

PAY DIFFERENTIAL 277
SENIOR PAY; EIGHT AND ONE-HALF HOUR/NINE AND ONE-HALF HOUR
WORKDAY PAY; ADVANCED EDUCATION PAY; AND PRE AND POST SHIFT
WORK ACTIVITIES PAY DIFFERENTIAL – BARGAINING UNIT 5 AND EXCLUDED
EMPLOYEES

Established: 07/01/03

Revised: 01/01/04, 07/01/05, 07/03/06, 07/01/24

CLASS TITLE	CLASS CODE	CB/ID	DEPARTMENT
Rank and File:			California Highway Patrol
Officer, California Highway Patrol	8397	R05	
Excluded:			
Sergeant, California Highway Patrol	8394	S05	

RATE	EARNINGS ID
2% of base salary for 18 years through 227 months for Senior Pay + 6.25% per pay period for Eight and One-Half Hour/Nine and One-Half Hour Workday Pay + 5% per pay period for (Bachelor Degree or Advanced POST) Advanced Education Pay + 3.5% per pay period for Pre and Post Shift Work Activities Pay.	8SN2
3% of base salary for 19 years through 239 months for Senior Pay + 6.25% per pay period for Eight and One-Half Hour/Nine and One-Half Hour Workday Pay + 5% per pay period for (Bachelor Degree or Advanced POST) Advanced Education Pay + 3.5% per pay period for Pre and Post Shift Work Activities Pay.	8SN3
4% of base salary for 20 years through 251 months for Senior Pay + 6.25% per pay period for Eight and One-Half Hour/Nine and One-Half Hour Workday Pay + 5% per pay period for (Bachelor Degree or Advanced POST) Advanced Education Pay + 3.5% per pay period for Pre and Post Shift Work Activities Pay.	8SN4
5% of base salary for 21 years through 263 months for Senior Pay + 6.25% per pay period for Eight and One-Half Hour/Nine and One-Half Hour Workday Pay + 5% per pay period for (Bachelor Degree or Advanced POST) Advanced Education Pay + 3.5% per pay period for Pre and Post Shift Work Activities Pay.	8SN5
6% of base salary for 22 years through 299 months for Senior Pay + 6.25% per pay period for Eight and One-Half Hour/Nine and One-Half Hour Workday Pay + 5% per pay period for (Bachelor Degree or Advanced POST) Advanced Education Pay + 3.5% per pay period for Pre and Post Shift Work Activities Pay.	8SN6
8% of base salary for 25 years through 323 months for Senior Pay + 6.25% per pay period for Eight and One-Half Hour/Nine and One-Half Hour Workday Pay + 5% per pay period for (Bachelor Degree or Advanced POST) Advanced Education Pay + 3.5% per pay period for Pre and Post Shift Work Activities Pay.	8SN8
10% of base salary for 27 years through 335 months for Senior Pay + 6.25% per pay period for Eight and One-Half Hour/Nine and One-Half Hour Workday Pay + 5% per pay period for (Bachelor Degree or Advanced POST) Advanced Education Pay + 3.5% per pay period for Pre and Post Shift Work Activities Pay.	8SN1
12% of base salary for 28 years through indefinite for Senior Pay + 6.25% per pay period for Eight and One-Half Hour/Nine and One-Half Hour Workday Pay + 5% per pay period for (Bachelor Degree or Advanced POST) Advanced Education Pay + 3.5% per pay period for Pre and Post Shift Work Activities Pay.	8SN9
2% of base salary for 18 years through 27 months for Senior Pay + 6.25% per pay period for Eight and One-Half Hour/Nine and One-Half Hour Workday Pay + 2.5% per pay period for (Associate Degree or Intermediate POST) Advanced Education Pay + 3.5% per pay period for Pre and Post Shift Work Activities Pay.	8RS2

SECTION 14:**PAY DIFFERENTIALS**

RATE CONTINUED	EARNINGS ID
3% of base salary for 19 years through 239 months for Senior Pay + 6.25% per pay period for Eight and One-Half Hour/Nine and One-Half Hour Workday Pay + 2.5% per pay period for (Associate Degree or Intermediate POST) Advanced Education Pay + 3.5% per pay period for Pre and Post Shift Work Activities Pay.	8RS3
4% of base salary for 20 years through 251 months for Senior Pay + 6.25% per pay period for Eight and One-Half Hour/Nine and One-Half Hour Workday Pay + 2.5% per pay period for (Associate Degree or Intermediate POST) Advanced Education Pay + 3.5% per pay period for Pre and Post Shift Work Activities Pay.	8RS4
5% of base salary for 21 years through 263 months for Senior Pay + 6.25% per pay period for Eight And One-Half Hour/Nine and One-Half Hour Workday Pay + 2.5% per pay period for (Associate Degree or Intermediate POST) Advanced Education Pay + 3.5% per pay period for Pre and Post Shift Work Activities Pay.	8RS5
6% of base salary for 22 years through 299 months for Senior Pay + 6.25% per pay period for Eight and One-Half Hour/Nine and One-Half Hour Workday Pay + 2.5% per pay period for (Associate Degree or Intermediate POST) Advanced Education Pay + 3.5% per pay period for Pre and Post Shift Work Activities Pay.	8RS6
8% of base salary for 25 years through 323 months for Senior Pay + 6.25% per pay period for Eight and One-Half Hour/Nine and One-Half Hour Workday Pay + 2.5% per pay period for (Associate Degree or Intermediate POST) Advanced Education Pay + 3.5% per pay period for Pre and Post Shift Work Activities Pay.	8RS8
10% of base salary for 27 years through 335 months or Senior Pay + 6.25% per pay period for Eight and One-Half Hour/Nine and One-Half Hour Workday Pay + 2.5% per pay period for (Associate Degree or Intermediate POST) Advanced Education Pay + 3.5% per pay period for Pre and Post Shift Work Activities Pay.	8RS1
12% of base salary for 28 years through indefinite for Senior Pay + 6.25% per pay period for Eight and One-Half Hour/Nine and One-Half Hour Workday Pay + 2.5% per pay period for (Associate Degree or Intermediate POST) Advanced Education Pay + 3.5% per pay period for Pre and Post Shift Work Activities Pay.	8RS9

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- See the criteria for each of the following individual pay differentials: Eight and One-Half Hour/Nine and One-Half Hour Workday Pay – Pay Differential 48; Senior Pay – Pay Differential 167; Advanced Education Pay – Pay Differential 1; and Pre and Post Shift Work Activities Pay - Pay Differential 327. - Upon promotion from Sergeant to Lieutenant, employees shall move from his/her combined salary rate (base salary plus differential). The salary rate shall not exceed the maximum of the new class when computing the appointment salary rate.

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:	
PRO RATED	Yes
SUBJECT TO QUALIFYING PAY PERIOD	No
ALL TIME BASES AND TENURES ARE ELIGIBLE	Yes/No*
SUBJECT TO PERS DEDUCTION	
CLASSIC	Yes
PEPRA	Yes

SECTION 14:**PAY DIFFERENTIALS**

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