

PAY DIFFERENTIAL 280
SENIOR PAY; EIGHT AND ONE-HALF HOUR/NINE AND ONE-HALF HOUR
WORKDAY PAY; MOTORCYCLE PAY; ADVANCED EDUCATION PAY; AND PRE
AND POST SHIFT WORK ACTIVITIES PAY DIFFERENTIAL -
BARGAINING UNIT 5 AND EXCLUDED EMPLOYEES

Established: 07/01/03

Revised: 01/01/04, 07/01/05, 07/03/06, 07/01/24, 10/01/24

CLASS TITLE	CLASS CODE	CB/ID	DEPARTMENT
Rank and File:			California Highway Patrol
Officer, California Highway Patrol, Range A Only	8397	R05	
Excluded:			
Sergeant, California Highway Patrol, Range A Only	8394	S05	

RATE	EARNINGS ID
2% of base salary - 18 years through 227 months for Senior Pay + 6.25% per pay period for Eight and One-Half Hour/Nine and One-Half Hour Workday Pay + 5% of base salary per month for Motorcycle Pay + 5% per pay period (Bachelor Degree or Advanced Post) for Advanced Education Pay + 3.5% per pay period for Pre and Post Shift Work Activities Pay.	8CA2
3% of base salary - 19 years through 239 months for Senior Pay + 6.25% per pay period for Eight and One-Half Hour/Nine and One-Half Hour Workday Pay + 5% of base salary per month for Motorcycle Pay + 5% per pay period (Bachelor Degree or Advanced Post) for Advanced Education Pay + 3.5% per pay period for Pre and Post Shift Work Activities Pay.	8CA3
4% of base salary - 20 years through 251 months for Senior Pay + 6.25% per pay period for Eight and One-Half Hour/Nine and One-Half Hour Workday Pay + 5% of base salary per month for Motorcycle Pay + 5% per pay period (Bachelor Degree or Advanced Post) for Advanced Education Pay + 3.5% per pay period for Pre and Post Shift Work Activities Pay.	8CA4
5% of base salary - 21 years through 263 months for Senior Pay + 6.25% per pay period for Eight and One-Half Hour/Nine and One-Half Hour Workday Pay + 5% of base salary per month for Motorcycle Pay + 5% per pay period (Bachelor Degree or Advanced Post) for Advanced Education Pay + 3.5% per pay period for Pre and Post Shift Work Activities Pay.	8CA5
6% of base salary - 22 years through 299 months for Senior Pay + 6.25% per pay period for Eight and One-Half Hour/Nine and One-Half Hour Workday Pay + 5% of base salary per month for Motorcycle Pay + 5% per pay period (Bachelor Degree or Advanced Post) for Advanced Education Pay + 3.5% per pay period for Pre and Post Shift Work Activities Pay.	8CA6
8% of base salary - 25 years through indefinite for Senior Pay + 6.25% per pay period for Eight and One-Half Hour/Nine and One-Half Hour Workday Pay + 5% of base salary per month for Motorcycle Pay + 5% per pay period (Bachelor Degree or Advanced Post) for Advanced Education Pay + 3.5% per pay period for Pre and Post Shift Work Activities Pay.	8CA8
10% of base salary - 27 years through 335 months for Senior Pay + 6.25% per pay period for Eight and One-Half Hour/Nine and One-Half Hour Workday Pay + 5% of base salary per month for Motorcycle Pay + 5% per pay period (Bachelor Degree or Advanced Post) for Advanced Education Pay + 3.5% per pay period for Pre and Post Shift Work Activities Pay.	8CA1

