

PAY DIFFERENTIAL 18
CALTRANS MAINTENANCE SUPERVISOR/TREE MAINTENANCE SUPERVISOR
CALTRANS BONUS PAY – EXCLUDED EMPLOYEES

Effective: 01/01/97

CLASS TITLE	CLASS CODE	CB/ID	DEPARTMENT
Caltrans Maintenance Supervisor	6301	S12	Department of Transportation
Tree Maintenance Supervisor, Caltrans	9383		

RATE	EARNINGS ID
5% of monthly base salary for meeting the criteria described below.	8T3
10% of monthly base salary for meeting the criteria described below:	8T4

CRITERIA
- An employee who supervises a crew of ten or more may be considered for a bonus within the rate described above if he/she meets or exceeds acceptable standards of performance as defined by the Department at the beginning of each evaluation period. - The amount of the bonus is based upon an evaluation of an employee's success in meeting or exceeding established standards of performance. - Bonus pay is for a period not to exceed 12 months. Continuation of bonus pay is not automatic. Eligible candidates may be considered and reevaluated periodically as determined by the Department. Bonus will be paid on a retroactive basis following the performance evaluation. - Employees receiving the bonus will have their transfer rights determined from the maximum range for their class. - Upon promotion to a higher classification in State service, an employee receiving compensation under this pay differential shall move from their base salary rate to compute the appointment rate. - Award of the bonus is totally discretionary with the employer and may be discontinued at anytime. Any dispute regarding the bonus may only be appealed up to the departmental Director, whose decision shall be final and binding.

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

FOR ALL CLASSES: INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY	
OVERTIME	Yes
IDL	Yes
EIDL	No
NDI	No
LUMP SUM VACATION	No
LUMP SUM SICK	No
LUMP SUM EXTRA	No