

**PAY DIFFERENTIAL 386**  
**PERSONAL LEAVE PROGRAM 2025 DIFFERENTIAL – BARGAINING UNIT 1, 2, 3,**  
**4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, AND EXCLUDED**  
**EMPLOYEES**

Re-established: 07/01/25

Revised: 07/01/25, 07/31/25, 10/01/25

CLASSES/CBID	EFFECTIVE DATE	END DATE	NEGATIVE DIFFERENTIAL	EARNINGS ID	DEPARTMENT
R01, R03, R04, R06, R09, R11, R12, R13, R14, R15, R17, R19, R20, R21 E09 U01, U04, U09, U12, U15, U19	07/01/25	06/30/27	3%	8PJ1	All Departments
R02	07/01/25	10/31/26	4.62%	8PJ3	
R05	07/01/25	06/30/27	4.62%	8PJ3	
R07	07/01/25	06/30/27	2%	8PJ2	
Except: R07 -State Park Peace Officer (Ranger) Class code 0983, (171 hour 7K schedule – Hearst Castle)			1.87%	8PJ4	Department of Parks and Recreation
R07 – Fire Fighter Class code 8979 (192 hour 7K schedule and 216 hour 7K schedule)			1.43%	8PJ5	Department of State Hospitals
R07 – Fire Fighter Class code 8979 (212 hour 7K schedule)			1.51%	8PJ6	Military Department
R07 – Captain Firefighter/Security Officer Class code 8989 (212 hour 7K Schedule)					Developmental Services
R07 – Firefighter/Security Officer Class code 8990 (212 hour 7K Schedule)					
R16, U16	07/31/25	12/01/26	4.62%	8PJ3	All Departments

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R08	10/01/25	06/30/27	2.5%	8PJ7	
R10, U10	10/01/25	06/30/27	3.5%	8PJ8	
R18	10/01/25	06/30/27	3%	8PJ1	
<b>EXCLUDED Classes/CBID:</b>					
C01, C04 S01, S03, S04, S06, S09, S11, S12, S13, S14, S15, S17, S19, S20, S21 M01*, M03, M06, M09, M12, M14, M17, M19, M21, M99 U01, U04, U09, U12, U15, U19  Truly Excluded: E48, E58, E59, E67, E68, E77, E78, E79, E97, E98, and E99  E97, E98, E99 tied to BU 6 (refer to the chart below)  CBIDs: S10 and M10 tied to BU 9 (refer to the chart below)  E48, E58, E59, E67, E68, E77, E78, E79, E97, E98, and E99 tied to SEIU**, BU 6, 9, 12, and 13	07/01/25	06/30/27	3%	8PJ1	All Departments
C02, S02, M02*  E48, E58, E59, E67, E68, E77, E78, E79, E97, E98, and E99 tied to BU 2 (E97, E98, E99 refer to the chart below)	07/01/25	10/31/26	4.62%	8PJ3	
S05, M05	07/01/25	06/30/27	4.62%	8PJ3	

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S07, M07, U07  E48, E58, E59, E67, E68, E77, E78, E79, E97, E98, and E99 tied to BU 7	07/01/25	06/30/27	2%	8PJ2	
S16, M16, U16  E48, E58, E59, E67, E68, E77, E78, E79, E97, E98, and E99 tied to BU 16	07/31/25	12/01/26	4.62%	8PJ3	
S08, M08  E48, E58, E59, E67, E68, E77, E78, E79, E97, E98, and E99 tied to BU 08	10/01/25	06/30/27	2.5%	8PJ7	
S10, M10, U10  E48, E58, E59, E67, E68, E77, E78, E79, E97, E98, and E99 tied to BU 10	10/01/25	06/30/27	3.5%	8PJ8	
S18, M18  E48, E58, E59, E67, E68, E77, E78, E79, E97, E98, and E99 tied to BU 18	10/01/25	06/30/27	3%	8PJ1	

**CRITERIA**

All employees covered by the Personal Leave Program (PLP) 2025 shall have their base salary reduced by the above rate and shall accrue a personal leave credit the first day of each pay period.

Refer to the Personal Leave Program policy 2113 and Memoranda of Understandings (MOUs), if applicable, for additional information.

