ABOLISHED

(Abolished in PL 02-15 - Effective 06/30/02 COB)

PAY DIFFERENTIAL 127
PROFESSIONAL/COMPETENCY PAY – EXCLUDED EMPLOYEES

Established: 7/1/98
Revised: 1/1/00, 6/1/00

CLASS TITLE	CLASS CODE	CB/ID	EFFECTIVE DATE	DEPARTMENT
Associate Programmer Analyst (Specialist)	1579	E97	1/1/99	H
Information Technology Specialist, Range E	9449	E97	1/1/01	R
Information Technology Specialist II	9450	E97	1/1/01	R
Information Technology Specialist III	9451	E97	1/1/01	R
Information Systems Supervisor IV	9447	E98	1/1/01	R
Information Systems Manager	9448	E99	1/1/01	R
Data Processing Manager III	1393	M01	3/1/99	B
			7/1/98	J
			6/1/00	L
			1/1/01	F, I, M, N, O
Data Processing Manager IV	1387		6/1/00	L
Associate Information System Analyst (Sup)	1471	S01	1/1/99	I
Associate Programmer Analyst (Sup)	1580		7/1/98	F
Computer Operations Supervisor II	1350		1/1/01	N
Data Processing Manager I	1381		3/1/99	B
			7/1/98	C, F, J
			11/1/98	D
			1/1/99	I
			1/1/00	K
			6/1/00	L
			1/1/01	N
Data Processing Manager II	1384		7/1/98	A, E, F, J
			3/1/99	B
			6/1/00	L
			1/1/01	M, N
Information Systems Technician Supervisor I	1408		7/1/98	F
Senior Information Systems Analyst (Sup)	1340		3/1/99	B
			1/1/99	I
			6/1/00	L
			1/1/01	M, N, O
			7/1/01	P
Senior Programmer Analyst (Sup)	1584		3/1/98	B
			7/1/98	E, F
			1/1/99	I
			1/1/01	A, M, N, O
Staff Information Systems Analyst (Sup)	1316		1/1/99	I
			6/1/00	L
			1/1/01	Q, N
Staff Programmer Analyst (Sup)	1582		7/1/98	F, E
			1/1/99	G
System Software Specialist II (Supervisor)	1558		6/1/00	L
			1/1/01	N
System Software Specialist III (Supervisor)	1559		6/1/00	L
			1/1/01	N

DEPARTMENTS	
A	Air Resources Board
B	Board of Equalization
C	Community Services and Development
D	Employment Training Panel
E	Insurance
F	Mental Health
G	Parks and Recreation
H	Personnel Administration
I	Public Utilities Commission
J	Transportation
K	Fair Political Practices Commission
L	Public Employee's Retirement System
M	Industrial Relations
N	Franchise Tax Board
O	Governor's Office of Emergency Services
P	Veteran's Affairs
Q	Commission on Peace Officer Standards and Training
R	Legislative Counsel

RATE	EARNINGS ID
10% - 20%	
10% per month for Level One	8PC1
15% per month for Level Two	8PC2
20% per month for Level Three	8PC3

CRITERIA
To qualify, the following elements must exist in the department: 1   Departmental Strategic Plan 2   Departmental Information Technology (IT) Strategic Plan 3   Mission-Critical Project: ➢   Project is strategic in nature (legislative, court mandated, or direction from Commissioner) for a specified time frame per approved project. Eligible employee must be assigned to a mission-critical project and have documented competency (verified completion of the required professional IT training courses and/or possession of a Professional Certification in a specific discipline as indicated below). For the duration of the mission-critical project assignment, the employee must continue to upgrade IT training skills through enrollment and completion of authorized IT training course work as necessary to maintain the department's IT operation. Employees in one of the above classes shall receive the differential as specified below: **LEVEL ONE - 10% per month - Professional Information Technology (IT) Training Courses** - Verification of completion of required department specified IT training courses and demonstrated successful application of learned competency. **LEVEL TWO - 15% per month - Advanced Professional IT Training** - Verification of completion of advanced department specified IT training courses and demonstrated successful application of learned competency.

CRITERIA (cont.)
LEVEL THREE - 20% per month - Professional Certification - Verification of certification in a department specified Professional Certification Program. To continue this Pay Differential the employee must maintain current and ongoing IT Professional Re-Certification no more than one generation (version) old as supported by the issuing company and utilized by the department. The differential remains in effect for the duration of the project. Training coursework must be related to employee's job description. The first pay differential payment will be payable at the completion of three consecutive qualifying pay periods, then monthly for the duration of the assignment. If an employee voluntarily terminates, transfers, is discharged, or the assignment to a mission-critical project is ended prior to completing the three consecutive pay periods there will be no pro rate payment for the preceding months. Eligibility criteria may not be combined and rates are not cumulative. When an employee meets two of the criteria, he/she shall be eligible for only one rate. For example, an employee who possesses both a professional certification and assigned to a mission-critical project would be eligible to receive only one rate, either the 20% for professional certification or 15% for mission-critical assignment, etc. However, employees may receive this differential in addition to other pay differentials for which they qualify. If an employee who is receiving this pay differential transfers to a location where the differential is not authorized, the differential shall be discontinued. Departments must be approved for participation in this pay differential. Departments will be added to the pay differential on a flow basis. The authority to approve individual employee payment is at the discretion of the appointing power. Application of the pay differential provision is subject to audit or review by the Department of Personnel Administration as necessary.

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:	
PRO RATED	Yes
SUBJECT TO QUALIFYING PAY PERIOD	Yes
ALL TIME BASES AND TENURES ARE ELIGIBLE	Yes
SUBJECT TO PERS DEDUCTION	Yes

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