

**PAY DIFFERENTIAL 478  
MENTAL HEALTH AND WELLNESS DIFFERENTIAL –  
BARGAINING UNIT 06 AND RELATED EXCLUDED EMPLOYEES**

Established: 10/01/23

CLASS TITLE	RATE	EARNINGS ID	DEPARTMENT
<b>Rank and File:</b> R06	\$1,200 per year (paid annually)	9HP3	All Departments
<b>Excluded:</b> M06, S06			
Classifications tied to Unit 06: E97, E98, and E99			
M01 - CEA positions in class code 7500 tied to BU 06			

**CRITERIA**

- Employees must be on pay status as of November 1, 2023, and November 1, 2024, respectively, to receive this differential.
- Employees on a leave of absence, NDI, IDL, and Military Leave are eligible for the \$1,200 bonus.
- Employees designated E97, E98 or E99 must be tied to BU 06 at the time of payment to receive this pay differential.
- Employees in the CEA (class code 7500) classification must be in positions tied to BU 06 at the time of payment to receive this pay differential.
- Eligible employees shall receive a lump sum of \$1,200 payable once in November 2023, and once in November 2024.
- The pay differential shall not be part of the employee's base salary for the purpose of computing salary adjustments.
- This pay differential will sunset on July 2, 2025

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

PRO RATED	No
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	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.

\*\*The rate is included in the overtime calculation for hours worked in the same month the pay differential is issued.