

PAY DIFFERENTIAL 92
OUT-OF-CLASS ASSIGNMENT PAY – BARGAINING UNITS 06, 07, AND 09

Established: 7/1/84 – Units 06 & 07; 5/18/89 – Unit 09

Revised: 10/31/01, 10/01/23, 04/01/24

CLASS TITLE	CB/ID	RATE	DEPARTMENT
All Classes	R06, R07, R09	See Criteria	All Departments

CRITERIA	EARNINGS ID
- If a department head or designee requires an employee, in writing, to work in a higher classification for more than 15 consecutive calendar days, the employee shall receive a pay differential of 5% over the employee's normal daily rate of the class to which they were appointed for that period in excess of 15 calendar days. If a department head or designee requires, in writing, an employee to work in a higher classification for 30 consecutive calendar days or more, the employee shall receive a pay differential of 5% over their normal daily rate of the class to which the employee was appointed from the first day of the assignment. - If the assignment to a higher classification is not terminated before it exceeds 120 consecutive calendar days, the employee shall be entitled to receive the difference between their salary and the salary of the higher class at the same step the employee would receive if the employee were to be promoted to that class, for that period in excess of 120 consecutive calendar days. The 5% differential shall not be considered as part of the base pay in computing the promotional step in the higher class. Note: Employees in R07 and R09 are not to be compensated for more than one year of out-of-class work for any one assignment.	8G-Classic 8G2 (Hourly)-Classic 8GN-PEPRA 8G2N-PEPRA SI-Classic 9G9-PEPRA

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:	
PRO RATED	Yes*
SUBJECT TO QUALIFYING PAY PERIOD	No
ALL TIME BASES AND TENURE ELIGIBLE	Yes/No**
SUBJECT TO PERS DEDUCTION	
	Classic Yes (R06, R09)
	Classic No (R07 effective 10/01/23)
	PEPRA No (R06, R07 effective 10/01/23)
	No (R09 effective 04/01/24)

SECTION 14:**PAY DIFFERENTIALS**

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

* Departments should not lock payments into employment history.

** 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.