

**PAY DIFFERENTIAL 469
RECRUITMENT AND RETENTION DIFFERENTIAL –CALTRANS HEAVY EQUIPMENT
MECHANIC – BARGAINING UNIT 12**

Established: 07/01/23

CLASS TITLE	CLASS CODE	CB/ID	RATE	EARNINGS ID	DEPARTMENT
Rank and File:					California Department of Transportation (Caltrans)
Caltrans Heavy Equipment Mechanic	3713	R12	2% per month	8CLT	
Caltrans Heavy Equipment Mechanic Leadworker	6831				

CRITERIA
<ul style="list-style-type: none"> • Permanent full-time employees in the above classifications designated as a field mechanic shall be eligible for a recruitment and retention differential of two percent (2%) of their monthly base pay each month. • This differential shall be terminated upon termination of the assignment as a field mechanic.

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	Yes
IDL	No
EIDL	No
NDI	No
LUMP SUM VACATION	No
LUMP SUM SICK	No
LUMP SUM EXTRA	No

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