

**PAY DIFFERENTIAL 370
PLATA EQUITY STAGED PERSABILITY PAY DIFFERENTIAL -
BARGAINING UNIT 16 AND EXCLUDED**

Established: 07/01/07

Revised: 07/01/07

| CLASS TITLE | CLASS CODE | CBID | DEPARTMENT |
|--|------------|------|--|
| Rank and File: | | | Departments of: Developmental Services, Mental Health, and Veterans Affairs |
| Physician and Surgeon | 7551 | R16 | |
| Physician and Surgeon (Safety) | 7552 | | |
| Physician and Surgeon –Intermittent - | 7565 | | |
| Physician and Surgeon, Departments of Mental Health and Developmental Services | 7644 | | |
| Physician and Surgeon, (Intermittent), Departments of Mental Health and Developmental Services | 7651 | | |
| Excluded: | | | M16 |
| Chief of Medicine, Veterans Home and Medical Center | 7529 | | |
| Chief Medical Officer, Veterans Home and Medical Center | 7536 | | |
| Chief Physician and Surgeon | 7561 | | |

R16

| RATES | EARNINGS ID |
|--|-------------|
| 7551 PHYSICIAN AND SURGEON | |
| Departments of Developmental Services, Mental Health and Veterans Affairs | |
| <u>Range A, B or C to Range S</u> | |
| 3 Years Staged Persability | |
| \$1,957 per month effective 07/01/07 – 06/30/08 | 8P69 |
| \$978 per month effective 07/01/08 – 06/30/09 | 8P63 |
| 2 Years Staged Persability | |
| \$829 per month effective 07/01/07 – 06/30/08 | 8P75 |
| <u>Range D to Range T</u> | |
| 3 Years Staged Persability | |
| \$2,065 per month effective 07/01/07 – 06/30/08 | 8P68 |
| \$1,032 per month effective 07/01/08 – 06/30/09 | 8P62 |
| 2 Years Staged Persability | |
| \$875 per month effective 07/01/07 – 06/30/08 | 8P74 |
| <u>Range D to Range U</u> | |
| 3 Years Staged Persability | |
| \$2,174 per month effective 07/01/07 – 06/30/08 | 8P67 |
| \$1,087 per month effective 07/01/08 – 06/30/09 | 8P61 |
| 2 Years Staged Persability | |
| \$921 per month effective 07/01/07 – 06/30/08 | 8P73 |

| RATES | EARNINGS ID |
|--|---|
| <p>7552 PHYSICIAN AND SURGEON (SAFETY)</p> <p>Departments of Developmental Services, Mental Health and Veterans Affairs</p> <p><u>Range A, B or C to Range S</u> 3 Years Staged Persability \$1,957 per month effective 07/01/07 – 06/30/08 \$978 per month effective 07/01/08 – 06/30/09</p> <p>2 Years Staged Persability \$829 per month effective 07/01/07 – 06/30/08</p> <p><u>Range D to Range T</u> 3 Years Staged Persability \$2,065 per month effective 07/01/07 – 06/30/08 \$1,032 per month effective 07/01/08 – 06/30/09</p> <p>2 Years Staged Persability \$875 per month effective 07/01/07 – 06/30/08</p> <p><u>Range D to Range U</u> 3 Years Staged Persability \$2,174 per month effective 07/01/07 – 06/30/08 \$1,087 per month effective 07/01/08 – 06/30/09</p> <p>2 Years Staged Persability \$921 per month effective 07/01/07 – 06/30/08</p> | <p>8P69</p> <p>8P63</p> <p>8P75</p> <p>8P68</p> <p>8P62</p> <p>8P74</p> <p>8P67</p> <p>8P61</p> <p>8P73</p> |
| <p>7565 PHYSICIAN AND SURGEON – INTERMITTENT –</p> <p>Departments of Developmental Services, Mental Health and Veterans Affairs</p> <p><u>Range B or C to Range S</u> 3 Years Staged Persability \$1,957 per month effective 07/01/07 – 06/30/08 \$978 per month effective 07/01/08 – 06/30/09</p> <p>2 Years Staged Persability \$829 per month effective 07/01/07 – 06/30/08</p> <p><u>Range D to Range T</u> 3 Years Staged Persability \$2,065 per month effective 07/01/07 – 06/30/08 \$1,032 per month effective 07/01/08 – 06/30/09</p> <p>2 Years Staged Persability \$875 per month effective 07/01/07 – 06/30/08</p> | <p>8P69</p> <p>8P63</p> <p>8P75</p> <p>8P68</p> <p>8P62</p> <p>8P74</p> |

