

**PAY DIFFERENTIAL 441
GEOGRAPHIC RECRUITMENT AND RETENTION PAY DIFFERENTIAL –
BARGAINING UNITS 01, 03, 04, 11, 14, 15, 17, 20, 21 AND EXCLUDED
EMPLOYEES**

Established: 07/01/20

CLASS/CBID DESIGNATIONS:	RATE	EARNINGS ID	DEPARTMENT
Rank and File:	\$250 per month	8GR1	All Departments
R01, R03, R04, R11, R14, R15, R17, R20, R21, E01, E03, E04, E11, E14, E15, E17, E20, E21, U01, U04, and U15			
Excluded: S01, S03, S04, S11, S14, S15, S17, S20, S21, M01*, M03, M14, M17, M21, M99, C01, C03, C04, C11, C14, C15, C17, C20, C21, U01, U04, and U15 Classifications tied to SEIU** E48, E59, E67, E68, E77, E78, E79, E97, E98, and E99			

CRITERIA

Employees in a classification in CBID identified above whose worksite is located in Orange, Santa Barbara, Santa Cruz or San Luis Obispo counties shall receive the pay differential.

*Employees designated E48-E99 in classifications must be tied to SEIU.

In the event a worksite is relocated from the counties listed above this differential shall cease at the end of the month the relocation occurs.

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	No

INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY

OVERTIME	No/Yes (FLSA)
IDL	Yes
EIDL	Yes
NDI	No
LUMP SUM VACATION	No
LUMP SUM SICK	No
LUMP SUM EXTRA	No

* Retired Annuitants are not eligible unless appointed under Government Code 21232.