

**PAY DIFFERENTIAL 386
PERSONAL LEAVE PROGRAM 2020 DIFFERENTIAL – BARGAINING UNITS 1, 2, 3,
4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21 AND EXCLUDED
EMPLOYEES**

Re-established: 07/01/04

Revised: 07/01/20, 07/31/20

CLASSES/CBID	EFFECTIVE DATE	NEGATIVE DIFFERENTIAL	EARNINGS ID	DEPARTMENT
R01, R02, R03, R04, R10, R11, R14, R15, R16, R17, R18, R20, R21 E01, E04, E11, E18 U01, U02, U04, U07, U10, U15, U16	07/01/20	9.23%	8PH2	All Departments
R09, R12, R13, R19, E09, E12 U09, U12, U19	07/31/20	9.23%	8PH2	
R05 M05, S05	07/31/20 07/01/20	4.62% 4.62%	8PH1 8PH1	
R06, E06, M06, S06 CEA cc: 7500 tied to the above CBIDs; E97, E98, E99 tied to BU 6 (refer to attachment)	07/01/20	4.62%	8PH1	
Except:				
R06 – 7K ranges (classes and ranges attached)		4.50%	8PH7	
R06 – Fire Captain Class code 9001, Alternate Range L and M (192 hour schedule)		3.85%	8PH9	
R06 – Fire Captain Class code 9001, Alternate Range N and P		3.42%	8PH8	
R07	07/01/20	9.23%	8PH2	Department of Parks and Recreation Department of State Hospitals and Developmental Services
Except:				
R07 -State Park Peace Officer (Ranger) Class code 0983, (171 hour 7K schedule – Hearst Castle)		8.64%	8PH5	
R07 – Fire Fighter Class code 8979 (192 hour 7K schedule and 216 hour 7K schedule)		6.58%	8PH3	

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R07 – Fire Fighter Class code 8979 (212 hour 7K schedule)		6.97%	8PH4	Military Department, Department of Parks and Recreation, and Veterans Affairs
R07 – Captain Firefighter/Security Officer Class code 8989 (212 hour 7K Schedule)		6.97%	8PH4	Military Department, Department of Parks and Recreation
R07 – Firefighter/Security Officer Class code 8990 (212 hour 7K Schedule)		6.97%	8PH4	
R08, E08 S08, M08		7.50%	8PH2	All Departments
CEA cc: 7500 tied to the above CBIDs (refer to attachment)		7.50%	8PH6	
EXCLUDED Classes/CBID:				
C01, C02, C04 S01, S02, S03, S04, S07, S09, S10, S11, S12, S13, S14, S15, S16, S17, S18, S19, S20, S21 M01, M02, M03, M07, M09, M10, M12, M14, M16, M17, M18, M19, M21, M99 U01, U02, U04, U07, U09, U10, U15, U16, U19 E48, E58, E59, E67, E68, E77, E78, E79, E97, E98, and E99 (E97, E98, E99 - refer to attachment) Classifications/CBID tied to SEIU* E48, E58, E59, E67, E68, E77, E78, E79, E97, E98, and E99		9.23%	8PH2	All Departments

CRITERIA
<p>All employees covered by the Personal Leave Program (PLP) 2020 shall have their base salary reduced by the above rate and shall accrue a personal leave credit the first day of each pay period for the next 24 consecutive months except for those units identified below.</p>
<p>Refer to the Personal Leave Program policy and Memoranda of Understandings (MOUs), if applicable, for additional information.</p>
<p><u>R08</u></p>
<ul style="list-style-type: none"> • PLP 2020 will be in effect through June 2021 pay period.
<p><u>Excluded</u></p>
<ul style="list-style-type: none"> • PLP 2020 is in effect for the next 12 consecutive months.
<p>*Employees in SEIU classifications in a CBID identified above, who are not eligible for state-sponsored health benefits enrollment in a CalPERS health plan, shall not be subject to the PLP program.</p>
<p>Note:</p> <ul style="list-style-type: none"> • E01 - E21 applies to rank-and-file employees who receive red circle managerial or supervisory benefits.
<p>If an employee's CBID differs from the pay scale CBID for an otherwise eligible class, the employee is eligible for the pay differential.</p>

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

INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY	
OVERTIME	No
IDL	No
EIDL	No
NDI	No
LUMP SUM VACATION	No
LUMP SUM SICK	No
LUMP SUM EXTRA	No

** Retired Annuitant appointed under Government Code sections 19144, 21154, 21223, 21224, 21225, and 21227 are not included in the Personal Leave Program 2020.

