

PAY DIFFERENTIAL 299
PERFORMANCE RECOGNITION PAY DIFFERENTIAL,
CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM (CALSTRS)

Established: 04/01/04

Revised: 07/01/07, 12/18/07, 08/01/13, 04/16/15, 07/01/15, 07/01/16, 08/10/17, 07/01/19, 07/01/20, 05/05/22

| CLASS TITLE | CLASS CODE | CB/ID | RATE | EARNINGS ID | DEPARTMENT |
|---|------------|-------|-----------------------------|-------------|------------|
| Chief Investment Officer, California State Teachers' Retirement System | 4693 | M01 | 0 - 200% of Annual Base Pay | 9M | CalSTRS |
| Deputy Chief Investment Officer, California State Teachers' Retirement System | 1014 | | 0 – 175% of Annual Base Pay | | |
| Senior Investment Director | 4665 | | 0 – 150% of Annual Base Pay | | |
| Investment Director | 4694 | | 0 - 125% of Annual Base Pay | | |
| Senior Portfolio Manager | 4663 | | | | |
| Portfolio Manager | 4697 | | | | |
| Associate Portfolio Manager | 4698 | | 0 - 50% of Annual Base Pay | | |
| Chief Operating Officer (Range S) | 4653 | | | | |
| Chief Financial Officer | 4655 | | | | |
| System Actuary, California State Teachers' Retirement System | 5408 | | 0 – 30% of Annual Base Pay | | |

CRITERIA

Employees at the California State Teachers' Retirement System in the above-named classifications, who have been designated in Education Code section 22212.5 and who have been evaluated in accordance with the Teachers' Retirement Board Compensation Policies and Procedures. Employees shall receive performance recognition pay only once in a fiscal year, based on performance during the preceding fiscal year.

SECTION 14:**PAY DIFFERENTIALS**

| IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE: | |
|---|---------|
| PRO RATED | Yes |
| FLAT RATE | Yes |
| SUBJECT TO QUALIFYING PAY PERIOD | No |
| ALL TIME BASES AND TENURE ELIGIBLE | Yes/No* |
| SUBJECT TO PERS DEDUCTION | No |

| 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 |

*Retired Annuitants are not eligible unless appointed under Government Code section 21232.