

PAY DIFFERENTIAL 506
PILOT QUALIFICATIONS INCENTIVE PAY DIFFERENTIAL -
BARGAINING UNIT 08

Established: 11/01/24

Revised: 10/01/25

CLASS TITLE	CLASS CODE	DEPARTMENT
Forestry Fire Pilot	1046	Department of Forestry and Fire Protection (Cal FIRE)
Aviation Officer II (Flight Operations)	1056	
Aviation Officer II (Maintenance)	6882	
Aviation Officer III (Flight Operations)	1053	
Aviation Officer III (Maintenance)	1050	

RATE	EARNINGS ID
1. 10% of base salary - S-70i Firehawk Helicopter and Night Flying Qualified	8AP1
2. 2.5% of base salary - Unit Instructor Pilot	8AP2
3. 2.5% of base salary - Flight Examiner	8AP3
4. 2.5% of base salary - Helicopter Inspector Pilot	8AP4
5. 2.5% of base salary - Maintenance Test Pilot	8AP5
6. 2.5% of base salary - Chief Pilot	8AP6

CRITERIA
Eligible employees shall receive the incentives based on their helicopter pilot qualifications and/or Cal FIRE helicopter program responsibilities.
These incentives shall be cumulative, depending on the qualifications and program responsibilities of the employee, the total of which shall not exceed 15% of base pay.

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:	
PRO RATED IF PAID LESS THAN A FULL PAY PERIOD	No
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	Educational Incentive (EEI)

INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY	
OVERTIME	Yes
IDL	Yes
EIDL	Yes
NDI	Yes
LUMP SUM VACATION, SICK, AND EXTRA	Yes

*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.