

**PAY DIFFERENTIAL 50  
EMERGENCY RESPONSE BONUS PAY – BARGAINING UNIT 08 AND  
EXCLUDED EMPLOYEES**

Effective: 09/01/93

Revised: 11/05/96, 07/01/99, 07/01/15

CLASS TITLE	CLASS CODE	CB/ID	RATE	EARNINGS ID	DEPARTMENT
<b>Rank and File:</b>			5%	8ERP	Department of Forestry and Fire Protection
Assistant Chief (Nonsupervisory)	9724	R08			
Forester I (Nonsupervisory)	1054				
Forester II (Nonsupervisory)	9721				
<b>Excluded:</b>					
Forester II (Supervisory)	1042	S08			
Forester III	1041				
Forestry Equipment Manager I	6873				
Forestry Equipment Manager II	6874				

**CRITERIA**

- When an employee in one of the above classes is scheduled for an Emergency Response Assignment he/she shall be paid 5% above his/her base salary. A minimum of two days must be assigned in any Monday through Sunday work period to qualify for the Emergency Response Bonus (ERB) pay for that seven-day work period. The two days need not be consecutive.  
  
An employee placed on Emergency Response Assignment for an entire pay period will receive ERB pay for every day in the pay period (21 or 22 days) providing the two days in each seven-day period criteria are met. An employee on an Emergency Response Assignment will continue to receive the ERB pay for up to two seven-day periods while on paid leave. After the two seven-day periods, if the employee remains on paid leave, he/she will be removed from the Emergency Response Assignment and will lose the bonus. Bonus payments will be paid during the pay period following the month it was assigned provided the Work Week Group E absence, holiday credit earned and assignment report (CDF 634-4C) is received in Personnel by the 5<sup>th</sup> of the month.
- Emergency Response Assignment is defined as an assignment requiring an employee to be available for contact and immediate response to an emergency from a duty station or from a location other than the duty station; must be ready and able to respond immediately, within five minutes or less, to a given work assignment with the necessary tools, vehicle, and/or equipment.
- An Emergency Response Assignment shall be made with 24-hour notice except in cases of emergency or by mutual consent of the employee in which case notice time may be less.

**FOR ALL CLASSES: IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:**

PRO RATED	Yes
SUBJECT TO QUALIFYING PAY PERIOD	No
ALL TIME BASES AND TENURE ELIGIBLE	Yes/No*
SUBJECT TO PERS DEDUCTION	Yes

<b>FOR ALL CLASSES: INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY</b>	
OVERTIME	No
IDL	Yes
EIDL	Yes
NDI	No
LUMP SUM VACATION	No
LUMP SUM SICK	No
LUMP SUM EXTRA	No

\*Retired Annuitants are not eligible unless appointed under Government Code section 21228.