

**PAY DIFFERENTIAL 433
LONGEVITY PAY DIFFERENTIAL - BARGAINING UNIT 09
AND EXCLUDED EMPLOYEES**

Established: 07/01/18

Revised: 07/01/19

CLASS TITLE	CBID	DEPARTMENT
All Classes	R09, S09, M09	All Departments

RATE		EARNINGS ID
20 years	2%	8LG2
21 or more years	3%	8LG3

CRITERIA	
<ul style="list-style-type: none"> • BU 9 employees shall be eligible for the pay differential based on the below criteria. • Effective July 1, 2018, all BU 9 employees with 20 years of state service will be eligible to receive two (2) percent of base salary. • Effective July 1, 2019, all BU 9 employees with 21 or more years of state service will be eligible to receive three (3) percent of base salary. • All time spent in state service shall count, as long as the employee is in a classification with the collective bargaining identifier R09, S09 or M09 at the time of eligibility for the pay differential. • 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, title 2, 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. An employee who has twenty-one (21) years of state service is eligible for a pay differential of three percent (3%) above base salary, not the cumulative five percent (5%) total for years 20 and 21. • The Longevity Pay Differential shall be eliminated upon movement to a classification other than R09, S09 or M09. • Upon movement to another class, the employee shall move from his/her base salary only. 	
<p>Note: 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	Yes

SECTION 14:**PAY DIFFERENTIALS**

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 section 21232.