

PAY DIFFERENTIAL 248
RECRUITMENT AND RETENTION DIFFERENTIAL – CALIFORNIA DEPARTMENT
OF HUMAN RESOURCES - EXCLUDED EMPLOYEES

Established: 01/01/02

Amended: 01/01/05, 11/02/10, 03/01/13, 07/01/18, 05/01/21, 09/01/22, 11/01/22, 06/01/23, 01/01/26

CLASS TITLE	CLASS CODE	CB/ID	RATE	CRITERIA	EARNINGS ID
Personnel Program Analyst	5312	E97	5% of current base salary	1, 2	8K66
Staff Personnel Program Analyst	5313	E98 E68		1, 2	
Personnel Program Advisor	5318	E99 E79		1, 2	
Personnel Program Manager I	5322	E99		1, 2	
Personnel Program Manager II	5323	E99		1, 2	
Analyst I	5157	E97		1, 2	
Analyst II	5393	E97		1, 2	
Analyst III	5402	E97		1, 2	
Analyst IV	5403	E97		1, 2	
Supervisor I	4800	E68		1, 2	
Supervisor II	4801	E98 E68		1, 2	
Manager I	4969	E99 E79		1, 2	
Manager II	4802	E99		1, 2	
Research Data Analyst I	5729	E97		2	
Research Data Analyst II	5731	E97		2	
Research Data Supervisor I	5734	E99		2	
Research Data Supervisor II	5737	E99		2	
Research Data Manager	5740	E99		2	
Research Data Specialist I	5742	E97		2	
Research Data Specialist II	5758	E97		2	
Research Data Specialist III	5770	E97	2		
CEA	7500	E99	1, 2		
Attorney	5778	E97	3		

CRITERIA	
Criteria 1:	
<ul style="list-style-type: none"> Employee is responsible for a department classification and pay operations assignment and/or the development of personnel management programs and policies; or duties include staff support for one or more bargaining units including research, development, and presentation of management proposals in support of the collective bargaining process. 	
Criteria 2:	
<ul style="list-style-type: none"> Employee works within the Financial Management Division. Employees are eligible at any step in the salary range. 	
Criteria 3:	
<ul style="list-style-type: none"> Employee is responsible for providing a full range of specialized legal services to the Governor's Office, Department of Human Resources (CalHR), state agencies and state departments in the above classifications working in the Legal Division at CalHR. 	
Note: If the employee's CBID differs from the classification CBID, the employee shall be eligible to receive 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 EMPLOYEES	Yes
SUBJECT TO QUALIFYING PAY PERIOD	No
ALL TIME BASES AND TENURES ARE ELIGIBLE	Yes/No*
SUBJECT TO PERS DEDUCTION	
	CLASSIC
	Yes
	PEPRA
	Yes
IF SUBJECT TO PERS DEDUCTION	
	CATEGORY
	Special Assignment Pay (SAP)
	TYPE
	Accountant Premium (AAP)

INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY	
OVERTIME	No/Yes (FLSA)
IDL	Yes
EIDL	N/A
NDI	Yes
LUMP SUM VACATION/SICK/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.