

PAY DIFFERENTIAL 248
RECRUITMENT AND RETENTION DIFFERENTIAL – EXCLUDED EMPLOYEES
CALIFORNIA DEPARTMENT OF HUMAN RESOURCES

Established: 01/01/02

Amended: 01/01/05, 11/02/10, 03/01/13, 07/01/18, 05/01/21, 09/01/22, 11/01/22, 06/01/23

CLASS TITLE	CLASS CODE	CB/ID	RATE	CRITERIA	EARNINGS ID
Personnel Program Analyst	5312	E97	5% of current base salary	1, 2	8K66
Staff Personnel Program Analyst	5313	E98 E68		1, 2	
Personnel Program Advisor	5318	E99 E79		1, 2	
Personnel Program Manager II	5323	E99		1, 2	
Staff Services Analyst	5157	E97		1, 2	
Associate Governmental Program Analyst	5393	E97		1, 2	
Staff Services Manager I (Specialist)	4800	E68		1, 2	
Staff Services Manager II (Supervisory)	4801	E98 E68		1, 2	
Staff Services Manager II (Managerial)	4969	E99 E79		1, 2	
Staff Services Manager III	4802	E99		1, 2	
Research Data Analyst I	5729	E97		2	
Research Data Analyst II	5731	E97		2	
Research Data Supervisor I	5734	E99		2	
Research Data Supervisor II	5737	E99		2	
Research Data Manager	5740	E99		2	
Research Data Specialist I	5742	E97		2	
Research Data Specialist II	5758	E97		2	
Research Data Specialist III	5770	E97		2	
CEA	7500	E99		1, 2	
Attorney	5778	E97		3	

CRITERIA	
Criteria 1:	
<ul style="list-style-type: none"> Employee is responsible for a department classification and pay operations assignment and/or the development of personnel management programs and policies; or duties include staff support for one or more bargaining units including research, development, and presentation of management proposals in support of the collective bargaining process. 	
Criteria 2:	
<ul style="list-style-type: none"> Employee works within the Financial Management Division. Employees are eligible at any step in the salary range. 	
Criteria 3:	
<ul style="list-style-type: none"> Employee is responsible for providing a full range of specialized legal services to the Governor's Office, Department of Human Resources (CalHR), state agencies and state departments in the above classifications working in the Legal Division at CalHR. 	
Note: If an employee's CBID differs from the classification CBID, the employee is eligible for the pay differential.	

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	Yes

INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY	
OVERTIME	No/Yes (FLSA)
IDL	Yes
EIDL	N/A
NDI	No
LUMP SUM VACATION	No
LUMP SUM SICK	No
LUMP SUM EXTRA	No

*Retired Annuitants are not eligible unless appointed under Government Code section 21232.