

**PAY DIFFERENTIAL 141
RECRUITMENT AND RETENTION DIFFERENTIAL PAY-
BARGAINING UNIT 04 AND EXCLUDED EMPLOYEES**

Established: 06/01/99

Revised: 11/30/01, 10/01/23

CLASS TITLE	CLASS CODE	CB/ID	EFFECTIVE DATE	DEPARTMENT	LOCATION/CO
Rank and File:					
Senior Legal Typist	3224	R04	6/1/99	All Departments	Alameda, Contra Costa, Fresno, Los Angeles, Marin, Orange, Sacramento, San Diego, San Francisco, San Mateo, Santa Clara
Legal Secretary	1282				
Excluded:					
Legal Office Administrator I	1344	S04	10/01/23	All Departments	Fresno, Los Angeles, Oakland, Sacramento, San Diego, San Francisco
Legal Support Supervisor I	1277		10/01/23	All Departments	Alameda, Contra Costa, Fresno, Los Angeles, Marin, Orange, Sacramento, San Diego, San Francisco, San Mateo, Santa Clara
Legal Support Supervisor II	1278				

	RATE	EARNINGS ID
1	An employee who has served 12 or more qualifying pay periods of service may receive an additional adjustment of one step.	8K21
2	An employee who has served 12 qualifying pay periods of service at the rate described in Rate 1 above may receive an additional adjustment of one step (up to two steps).	8K22

CRITERIA
Employees in the above classes <u>and</u> employed in the above locations shall receive the differential.
An employee (currently receiving Pay Differential 141) who promotes to another eligible class (also eligible for Pay Differential 141) shall retain this pay differential.
If, within two years, an employee moves out of an approved class or a designated location, the pay differential will be terminated and the salary and anniversary date shall be adjusted to reflect accordingly.
If, after two years, an employee moves out of an approved class, the pay differential rate will be incorporated into the employee's new base salary, up to the maximum rate of the new class.
An employee in a class receiving this differential who is then promoted to a higher class (defined by CalHR Rule 599.666), shall move by CalHR Rule 599.676 from their combined salary (base salary plus pay differential) to compute the appointment rate. Only the maximum rates for the classes are to be used when determining salary relationships between classes.

SECTION 14:**PAY DIFFERENTIALS****CRITERIA (cont'd)**

When an employee transfers from one of the classes receiving a differential under these criteria to the same class in another location listed above receiving this differential without a break in service, the employee's salary and anniversary date shall be retained.

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:

PRO RATED	Yes
SUBJECT TO QUALIFYING PAY PERIOD	No
ALL TIME BASES AND TENURES ARE ELIGIBLE	Yes/No*
PEPRA SUBJECT TO PERS DEDUCTION:	
Classic	Yes
PEPRA Member	Yes

INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY

OVERTIME	Yes
IDL	Yes
EIDL	No
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 and 7522.04