

**PAY DIFFERENTIAL 369
CALFIRE CHIEF OFFICER AND RELATED CEA
RECRUITMENT AND RETENTION DIFFERENTIAL - EXCLUDED**

Established: 07/01/07

Revised: 07/01/07, 01/01/12

CLASS TITLE	CLASS CODE	CBID	DEPARTMENT
Assistant Chief	1039	S08	Forestry and Fire Protection
Unit Chief	1037	M08	
Forestry and Fire Protection Administrator	1031	M08	
CEA Assistant Deputy Director Assistant Region Chief	7500	M01	
CEA Deputy Director Region Chief	7500	M01	

STAGING PERIOD	ASSISTANT CHIEF	EARNINGS ID
First 12-month period: (PERSable)	\$617	8RRB
(Non-PERSable)	\$1234	8RRC
Second 12-month period: (PERSable)	\$1234	8RRD
(Non-PERSable)	\$617	8RRE
After 24-month period: (All PERSable)	\$1851	8RR1

STAGING PERIOD	FORESTRY AND FIRE PROTECTION ADMINISTRATOR UNIT CHIEF	EARNINGS ID
First 12-month period: (PERSable)	\$647	8F4
(Non-PERSable)	\$1296	8F5
Second 12-month period: (PERSable)	\$1296	8F10
(Non-PERSable)	\$647	8F11
After 24-month period: (All PERSable)	\$1943	8F16

STAGING PERIOD	CEA - ASSISTANT DEPUTY DIRECTOR CEA - ASSISTANT REGION CHIEF	EARNINGS ID
First 12-month period: (PERSable)	\$516	8F6
(Non-PERSable)	\$1034	8F7
Second 12-month period: (PERSable)	\$1034	8F12
(Non-PERSable)	\$516	8F13
After 24-month period: (All PERSable)	\$1550	8F17

STAGING PERIOD	CEA – DEPUTY DIRECTOR CEA – REGION CHIEF	EARNINGS ID
First 12-month period: (PERSable)	\$450	8F8
(Non-PERSable)	\$900	8F9
Second 12-month period: (PERSable)	\$900	8F14
(Non-PERSable)	\$450	8F15
After 24-month period: (All PERSable)	\$1350	8F18

CRITERIA									
<ul style="list-style-type: none"> This recruitment and retention differential is for the purposes of retaining experienced staff in the Chief Officer series and recruiting staff in the Battalion Chief classification to promote into the Chief Officer series and related CEA positions. Eligible employees appointed or reinstated to the classification of Assistant Chief as of 07/01/08 and who remained in the class will receive the differential effective 01/01/12. New hires to the classification of Assistant Chief as of 01/01/12 and thereafter are eligible for this pay differential. Eligible incumbents are only eligible to receive a single or combined rate totaling: <table style="margin-left: 40px;"> <tr> <td>\$1851</td> <td>Assistant Chief</td> </tr> <tr> <td>\$1943</td> <td>Unit Chief or Forestry and Fire Protection Administrator</td> </tr> <tr> <td>\$1550</td> <td>CEA Assistant Deputy Director/Assistant Region Chief</td> </tr> <tr> <td>\$1350</td> <td>CEA Deputy Director/Region Chief</td> </tr> </table> Eligible incumbents will receive the differential until they separate from the applicable classification. Upon promotion between classifications eligible for this pay differential, employees shall retain their staging period (e.g., an incumbent receiving the second staging period will continue to receive the second staging period in the higher classification). 	\$1851	Assistant Chief	\$1943	Unit Chief or Forestry and Fire Protection Administrator	\$1550	CEA Assistant Deputy Director/Assistant Region Chief	\$1350	CEA Deputy Director/Region Chief	
\$1851	Assistant Chief								
\$1943	Unit Chief or Forestry and Fire Protection Administrator								
\$1550	CEA Assistant Deputy Director/Assistant Region Chief								
\$1350	CEA Deputy Director/Region Chief								
<u>Assistant Chief</u>									
<ul style="list-style-type: none"> For the first 12-month period, eligible incumbents will receive a total monthly differential of \$1851 with staged PERSability as follows: <ul style="list-style-type: none"> \$617 of the differential will be subject to PERS deductions for retirement contributions; and \$1234 of the differential will not be subject to PERS deduction. 									

CRITERIA - ContinuedAssistant Chief - Continued

- For the second 12-month period, eligible incumbents will receive a total monthly differential of \$1851 with staged PERSability as follows:
 - \$1234 of the differential will be subject to PERS deductions for retirement contributions; and
 - \$617 of the differential will not be subject to PERS deduction.
- After 24 months, eligible incumbents will receive a total monthly differential of \$1851 which will be subject to PERS deductions for retirement contributions.

Forestry and Fire Protection Administrator/Unit Chief

- For the first 12-month period, eligible incumbents will receive a total monthly differential of \$1943 with staged PERSability as follows:
 - \$647 of the differential will be subject to PERS deductions for retirement contributions; and
 - \$1296 of the differential will not be subject to PERS deduction.
- For the second 12-month period, eligible incumbents will receive a total monthly differential of \$1943 with staged PERSability as follows:
 - \$1296 of the differential will be subject to PERS deductions for retirement contributions; and
 - \$647 of the differential will not be subject to PERS deduction.
- After 24 months, eligible incumbents will receive a total monthly differential of \$1943 which will be subject to PERS deductions for retirement contributions.

CEA - Assistant Deputy Director/CEA - Assistant Region Chief

- For the first 12-month period, eligible incumbents will receive a total monthly differential of \$1550 with staged PERSability as follows:
 - \$516 of the differential will be subject to PERS deductions for retirement contributions; and
 - \$1034 of the differential will not be subject to PERS deduction.
- For the second 12-month period, eligible incumbents will receive a total monthly differential of \$1550 with staged PERSability as follows:
 - \$1034 of the differential will be subject to PERS deductions for retirement contributions; and
 - \$516 of the differential will not be subject to PERS deductions.
- After 24 months, eligible incumbents receive a total monthly differential of \$1550 which will be subject to PERS deductions for retirement contributions.

CRITERIA - ContinuedCEA Deputy Director/Regional Chief

- For the first 12-month period, eligible incumbents will receive a total monthly differential of \$1350 with staged PERSability as follows:
 - \$450 of the differential will be subject to PERS deductions for retirement contributions; and
 - \$900 of the differential will not be subject to PERS deduction.
- For the second 12-month period, eligible incumbents will receive a total monthly differential of \$1350 with staged PERSability as follows:
 - \$900 of the differential will be subject to PERS deductions for retirement contributions; and
 - \$450 of the differential will not be subject to PERS deductions.
- After 24 months, eligible incumbents receive a total monthly differential of \$1350 which will be subject to PERS deductions for retirement contributions.

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 Retired Annuitants
SUBJECT TO PERS DEDUCTION	Yes/No *

FOR ALL CLASSES: INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY

OVERTIME	N/A
IDL	Yes
EIDL	Yes
NDI	Yes
LUMP SUM VACATION	Yes
LUMP SUM SICK	Yes
LUMP SUM EXTRA	Yes

*The PERSable portion of the pay differential is subject to PERS deduction. The non-PERSable portion of the pay differential is not subject to PERS deduction.