

**PAY DIFFERENTIAL 285
RECRUITMENT AND RETENTION PAY-
22ND AND 32ND DISTRICT AGRICULTURAL ASSOCIATIONS**

Established: 07/01/04

Revised: 07/01/04, 04/01/05, 04/01/24, 04/01/26

CLASS TITLE	CLASS CODE	CBID	RATE	EARNINGS ID	DEPARTMENT
All Classes	Various	S01	1	SJ2 - Classic	22 ND and 32 nd DAAs Department of Food and Agriculture
All Classes	Various	S12			
All Classes Including C.E.A.	Various	M01	2	9SJ - PEPRA	

RATE
1 – up to 15% per pay period
2 – up to 20% per pay period

CRITERIA
At the discretion of the Board of Directors and Secretary Manager of the District Agriculture Associations, the above excluded employees, within the 22 nd and 32 nd District Agricultural Associations, respectively, may be granted the pay differential not to exceed the stated amount if the incumbent has achieved expected performance objectives and that such differential is necessary to retain the employee.
If an employee who is receiving the differential transfers to a location where the differential is not authorized the differential shall be discontinued.
Part-time and intermittent employees shall receive a pro-rata share of the differential based on a total number of hours worked with the monthly pay period.

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
	PEPRA (Effective 4/1/2024)
IF SUBJECT TO PERS DEDUCTIONS	
	CATEGORY
	TYPE
	Incentive Pay (ICP)
	Bonus Pay (BON)

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

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