

**PAY DIFFERENTIAL 434  
EDUCATIONAL PAY DIFFERENTIAL – BARGAINING UNIT 10 AND  
EXCLUDED EMPLOYEES**

Effective: 10/31/18

CLASS TITLE	CB/ID	DEPARTMENT
All BU 10 classifications that meet the criteria.	R10 S10 M10 E10 U10	All Departments

RATE	EARNINGS ID
2% per month – Possession of a Master's Degree from an Accredited Institution	8AE
3% per month – Possession of a Doctoral Degree or a degree of Doctor of Medicine from an Accredited Institution	8AED

CRITERIA
Employees in all departments who work in a BU 10 classification that requires possession of a Master's Degree as a condition of employment shall receive a monthly pay differential of 2% of base salary.
Employees in all departments who work in a BU 10 classification that requires possession of a Doctoral Degree or a degree of Doctor of Medicine as a condition of employment shall receive a monthly pay differential of 3% of base salary.
Eligibility criteria may not be combined and rates are not cumulative. When an employee meets both of the criteria, he/she shall be eligible for only one amount. For example, an employee who possesses both a Master's Degree and a Doctoral Degree would be eligible to receive 3% of base salary per month, not 5% of base salary per month.
In order to qualify for the educational incentive pay, employees shall have a Master's Degree, Doctoral Degree or a degree of Doctor of Medicine from an accredited institution.

FOR ALL CLASSES: IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:	
PRO RATED	Yes
SUBJECT TO QUALIFYING PAY PERIOD	No
ALL TIME BASES AND TENURES ARE ELIGIBLE	Yes/No*
SUBJECT TO PERS DEDUCTION	No

FOR ALL CLASSES: 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.