(Abolished in PL 13-08 – Effective 07/01/13)

PAY DIFFERENTIAL 386
PERSONAL LEAVE PROGRAM 2012 DIFFERENTIAL – UNITS 1, 2, 3, 4, 5, 6, 7, 8, 10, 11, 12, 14, 15, 16, 17, 18, 19, 20, 21, AND EXCLUDED EMPLOYEES

Rescinded: 07/01/12

CLASS/CBID	EFFEC. DATE	NEGATIVE DIFFERENTIAL	EARNINGS ID	MyCalPAYS WAGE TYPE	DEPARTMENT
RANK AND FILE					
R01, R02, R03, R04, R05, R11, R12, R14, R15, R16, R17, R18, R20, R21 E01*, E02*, E04*, E11*, E12*, E16*, E18*, E21*	07/01/12	4.62%	8PLP	0020	All Departments
R06, E06*		4.62%	8PLP	0020	
Except:					
R06 – 7K ranges (classes and ranges attached)		4.50%	8PL6	0020	
R06 – Fire Captain Class Code 9001, Alternate Range L and M (192 hour schedule)		3.85%	8PL7	0020	
R06 – Fire Captain Class Code 9001, Alternate Range N and P (216 hour schedule)		3.42%	8PL8	0020	
R07, E07*		4.62%	8PLP	0020	
Except:					
R07 – State Park Peace Officer (Ranger) Class Code 0983, (171 hour 7K Schedule)		4.32%	8PLG	0020	Department of Parks and Recreation
R07 – Fire Fighter Class Code 8979, (192 hour 7K Schedule and 216 hour 7K Schedule)		3.29%	8PL9	0020	Department of Mental Health and Department of Developmental Services

*E01 – 21 applies to rank-and-file employees who receive red circle managerial or supervisory benefits.

CLASS/CBID	EFFEC. DATE	NEGATIVE DIFFERENTIAL	EARNINGS ID	MyCalPAYS WAGE TYPE	DEPARTMENT
RANK AND FILE					
R07 – Captain Firefighter/Security Officer Class Code 8989, (212 hour 7K Schedule) and Firefighter/Security Officer Class Code 8990, (212 hour 7K Schedule)	07/01/12	3.48%	8PLF	0020	Military Department and Department of Parks and Recreation
R08, E08*		4.75%	8PLP	0020	All Departments
R10, E10*		4.62% for 1 day 9.23% for 2 days 13.85% for 3 days	8PLP 8PL2 8PL3	0020 002A 002B	
R19, E19*		4.62% for 1 day 9.23% for 2 days 13.85% for 3 days	8PLP 8PL2 8PL3	0020 002A 002B	
EXCLUDED					
C01, C02, C03, C04, C06, C07, C09, C10, C11, C12, C14, C15, C16, C17, C18, C19, C20, C21 S01, S02, S03, S04, S05, S06, S07, S08, S09, S10, S11, S12, S13, S14, S15, S16, S17, S18, S19, S20, S21 M01, M02, M03, M05, M06, M07, M08, M09, M10, M12, M14, M16, M17, M18, M19, M21, M99 E48, E58, E59, E67, E68, E77, E78, E79, E97, E98, E99	07/01/12	4.62%	8PLP	0020	All Departments

*E01 – 21 applies to rank-and-file employees who receive red circle managerial or supervisory benefits.

