

**PAY DIFFERENTIAL 404  
ONE-TIME BONUS PAY DIFFERENTIAL – BARGAINING UNIT 12**

Established: 07/01/14

CLASS TITLE	RATE	EARNINGS ID	DEPARTMENT
R12 Classes U12 Classes ( <b>Rank and File Ranges Only</b> )	\$1200 One-Time	9G1	All Departments

**CRITERIA**

Civil service employees employed in R12 classes and U12 classes (**Rank and File Ranges Only**) on July 1, 2014 shall receive a one-time bonus up to \$1200 as follows.

1. Employees with a time base of full time on July 1, 2014 shall receive \$1200.
2. Employees with a time base of part time or intermittent on July 1, 2014 shall receive a pro rata share of the \$1200 bonus. To determine the pro rata share, follow the method below.
3. Employees on a leave of absence or NDI are eligible for the bonus based on criteria 1 or criteria 2 above.
4. Employees on Military Leave or IDL are eligible for the bonus based on criteria 1 or criteria 2 above. (For intermittent employees on Military Leave or IDL, determine the pro rata share of the bonus as shown below for intermittent employees identifying the total hours paid, during the period of July 1, 2013 through June 30, 2014, on the amount the employee would have received had he or she not been on Military Leave or IDL.)

Pro Rata Share Method for Part-Time Employees

Convert the fraction for the part-time employee's time base into a decimal by dividing the top number of the fraction by the bottom number. Take the decimal amount x \$1200 (bonus) = pro rata share of the bonus.

Example:

Part-time employee with a 4/5 time base. Convert the 4/5 fraction into a decimal.  $4 \div 5 = 0.8$ .  $0.8 \times \$1200 = \$960$ . \$960 is the pro rata share of the bonus for this part-time employee.

Pro Rata Share Method for Intermittent Employees

Identify the total number of hours the intermittent employee was paid, excluding overtime, during the period of July 1, 2013 through June 30, 2014. Take the total number of hours paid  $\div$  by 2080 (which is the full-time equivalent) then x that amount by \$1200 (bonus) = pro rata share amount.

Example:

Intermittent employee was paid 800 hours during the period of July 1, 2013 through June 30, 2014.  $800 \text{ hours} \div \text{by } 2080 \times \$1200 = \$461.54$ . \$461.54 is the pro rata share of the bonus for this intermittent employee.

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

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

\* Retired Annuitants are not eligible unless appointed under Government Code Section 21228.