

**PAY DIFFERENTIAL 296**  
**PHLEBOTOMY CERTIFICATION – BARGAINING UNIT 11**

Established: 09/01/05

Revised: 07/01/15, 10/01/23, 10/01/25

CLASS TITLE	CLASS CODE	CB/ID	RATE	EARNINGS ID	DEPARTMENT
Laboratory Assistant, Correctional Facility	9265	R11	\$400	8BLD	Department of Corrections and Rehabilitation
Senior Laboratory Assistant, Correctional Facility	9266				Department of Developmental Services
Laboratory Assistant	7884				Department of State Hospitals
Senior Laboratory Assistant	7878				

**CRITERIA**

- An employee is eligible based on:
  1. Possession of a State of California issued Phlebotomy certification as a Certified Phlebotomy Technician I or Certified Phlebotomy Technician II; and
  2. The drawing of blood is an identified function in the duty statement for the employee's position.
- Determination of an employee's eligibility for this pay differential is the responsibility of the Department of Corrections and Rehabilitation, the Department of Developmental Services, and the Department of State Hospitals.

**IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:**

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

**INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY**

OVERTIME	Yes
IDL	Yes
EIDL	Yes
NDI	Yes
LUMP SUM VACATION, SICK, AND 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.