CRITERIA
All employees participating in the Personal Leave Program (PLP) 2012 shall have their base salary reduced by the above rate and shall accrue a personal leave credit the first day of each pay period for the next 12 consecutive months. Refer to the appropriate Personnel Management Liaisons (PMLs) and Memorandum of Understandings (MOUs), if applicable, for additional information. R10 Beginning with the August 2012 pay period employees may elect to participate in an alternate PLP 2012 program. The election into the alternate program must be made no later than August 15, 2012 and is irrevocable. Employees may elect to accrue PLP 2012 up to three days per month with corresponding monthly pay reduction. Employees who do not elect into the alternate program will remain in the one day PLP 2012. The alternate program will cease upon the accrual of twelve (12) totals days of PLP 2012. The alternate program must be conducted within consecutive months (i.e. 3-day accrual for July, August, and September totaling 12 days). R19 Beginning with the October 2012 pay period employees may elect to participate in an alternate PLP 2012 program for the remaining nine days of PLP. The election into this alternate program must be completed by September 15, 2012 and is irrevocable. Employees may elect to accrue PLP up to three days per month with corresponding monthly pay reduction. Employees who do not elect into the alternate program will remain in the one day PLP 2012. The alternate PLP 2012 program will cease upon the accrual of twelve (12) total days of PLP 2012. The alternate program must be conducted within consecutive months beginning of October 2012 (i.e. 3-day accrual for October, November and December totaling twelve (12) days).

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	N/A

INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY	
OVERTIME	No
IDL	No
EIDL	No
NDI	No
LUMP SUM VACATION	No
LUMP SUM SICK	No
LUMP SUM EXTRA	No

**Retired Annuitants appointed under Government Code sections 19144, 21154, 21223, 21224, 21225, and 21227 are not included in the Personal Leave Program 2012.

THE FOLLOWING CLASSES AND EMPLOYEES ARE NOT SUBJECT TO THE PERSONAL LEAVE PROGRAM 2012

Class Code	CBID	Class Title
0032	R01	Agricultural Technician III (Seasonal)
0033	R01	Agricultural Technician II (Seasonal)
0034	R01	Agricultural Technician I (Seasonal)
0051	R01	Processing Fruit and Vegetable Inspector III (Seasonal)
0052	R01	Processing Fruit and Vegetable Inspector II (Seasonal)
0054	R01	Processing Fruit and Vegetable Inspector I (Seasonal)
0790	R11	Fish and Wildlife Seasonal Aid
0835	R11	Fish and Wildlife Scientific Aid
0987	R12	Maintenance Aide (Seasonal)
0989	R12	Maintenance Aide (Seasonal) (Angel Island)
0990	R07	Lifeguard II (Seasonal)
0993	R07	Lifeguard I (Seasonal)
0994	R07	Pool Lifeguard –Seasonal-
0996	R12	Senior Maintenance Aide (Seasonal)
0997	R12	Senior Maintenance Aide (Seasonal) (Angel Island)
1023	R11	Archeological Aid –Seasonal-
1030	R07	Backcountry Trails Camp Supervisor, California Conservation Corps
1120	R04	Seasonal Clerk
1242	R04	Office Occupations Trainee
1931	R11	Scientific Aid
1949	R07	State Fair Police Officer (Seasonal)
2791	R01	Guide Trainee Historical Monument
3012	R11	Student Engineering Aid
3082	R03	Substitute Academic Teacher (Correctional Facility)
4871	R11	Student Assistant –Engineering and Architectural Sciences-
7872	R11	Animal Technician I
7956	R10	Microbiologist Intern
8140	R17	Pre-Registered Nurse
8170	R17	Pre-Registered Nurse, Departments of Mental Health and Development
8434	R20	Self-Help Sponsor (Part Time)
9992	R15	Maintenance and Service Occupational Trainee
9993	R11	Mechanical and Technical Occupational Trainee

All CBID E designated classes

Bureau of State Audits
Legislative Counsel Bureau

R06 Employees with 7K Schedules

Class Code	Class Title	Alternate Range
8217	Medical Technical Assistant –Correctional Facility-	J, K
8221	Medical Technical Assistant (Psychiatric)	J, K
9001	Fire Captain, Correctional Institution	J, K
9016	Fire Service Training Specialist, Correctional Facility	J
9579	Youth Correctional Officer	J, K
9581	Youth Correctional Counselor	J, K
9662	Correctional Officer	J, K
9694	Board Coordinating Parole Agent, Youthful Offender Parole Board	J
9696	Parole Agent II, Youth Authority (Specialist)	J
9701	Parole Agent I Youth Authority	J, K, L, M
9717	Community Services Consultant	J
9762	Parole Agent II, Adult Parole (Specialist)	J
9765	Parole Agent I Adult Parole	J, K, L, M
9901	Correctional Counselor II (Specialist)	J, R
9904	Correctional Counselor I	J, K, L, M
9911	Casework Specialist, Youth Authority	J, K

