

**PAY DIFFERENTIAL 421
EMERGENCY RESPONSE AND RECOVERY DIFFERENTIAL PAY**

Established: 02/07/17

Revised: 10/31/18

CLASS TITLE	RATE	DEPARTMENT
All Work Week E and Work Week Group SE Classifications	A or B See Below	All Departments

RATE A	EARNINGS ID
Rate A: (Base salary ÷ 4.33) per week Rate A applies to the initial two weeks assigned to an emergency response or emergency recovery effort.	971
RATE B	
Rate B: (Base salary ÷ 4.33 x 0.5) per week Rate B applies to each subsequent week assigned to an emergency response or emergency recovery effort.	971

CRITERIA
<p>Effective October 31, 2018, Work Week Group E and SE classifications at all departments who meet the criteria below are eligible to receive this differential pay.</p> <p>Upon approval from the Governor's Office, Governor's Office of Emergency Services, and the Department of Human Resources (CalHR), departments shall provide compensation to employees in Work Week Group E or SE classifications who are formally assigned to work on emergency response or recovery efforts as a result of a Governor-declared emergency. Employees are no longer eligible if the emergency response and/or emergency recovery assignment has been completed or the department has not received approval from the Governor's Office, Governor's Office of Emergency Services, and CalHR.</p> <p>Employees must meet all of the following criteria:</p> <p>Appropriate Duties:</p> <ul style="list-style-type: none"> • The employee must perform work or manage the work of others to immediately address and/or recover from a Governor-declared emergency. • The work performed must be extraordinarily demanding and must significantly exceed the normal work productivity expectations of the employee's regular assignment. <p>Work Exceeds Normal Work Hours and Productivity:</p> <ul style="list-style-type: none"> • All time worked must be documented. • The employee works 60 hours or more in a workweek. • Time spent traveling for work purposes is considered time worked. <p>Approval shall only be granted on a three-month basis and will require re-justification and approval by the Governor's Office, Governor's Office of Emergency Services, and CalHR for each subsequent three-month period.</p> <p>Departments must maintain records of employees who receive this differential, the amounts paid in each pay period, as well as a description of the work performed for which this differential was provided. A summary of this information for the prior three months must be provided to CalHR.</p>

Employees who are eligible to receive this pay differential, are not eligible to receive Pay Differential 62: Arduous Differential Pay.

Employees who are eligible to receive this pay differential, are not eligible to receive Pay Differential 63: Incident Command Assignment (ICA) Differential Pay.

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:	
PRO RATED	No
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	N/A
IDL	No
EIDL	No
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.