

CAREER EXECUTIVE ASSIGNMENT vs. EXEMPT APPOINTMENT

CEA	EXEMPT
Civil service classification.	Not a civil service classification.
Civil service examination required for appointment.	No examination required for appointment.
<p>Competition in an examination limited to current State of California employees.</p> <p>Exception:</p> <ul style="list-style-type: none"> • Legislative employees meeting the provisions of Government Code Section 18990. • Executive Branch employees meeting the provision of Government Code Section 18992. 	Any person qualified to perform the desired duties may be appointed.
Approval of appointment up through Agency required.	Approval of appointment up through the Governor's Appointment Secretary required.
Salary and levels determined by the Department of Personnel Administration.	Salary and levels determined by the Governor's Appointment Secretary.
Merit salary adjustments are limited to 5% up to the maximum of the CEA level. Salary increases are not automatic and are tied to performance.	There is no established limitation on annual merit salary adjustments except that they cannot exceed the established exempt salary level. Salary increases are not automatic and are tied to performance.
Full medical, dental and vision benefits upon appointment.	Full medical, dental and vision benefits upon appointment.
Annual leave or vacation and sick leave provided upon appointment.	Annual leave or vacation and sick leave provided upon appointment.
Annual leave or vacation and sick leave balances transfer with a CEA returning to a civil service position.	<p>Annual leave or vacation and sick leave balances transfer with an exempt returning to a civil service position.</p> <p>Annual leave or vacation balances are paid to an exempt with no return rights upon termination of their exempt appointment.</p>

CEA	EXEMPT
Eligible for enhanced Non Industrial Disability (NDI). NDI pays 50% of salary and the employee may supplement leave credits for the additional 50% in order to receive a full salary if temporarily disabled.	Eligible for enhanced Non Industrial Disability (NDI). NDI pays 50% of salary and the employee may supplement leave credits for the additional 50% in order to receive a full salary if temporarily disabled.
<p>Eligible for enhanced managerial benefits.</p> <ul style="list-style-type: none"> • Enhance dental coverage (lower deductible and greater annual cap). • One additional hour of leave per month. • \$50,000 life insurance policy. • \$150,000 travel policy (while on state business) 	<p>Eligible for enhanced managerial benefits.</p> <ul style="list-style-type: none"> • Enhance dental coverage (lower deductible and greater annual cap). • One additional hour of leave per month. • \$50,000 life insurance policy. • \$150,000 travel policy (while on state business)
Eligible for CalPERS membership upon appointment.	<p>Eligible for CalPERS membership upon completion of two years of service.</p> <p>Exception:</p> <ul style="list-style-type: none"> • If a prior CalPERS contributor eligibility is immediate.
Termination requires a 20-day notice.	Termination requires no notice.
Mandatory return right to former civil service classification upon termination of CEA appointment, unless appointed under GC 18990 or 18992.	No mandatory return rights to any position, UNLESS appointed to the position without a break in service from a civil service position.
A CEA will receive a "Red Circle" (maintain their CEA salary) salary for 90 days following termination of their appointment if they were a CEA for at least one year and have at least 10 years of civil service experience.	Former employees reinstating to a civil service position will receive a salary comparable to their exempt salary, but not to exceed the maximum of the civil service classification.
Salary received without a budget.	Salary may be suspended until a budget is approved.