

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

Established: 07/01/18

Revised: 07/01/19, 07/01/20, 07/01/21, 10/01/22

<b>CLASS TITLE</b>	<b>CBID</b>	<b>DEPARTMENT</b>
All Classes	R09, S09, M09	All Departments

<b>RATE</b>	<b>EARNINGS ID</b>	
17 years	2%	8LG2
18 years	3%	8LG3
19 years	4%	8LG4
20 or more years	5.5%	8LG8

<b>CRITERIA</b>	
<ul style="list-style-type: none"> <li>• BU 9 employees shall be eligible for the pay differential based on the below criteria.</li> <li>• Effective October 1, 2022, all BU 9 employees with: <ul style="list-style-type: none"> <li>- 17 years of state service will be eligible to receive two (2) percent of base salary.</li> <li>- 18 years of state service will be eligible to receive three (3) percent of base salary.</li> <li>- 19 years of state service will be eligible to receive four (4) percent of base salary.</li> <li>- 20 or more years of state service will be eligible to receive five and one half (5.5) percent of base salary.</li> </ul> </li> <li>• 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.</li> <li>• State service shall be based on qualifying pay periods as follows: <ul style="list-style-type: none"> <li>- Qualifying pay periods as defined in California Code of Regulations, title 2, sections 599.608 and 599.609.</li> <li>- Qualifying pay periods immediately preceding and following a break(s) in service shall be cumulative.</li> </ul> </li> <li>• The above percentages are noncumulative. An employee who has nineteen (19) years of state service is eligible for a pay differential of four percent (4%) above base salary, not the cumulative nine percent (9%) total for years 17, 18, and 19.</li> <li>• The Longevity Pay Differential shall be eliminated upon movement to a classification other than R09, S09 or M09.</li> <li>• Upon movement to another class, the employee shall move from his/her base salary only.</li> </ul>	
<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>	

**SECTION 14:****PAY DIFFERENTIALS**

<b>IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:</b>	
PRO RATED	Yes
SUBJECT TO QUALIFYING PAY PERIOD	No
ALL TIME BASES AND TENURE ELIGIBLE	Yes/No*
SUBJECT TO PERS DEDUCTION	Yes

<b>INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY</b>	
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.