

**PAY DIFFERENTIAL 289  
VOLUNTARY PERSONAL LEAVE PROGRAM DIFFERENTIAL – UNIT 08**

Established: 11/02/04

CLASS TITLE	EFFECTIVE DATE	CB/ID	RATE	EARNINGS ID	DEPARTMENT
<b>Rank and File:</b>					
All Classes	11/02/04	R08, E08	Minus 4.75%	8VL1	All Departments

CRITERIA	
1.	Pay Differential 289, Voluntary Personal Leave Program Differential, is established effective November 2, 2004, for those Unit 8 employees who have elected to remain in the Personal Leave Program (PLP) instead of participating in the Opt Out Program. Unit 8 employees that continued their participation in the PLP shall have their salary reduced by the above rate and shall accrue a personal leave day (or a portion of a day if working less than full time) the first of the following pay period. Unit 8 employees who chose to remain in PLP will be allowed one additional chance to opt out of the PLP in the month of May 2005.
2.	Seasonal and nonpermanent Fire Fighters who choose to carry over PLP credits will continue to participate in the Voluntary Personal Leave Program reduction and accrue PLP days upon return to work.
3.	Any employee, except those employees identified in 2. above, hired on or after November 2, 2004, shall not participate in PLP.

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:	
PRO RATED	Yes
SUBJECT TO QUALIFYING PAY PERIOD	No
ALL TIME BASES AND TENURE ELIGIBLE	Yes
SUBJECT TO PERS DEDUCTION	N/A

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