

**PAY DIFFERENTIAL 73  
LONGEVITY PAY DIFFERENTIAL – BARGAINING UNIT 08 AND EXCLUDED  
EMPLOYEES**

Established: 10/01/98

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

CLASS TITLE	CB/ID	EFFECTIVE DATE	DEPARTMENT
<b>Rank-and File:</b>			All Departments
All Classes	R08	12/01/22	
<b>Excluded/Confidential:</b>			
All Classes	S08, M08	12/01/22	

	RATE	EARNINGS ID
17 and 18 years	3%	8LG3
19 years	4%	8LG4
20 years	5%	8LG5
21 years	6%	8LG6
22, 23, and 24 years	7%	8LG7
25 years	9%	8LG9

<b>CRITERIA</b>	
<ul style="list-style-type: none"> <li>• BU8 employees shall be eligible for the pay differential.</li> <li>• All time spent in State service shall count, as long as the employee is in a classification with the collective bargaining identifier as R08, S08, or M08 at the time eligibility for the pay differential is approved.  State service shall be based on qualifying pay periods as follows: <ul style="list-style-type: none"> <li>– Qualifying pay periods as defined in California Code of Regulations title 2, sections 599.608 and 599.609.</li> <li>– Qualifying pay periods immediately preceding and following a break(s) in service shall be cumulative.</li> </ul> <p>The above percentages are noncumulative: i.e., an employee who has been in State service for twenty (20) years is eligible for a pay differential of three percent (5%) above base salary, not the cumulative total of years 17, 18, 19, and 20 (e.g., 15%).</p> </li> <li>• The Longevity Pay Differential shall be eliminated upon movement to a classification other than R08, S08, or M08.</li> <li>• Upon movement to another class, the employee shall move from his/her base salary only.</li> </ul>	

<b>IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:</b>	
PRO RATED	Yes
SUBJECT TO QUALIFYING PAY PERIOD	No
ALL TIME BASE AND TENURE ELIGIBLE	Yes/No*
SUBJECT TO PERS DEDUCTION	Yes

<b>INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY</b>	
OVERTIME	Yes
IDL	Yes
EIDL	Yes
NDI	Yes
LUMP SUM VACATION	Yes
LUMP SUM SICK	Yes
LUMP SUM EXTRA	Yes

\*Retired Annuitants are not eligible unless appointment under Government Code section 21232.