

**PAY DIFFERENTIAL 471
WORKFORCE STABILITY STIPEND – BARGAINING UNIT 12 AND RELATED
EXCLUDED EMPLOYEES**

Established: 10/01/23

CBID DESIGNATIONS	RATE	EARNINGS ID	DEPARTMENT
Rank and File	\$100 per month (paid semi-annually)	9WF1	All Departments
R12			
Excluded			
S12, M12, U12			

CRITERIA

Employees in classifications with the CBIDs identified above shall be eligible to accrue the Workforce Stability Stipend of \$100 for each qualifying pay period worked in a Bargaining Unit (BU) 12 classification as outlined below.

Payment criteria:

- For qualifying pay periods worked between the period of July 1, 2023, through December 31, 2023, up to a maximum accrual of \$600 for the six qualifying pay periods. The stipend earned for the period of **July 1, 2023, through December 31, 2023**, shall be processed as a lump sum payment in January 2024.
- For qualifying pay periods worked between the period of January 1, 2024, through June 30, 2024, up to a maximum accrual of \$600 for the six qualifying pay periods. The stipend earned for the period of **January 1, 2024, through June 30, 2024**, shall be processed as a lump sum payment in August 2024.
- For qualifying pay periods worked between the period of July 1, 2024, through December 31, 2024, up to a maximum accrual of \$600 for the six qualifying pay periods. The stipend earned for the period of **July 1, 2024, through December 31, 2024**, shall be processed as a lump sum payment in January 2025.
- For qualifying pay periods worked between the period of January 1, 2025, through June 30, 2025, up to a maximum accrual of \$600 for the six qualifying pay periods. The stipend earned for the period of **January 1, 2025, through June 30, 2025**, shall be processed as a lump sum payment in August 2025.
- For qualifying pay periods worked between the period of July 1, 2025, through December 31, 2025, up to a maximum accrual of \$600 for the six qualifying pay periods. The stipend earned for the period of **July 1, 2025, through December 31, 2025**, shall be processed as a lump sum payment in January 2026.
- For qualifying pay periods worked between the period of January 1, 2026, through June 30, 2026, up to a maximum accrual of \$600 for the six qualifying pay periods. The stipend earned for the period of **January 1, 2026, through June 30, 2026**, shall be processed as a lump sum payment in August 2026.

The employee's right to receive the stipend shall not vest unless they are still employed in a BU 12 classification.

Employees who are off pay status may be eligible for the stipend if they meet the qualifying pay period(s) in the criteria as specified above.

SECTION 14:

PAY DIFFERENTIALS

The stipend shall not be part of the employee's base salary for the purpose of computing salary adjustments.

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:

PRO RATED	No
SUBJECT TO QUALIFYING PAY PERIOD	Yes
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.