SECTION 14:**PAY DIFFERENTIALS**

RATE - Continued	EARNINGS ID
12% of base salary - 28 years through indefinite for Senior Pay + 6.25% per pay period for Eight and One-Half Hour/Nine and One-Half Hour Workday Pay + 5% of base salary per month for Motorcycle Pay + 5% per pay period (Bachelor Degree or Advanced Post) for Advanced Education Pay + 3.5% per pay period for Pre and Post Shift Work Activities Pay.	8CA9
2% of base salary - 18 years through 227 months for Senior Pay + 6.25% per pay period for Eight and One-Half Hour/Nine and One-Half Hour Workday Pay + 5% of base salary per month for Motorcycle Pay + 2.5% per pay period (Associate Degree or Intermediate Post) for Advanced Education Pay + 3.5% per pay period for Pre and Post Shift Work Activities Pay.	8AC2
3% of base salary - 19 years through 239 months for Senior Pay + 6.25% per pay period for Eight and One-Half Hour/Nine and One-Half Hour Workday Pay + 5% of base salary per month for Motorcycle Pay + 2.5% per pay period (Associate Degree or Intermediate Post) for Advanced Education Pay + 3.5% per pay period for Pre and Post Shift Work Activities Pay.	8AC3
4% of base salary - 20 years through 251 months for Senior Pay + 6.25% per pay period for Eight and One-Half Hour/Nine and One-Half Hour Workday Pay + 5% of base salary per month for Motorcycle Pay + 2.5% per pay period (Associate Degree or Intermediate Post) for Advanced Education Pay + 3.5% per pay period for Pre and Post Shift Work Activities Pay.	8AC4
5% of base salary - 21 years through 263 months for Senior Pay + 6.25% per pay period for Eight and One-Half Hour/Nine and One-Half Hour Workday Pay + 5% of base salary per month for Motorcycle Pay + 2.5% per pay period (Associate Degree or Intermediate Post) for Advanced Education Pay + 3.5% per pay period for Pre and Post Shift Work Activities Pay.	8AC5
6% of base salary - 22 years through 299 months for Senior Pay + 6.25% per pay period for Eight and One-Half Hour/Nine and One-Half Hour Workday Pay + 5% of base salary per month for Motorcycle Pay + 2.5% per pay period (Associate Degree or Intermediate Post) for Advanced Education Pay + 3.5% per pay period for Pre and Post Shift Work Activities Pay.	8AC6
8% of base salary - 25 years through indefinite for Senior Pay + 6.25% per pay period for Eight and One-Half Hour/Nine and One-Half Hour Workday Pay + 5% of base salary per month for Motorcycle Pay + 2.5% per pay period (Associate Degree or Intermediate Post) for Advanced Education Pay + 3.5% per pay period for Pre and Post Shift Work Activities Pay.	8AC8
10% of base salary - 27 years through 335 months for Senior Pay + 6.25% per pay period for Eight and One-Half Hour/Nine and One-Half Hour Workday Pay + 5% of base salary per month for Motorcycle Pay + 2.5% per pay period (Associate Degree or Intermediate Post) for Advanced Education Pay + 3.5% per pay period for Pre and Post Shift Work Activities Pay.	8AC7
12% of base salary - 28 years through indefinite for Senior Pay + 6.25% per pay period for Eight and One-Half Hour/Nine and One-Half Hour Workday Pay + 5% of base salary per month for Motorcycle Pay + 2.5% per pay period (Associate Degree or Intermediate Post) for Advanced Education Pay + 3.5% per pay period for Pre and Post Shift Work Activities Pay.	8AC9

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See the criteria for each of the following individual pay differentials: Senior Pay – Pay Differential 167; Eight and One-Half Hour/Nine and One-Half Hour Workday Pay – Pay Differential 48; Motorcycle Differential Pay – Pay Differential 81; Advanced Education Pay – Pay Differential 1; Pre and Post Shift Work Activities Pay - Pay Differential 327.

SECTION 14:**PAY DIFFERENTIALS**

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:	
PRO RATED	Yes
SUBJECT TO QUALIFYING PAY PERIOD	No
ALL TIME BASES AND TENURES ARE ELIGIBLE	Yes/No*
SUBJECT TO PERS DEDUCTION	
CLASSIC	Yes
PEPRA	Yes

INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY	
OVERTIME	Yes
IDL	Yes
EIDL	Yes
NDI	Yes
LUMP SUM VACATION	Yes
LUMP SUM SICK	Yes
LUMP SUM EXTRA	Yes

* 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.