PAY DIFFERENTIAL 386 HISTORY:

- Established 09/2010 Pay Period for R12, R16, R18, R19, E12, E16, E18, E19. (PL#10-19)

- Effective 09/01/10, seasonal classes not subject to the PLP program is added. (PL#10-21)

- Effective 11/02/10, amended to reflect R1, R3, R4, R11, R12, R14, R15, R16, R17, R18, R19, R20, R21, Excluded, Confidential (C01, C02, C03, C04, C06, C07, C09, C10, C11, C12, C13, C14, C15, C16, C18, C19, C20, and C21 are added to the Pay Differential; additional seasonal classes not subject to the PLP program are added. (PL#10-25)

- Effective 11/2010 Pay Period, class code 7500, affiliated with Units 5 and 8 is not subject to the PLP 2010 Program. (PL#11-04)

- Effective 04/01/11, pay differential retitled to Personnel Leave Program 2010/2011. The following units are added: R02, R06, R07, R09, R10, and R13. (PL#11-06)

- Effective 05/16/11, pay differential amended to reflect State Compensation Insurance Fund employees in Units 1, 2, 3, 4, 10, 11, 12, 3, 14, 15, 17, 20, and 21 are not subject to the PLP 2010 program. (PL#11-10)

- Effective 04/06/11, CBID M99 is added. (PL#11-11)

- Effective 07/01/11, the rate for R10/E10 is amended to include 9.23% and 13.85%. (PL#11-14)

- Effective 09/01/11, R12, R16, R18, R19; U12, U16, U19; E12, E16, E18, E19 are deleted from this pay differential. (PL#11-18)

- Effective 11/01/11, the following CBIDs are deleted: R01,R03, R04, R11, R14, R15, R17, R20, R21; U01, U04, U15; C01, C02, C03, C04, C06, C07, C09, C10, C11, C12, C13, C14, C15, C16, C17, C18, C19, C20, C21; E01, E04, E11, E21; S01, S02, S03, S04, S06, S07, S09, S10, S11, S12, S13, S14, S15, S16, S17, S18, S19, S20, S21; M01, M02, M03, M06, M07, M09, M10, M12, M14, M16, M17, M18, M19, M21, M99; U01, U02, U04, U07, U09, U10, U12, U15, U16, U19; E48, E58, E59, E67, E68, E77, E78, E79, E97, E98, and E99. (PL#11-20)

- Effective 04/01/11, the PLP negative differential is corrected from 4.62% to 3.29% for class code 8979, with a 192-hour and 216-hour 7K schedule within Department of Mental Health or Department of Developmental Services; PLP negative differential is corrected from 4.62% to 3.48% for class code 8990 with a 212-hour 7K schedule within the Military Department or Department of Parks and Recreation. (PL#12-05)

- Effective 04/01/11, the PLP negative differential is corrected from 4.62% to 3.48% for class code 8989, with a 212-hour 7K schedule within the Military Department or Department of Parks and Recreation. (PL#12-05A)

- Effective 04/01/11, PLP 2010/2011 negative differential is corrected from 4.62% to 4.32% for class code 0983 with 171-hour 7K schedule within the Department of Parks and Recreation. (PL#12-05B)

- Abolished 4/1/12, PLP 2010/2011 Differential – Units 2, 6, 7, 9, 10, and 13. (PL#12-08)

- Rescinded 7/1/12, retitled to Personnel Leave Program 2012. (PL#12-14)