), CSUEU and the CSU shall re-open negotiations on Article 20 (Salary - including salary 2024/2025 and 2025/2026), and Article 21 (Benefits). (See also campus [Budget Information](#) page)