PAY DIFFERENTIAL 187
TRAINING OFFICER PAY– BARGAINING UNIT 07

Effective: 07/01/84
Revised: 07/01/99, 01/01/00, 10/31/01, 07/01/03, 01/01/06, 06/01/06, 07/01/06, 05/31/07, 10/09/07, 06/23/09; 12/02/09, 11/02/10, 04/10/12, 07/01/19, 10/01/23, 01/01/26, 04/01/26

CLASS TITLE	CLASS CODE	CBID	RATE	EARNINGS ID	CRITERIA	DEPT.
Fish and Game Warden, Department of Fish and Wildlife	8421	R07	See rate 1 below	AJ	1	B
Investigator	8610		One-step differential for each hour	8R2	7, 8, 14, 17, 18, 19, 20	D, F, I, M, N, O, P, Q
			One-step differential	8R1	13	I, O
Licensing-Registration Examiner, Department of Motor Vehicles	8758		One-step differential	8R1	4	F
State Park Peace Officer (Lifeguard)	0992		See rate 2A below	AJ	5	G
			See rate 2B below	AJ	6	
Motor Carrier Specialist I, California Highway Patrol	3930		One-step differential for each hour	8R2	2	A
Public Safety Operator, California Highway Patrol	1664		One-step differential for each hour	8R2	2	A
Public Safety Dispatcher, California Highway Patrol	1663		One-step differential for each hour	8R2	2	A
Special Agent, Department of Justice	8482		One-step differential	8R1	3	E
Special Agent, Supervisor, Department of Justice	8524		One-step differential	8R1	3	E
Latent Print Analyst I	8460		See Rate 3A below	AJ	10	E
			See Rate 3B below	AJ	11	
Criminalist	8466		See Rate 3A below	AJ	10	E
			See Rate 3B below	AJ	11	
Latent Print Analyst II	8472		See Rate 3A below	AJ	10	E
			See Rate 3B below	AJ	11	
Questioned Document Examiner II	8475		See Rate 3A below	AJ	10	E
			See Rate 3B below	AJ	11	

CLASS TITLE	CLASS CODE	CBID	RATE	EARNINGS ID	CRITERIA	DEPT.
Senior Criminalist	8478	**R07**	See Rate 3A below	AJ	10	E
			See Rate 3B below	AJ	11	
State Park Peace Officer (Ranger)	0983		See rate 2A below	AJ	5	G
			See rate 2B below	AJ	6	
Communications Operator	1670		One-step differential for each hour	8R2	15	G, J, K
Warden – Pilot, Department of Fish and Wildlife	8410		See rate 1 below	AJ	1	B
Lifeguard II (Seasonal)	0990		See rate 2B below	AJ	6	G
Investigation Specialist I	8593		One-step differential for each hour	8R2	16	L
Investigation Specialist II (Technical)	8591		One-step differential for each hour	8R2	16	L
Agent, Alcoholic Beverage Control	1013		One-step differential for each hour	8R2	9	H
			One-step differential	8R1	13	O
Hospital Police Officer	1937		One-step differential for each hour	8R2	12	J
Peace Officer I, Developmental Center	1954		One-step differential for each hour	8R2	12	K

DEPARTMENT	
A	California Highway Patrol
B	Department of Fish and Wildlife
C	Department of General Services
D	Department of Insurance
E	Department of Justice
F	Department of Motor Vehicles
G	Department of Parks and Recreation
H	Alcoholic Beverage Control
I	Department of Consumer Affairs
J	Department of State Hospitals
K	Department of Developmental Services
L	Franchise Tax Board
M	California State Lottery
N	Department of Public Health
O	Department of Cannabis Control
P	Employment Development Department
Q	Department of Social Services

RATE

- **Rate 1 (Department of Fish and Wildlife)**

  Equivalent hourly rate of a one-step differential above the equivalent hourly salary rate of the maximum step at Range B of a Fish and Game Warden for each hour the employee functions.

- **Rate 2A (Department of Parks and Recreation)**

  State Park Peace Officer (Ranger) and State Park Peace Officer (Lifeguard) - Formalized training. Equivalent hourly rate of a one-step differential above the equivalent hourly salary rate of the maximum step at Range B of a State Park Peace Officer (Ranger) for each hour the employee functions in an instructor capacity.

- **Rate 2B (Department of Parks and Recreation)**

  State Park Peace Officer (Ranger) and State Park Peace Officer (Lifeguard) - Defensive tactics, firearms (instruction and/or inspection), Public Safety First Aid (PFSA), Conducted Energy Weapon (CEW), driving, or Use of Force/Strategic Communication. Equivalent hourly rate of a two-step differential above the equivalent hourly salary rate of the maximum step at Range B of a State Park Peace Officer (Ranger) for each hour the employee is assigned to provide training for the full shift or any portion of the shift.

