

**PAY DIFFERENTIAL 496
SENIORITY PAY - BARGAINING UNIT 17 AND
EXCLUDED EMPLOYEES**

Established: 07/01/24

Revised: 07/01/25, 09/01/25, 07/01/26

CLASS TITLE	CLASS CODE	CBID	DEPARTMENT
Rank and File:			
Registered Nurse, Correctional Facility	9275	R17	California Department of Corrections, California Correctional Health Care Services
Registered Nurse (Safety)	8094		Department of State Hospitals
Registered Nurse	8165		Department of Veterans Affairs, Department of Developmental Services
Nurse Surveyor	8011		California Department of Public Health
Excluded:			
Supervising Registered Nurse II, Correctional Facility	9318	S17	California Department of Corrections, California Correctional Health Care Services
Supervising Registered Nurse (Safety)	8096		Department of State Hospitals
Nursing Coordinator (Safety)	8101		
Assistant Coordinator of Nursing Services	8132		
Supervising Nurse III	8126		Department of Veterans Affairs
Supervising Nurse II	8129		
Supervising Registered Nurse	8161		
Nurse Surveyor Manager	7993		California Department of Public Health
Nurse Surveyor Supervisor II	8050		
Nurse Surveyor Supervisor I	8051		
Nurse Consultant III (Supervisor)	8179		
Coordinator of Nursing Services	8133	M17	Department of State Hospitals
Supervising Registered Nurse III, Correctional Facility	9319		California Department of Corrections, California Correctional Health Care Services

RATE		EARNINGS ID
17, 18, or 19 years	2%	8SY2
20, 21, or 22 years	3%	8SY3
23 or 24 years	4%	8SY4
25 or more years	5%	8SY5

CRITERIA

- BU 17 employees in the eligible classifications listed above who meet the service criteria listed below shall be eligible for the pay differential.
- Effective July 1, 2026, employees with:
 - 17, 18, or 19 years of state service will be eligible to receive two (2) percent of their base salary.
 - 20, 21, or 22 years of state service will be eligible to receive three (3) percent of their base salary.
 - 23 or 24 years of state service will be eligible to receive four (4) percent of their base salary.
 - 25 years or more of state service will be eligible to receive five (5) percent of their base salary.
- All time spent in state service shall count, as long as the employee is in a classification listed above at the time of eligibility for the pay differential.
- Twelve (12) months of qualifying full-time state service equals one (1) year regardless of classification.
- State service shall be based on qualifying pay periods as follows:
 - Qualifying pay periods as defined in California Code of Regulations, title 2, sections 599.608 and 599.609.
 - Qualifying pay periods immediately preceding and following a break(s) in service shall be cumulative.
- The above percentages are non-cumulative; i.e., upon full implementation, an employee who has been in state service for twenty (20) years is eligible for a pay differential of three percent (3%) above base salary, not the cumulative total of years 17, 18, 19, and 20 (e.g., five percent [5%]).
- The Seniority Pay Differential shall be eliminated upon movement to a classification and department not listed in this pay differential.
- Upon movement to another classification, the employee shall move from his/her base salary only.
- Note: If an employee's CBID differs from the pay scale CBID for an otherwise eligible class, the employee is eligible for 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	Yes
SUBJECT TO QUALIFYING PAY PERIOD	No
ALL TIME BASES AND TENURES ARE ELIGIBLE	Yes/No*
SUBJECT TO PERS DEDUCTION	
CLASSIC	Yes
PEPRA	Yes
IF SUBJECT TO PERS DEDUCTIONS	
CATEGORY	Incentive Pay (ICP)
TYPE	Longevity Pay (LLP)

SECTION 14:**PAY DIFFERENTIALS**

INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY	
OVERTIME	No/Yes (FSLA)
IDL	Yes
EIDL	Yes
NDI	Yes
LUMP SUM VACATION/SICK/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.