THE FOLLOWING CLASSES AND EMPLOYEES ARE NOT SUBJECT TO THE PERSONAL LEAVE PROGRAM 2020

<u>Class Code</u>	<u>CBID</u>	<u>Class Title</u>
0032	R01	Agricultural Technician III (Seasonal)
0033	R01	Agricultural Technician II (Seasonal)
0034	R01	Agricultural Technician I (Seasonal)
0790	R11	Fish and Wildlife Seasonal Aid
0835	R11	Fish and Wildlife Scientific Aid
0987	R12	Maintenance Aide (Seasonal)
0989	R12	Maintenance Aide (Seasonal) (Angel Island)
0990	R07	Lifeguard II (Seasonal)
0993	R07	Lifeguard I (Seasonal)
0994	R07	Pool Lifeguard -Seasonal-
0996	R12	Senior Maintenance Aide (Seasonal)
1023	R11	Archeological Aid -Seasonal-
1030	R07	Backcountry Trails Camp Supervisor, California Conservation Corps
1120	R04	Seasonal Clerk
1931	R11	Scientific Aid
1949	R07	State Fair Police Officer (Seasonal)
2168	R19	Pre-registered Dietician
2791	R01	Guide Trainee Historical Monument
3012	R11	Student Engineering Aid
3082	R03	Substitute Academic Teacher (Correctional Facility)
4871	R11	Student Assistant -Engineering and Architectural Sciences-
7956	R10	Microbiologist Intern
8233	R18	Pre-Licensed Psychiatric Technician
8254	R18	Pre-Licensed Psychiatric Technician (Safety)
8434	R20	Self-Help Sponsor (Part Time)
9313	R19	Pre-Licensed Pharmacist
9992	R15	Maintenance and Service Occupational Trainee
9993	R11	Mechanical and Technical Occupational Trainee

All CBID E designated classes

All Tenure "E" appointments

E-25 classes

Bureau of State Audits

Legislative Counsel Bureau

ATTACHMENT**R06 Employees with 7K Schedules**

<u>Class Code</u>	<u>Class Title</u>	<u>Alternate Range</u>
8221	Medical Technical Assistant (Psychiatric)	J, K
9001	Fire Captain, Correctional Institution	J, K
9579	Youth Correctional Officer	J, K
9581	Youth Correctional Counselor	J, K
9662	Correctional Officer	J, K
9696	Parole Agent II, Youth Authority (Specialist)	J
9701	Parole Agent I Youth Authority	J, K, L, M
9762	Parole Agent II, Adult Parole (Specialist)	J
9765	Parole Agent I Adult Parole	J, K, L, M
9901	Correctional Counselor II (Specialist)	J, R
9904	Correctional Counselor I	J, K, L, M
9911	Casework Specialist, Youth Authority	J, K

CEAs tied to BU 6, 7, and 8

<u>BU</u>	<u>Position #</u>	<u>Position Title</u>	<u>Department</u>
6	065-206-7500-001	Assistant Deputy Director, Facility Support	CDCR
6	065-206-7500-003	Assistant Deputy Director, Program Operations	CDCR
6	061-001-7500-002	Deputy Director, Division of Adult Parole Operations	CDCR
6	061-157-7500-600	Regional Parole Administrator, Northern Region	CDCR
6	061-001-7500-600	Regional Parole Administrator, Headquarters	CDCR
6	061-300-7500-600	Regional Parole Administrator, Southern Region	CDCR
6	061-400-7500-600	Regional Parole Administrator, Southern Region	CDCR
6	065-130-7500-002	Deputy Chief, Correctional Safety	CDCR
6	065-139-7500-002	Chief, Field Operations, Office of Internal Affairs	CDCR
6	065-139-7500-001	Chief, Headquarters Operations, Office of Internal Affairs	CDCR
6	042-822-7500-001	Director, Field Operations	CDCR/CCHCS
6	042-800-7500-001	Deputy Director, Facility Planning and Activation Management	CDCR/CCHCS
6	042-822-7500-003	Director, Corrections Services	CDCR/CCHCS
6	042-822-7500-004	Deputy Director, Corrections Services	CDCR/CCHCS
8	542-003-7500-004	Deputy Director, Fire Protection	Forestry and Fire Protection
8	542-060-7500-001	Assistant Deputy Director, Fire Protection	Forestry and Fire Protection
8	542-064-7500-001	Assistant Deputy Director, Co-op Fire, Training & Safety	Forestry and Fire Protection
8	542-101-7500-002	Region Chief, Northern Region	Forestry and Fire Protection
8	542-101-7500-004	Assistant Region Chief, Northern Region	Forestry and Fire Protection