- **Rate 3A (Department of Justice)**

  A one (1) step differential in salary for each pay period provided the designated Criminalist, Senior Criminalist, Latent Print Analyst I, Latent Print Analyst II, or Questioned Document Examiner who is assigned to the Department of Justice, Bureau of Forensic Services (BFS), California Criminalistics Institute (CCI) for forty (40) hours or more during the pay period.

- **Rate 3B (Department of Justice)**

  A 2.5% differential in salary for each pay period provided the designated Criminalist, Senior Criminalist, Latent Print Analyst I, Latent Print Analyst II, or Questioned Document Examiner who is assigned to the Department of Justice, Bureau of Forensic Services (BFS), California Criminalistics Institute (CCI) for less than forty (40) hours during the pay period.

CALCULATING RATES

One-Step: Max of Range B x 1.05 = one step above. Then, subtract rate of one step above from max to determine rate.

Two-Steps: Max of Range B x 1.05 = one step above. One step above x 1.05 = two steps above. Subtract rate of two steps above from max to determine rate.

	CRITERIA
1	Unit 07 employees in the Department of Fish and Wildlife, when designated and utilized by the department as a Firearm Instructor, Arrest and Control Instructor, First Aid Instructors, or as a Field Training Officer shall receive the identified rate above for each hour that the employee functions in an instructor capacity. Such payments shall be made during the following pay period provided certification of eligibility occurs prior to the payroll cutoff date. Certificate occurring after the deadline date may result in a delayed payment to a following pay period. Training Officer Differential Pay does not apply to situations where an experienced or skilled employee is required to informally impart his/her knowledge to a newly hired or less experienced employee.
2	Public Safety Dispatcher, Public Safety Operator, and Motor Carrier Specialist I, when designated and utilized by management in a training capacity to train new employees and/or retrain existing employees, while functioning in a training officer capacity for a full shift, shall receive the differential. Such payments shall be made during the following pay period provided certification of eligibility occurs prior to the payroll cutoff date. Certification occurring after the deadline date may result in a delayed payment to a following pay period. Training differential does not apply to situations where an experienced or skilled employee is required to informally impart his/her knowledge to a newly hired or less experienced employee.
3	Any Department of Justice Special Agent and Special Agent Supervisor assigned to the Department of Justice Training Center to train new employees, retrain existing employees, or train employees of local law enforcement agencies, shall receive the differential in salary for each pay period provided this Service was performed for 11 full workdays or its equivalent. Any Special Agent and Special Agent Supervisor who receives this differential shall be involved in evaluating the job effectiveness of the trainee. Differential payments shall be made during the following pay period provided certification eligibility occurs prior to the payroll cutoff date (i.e., preliminary attendance report). Certification occurring after the deadline date may result in a delayed payment to a following pay period. Training Officer Differential Pay does not apply to situations where an experienced or skilled worker is required to informally impart his/her knowledge to a hired or less experienced employee. Employees in classifications that include lead or supervisory responsibilities in the classification specification shall not receive Training Officer Differential Pay.
4	Unit 07 employees, when designated and utilized by management in a training officer capacity shall receive the differential. Employees functioning in a training officer capacity shall receive the differential for each pay period, provided the employee functioned in a training officer capacity for 11 full working days or its equivalent. In the case of the Department of Motor Vehicles Licensing Registration Examiners designated and utilized as training officers in a formal classroom setting shall receive the differential pay. Employees in classifications that include lead or supervisory responsibilities in the classification specification shall not receive Training Officer Differential Pay. Training Officer differential pay does not apply to situations where an experienced or skilled worker is required to informally impart his/her knowledge to a newly hired or less experienced employee.

CRITERIA - Continued

Training Officer differential payments shall be made during the following pay period provided the employee's preliminary attendance report is completed prior to the payroll cutoff date of the department. Certification occurring after the deadline date may result in a delayed payment to the following pay period.

5 State Park Peace Officer (Ranger) and State Park Peace Officer (Lifeguard), when designated by management in an instructor capacity to train new employees and/or existing employees at formalized training such as interpretation or resource management, shall receive the equivalent hourly rate of a one-step differential above the equivalent monthly hourly salary rate of the maximum step of a State Park Peace Officer (Ranger) for each hour that the employee functions in an instructor capacity.

6 State Park Peace Officer (Ranger) and State Park Peace Officer (Lifeguard), when designated by management in an instructor capacity to train new employees and/or existing employees in defensive tactics, firearms (instruction and/or inspection), Public Safety First Aid (PSFA), Conducted Energy Weapon (CEW), driving, or Use of Force/Strategic Communication shall receive the equivalent hourly rate of a two-step differential above the equivalent monthly hourly salary rate of the maximum step of a State Park Peace Officer (Ranger) for each hour that the employee receives regular compensation on a day that the State Park Peace Officer (Ranger) or State Park Peace Officer (Lifeguard) is assigned to provide training for the full shift or any portion if the shift.

