

ABOLISHED

SECTION 16: PAY DIFFERENTIALS

(Abolished in PL 02-08 - Effective 05/01/02)

Personnel Management Technician/Analyst Recognition Pay, Department of Personnel Administration - Excluded Employees

Effective 7/1/96

CB/ID and Class

Department

Excluded

Department of Personnel
Administration

Personnel Management Technician Broadband
Personnel Management Analyst Broadband

Rate

5% of monthly salary for meeting the criteria described below; or

10% of monthly salary for meeting the criteria described below for a continuous period of at least 12 additional months:

Criteria

1. An employee who has been at the maximum pay of a broadband level for at least 12 months; and whose quality and quantity of work productivity are exceptional and demonstratively greater than others at that level; and whose continued assignment in his/her job is of significant value to the Department is eligible.
2. Employees who are not at the maximum pay of a broadband level are not eligible for this pay differential. These employees have opportunity for pay increases up to the maximum of their level based on performance-based merit salary adjustments.
3. Employees who are at the maximum pay of lower levels in the broadband are eligible only if their particular skills and/or work assignment limit opportunity for advancement to the next higher broadband level.
4. The amount of the differential is based on the duration of the sustained exceptional outstanding performance. Employees who have earned the 5% pay differential for at least 12 months, may be considered for an additional 5% pay differential if all of the above circumstances continue to be present.
5. Employees receiving either the 5% or 10% pay differential are not eligible for any other additional compensation for the same work and for which the pay differential is provided.

The pay differential is controlled by the amount of money budgeted or allowed for this program. Department management is required to develop and implement specific standards and guidelines for the administration of this program, including evaluative tools and documentation requirements.

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If Applicable, Should Pay Differential Be:

Prorated	-Yes
Subject to qualifying pay period	-No
All time bases and tenures are eligible	-Yes

Subject to PERS Deduction

Yes

Inclusion in Rate to Calculate the Following Benefit Pay

Overtime	-No/Yes (FLSA)
IDL	-Yes
EIDL	-N/A
NDI	-No
Lump Sum: Vacation	-No/Yes (FLSA)
Sick	-No/Yes (FLSA)
Extra	-No/Yes (FLSA)