

**PAY DIFFERENTIAL 16
BUSINESS BUILDING INCENTIVE (BBI) PROGRAM – BARGAINING UNIT 01
AND EXCLUDED EMPLOYEES**

Established: 04/01/95

Revised: 07/01/99, 11/02/10, 08/30/24

Revised: 07/02/00; 11/02/10; 03/09/12.

CLASS TITLE	CLASS CODE	CB/ID	RATE	CRITERIA	DEPARTMENT
Rank and File:					
District Sales Representative, California State Lottery	1790	R01	1	A	California State Lottery
Key Accounts Specialist, California State Lottery	1787				
Excluded:					
District Sales Supervisor, California State Lottery	2048	S01	2	B	
Key Accounts Manager, California State Lottery	1983				
Lottery Manager (Sales)	1828				

RATE		EARNINGS ID
1	Rank and File: \$250 for each new qualifying retail location. Awards shall be paid no later than 60 calendar days (including verification) after the claim is submitted by the District Sales Representative (DSR) or Key Accounts Specialist (KAS) and verified by the California State Lottery.	9G
2	Excluded: 10% of \$250 (\$25) Target Game: As determined by the Lottery Director	

CRITERIA	
A	Rank and File - The objective of the Business Building Incentive (BBI) is to add new and viable Lottery retailer locations. A new retail location is defined as one which has never sold Lottery products or has contracted to sell "Scratcher Only" products. - In addition to specific criteria for the BBI product game determined by the CSL Director or designee, the following program criteria shall be met: - A qualifying retailer shall be located within the employee's regularly assigned territory or on the employee's regularly assigned account list at the date of activation. - In the event more than one employee has direct participation in the recruitment of a qualifying retailer, the incentive award shall be divided equally between the recruiters. Direct participation shall be substantiated by the Lottery Sales Manager or Key Accounts Chief, as appropriate. The Key Accounts Chief shall determine the beginning and ending period for targeted account recruiting. - If the retailer location is reassigned during a qualifying period from one employee's regularly assigned territory/account list to another employee's regularly assigned territory/account list, or if the employee does not have a regularly assigned territory/account list, the award will be made in favor of the recruiting employee (DSR/KAS).

	- Upon written request from an employee, an exception to specific product game criteria may be granted by the CSL Director or designee prior to retailer activation. - Upon notification from the employee and verification by management that the on-line terminal of qualifying retailer became inactive due to technical malfunction of the phone line or "the G-Tech" line after the initial activation date and during the qualifying period, the qualifying period will be extended by the number of inactive days. - A target game may be modified or discontinued by the CSL Director or designee due to technical, financial, or legal reasons. If a target game is discontinued, the CSL is not obligated to provide a replacement game. If a retail location meets the criteria established for the game prior to its discontinuance, the recruiting employee shall have qualified for the incentive award. If an employee recruits a new retailer and the CSL subsequently discontinues the target game due to financial, technical, or legal reasons before the new retailer has on-line Status Code 1 or 2 and the CSL introduces a replacement game within 120 days after the discontinued game, the tracking period shall begin with the effective date of the replacement game.
B	Excluded For each qualifying retail location which awards a \$250 recruitment incentive to DSR or KAS. A temporary assignment concurrent with a primary assignment is not eligible for an award.

FOR ALL CLASSES: IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:	
PRO RATED	No
SUBJECT TO QUALIFYING PAY PERIOD	No
ALL TIME BASES AND TENURES ARE ELIGIBLE	Yes/No*
SUBJECT TO PERS DEDUCTION	
	CLASSIC No
	PEPRA No

FOR ALL CLASSES: INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY	
OVERTIME	No/Yes (FLSA)
IDL	No
EIDL	No
NDI	Yes – Excluded
SDI	Yes – Rank and File
LUMP SUM VACATION	No
LUMP SUM SICK	No
LUMP SUM EXTRA	No

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

PEPRA MEMBERSHIP:

Applicable to all employees newly hired on or after January 1, 2013, pursuant to Government Code sections 7522.02 and 7522.04.