

**PAY DIFFERENTIAL 13
BAY AREA RECRUITMENT AND RETENTION PAY DIFFERENTIAL – UNIT 01 AND
EXCLUDED EMPLOYEES**

Established: 07/01/99

Revised: 01/01/01

CLASS TITLE	CLASS CODE	CB/ID	RATE	EARNINGS ID	DEPARTMENT
Rank and File:					
Associate Programmer Analyst (Specialist)	1579	R01	5%	8BA	All Departments in the following locations: Alameda San Francisco San Mateo Santa Clara Contra Costa
Associate Information Systems Analyst (Specialist)	1470				
Associate Systems Software Specialist (Technical)	1585				
Staff Programmer Analyst (Specialist)	1581				
Staff Information Systems Analyst (Specialist)	1312				
Systems Software Specialist I (Technical)	1587				
Senior Programmer Analyst (Specialist)	1583				
Senior Information Analyst (Specialist)	1337				
Systems Software Specialist II (Technical)	1373				
Systems Software Specialist III (Technical)	1367				
Excluded:					
Confidential designated employees	Various	C01	5%	8BA	All Departments in the following locations: Alameda San Francisco Contra Costa
Data Processing Manager III	1393	M01			
Associate Information Systems Analyst (Supervisor)	1471	S01			
Associate Programmer Analyst (Supervisor)	1580				
Data Processing Manager I	1381				
Data Processing Manager II	1384				
Senior Information Systems Analyst (Supervisor)	1340				
Senior Programmer Analyst (Supervisor)	1584				
Staff Information Systems Analyst (Supervisor)	1316				
Staff Programmer Analyst (Supervisor)	1582				
Systems Software Specialist I (Supervisor)	1588				
Systems Software Specialist II (Supervisor)	1558				
Systems Software Specialist III (Supervisor)	1559				

CRITERIA

Upon appointment to a position in one of the above classifications in an eligible county, employees shall receive a 5 percent pay differential. If an employee transfers out of an eligible location or classification the differential shall be rescinded. The State may extend these provisions to employees already in these classifications in eligible counties, and if an incumbent transfers out of an eligible location or classification the differential shall be rescinded.

SECTION 14:**PAY DIFFERENTIALS**

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:	
PRO RATED	Yes
SUBJECT TO QUALIFYING PAY PERIOD	No
ALL TIME BASES AND TENURE ELIGIBLE	Yes
SUBJECT TO PERS DEDUCTION	No

INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY	
OVERTIME	No/Yes (FLSA)
IDL	Yes
EIDL	Yes
NDI	No
LUMP SUM VACATION	No
LUMP SUM SICK	No
LUMP SUM EXTRA	Yes