

**PAY DIFFERENTIAL 45  
EDUCATIONAL INCENTIVE PAY – BARGAINING UNIT 08**

Established: 07/01/98

Revised: 07/01/99, 07/01/02, 07/01/14, 12/01/22

CLASS TITLE	CLASS CODE	CBID	RATE	EARNINGS ID	DEPARTMENT
All Classes Except for: Fire Fighter I Fire Lookout –Seasonal- Forestry Aid	Various	R08	\$150 Per Pay Period	8E6 (Full-Time\ Part-Time) 8E7 (Intermittent)	All Departments

**CRITERIA**

- Permanent employees in fire protection classifications who have been journeyed under the approved Joint Apprenticeship Committee (JAC) program or who have been granted a journey-level equivalency, or permanent employees in fire protection classifications with an appointment prior to the initiation of the California Fire Fighter JAC program on July 1, 1983.
- Employees in the following classifications: Battalion Chief (9723), Forester I (Nonsupervisory) (1054), and Fire Captain\* (1095).
- Permanent employees in classifications that do not require a JAC certificate program [e.g., Forestry Fire Pilot and Forestry Logistics Officer I] who have completed 60 units from an accredited community college, college, or university.
- The Educational Incentive shall be eliminated upon movement to a classification other than R08.

An employee's base pay shall be used for salary determination purposes when moving to another civil service classification.

**IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:**

PRO RATED FULL TIME/PART TIME INTERMITTENT	Yes No (See Below)**
SUBJECT TO QUALIFYING PAY PERIOD	No
ALLTIME BASES AND TENURE ELIGIBLE	Yes/No*
SUBJECT TO PERS DEDUCTION	Yes

**INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY**

OVERTIME	Yes
IDL	Yes
EIDL	Yes
NDI	Yes
LUMP SUM VACATION	Yes
LUMP SUM SICK	Yes
LUMP SUM EXTRA	Yes

\* Effective 07/01/02

\*\* Permanent Intermittent employees must work 88 hours in a pay period to receive the \$150 differential, and any hours under 88 shall not receive a pro-rated amount of this differential.

Retired Annuitants are not eligible unless appointed under Government Code section 21232.