Note

- E09 apply to rank-and-file employees who receive red circle managerial or supervisor benefits.

If an employee's CBID differs from the pay scale CBID for an otherwise eligible class, the employee is eligible for the pay differential.

\*See charts below for:

- CEA class 7500 tied to BU 6, 7, and 8
- CalPERS and CalSTRS classes (not subject to PLP 2025)

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\*\*Employees in SEIU, BU 2, BU 5, BU 12, and BU 13 classifications in a CBID identified above, excluding Permanent Intermittent, who are not eligible for state-sponsored health benefits enrollment in a CalPERS health plan, shall not be subject to the PLP 2025.

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

<b>INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY</b>	
OVERTIME	No
IDL	No
EIDL	No
NDI	No
LUMP SUM VACATION/SICK/EXTRA	No

\*\*\* Retired Annuitant appointed under Government Code sections 19144, 21154, 21223, 21224, 21225, and 21227 are not included in the Personal Leave Program 2025.

**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.

**THE FOLLOWING CLASSES AND EMPLOYEES ARE NOT SUBJECT TO PLP 2025**

<u>Class Code</u>	<u>CBID</u>	<u>Class Title</u>
0032	R01	Agricultural Technician III (Seasonal)
0033	R01	Agricultural Technician II (Seasonal)
0034	R01	Agricultural Technician I (Seasonal)
2791	R01	Guide Trainee Historical Monument
4687	R01	Limited Examination and Appointment Program Candidate (Identified Class)
3082	R03	Substitute Academic Teacher (Correctional Facility)
1120	R04	Seasonal Clerk
0990	R07	Lifeguard II (Seasonal)
0993	R07	Lifeguard I (Seasonal)
0994	R07	Pool Lifeguard -Seasonal-
1030	R07	Backcountry Trails Camp Supervisor, California Conservation Corps
1949	R07	State Fair Police Officer (Seasonal)
0790	R11	Fish and Wildlife Seasonal Aid
0835	R11	Fishe and Wildlife Scientific Aid
1023	R11	Archeological Aid -Seasonal-
1931	R11	Scientific Aid
3012	R11	Student Engineering Aid
4871	R11	Student Assistant -Engineering and Architectural Sciences-
9993	R11	Mechanical and Technical Occupational Trainee
0987	R12	Maintenance Aide (Seasonal)
0989	R12	Maintenance Aide (Seasonal) (Angel Island)

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0996	R12	Senior Maintenance Aide (Seasonal)
9992	R15	Maintenance and Service Occupational Trainee
2168	R19	Pre-registered Dietician
9313	R19	Pre-Licensed Pharmacist
8434	R20	Self-Help Sponsor (Part Time)

All CBID E designated classes  
 All Tenure E appointments  
 All temporary and seasonal employees  
 California State Auditor  
 Legislative Counsel Bureau

**EXCLUSION AND INCLUSION CHARTS REGARDING PLP 2025****\*M01/\*M02 CalPERS and CalSTRS (Not Subject to PLP 2025)**

Class Code	PLP	CBID	Rg	Class Title
1014	3%	M01	P S	Deputy Chief Investment Officer, California State Teachers' Retirement System
2023	3%	M01		Chief, Financial Officer, Public Employees' Retirement System
4064	4.62%	M02		General Counsel, California State Teachers' Retirement System
4067	4.62%	M02		General Counsel, Public Employees' Retirement System
4633	3%	M01		Associate Investment Manager, Public Employees Retirement System
4637	3%	M01		Investment Manager, Public Employees' Retirement System
4638	3%	M01		Investment Director, Public Employees' Retirement System
4639	3%	M01		Managing Investment Director, Public Employees' Retirement System
4653	3%	M01	P S	Chief Operating Officer
4654	3%	M01		Chief Operating Investment Officer, California Public Employees Retirement System
4655	3%	M01		Chief Financial Officer
4663	3%	M01		Senior Portfolio Manager
4665	3%	M01		Senior Investment Director
4692	3%	M01		Chief Investment Officer, Public Employees' Retirement System
4693	3%	M01		Chief Investment Officer, California State Teachers' Retirement System
4694	3%	M01		Investment Director
4697	3%	M01		Portfolio Manager
4698	3%	M01		Associate Portfolio Manager
5362	3%	M01		Chief Health Director
5407	3%	M01		Chief Actuary, Public Employees' Retirement System
5408	3%	M01		System Actuary, California State Teachers' Retirement System

