

**PAY DIFFERENTIAL 436
PLANT EXPERIENCE RECRUITMENT AND RETENTION DIFFERENTIAL PAY –
BARGAINING UNIT 13 AND EXCLUDED EMPLOYEES**

Established: 07/01/19

| CLASS TITLE | CBID | DEPARTMENT |
|-------------|------------|-----------------|
| All Classes | R13 S13 | All Departments |

| RATE | | EARNINGS ID |
|------------------|----|-------------|
| 7 years | 5% | 8PX1 |
| 10 years | 7% | 8PX2 |
| 13 or more years | 9% | 8PX3 |

| CRITERIA |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> • BU 13 employees shall be eligible for the pay differential based on the below criteria. • Effective July 1, 2019, all BU 13 employees with seven (7) consecutive years of service at a single plant shall be eligible to receive five percent (5%) of base salary. • Effective July 1, 2019, all BU 13 employees with ten (10) consecutive years of service at a single plant shall be eligible to receive seven percent (7%) of base salary. • Effective July 1, 2019, all BU 13 employees with thirteen (13) or more consecutive years of service at a single plant shall be eligible to receive nine percent (9%) of base salary. • A plant shall be defined in accordance with Addendum B, in the BU 13 MOU. • The above percentages are noncumulative. For example, an employee who has thirteen (13) consecutive years at a single plant shall only be eligible for a pay differential of nine (9) percent above base salary, not the cumulative twenty-one percent (21%) for years seven (7), ten (10), and thirteen (13). • The Plant Experience Pay Differential shall be eliminated upon movement to a classification other than R13 or S13. • An employee in a class receiving a differential under these criteria, who is then promoted to a higher class (defined by CalHR Rule 599.666), within the same location, shall move by CalHR Rule 599.676 from their base salary to compute the appointment rate. Only the maximum base salary rates for the classes are to be used when determining salary relationships between classes. • Employees subjected to a mandatory move through no fault of their own, such as layoff and layoff mitigation, shall retain the consecutive years of experience from the former plant that resulted in a mandatory movement as time worked in the new plant for the purpose of calculating consecutive years of experience. |

| 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 | 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.