

**PAY DIFFERENTIAL 50
EMERGENCY RESPONSE BONUS PAY – BARGAINING UNIT 08 AND
EXCLUDED EMPLOYEES**

Effective: 09/01/93

Revised: 1/05/96, 07/01/99, 07/01/15, 01/01/25

CLASS TITLE	CLASS CODE	CB/ID	RATE	EARNINGS ID	DEPARTMENT
Rank and File:			5%	8ERP (CLASSIC)	Department of Forestry and Fire Protection
Forester I (Nonsupervisory)	1054	R08			
Excluded:					
Forester II (Supervisory)	1042	S08			
Forester III	1041				
Forestry Equipment Manager I	6873				
Forestry Equipment Manager II	6874				
			8ERR (PEPRA)		

CRITERIA

- When an employee in one of the above classes is scheduled for an Emergency Response Assignment they shall be paid 5% above their base salary. A minimum of two days must be assigned in any Monday through Sunday work period to qualify for the Emergency Response Bonus (ERB) pay for that seven-day work period. The two days need not be consecutive.

An employee placed on Emergency Response Assignment for an entire pay period will receive ERB pay for every day in the pay period (21 or 22 days) providing the two days in each seven-day period criteria are met. An employee on an Emergency Response Assignment will continue to receive the ERB pay for up to two seven-day periods while on paid leave. After the two seven-day periods, if the employee remains on paid leave, they will be removed from the Emergency Response Assignment and will lose the bonus. Bonus payments will be paid during the pay period following the month it was assigned provided the Work Week Group E absence, holiday credit earned and assignment report (CDF 634-4C) is received in Personnel by the 5th of the month.
- Emergency Response Assignment is defined as an assignment requiring an employee to be available for contact and immediate response to an emergency from a duty station or from a location other than the duty station; must be ready and able to respond immediately, within five minutes or less, to a given work assignment with the necessary tools, vehicle, and/or equipment.
- An Emergency Response Assignment shall be made with 24-hour notice except in cases of emergency or by mutual consent of the employee in which case notice time may be less.

FOR ALL CLASSES: IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:

PRO RATED IF PAID LESS THAN A FULL PAY PERIOD	Yes
PRO RATED FOR PART-TIME AND INTERMITTENT EMPLOYEES	Yes
SUBJECT TO QUALIFYING PAY PERIOD	No
ALL TIME BASES AND TENURE ELIGIBLE	Yes/No*
SUBJECT TO PERS DEDUCTION	
CLASSIC	Yes
PEPRA	No (Effective 01/01/25)

FOR ALL CLASSES: INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY	
OVERTIME	No
IDL	Yes
EIDL	Yes
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.

PEPRA MEMBERSHIP:

Applicable to all employees newly hired on or after January 1, 2013, pursuant to Government Code sections 7522.02, 7522.04, and 7522.34