

**PAY DIFFERENTIAL 445  
RECRUITMENT AND RETENTION – EXCLUDED EMPLOYEES  
GOVERNOR’S OFFICE OF EMERGENCY SERVICES**

Established: 01/01/21

CLASS TITLE	CLASS CODE	CB/ID	WWG	RATE	EARNINGS ID	LOCATIONS
All	All	M-designated classes	E or SE	5% of base pay, per pay period	8GO1	Response Operations Directorate and Recovery Operations Directorate
All	All	S-designated classes	E or SE			

**CRITERIA**

Cal OES employees in the above classifications who work in the above-listed directorates are eligible to receive this pay differential.

- If an employee promotes out of an eligible class into another eligible class (with the same rate) the employee’s salary and anniversary date shall be retained.
- If an employee promotes out of an eligible class into another eligible class (with a higher rate) the employee shall be eligible for the higher rate.
- If an employee terminates, transfers out of an eligible class, or is discharged the differential shall be discontinued.
- An employee in a class receiving a differential under these criteria, who is then promoted to a higher class (defined by California Code of Regulation 599.666), within the same location, shall move by California Code of Regulation 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.
- An employee on a Training and Development Assignment to one of the above classes is not eligible for this pay differential.

Application of this pay differential is at the discretion of management, based on the recruitment and retention issues for these classes.

Note: If an employee’s CBID differs from the pay scale CBID of an otherwise eligible class, the employee is eligible for the pay differential.

**Employees who are eligible to receive this pay differential are not eligible to receive Pay Differential 421: Emergency Response and Recovery Differential Pay.**

**Employees who are eligible to receive this pay differential are not eligible to receive Pay Differential 62: Arduous Differential Pay.**

**IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:**

PRO RATED	Yes
SUBJECT TO QUALIFYING PAY PERIOD	No
ALL TIME BASES AND TENURE ELIGIBLE	No*
SUBJECT TO PERS DEDUCTION	Yes

<b>INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY</b>	
<b>OVERTIME</b>	<b>No/Yes (FLSA)</b>
<b>IDL</b>	<b>Yes</b>
<b>EIDL</b>	<b>Yes</b>
<b>NDI</b>	<b>Yes</b>
<b>LUMP SUM VACATION</b>	<b>Yes</b>
<b>LUMP SUM SICK</b>	<b>Yes</b>
<b>LUMP SUM EXTRA</b>	<b>Yes</b>

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