

**PAY DIFFERENTIAL 245
LONGEVITY PAY DIFFERENTIAL- BARGAINING UNIT 07
AND EXCLUDED EMPLOYEES**

Established: 10/19/01

Revised: 10/01/16, 10/01/20, 01/01/24, 07/01/24

CLASS TITLE	CB/ID	DEPARTMENT
All BU 07 Classifications	R07, S07, M07	All Departments

PEACE OFFICERS AND FIREFIGHTERS (PO/FF) RATE	EARNINGS ID	
17 and 18 years	2%	8LG1
19 years	4%	8LG2
20 years	5%	8LG3
21 years	6%	8LG4
22 – 24 years	7%	8LG5
25 years	9%	8LG7

ALL OTHER UNIT 07 EMPLOYEES (NON-PO/FF) RATE	EARNINGS ID	
17, 18, and 19 years	2%	8LG1
20 or more years	3%	8LG6

CRITERIA	
<ul style="list-style-type: none"> • Designated peace officers and firefighters who qualify for PO/FF retirement shall be eligible for the pay differential at the rates indicated above for Peace Officers and Firefighters. • All other employees of BU 07 (Non-PO/FF) shall be eligible for the pay differential at the rate indicated above for All Other Unit 7 Employees (Non-PO/FF). • All time spent in State service shall count, as long as the employee is in a classification with the collective bargaining identifier as R07, S07, M07 at the time of eligibility for the pay differential is approved. • State service shall be based on qualifying pay periods as follows: <ul style="list-style-type: none"> - Qualifying pay periods as defined in California Code of Regulations, 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 noncumulative. • The Longevity Pay Differential shall be eliminated upon movement to a classification other than R07, S07, and M07. • Upon movement to another class, the employee shall move from his/her base salary only. 	

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

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