

**PAY DIFFERENTIAL 245
LONGEVITY PAY - BARGAINING UNIT 07
AND EXCLUDED EMPLOYEES**

Established: 10/19/01

Revised: 10/01/16, 10/01/20, 01/01/24, 07/01/24, 07/01/25, 07/01/26

CLASS TITLE	CBID	DEPARTMENT
All BU 07 Classifications	R07, S07, M07	All Departments

PEACE OFFICERS AND FIREFIGHTERS (PO/FF) RATE	EARNINGS ID	
17 and 18 years	2%	8LG1
19 years	4%	8LG2
20 years	5%	8LG3
21 years	6%	8LG4
22 – 24 years	7%	8LG5
25 years	9%	8LG7

ALL OTHER UNIT 07 EMPLOYEES (NON-PO/FF) RATE	EARNINGS ID	
17, 18, and 19 years	2%	8LG1
20, 21, and 22 years	3%	8LG6
23 and 24 years	4%	8LG2
25 or more years	5%	8LG3

CRITERIA

- Designated peace officers and firefighters who qualify for PO/FF retirement shall be eligible for the pay differential at the rates indicated above for Peace Officers and Firefighters.
- All other employees of BU 07 (Non-PO/FF) shall be eligible for the pay differential at the rate indicated above for All Other Unit 7 Employees (Non-PO/FF).
- All time spent in State service shall count, as long as the employee is in a classification with the collective bargaining identifier as R07, S07, M07 at the time of eligibility for the pay differential is approved.
- State service shall be based on qualifying pay periods as follows:
 - Qualifying pay periods as defined in California Code of Regulations, sections 599.608 and 599.609.
 - Qualifying pay periods immediately preceding and following a break(s) in service shall be cumulative.
- The above percentages are noncumulative.
- The Longevity Pay Differential shall be eliminated upon movement to a classification other than R07, S07, and M07.
- Upon movement to another class, the employee shall move from his/her base salary only.

SECTION 14:**PAY DIFFERENTIALS**

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 DEDUCTIONS:	
	Category Incentive Pay (ICP)
	Type Longevity Pay (LLP)

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.