**SECTION 14:****PAY DIFFERENTIALS****\*CEAs tied to BU 6, 7, and 8 (Subject to PLP 2025)**

<u>BU</u>	<u>PLP</u>	<u>Position #</u>	<u>Position Title</u>	<u>Department</u>
6	3%	042-822-7500-001	Deputy Director, Field Operations	CDCR/CCHCS
6	3%	042-822-7500-003	Director, Corrections Services	CDCR/CCHCS
6	3%	042-822-7500-004	Deputy Director, Field Operations and Infrastructure Support	CDCR/CCHCS
6	3%	061-001-7500-002	Deputy Director, Division of Adult Parole Operations	CDCR
6	3%	061-001-7500-006	Assistant Deputy Director, Community Re-Entry	CDCR
6	3%	061-001-7500-600	Assistant Deputy Director, Support and Compliance	CDCR
6	3%	061-157-7500-600	Assistant Deputy Director, Field Operations	CDCR
6	3%	061-300-7500-600	Regional Parole Administrator, Southern Region	CDCR
6	3%	065-130-7500-002	Deputy Chief, Correctional Safety	CDCR
6	3%	065-165-7500-001	Assistant Deputy Director, Office of Internal Affairs	CDCR
6	3%	065-165-7500-002	Chief, Field Operations, Office of Internal Affairs	CDCR
6	3%	065-165-7500-003	Chief, Allegation Investigation Unit	CDCR
6	3%	065-206-7500-001	Assistant Deputy Director, Facility Support	CDCR
6	3%	065-206-7500-003	Assistant Deputy Director, Program Operations	CDCR
7	2%	024-050-7500-004	Deputy Division Chief, Headquarters	Alcoholic Beverage Control
7	2%	024-235-7500-001	Division Chief, Northern	Alcoholic Beverage Control
7	2%	024-235-7500-002	Deputy Division Chief, Northern	Alcoholic Beverage Control
7	2%	024-235-7500-003	Deputy Division Chief, Northern	Alcoholic Beverage Control
7	2%	024-315-7500-001	Division Chief, Southern	Alcoholic Beverage Control
7	2%	024-315-7500-002	Deputy Division Chief, Southern	Alcoholic Beverage Control
7	2%	024-315-7500-003	Deputy Division Chief, Southern	Alcoholic Beverage Control
7	2%	280-328-7500-001	Chief, Investigation Division	Employment Development Department
7	2%	313-600-7500-001	Chief, Law Enforcement and Security	Cal Expo
7	2%	358-410-7500-001	Chief, Field Investigations	State Lottery
7	2%	395-100-7500-051	Chief, Enforcement and Licensing	Horse Racing Board
7	2%	413-176-7500-001	Division Chief, Fraud Division	Insurance
7	2%	419-651-7500-901	Assistant Chief, Division of MediCal Fraud and Elder Abuse	Justice
7	2%	419-710-7500-006	Chief, Division of Law Enforcement	Justice
7	2%	419-710-7500-007	Deputy Chief, Division of Law Enforcement	Justice
7	2%	419-871-7500-001	Director, Bureau of Investigations	Justice
7	2%	420-510-7500-001	Director, DLE/Firearms	Justice
7	2%	437-561-7500-677	Chief of Police, Coalinga	State Hospitals
7	2%	455-561-7500-600	Chief of Police, Atascadero	State Hospitals

