

PAY DIFFERENTIAL 505
PEACE OFFICER RECRUITMENT AND RETENTION PAY DIFFERENTIAL -
BARGAINING UNIT 08

Established: 11/01/2024

CB/ID	RATE	DEPARTMENT
R08, S08, M08, M01 (POFF CEAs Only)	A or B	Department of Forestry and Fire Protection
R08, S08, M08	C	

RATE CATEGORY	RATE	EARNINGS ID
A - Peace Officers assigned to a designated Peace Officer position requiring the performance of Peace Officer duties.	5% of base salary	8FN1
B - Peace Officers appointed under Penal Code 830.2(g) and remain in good standing.	2.5% of base salary	8FN2
C - Peace Officers serving as a Field Training Officer (FTO) and assigned a trainee.	Weekly stipend of \$350 for each week assigned as an FTO.	9FN

CRITERIA
Employees who are eligible to receive 5% of base salary being a Peace Officer in a Peace Officer position requiring the performance of Peace Officer duties cannot also receive an additional 2.5% of base salary being a Peace Officer appointed under Penal Code 830.2(g) and remaining in good standing.

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

INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY	
OVERTIME	No/Yes (FLSA)**
IDL	Yes (Rate A and B) No (Rate C)
EIDL	Yes (Rate A and B) No (Rate C)
NDI	Yes (Rate A and B) No (Rate C)
LUMP SUM VACATION	Yes (Rate A and B) No (Rate C)
LUMP SUM SICK	Yes (Rate A and B) No (Rate C)
LUMP SUM EXTRA	Yes (Rate A and B) No (Rate C)

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

** The rate is included in the overtime calculation for hours worked in the same work week the employee has earned the pay differential.

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.