

**PAY DIFFERENTIAL 499
LONGEVITY PAY DIFFERENTIAL - BARGAINING UNIT 10
AND EXCLUDED EMPLOYEES**

Established: 07/01/24

Revised: 07/01/25, 07/01/26

CLASS TITLE	CBID	DEPARTMENT
All Classes	R10, S10, M10	All Departments

RATE		EARNINGS ID
17 years	2%	8LG2
18 years	3%	8LG3
19 years	4%	8LG4
20 years or more	5.5%	8LG8

CRITERIA
<ul style="list-style-type: none"> • BU 10 employees shall be eligible for the pay differential based on the below criteria. • Effective July 1, 2026, all BU 10 employees with: <ul style="list-style-type: none"> - 17 years of state service will be eligible to receive two (2) percent of base salary. - 18 years of state service will be eligible to receive three (3) percent of base salary. - 19 years of state service will be eligible to receive four (4) percent of base salary. - 20 years or more of state service will be eligible to receive five and a half (5.5) percent of base salary. • All time spent in state service shall count, as long as the employee is in a Bargaining Unit 10 classification at the time of eligibility for the pay differential. • State service shall be based on qualifying pay periods as follows: <ul style="list-style-type: none"> - Qualifying pay periods as defined in California Code of Regulations, title 2, 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, i.e., an employee who has been in state service for nineteen (19) years is eligible for a pay differential of four percent (4%) above base salary, not the cumulative total of years 17, 18, and 19 years. • The Longevity Pay Differential shall be eliminated upon movement to a classification other than R10, S10, or M10. <p>Note: If the employee's CBID differs from the classification CBID, the employee shall be eligible to receive the pay differential.</p>
IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:

SECTION 14:**PAY DIFFERENTIALS**

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 TENURE 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 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.