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7	2%	461-511-7500-001	Chief of Law Enforcement	State Hospitals
7	2%	461-511-7500-003	Deputy Chief, Law Enforcement	State Hospitals
7	2%	480-561-7500-600	Chief of Police, Napa	State Hospitals
7	2%	487-561-7500-600	Chief of Police, Metropolitan	State Hospitals
7	2%	502-561-7500-600	Chief of Police, Patton	State Hospitals
7	2%	525-306-7500-003	Deputy Director, Investigations Division	Motor Vehicles
7	2%	544-063-7500-001	Assistant Deputy Director, Community Wildfire Assistance and Fire Engineering & Investigations	Forestry and Fire Protection
7	2%	544-500-7500-002	Assistant Deputy Director, Fire & Life Safety, State Fire Training and Code Development and Analysis	Forestry and Fire Protection
7	2%	548-605-7500-002	Chief, Northern Field Division, Park Operations	Parks and Recreation
7	2%	548-806-7500-001	Chief, Central Field Division	Parks and Recreation
7	2%	548-905-7500-001	Chief, Southern Field Division, Park Operations	Parks and Recreation
7	2%	564-306-7500-001	Director, Investigations Bureau	Franchise Tax Board
7	2%	566-040-7500-001	Deputy Director, Law Enforcement Division	Fish and Wildlife
7	2%	566-040-7500-002	Assistant Deputy Director, Law Enforcement Division	Fish and Wildlife
7	2%	592-410-7500-001	Deputy Director, Enforcement Division (Sworn)	Cannabis
7	2%	612-100-7500-001	Chief, Division of Investigations	Consumer Affairs
7	2%	799-102-7500-001	Chief, Office of Law Enforcement Support	Health and Human Services Agency
7	2%	800-815-7500-005	Chief, Investigations Branch	Social Services
7	2%	806-300-7500-001	Chief, Investigations Division	Health Care Services
8	2.5%	542-003-7500-004	Deputy Director, Fire Protection	Forestry and Fire Protection
8	2.5%	542-003-7500-005	Deputy Director, Resource Management	Forestry and Fire Protection
8	2.5%	542-003-7500-006	Deputy Director, Cooperative Fire Protection	Forestry and Fire Protection
8	2.5%	542-003-7500-007	Deputy Director, Emergency Incident Awareness	Forestry and Fire Protection
8	2.5%	542-060-7500-001	Assistant Deputy Director, Fire Protection Operations	Forestry and Fire Protection
8	2.5%	542-060-7500-002	Assistant Deputy Director, Aviation and Mobile Equipment	Forestry and Fire Protection
8	2.5%	542-060-7500-003	Assistant Deputy Director, Cooperative Fire Protection	Forestry and Fire Protection
8	2.5%	542-060-7500-004	Assistant Deputy Director, Training, Safety, and Emergency Medical Services	Forestry and Fire Protection
8	2.5%	542-101-7500-002	Region Chief, Norther Region	Forestry and Fire Protection
8	2.5%	542-101-7500-004	Assistant Region Chief, Northern Region	Forestry and Fire Protection
8	2.5%	542-101-7500-005	Assistant Region Chief, Northern Region	Forestry and Fire Protection
8	2.5%	542-401-7500-002	Assistant Region Chief, Southern Region	Forestry and Fire Protection
8	2.5%	542-401-7500-003	Region Chief, Southern Region	Forestry and Fire Protection
8	2.5%	542-401-7500-004	Assistant Region Chief, Southern Region	Forestry and Fire Protection
8	2.5%	542-720-7500-002	Assistant Deputy Director, Resource Protection & Improvement	Forestry and Fire Protection
8	2.5%	542-730-7500-001	Assistant Deputy Director, Forest Practice	Forestry and Fire Protection

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8	2.5%	542-500-7500-001	Assistant Deputy Director, Community Wildfire Planning and Risk Reduction	Forestry and Fire Protection
8	2.5%	542-500-7500-004	Deputy Director, Community Wildfire Preparedness & Mitigation	Forestry and Fire Protection

**E97, E98 and E99 Tied to BU 2 (Subject to PLP 2025)**

<u>Class Code</u>	<u>CBID</u>	<u>Class Title</u>
5745	E99	Chief Deputy Legislative Counsel C.E.A
6039	E97	Special Assistant Inspector General
6040	E98	Senior Assistant Inspector General
6041	E99	Chief Assistant Inspector General

**E97, E98 and E99 Tied to BU 6 (Subject to PLP 2025)**

<u>Class Code</u>	<u>CBID</u>	<u>Class Title</u>
9704	E97	Associate Deputy Inspector General
9705	E97	Deputy Inspector General
9706	E98	Deputy Inspector General, Senior
9764	E99	Special Agent-In-Charge
9766	E97	Special Agent
9767	E98	Senior Special Agent

