PAY DIFFERENTIAL 116
PHYSICAL PERFORMANCE INCENTIVE PAY AND BILINGUAL DIFFERENTIAL PAY - UNIT 05

Established: 11/01/95
Revised: 07/01/01

<table>
<thead>
<tr>
<th>CLASS TITLE</th>
<th>CLASS CODE</th>
<th>CB/ID</th>
<th>DEPARTMENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant Chief, California Highway Patrol</td>
<td>8385</td>
<td>M05</td>
<td>California Highway Patrol</td>
</tr>
<tr>
<td>Assistant Commissioner, California Highway Patrol</td>
<td>8377</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Captain, California Highway Patrol</td>
<td>8388</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Deputy Chief, California Highway Patrol</td>
<td>8382</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lieutenant, California Highway Patrol</td>
<td>8398</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Officer, California Highway Patrol</td>
<td>8397</td>
<td>R05</td>
<td></td>
</tr>
<tr>
<td>Sergeant, California Highway Patrol</td>
<td>8394</td>
<td>S05</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>$130 per period = 60 or more months of service as an Officer, California Highway Patrol, + $100 per pay period for Bilingual differential pay.</td>
</tr>
<tr>
<td>$65 per period = fewer than 60 months of service as an Officer, California Highway Patrol, + $100 per pay period for Bilingual differential pay.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>CRITERIA</th>
</tr>
</thead>
<tbody>
<tr>
<td>See criteria for individual differential for Physical Performance Incentive Differential and Bilingual Differential Pay – Unit 05.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:</th>
</tr>
</thead>
<tbody>
<tr>
<td>PRO RATED</td>
</tr>
<tr>
<td>SUBJECT TO QUALIFYING PAY PERIOD</td>
</tr>
<tr>
<td>ALL TIME BASES AND TENURE ELIGIBLE</td>
</tr>
<tr>
<td>SUBJECT TO PERS DEDUCTION</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY</th>
</tr>
</thead>
<tbody>
<tr>
<td>OVERTIME</td>
</tr>
<tr>
<td>IDL</td>
</tr>
<tr>
<td>EIDL</td>
</tr>
<tr>
<td>NDI</td>
</tr>
<tr>
<td>LUMP SUM VACATION</td>
</tr>
<tr>
<td>LUMP SUM SICK</td>
</tr>
<tr>
<td>LUMP SUM EXTRA</td>
</tr>
</tbody>
</table>

(Rev. 03/04) 14.116