

PAY DIFFERENTIAL 470
CALTRANS WINTER OPERATIONS PAY DIFFERENTIAL – BARGAINING UNIT 12
AND RELATED EXCLUDED EMPLOYEES

Established: 10/01/23

Revised: 11/01/23, 10/14/25

CLASS TITLE	CLASS CODE	RATE	EARNINGS ID	LOCATIONS	DEPARTMENT
Rank and File					
R12 Classes	Various		1 2	8CT1 8CT2	District 2 Alturas, Beckwourth, Burney, Chester, Grass Lake, Hat Creek, Mt. Shasta, Quincy, Susanville, Weaverville, Yreka
					District 3 Auburn, Downieville, Kingvale, Kyburz, Nevada City, Placerville, Sierraville, South Lake Tahoe, Tahoe City, Truckee East, Truckee North, Truckee Subshop, Whitmore
Excluded					District 8 Burnt Mill, Cajon, Camp Angelus, Dry Creek, FawnSkin, Victorville
Caltrans Maintenance Supervisor	6301				
Caltrans Maintenance Area Superintendent	6282				
Caltrans Maintenance Manager I	6280				District 9 Bishop, Bridgeport, Crestview, Independence, Inyokern, Lee Vining, McGee Creek, Mojave, Sonora Junction, Tehachapi
Caltrans Maintenance Manager II	6239				
Caltrans Highway Mechanic Supervisor	6828				
Equipment Materiel Manager I	1540				District 10 Cabbage Patch, Camp Connell, Caples Lake, Long Barn, Midpines, Peddler Hill, Sonora, Woodfords
Equipment Materiel Manager II	1537				
Equipment Materiel Manager III	1563				
Highway Equipment Superintendent I	6822				
Highway Equipment Superintendent II	6819				
Highway Equipment Superintendent III	6821				

RATE	
1	5% of monthly base pay
2	\$1 per hour

CRITERIA

Rate 1:

- Employees shall receive the pay differential during months in the established Winter Operations season beginning with the first day of the November pay period through the last day of the April pay period while assigned to one of the Maintenance Stations/Equipment Shops listed in "Locations" above.
- Employees must be permanently assigned or temporarily transferred in accordance with the Bargaining Unit 12 Memorandum of Understanding, Article 17.8 - Caltrans Winter Post and Bid, to one of the listed Maintenance Stations/Equipment Shops performing Winter Operations.
- Should an employee transfer to a location not outlined above, this differential shall cease at the end of the month the transfer occurs.

Rate 2:

- Employees who are not permanently assigned or temporarily transferred in accordance with the Bargaining Unit 12 Memorandum of Understanding, Article 17.8 - Caltrans Winter Post and Bid but are rotated or mandatorily assigned to work shifts in support of Winter Operations from November 1 through April 30 at one of the Maintenance Stations/Equipment Shops identified above. shall be eligible to receive a one dollar (\$1) per hour pay differential on an hour for hour basis while so assigned at the temporary work location.

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

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:	
PRO RATED IF PAID LESS THAN A FULL PAY PERIOD	Yes
PRO RATED FOR PART-TIME AND INTERMITTENT EMPLOYEES	Rate 1 -Yes Rate 2 - No
SUBJECT TO QUALIFYING PAY PERIOD	No
ALL TIME BASES AND TENURES ARE ELIGIBLE	Yes/No*
SUBJECT TO PERS DEDUCTION	No
	CLASSIC No
	PEPRA No
IF SUBJECT TO PERS DEDUCTIONS	
	CATEGORY N/A
	TYPE N/A

INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY	
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.

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.