**S10 and M10 Tied to BU 09 Related Excludes as a Result of the 2014  
Like Pay for Like Work Lawsuit - Refer to Pay Letter 14-17 (Subject to PLP 2025)**

<u>Class Code</u>	<u>CBID</u>	<u>Class Title</u>
0753	M10	Integrated Waste Program Manager
0756	S10	Environmental Program Manager I (Supervisory)
0759	S10	Supervising Integrated Waste Management Specialist I
0760	M10	Environmental Program Manager I (Managerial)
0764	S10	Senior Environmental Scientist (Supervisory)
0769	M10	Environmental Program Manager II
0783	M10	Program Manager I, California Bay-Delta Authority
0784	M10	Program Manager II, California Bay-Delta Authority
0785	M10	Program Manager III, California Bay-Delta Authority
3062	S10	Land and Water Use Program Manager I
3081	S10	Senior Land and Water Use Scientist
3749	S10	Senior Seismologist
3841	M10	Supervising Industrial Hygienist
3852	S10	Senior Industrial Hygienist
4058	S10	Energy Commission Supervisor II (Technology Evaluation and Development)
4599	S10	Energy Commission Supervisor II (Forecasting)
4805	M10	Energy Resource Specialist III (Managerial)
4813	S10	Energy Resources Specialist III (Supervisory)
4940	S10	Energy Commission Supervisor II (Efficiency)
6231	M10	Supervising Industrial Hygiene Specialist, State Compensation Insurance Fund
9320	S10	Senior Industrial Hygiene Specialist, State Compensation Insurance Fund
9362	S10	Senior Ergonomic Specialist, State Compensation Insurance Fund



**Pay Differential 386 History:**

- Effective 07/01/20, Reestablished PLP for Bargaining Units 1, 2, 3, 4, 6, 7, 8, 10, 11, 14, 15, 16, 17, 20, 21 and Excluded Employees (PL20-18 - Released 7/13/20)
- Effective 07/01/20, CBIDs E97, E98, and E99 tied to Bargaining Unit 6 are added. Department of Veterans Affairs is removed from R07 class codes 8989 – Captain Firefighter/Security Officer (212 hour 7K Schedule) and 8990 – Firefighter/Security Officer (212 hour 7K Schedule). (PL20-18A - Released 7/21/20)
- Effective 07/01/20, the Receiver's class codes 8200 – Receiver's Clinical Executive (Safety), 8216 – Chief Executive Officer, Health Care (Safety), 8239 – Receiver's Medical Executive (Safety), and 8241 – Receiver's Nurse Executive (Safety) are removed from the list of classes not subject to the Personal Leave Program 2020. (PL20-18B – Released 7/24/20)
- Effective 07/31/20, CBIDs R05, R09, R12, and R19 are added. (PL20-24 – Released 8/6/20)
- Effective 07/31/20, CBID R13 is added. Effective 07/01/20, All Tenure “E” appointments are added to the section not subject to PLP. (PL20-28 – Released 8/19/20))
- Effective 07/01/20, CEA position #566-040-7500-002 for Department of Fish and Wildlife is added. (PL20-28A)
- Effective 07/01/25, Reestablished PLP for Bargaining Units 1, 2, 3, 4, 5, 6, 7, 9, 11, 12, 13, 14, 15, 19, 20, 21 and Excluded Employees (PL25-18 – Released 07/14/25).
- Effective 07/01/25, CBIDs E48, E58, E59, E67, E68, E77, E78, E79, E97, E98, and E99 added as they were inadvertently left off. The CalPERS and CalSTRS chart was updated to reflect M02 classes. (PL25-18A – Released 07/25/25)
- Effective 07/01/25, the Receiver's class code 8241 – Receiver's Nurse Executive (Safety) was removed from the excluded from Personal Leave Program 2025. (PL25-18B – Released 08/05/25)
- Effective 07/31/25, CBID R16, U16, S16, M16 and E48, E58, E59, E67, E68, E77, E78, E79, E97, E98, E99 tied to BU 16 are added. (PL25-23 – Released 08/18/25)
- Effective 10/01/25, CBID R08, R10, R18, S08, M08, S10, M10, U10, S18, and M18 are added. (PL25-32 – Released 10/08/25)