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8	542-401-7500-003	Region Chief, Southern Region	Forestry and Fire Protection
8	542-401-7500-002	Assistant Region Chief, Southern Region	Forestry and Fire Protection
8	542-003-7500-005	Deputy Director, Resource Management	Forestry and Fire Protection
8	542-720-7500-002	Assistant Deputy Director, Resource Protection & Improvement	Forestry and Fire Protection
8	542-730-7500-001	Assistant Deputy Director, Forest Practice	Forestry and Fire Protection
8	542-101-7500-005	Assistant Region Chief, Northern Region	Forestry and Fire Protection
8	542-401-7500-004	Assistant Region Chief, Southern Region	Forestry and Fire Protection
7	544-500-7500-001	Assistant Deputy Director, Chief of Planning & Risk Analysis, Fire Engineering, and Investigations	Forestry and Fire Protection
7	544-500-7500-002	Assistant Deputy Director, Office of State Fire Marshal Operations Chief of Fire & Life Safety, State Fire Training and Codes & Regulations	Forestry and Fire Protection
7	024-235-7500-001	Division Chief, Northern	Alcoholic Beverage Control
7	024-315-7500-001	Division Chief, Southern	Alcoholic Beverage Control
7	024-315-7500-003	Deputy Division Chief, Southern	Alcoholic Beverage Control
7	024-315-7500-002	Deputy Division Chief, Southern	Alcoholic Beverage Control
7	024-050-7500-004	Deputy Division Chief, Headquarters	Alcoholic Beverage Control
7	024-235-7500-002	Deputy Division Chief, Northern	Alcoholic Beverage Control
7	024-235-7500-003	Deputy Division Chief, Northern	Alcoholic Beverage Control
7	612-100-7500-001	Chief, Division of Investigations	Consumer Affairs
7	461-511-7500-001	Chief of Law Enforcement	Department of State Hospitals
7	280-328-7500-001	Chief, Investigation Division	Employment Development Department
7	566-040-7500-001	Deputy Director, Law Enforcement Division	Fish and Wildlife
7	566-040-7500-002	Assistant Deputy Director, Law Enforcement Division	Fish and Wildlife
7	564-306-7500-001	Director, Investigations Bureau	Franchise Tax Board
7	799-102-7500-001	Chief, Office of Law Enforcement Support	Health and Human Services Agency
7	806-300-7500-001	Chief, Investigations Branch	Health Care Services
7	419-510-7500-003	Director, DLE/Firearms	Justice
7	419-520-7500-005	Director, DLE/BI	Justice
7	419-710-7500-006	Chief, Division of Law Enforcement	Justice
7	419-710-7500-007	Deputy Chief, Division of Law Enforcement	Justice
7	525-306-7500-003	Deputy Director, Investigations Division	Motor Vehicles
7	548-806-7500-001	Chief, Central Field Division	Parks and Recreation
7	548-905-7500-001	Chief, Southern Field Division, Park Operations	Parks and Recreation
7	548-605-7500-002	Chief, Northern Field Division, Park Operations	Parks and Recreation
7	395-100-7500-051	Chief, Enforcement and Licensing	Horse Racing Board
7	800-815-7500-005	Chief, Investigations Branch	Social Services
7	800-815-7500-910	Chief, Investigations Branch	Social Services
7	413-176-7500-001	Division Chief	Insurance

E97, E98 and E99 tied to BU 6

Class Code	CBID	Class Title
9704	E97	Associate Deputy Inspector General
9705	E97	Deputy Inspector General
9706	E98	Deputy Inspector General, Senior
9764	E99	Special Agent-In-Charge, Department of Corrections
9766	E97	Special Agent Department of Corrections
9767	E98	Senior Special Agent Department of Corrections

Pay Differential 386 History:

- Effective 07/01/20, Reestablished PLP for Bargaining Units 1, 2, 3, 4, 6, 7, 8, 10, 11, 14, 15, 16, 17, 20, 21 and Excluded Employees (PL20-18 - Released 7/13/20)
- Effective 07/01/20, CBIDs E97, E98, and E99 tied to Bargaining Unit 6 are added. Department of Veterans Affairs is removed from R07 class codes 8989 – Captain Firefighter/Security Officer (212 hour 7K Schedule) and 8990 – Firefighter/Security Officer (212 hour 7K Schedule). (PL20-18A - Released 7/21/20)
- Effective 07/01/20, the Receiver's class codes 8200 – Receiver's Clinical Executive (Safety), 8216 – Chief Executive Officer, Health Care (Safety), 8239 – Receiver's Medical Executive (Safety), and 8241 – Receiver's Nurse Executive (Safety) are removed from the list of classes not subject to the Personal Leave Program 2020. (PL20-18B – Released 7/24/20)
- Effective 07/31/20, CBIDs R05, R09, R12, and R19 are added. (PL20-24 – Released 8/6/20)
- Effective 07/31/20, CBID R13 is added. Effective 07/01/20, All Tenure "E" appointments are added to the section not subject to PLP. (PL20-28 – Released 8/19/20)
- Effective 07/01/20, CEA position #566-040-7500-002 for Department of Fish and Wildlife is added. (PL20-28A)