

**PAY DIFFERENTIAL 463
LONGEVITY PAY DIFFERENTIAL - BARGAINING UNIT 18
AND EXCLUDED EMPLOYEES**

Established: 03/02/23

Revised: 07/01/23, 07/01/24, 07/01/25

CLASS TITLE	CLASS CODE	CBID	DEPARTMENT
Rank and File:			All Departments
Psychiatric Technician	8232	R18	
Psychiatric Technician (Safety)	8253		
Psychiatric Technician Instructor	8226		
Senior Psychiatric Technician	8231		
Senior Psychiatric Technician (Safety)	8252		
Excluded:			
All Classes		M18, S18	

RATE		EARNINGS ID
17, 18, or 19 years	2%	8LG2
20, 21, or 22 years	3%	8LG3
23 or 24 years	4%	8LG4
25 years or more	5%	8LG5

CRITERIA	
•	BU 18 employees in the above classifications shall be eligible for the pay differential based on the criteria below.
•	Effective July 1, 2025, employees with: - 17, 18, or 19 years of state service will be eligible to receive two percent (2%) of their base salary. - 20, 21, or 22 years of state service will be eligible to receive three percent (3%) of their base salary. - 23 or 24 years of state service will be eligible to receive four percent (4%) of their base salary. - 25 years or more of state service will be eligible to receive five percent (5%) of their base salary.
•	All time spent in State service shall count, as long as the employee is in a classification with the collective bargaining identifier as R18, S18, or M18 at the time of eligibility for the pay differential.
•	Twelve (12) months of qualifying full-time state service equals one (1) year.
•	State service shall be based on qualifying pay periods as follows: - Qualifying pay periods as defined in California Code of Regulations, title 2, sections 599.608 and 599.609. - Qualifying pay periods immediately preceding and following a break(s) in service shall be cumulative.

SECTION 14:**PAY DIFFERENTIALS**

- The above percentages are non-cumulative; i.e., upon full implementation, an employee who has been in state service for twenty (20) years is eligible for a pay differential of three percent (3%) above base salary, not the cumulative total of years 17, 18, 19 and 20 (i.e., five percent [5%]).
- The Longevity Pay Differential shall be eliminated upon movement to a classification other than an R18, S18, or M18 classification.
- Upon movement to another classification, the employee shall move from his/her base salary only.
- Note: If an employee's CBID differs from the pay scale CBID for an otherwise eligible class, the employee is eligible for the pay differential.

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:	
PRO RATED IF PAID LESS THAN A FULL PAY PERIOD	Yes
PRO RATED FOR PART-TIME AND INTERMITTENT	Yes
SUBJECT TO QUALIFYING PAY PERIOD	No
ALL TIME BASES AND TENURE ELIGIBLE	Yes/No*
SUBJECT TO PERS DEDUCTION	
CLASSIC	Yes
PEPRA	Yes

INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY	
OVERTIME	No/Yes (FSLA)
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.