

**PAY DIFFERENTIAL 134****RECRUITMENT AND RETENTION ANNUAL DIFFERENTIAL PAY – WATER AND POWER DISPATCHERS – UNIT 12 AND EXCLUDED EMPLOYEES**

Effective: 10/01/97

Revised: 07/01/99

CLASS TITLE	CLASS CODE	CB/ID	DEPARTMENT
<b>Rank and File:</b>			Department of Water Resources
Senior Water and Power Dispatcher	6466	U12	
Water and Power Dispatcher	6467	R12	
<b>Excluded:</b>			
Chief Water and Power Dispatcher	6465	M12	
Program Water and Power Dispatcher	6459		
Senior Water and Power Dispatcher	6466	U12	

RATE	EARNINGS ID
\$8000 per year (annual payment)	SJ

**CRITERIA**

Permanent, full-time employee in the above:

- Effective July 1, 1999, a recruitment and retention bonus differential will be established to be paid annually. Every full-time employee in one of the above named classifications who has accrued a minimum of 12 consecutive qualifying pay periods in one, or a combination, of these classes; subsequent to June 30, 1998, and who is otherwise performing satisfactorily, shall be eligible to receive a bonus differential as follows:

Chief Water and Power Dispatcher	\$8000
Program Water and Power Dispatcher	\$8000
Senior Water and Power Dispatcher	\$8000
Water and Program Dispatcher	\$8000
- An employee who has previously received a retention differential effective 11/1/98 shall be eligible for another retention differential no sooner than 11/1/99. No employee will be entitled to a recruitment and retention bonus more frequently than every 12 months.
- Any individual who fails to meet one or more of the criteria articulated above shall not be eligible for payment or any portion thereof.
- Said differential will be subject to the usual and customary deductions as determined by the Department of Personnel Administration (DPA) and the State Controller.
- The differential may be discontinued at any time at the discretion of the employer. The differential may be reviewed by the Department of Water Resources on an annual basis and adjusted periodically at the discretion of DPA.
- If an employee voluntarily terminates, transfers, or is discharged prior to completing the 12 nonconsecutive qualifying pay periods, the employee will not be eligible for the differential or any portion thereof.

**SECTION 14:****PAY DIFFERENTIALS**

- An outside hire to a full-time position in one of the above classifications shall be eligible for a recruitment and retention differential of up to \$8,000 as necessary to attract experienced individuals to the State's employ. The decision to implement this differential, and its amount, rests solely with the State. An employee who leaves the employ of the Department prior to completion of 12 months from the date of hire shall be required to repay the entire differential.

**IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:**

PRO RATED	No
SUBJECT TO QUALIFYING PAY PERIOD	Yes
ALL TIME BASES AND TENURE ELIGIBLE	No
SUBJECT TO PERS DEDUCTION	Yes

**INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY**

OVERTIME	No
IDL	No
EIDL	No
NDI	No
LUMP SUM VACATION	No
LUMP SUM SICK	No
LUMP SUM EXTRA	No