

**PAY DIFFERENTIAL 247**  
**PARAMEDIC RECRUITMENT AND RETENTION PAY DIFFERENTIAL -**  
**BARGAINING UNIT 08**

Established: 07/01/01

Revised: 10/31/18, 11/01/24, 07/31/25

CLASS TITLE	CLASS CODE	CB/ID	DEPARTMENT
Fire Fighter II (Paramedic)	1755	R08	Department of Forestry and Fire Protection
Fire Fighter II (Range B)	1082		
Fire Apparatus Engineer (Paramedic)	1756		
Fire Apparatus Engineer (Range B)	1077		
Fire Captain (Paramedic)	1757		
Fire Captain (Range C)	1095		

RATE	EARNINGS ID
1 to 12 qualifying pay periods \$250 per accumulative month of pay (\$3,000 each year)	SJ
13 to 24 qualifying pay periods \$300 per accumulative month of pay (\$3,600 each year)	
25 to 36 qualifying pay periods \$350 per accumulative month of pay (\$4,200 each year)	
37 or more qualifying pay periods \$500 per accumulative month of pay (\$6,000 each year)	

**CRITERIA**

An employee is eligible to receive annually this differential for each qualifying pay period in any of the eligible classifications. The qualifying pay periods are cumulative (time employed by CAL FIRE in any of the six qualifying classifications) and need not be consecutive. In addition, the employee must be employed by, or retired from, the California Department of Forestry and Fire Protection (CAL FIRE) at the time of payment. However, an employee who retires from State service shall receive a pro rata payment for the year the employee retires.

Existing CalHR rules will be used to determine qualifying pay periods. Employees gaining CAL FIRE employment through the SPB Blanketing-in procedure will receive full credit for time spent as a paramedic with the prior employer as if that time were with CAL FIRE in one of the eligible classifications.

This provision is effective July 1, 2001. Except as described below, this annual differential shall be paid during the November pay period each year. This payment will be for the preceding twelve (12) pay periods (November through October).

The first payment shall be paid during the February 2002 pay period and shall be for the July through October 2001 pay periods, inclusive. Thereafter the differential shall be paid in the November pay period of each year as described above.

If an employee voluntarily terminates, transfers, or is discharged from CAL FIRE prior to completing the 12-month period, there shall be no pro rata payment for those months served. However, if an employee who left CAL FIRE employment, and returns to CAL FIRE in the same 12-month period to one of the eligible paramedic classes, the employee shall receive a pro rata payment for any qualifying pay period(s) served prior to the separation.

An employee, who transfers or promotes to a non-paramedic class within CAL FIRE, or retires from State service, shall receive a pro rata payment for the 12-month period in which the transfer, promotion, or retirement occurs.

**SECTION 14:****PAY DIFFERENTIALS**

This pay differential shall continue to be considered compensation for the purposes of calculating overtime and retirement.

Note: If the employee's CBID differs from the classification CBID, the employee shall be eligible to receive the pay differential.

<b>IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:</b>	
PRO RATED IF PAID LESS THAN A FULL PAY PERIOD	Yes
PRO RATED FOR PART-TIME AND INTERMITTENT EMPLOYEES	No
SUBJECT TO QUALIFYING PAY PERIOD	Yes
ALL TIME BASES AND TENURE ELIGIBLE	Yes/No*
SUBJECT TO PERS DEDUCTION	
CLASSIC	Yes
PEPRA	Yes
IF SUBJECT TO PERS DEDUCTIONS	
CATEGORY	Educational Pay (EDP)
TYPE	Paramedic Pay (PPP)

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

\*Retired Annuitants are not eligible unless appointed under Government Code section 21232.

\*\* The rate is included in the overtime calculation for hours worked in the same month the pay differential is issued.

**PEPRA MEMBERSHIP:**

Applicable to all employees newly hired on or after January 1, 2013, pursuant to Government Code sections 7522.02, 7522.04 and 7522.34.