

PAY DIFFERENTIAL 434
EDUCATIONAL PAY DIFFERENTIAL – BARGAINING UNIT 10 AND
EXCLUDED EMPLOYEES

Effective: 10/31/18

Revised: 10/01/24, 01/30/26

CLASS TITLE	CBID	DEPARTMENT
All BU 10 classifications that meet the criteria.	R10, S10, M10, E48, U10	All Departments

RATE	EARNINGS ID
2% per month – Possession of a Master's Degree from an Accredited Institution	8AE
3% per month – Possession of a Doctoral Degree or a degree of Doctor of Medicine from an Accredited Institution	8AED

CRITERIA
Employees in all departments who work in a BU 10 classification identified in Appendix 1 below and possess a Master's Degree shall receive a monthly pay differential of 2% of base salary. Excluded employees who possess a Master's Degree and it is a requirement in the minimum qualifications of their classification shall receive a monthly pay differential of 2% of base pay.
Employees in all departments who work in a BU 10 classification identified in Appendix 2 below and possess a Doctoral Degree or a degree of Doctor of Medicine shall receive a monthly pay differential of 3% of base salary. Excluded employees who possess a Doctoral Degree or a degree of Doctor of Medicine and it is a requirement in the minimum qualifications of their classification shall receive a monthly pay differential of 3% of base pay.
Eligibility criteria listed above may not be combined and rates are not cumulative.
When an employee meets both of the criteria listed above, the employee shall be eligible for only one amount based on the highest degree held.
In order to qualify for the educational pay differential, employees shall have a Master's Degree, Doctoral Degree or Doctor of Medicine from an accredited institution and be in one of the classification identified in Appendix 1 or Appendix 2 listed below.
The non-cumulative differential shall not be considered compensation for the purposes of retirement.
Note: If an employee's CBID differs from the pay scale for an otherwise eligible class, the employee is eligible for the pay differential.

FOR ALL CLASSES: 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	Yes
SUBJECT TO QUALIFYING PAY PERIOD	No
ALL TIME BASES AND TENURES ARE ELIGIBLE	Yes/No*
SUBJECT TO PERS DEDUCTION	
	CLASSIC
	PEPRA
IF SUBJECT TO PERS DEDUCTIONS	
	CATEGORY
	TYPE

SECTION 14:**PAY DIFFERENTIALS**

FOR ALL CLASSES: INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY	
OVERTIME	No/Yes (FLSA)
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.

APPENDIX 1

CLASS CODE	CLASS TITLE	EDUCATION QUALIFICATION
0492	Senior Seed Botanist (Specialist)	Masters
0493	Associate Seed Botanist	Masters
0495	Seed Botanist	Masters
0501	Senior Plant Nematologist (Specialist)	Masters
0512	Associate Plant Nematologist	Masters
0531	Senior Insect Biosystematist (Specialist)	Masters
0534	Associate Insect Biosystematist	Masters
0537	Insect Biosystematist	Masters
1272	Plant Pathologist (Diagnostician)	Masters
1273	Associate Plant Pathologist (Diagnostician)	Masters
1274	Senior Plant Pathologist (Diagnostician) (Specialist)	Masters
3755	Associate Seismologist	Masters
5582	Research Scientist, Range B	Masters
5594	Research Scientist Staff	Masters
7941	Associate Toxicologist	Masters
7946	Examiner II Laboratory Field Services	Masters
8057	Spectroscopist	Masters

APPENDIX 2

CLASS CODE	CLASS TITLE	EDUCATION QUALIFICATION
0176	Veterinarian Specialist (General)	PHD/MD
0177	Veterinarian (General)	PHD/MD
0180	Veterinarian Specialist (Meat Inspection)	PHD/MD
0181	Veterinarian (Meat Inspection)	PHD/MD
0492	Senior Seed Botanist (Specialist)	PHD
0493	Associate Seed Botanist	PHD
0501	Senior Plant Nematologist (Specialist)	PHD
0512	Associate Plant Nematologist	PHD
0531	Senior Insect Biosystematist (Specialist)	PHD
0534	Associate Insect Biosystematist	PHD
1273	Associate Plant Pathologist (Diagnostician)	PHD
1274	Senior Plant Pathologist (Diagnostician) (Specialist)	PHD
3755	Associate Seismologist	PHD
5594	Research Scientist Staff	PHD
5609	Research Scientist Senior	PHD/MD
5629	Research Scientist Principal	PHD/MD
7941	Associate Toxicologist	PHD
7978	Staff Toxicologist (Specialist)	PHD
8057	Spectroscopist	PHD