

PAY DIFFERENTIAL 369
CALFIRE CHIEF OFFICER AND RELATED CEA
RECRUITMENT AND RETENTION DIFFERENTIAL - EXCLUDED

Established: 07/01/07

Revised: 07/01/07, 01/01/12, 07/01/18, 12/01/22

CLASS TITLE	CLASS CODE	CBID	DEPARTMENT
Assistant Chief	1039	S08	Department of Forestry and Fire Protection
Forester II (Supervisory)	1042	S08	
Forester III	1041	S08	
Senior Aviation Officer	1052	S08	
Senior Forestry Equipment Manager	6876	S08	
Unit Chief	1037	M08	
Forestry and Fire Protection Administrator	1031	M08	
CEA (POFF designation only)	7500	M01	
Assistant Deputy Director			
Assistant Region Chief			
CEA (POFF designation only)	7500	M01	
Deputy Director			
Region Chief			

STAGING PERIOD	ASSISTANT CHIEF Forester II (Supervisory) Forester III	EARNINGS ID
First 12-month period: (PERSable)	\$617	8RRB
(Non-PERSable)	\$1234	8RRC
Second 12-month period: (PERSable)	\$1234	8RRD
(Non-PERSable)	\$617	8RRE
After 24-month period: (All PERSable)	\$1851	8RR1

STAGING PERIOD	FORESTRY AND FIRE PROTECTION ADMINISTRATOR UNIT CHIEF SENIOR FORESTRY EQUIPMENT MANAGER SENIOR AVIATION OFFICER	EARNINGS ID
First 12-month period: (PERSable)	\$647	8F4
(Non-PERSable)	\$1296	8F5
Second 12-month period: (PERSable)	\$1296	8F10
(Non-PERSable)	\$647	8F11
After 24-month period: (All PERSable)	\$1943	8F16

SECTION 14:**PAY DIFFERENTIALS**

STAGING PERIOD	CEA - ASSISTANT DEPUTY DIRECTOR CEA - ASSISTANT REGION CHIEF	EARNINGS ID
First 12-month period: (PERSable)	\$516	8F6
(Non-PERSable)	\$1034	8F7
Second 12-month period: (PERSable)	\$1034	8F12
(Non-PERSable)	\$516	8F13
After 24-month period: (All PERSable)	\$1550	8F17

STAGING PERIOD	CEA – DEPUTY DIRECTOR CEA – REGION CHIEF	EARNINGS ID
First 12-month period: (PERSable)	\$450	8F8
(Non-PERSable)	\$900	8F9
Second 12-month period: (PERSable)	\$900	8F14
(Non-PERSable)	\$450	8F15
After 24-month period: (All PERSable)	\$1350	8F18

CRITERIA	
- This recruitment and retention differential is for the purposes of recruiting and retaining experienced Chief Officer incumbents and related POFF designated CEA incumbents. - Eligible employees appointed or reinstated to the classification of Assistant Chief as of 07/01/08 and who remained in the class will receive the differential effective 01/01/12. - New hires to the classification of Assistant Chief as of 01/01/12 and thereafter are eligible for this pay differential. - Current incumbents and new hires to the classifications of Forester II (Supervisory) and/or Forester III as of 12/01/22, and thereafter, are eligible for this pay differential. - Eligible incumbents are only eligible to receive a single or combined rate totaling: \$1851 Assistant Chief/Forester II (Supervisory)/Forester III \$1943 Unit Chief/Forestry and Fire Protection Administrator/Senior Forestry Equipment Manager/Senior Aviation Officer \$1550 CEA Assistant Deputy Director/Assistant Region Chief \$1350 CEA Deputy Director/Region Chief - Eligible incumbents will receive the differential until they separate from the applicable classification. - Upon promotion between classifications eligible for this pay differential, employees shall retain their staging period (e.g., an incumbent receiving the second staging period will continue to receive the second staging period in the higher classification).	

CRITERIA - Continued**Assistant Chief/Forester II (Supervisory)/Forester III**

- For the first 12-month period, eligible incumbents will receive a total monthly differential of \$1851 with staged PERSability as follows:
 - \$617 of the differential will be subject to PERS deductions for retirement contributions; and
 - \$1234 of the differential will not be subject to PERS deduction.
- For the second 12-month period, eligible incumbents will receive a total monthly differential of \$1851 with staged PERSability as follows:
 - \$1234 of the differential will be subject to PERS deductions for retirement contributions; and
 - \$617 of the differential will not be subject to PERS deduction.
- After 24 months, eligible incumbents will receive a total monthly differential of \$1851 which will be subject to PERS deductions for retirement contributions.

Forestry and Fire Protection Administrator/Unit Chief/Senior Forestry Equipment Manager/Senior Aviation Officer

- For the first 12-month period, eligible incumbents will receive a total monthly differential of \$1943 with staged PERSability as follows:
 - \$647 of the differential will be subject to PERS deductions for retirement contributions; and
 - \$1296 of the differential will not be subject to PERS deduction.
- For the second 12-month period, eligible incumbents will receive a total monthly differential of \$1943 with staged PERSability as follows:
 - \$1296 of the differential will be subject to PERS deductions for retirement contributions; and
 - \$647 of the differential will not be subject to PERS deduction.
- After 24 months, eligible incumbents will receive a total monthly differential of \$1943 which will be subject to PERS deductions for retirement contributions.

CEA - Assistant Deputy Director/CEA - Assistant Region Chief

- For the first 12-month period, eligible incumbents will receive a total monthly differential of \$1550 with staged PERSability as follows:
 - \$516 of the differential will be subject to PERS deductions for retirement contributions; and
 - \$1034 of the differential will not be subject to PERS deduction.

CRITERIA - ContinuedCEA - Assistant Deputy Director/CEA - Assistant Region Chief - Continued

- For the second 12-month period, eligible incumbents will receive a total monthly differential of \$1550 with staged PERSability as follows:
 - \$1034 of the differential will be subject to PERS deductions for retirement contributions; and
 - \$516 of the differential will not be subject to PERS deductions.
- After 24 months, eligible incumbents receive a total monthly differential of \$1550 which will be subject to PERS deductions for retirement contributions.

CEA Deputy Director/Region Chief

- For the first 12-month period, eligible incumbents will receive a total monthly differential of \$1350 with staged PERSability as follows:
 - \$450 of the differential will be subject to PERS deductions for retirement contributions; and
 - \$900 of the differential will not be subject to PERS deduction.
- For the second 12-month period, eligible incumbents will receive a total monthly differential of \$1350 with staged PERSability as follows:
 - \$900 of the differential will be subject to PERS deductions for retirement contributions; and
 - \$450 of the differential will not be subject to PERS deductions.
- After 24 months, eligible incumbents receive a total monthly differential of \$1350 which will be subject to PERS deductions for retirement contributions.

FOR ALL CLASSES: IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:

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

FOR ALL CLASSES: INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY

OVERTIME	N/A
IDL	Yes
EIDL	Yes
NDI	Yes
LUMP SUM VACATION	Yes
LUMP SUM SICK	Yes
LUMP SUM EXTRA	Yes

*The PERSable portion of the pay differential is subject to PERS deduction. The non-PERSable portion of the pay differential is not subject to PERS deduction.

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