| RATES | EARNINGS ID |
|--|--|
| <p>7565 PHYSICIAN AND SURGEON – INTERMITTENT – (Continued)</p> <p><u>Range D to Range U</u> 3 Years Staged Persability \$2,174 per month effective 07/01/07 – 06/30/08 \$1,087 per month effective 07/01/08 – 06/30/09</p> <p>2 Years Staged Persability \$921 per month effective 07/01/07 – 06/30/08</p> | <p>8P67 8P61 8P73</p> |
| <p>7644 PHYSICIAN AND SURGEON, DEPARTMENT OF MENTAL HEALTH AND DEVELOPMENTAL SERVICES</p> <p>Department of Mental Health and Developmental Services</p> <p><u>Range A, B or C to Range S</u> 3 Years Staged Persability \$1,957 per month effective 07/01/07 – 06/30/08 \$978 per month effective 07/01/08 – 06/30/09</p> <p>2 Years Staged Persability \$829 per month effective 07/01/07 – 06/30/08</p> <p><u>Range D to Range T</u> 3 Years Staged Persability \$2,065 per month effective 07/01/07 – 06/30/08 \$1,032 per month effective 07/01/08 – 06/30/09</p> <p>2 Years Staged Persability \$875 per month effective 07/01/07 – 06/30/08</p> <p><u>Range D to Range U</u> 3 Years Staged Persability \$2,174 per month effective 07/01/07 – 06/30/08 \$1,087 per month effective 07/01/08 – 06/30/09</p> <p>2 Years Staged Persability \$921 per month effective 07/01/07 – 06/30/08</p> | <p>8P69 8P63 8P75 8P68 8P62 8P74 8P67 8P61 8P73</p> |

| RATES | | EARNINGS ID |
|-------|--|--|
| 7529 | CHIEF OF MEDICINE, VETERANS HOME AND MEDICAL CENTER – (Continued) 2 Years Staged Persability \$967 per month effective 07/01/07 – 06/30/08 <u>Range C to Range U</u> 3 Years Staged Persability \$2,391 per month effective 07/01/07 – 06/30/08 \$1,195 per month effective 07/01/08 – 06/30/09 2 Years Staged Persability \$1,013 per month effective 07/01/07 – 06/30/08 | 8P72 8P65 8P59 8P71 |
| 7536 | CHIEF MEDICAL OFFICER, VETERANS HOME AND MEDICAL CENTER Department of Veterans Affairs <u>Range S</u> 3 Years Staged Persability \$2,283 per month effective 07/01/07 – 06/30/08 \$1,141 per month effective 07/01/08 – 06/30/09 2 Years Staged Persability \$967 per month effective 07/01/07 – 06/30/08 <u>Range T</u> 3 Years Staged Persability \$2,391 per month effective 07/01/07 – 06/30/08 \$1,195 per month effective 07/01/08 – 06/30/09 2 Years Staged Persability \$1,013 per month effective 07/01/07 – 06/30/08 <u>Range U</u> 3 Years Staged Persability \$2,500 per month effective 07/01/07 – 06/30/08 \$1,250 per month effective 07/01/08 – 06/30/09 2 Years Staged Persability \$1,060 per month effective 07/01/07 – 06/30/08 | 8P66 8P60 8P72 8P65 8P59 8P71 8P64 8P58 8P70 |

| RATES | | EARNINGS ID |
|-------|---|--|
| 7561 | CHIEF PHYSICIAN AND SURGEON Departments of Developmental Services, Mental Health and Veterans Affairs <u>Range B to Range S</u> 3 Years Staged Persability \$2,065 per month effective 07/01/07 – 06/30/08 \$1,032 per month effective 07/01/08 – 06/30/09 2 Years Staged Persability \$875 per month effective 07/01/07 – 06/30/08 <u>Range C to Range T</u> 3 Years Staged Persability \$2,174 per month effective 07/01/07 – 06/30/08 \$1,087 per month effective 07/01/08 – 06/30/09 2 Years Staged Persability \$921 per month effective 07/01/07 – 06/30/08 <u>Range C to Range U</u> 3 Years Staged Persability \$2,283 per month effective 07/01/07 – 06/30/08 \$1,141 per month effective 07/01/08 – 06/30/09 2 Years Staged Persability \$967 per month effective 07/01/07 – 06/30/08 | 8P68 8P62 8P74 8P67 8P61 8P73 8P66 8P60 8P72 |

| CRITERIA |
|---|
| <ul style="list-style-type: none"> • For the classifications listed above, the above rates are effective 07/01/07 for R16 and M16. • Application of these rates will end on 06/30/08 or 06/30/09 for R16, and M16. • This differential shall not be subject to the compliant and/or grievance and arbitration processes. • Effective 07/01/08 when the pay differential is reduced, the difference between the 07/01/07 pay differential rate and the 07/01/08 pay differential rate shall be rolled into the employee's base pay. • Employees <u>will retain</u> their constant differential rate when moving between salary ranges within a classification and upon movement to any other classification covered by this staged PERSability differential until their end date. The employee will not receive the Pay Differential rate of the "to" class. • When processing a MSA use the Excel Program provided by DPA to compute the SAL rate that is effective the same date as the MSA. |

| FOR ALL CLASSES: IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE: | |
|--|-----------------------------|
| PRO RATED | Yes |
| SUBJECT TO QUALIFYING PAY PERIOD | Yes |
| ALL TIME BASES AND TENURES ARE ELIGIBLE | Yes/No Retired Annuitants * |
| UBJECT TO PERS DEDUCTION | No |

| INCLUSION IN RATE TO CALCULATE: THE FOLLOWING BENEFIT PAY | |
|--|-----|
| OVERTIME | N/A |
| IDL | Yes |
| EIDL | Yes |
| NDI | Yes |
| LUMPSUM VACATION | Yes |
| LUMPSUM SICK | Yes |
| LUMPSUM EXTRA | Yes |

* Staged PERS does not apply to Retired Annuitants. Use the Alternate Range Criteria for the class to determine the appropriate non-staged range to place the Retired Annuitant.