Employees who are designated as a Cadet Field Training Officer (FTO) shall be involved in training and evaluating the job effectiveness of a newly appointed peace officer. Unit 7 peace officers participating in the FTO program shall be determined by the Department of Parks and Recreation. Employees shall wear an insignia provided by the Department while serving as an FTO. A Unit 7 peace officer who is trained, certified, and assigned for a full shift or any portion thereof with the newly appointed peace officer as a FTO shall receive the equivalent hourly rate of a two-step differential above the equivalent monthly hourly salary rate of the maximum step of a State Park Peace Officer (Ranger) for each hour that the employee receives compensation on that training day.

Employees participation in the FTO program shall not be subject to the shift and days off bidding system nor be approved for vacation for the period while serving as an FTO. While serving as FTO, an employee who is eligible may apply for lateral transfers during this period; however, the effective date of the transfer shall be subject to completion of the FTO assignment.

7 Investigator when designated and utilized by management in a training capacity to train new employees and/or retrain existing employees shall receive a one-step differential in salary for each hour the designated Investigator functions in an instructor capacity.

8 Investigator, when designated and utilized by management in a training capacity to train new employees and/or retrain existing employees shall receive a one-step differential in salary for each hour in the instructor capacity. Investigator, designated as Field Training Officers, Range Masters and Defensive Tactics Instructors as assigned by management are eligible for this pay differential.

CRITERIA - Continued

9 Agent, Alcoholic Beverage Control, when designated and utilized by management in a training capacity to train new employees and/or provide in-service training to an existing employees shall receive a one-step differential in salary for each hour in the instructor capacity. Examples of instructor include but are not limited to: Field Training Officers (FTO), firearms instructor, defensive tactics instructors, use of force instructor, force options instructor, EVOC instructor, less than lethal shotgun instructor, conducted energy device instructor (Taser), de-escalation instructor, lifetime fitness instructor/physical fitness instructor (PT instructor), tactical communication instructor, crisis intervention instructor and racial profiling/biased based policing instructor. More than one Agent may be designated and utilized by management at one time.

10 Criminalist, Senior Criminalist, Latent Print Analyst I, Latent Print Analyst II, or Questioned Document Examiner who is assigned to the Department of Justice, Bureau of Forensic Services (BFS), California Criminalistics Institute (CCI) for forty (40) hours or more during the pay period.

11 Criminalist, Senior Criminalist, Latent Print Analyst I, Latent Print Analyst II, or Questioned Document Examiner who is assigned to the Department of Justice, Bureau of Forensic Services (BFS), California Criminalistics Institute (CCI) for less than forty (40) hours during the pay period.

12 Hospital Police Officer or Department of Developmental Services Peace Officer I assigned and utilized by management as a Field Training Officer (FTO), or in any other training capacity (including, but not limited to, Range Master, Weaponless Defense, CPR, OC/Baton, Area Extraction, Report Writing, Academy, Gangs, or Strategic Communications) in accordance with department policy, shall receive one (1) step differential in salary for each hour assigned as an instructor or FTO.

13 Investigators and Agents, Alcoholic Beverage Control employed by the Department of Cannabis Control, when designated and utilized by management as a Field Training Officer (FTO) shall receive a one (1) step salary differential for each pay period, provided the Investigator or Agent, Alcoholic Beverage Control employed by the Department of Cannabis Control functioned in a formal FTO capacity for eleven (11) full working days or its equivalent during the pay period.

14 Investigators who are designated and utilized by management in a training capacity for firearms, defensive tactics, and or use of force shall receive a one (1) step differential in salary for each hour assigned as an instructor.

15 Communications Operators who have been POST certified as a Communications Training Officer, and when designated and utilized by management in a training officer capacity, shall receive a one (1) step differential for each hour assigned as a trainer.

16 Franchise Tax Board Investigation Specialists, when designated and utilized by management in a training capacity role as Rangemasters or Defensive Tactics Instructors shall receive a one (1) step differential in salary for each hour in the instructor capacity.

17 California State Lottery Investigators, when designated and utilized by management in a training capacity as Field Training Officers, Rangemasters, Defensive Tactics Instructors, or First Aid/CPR Instructors, to train new employees and/or retrain existing employees, shall receive a one (1) step, differential in salary for each hour the designated Investigator functions in an instructor capacity.

18 Investigators in the Department of Public health, when assigned and utilized by management in a training capacity role as Field Training Officers, Rangemasters, Defensive Tactics Instructors, Chemical Agent Instructors, Strategic Communications Instructors, First Aide Instructors, or Use of Force Instructors, shall receive a one (1) step differential in salary for each hour that the employee functions in an instructor capacity.

CRITERIA - Continued

19 Investigators in the Employment Development Department who are designated and utilized by management in a training capacity role as a Field Training Officer (FTO), Defensive Tactics Instructor, or CPR/First Aid Instructor shall receive a one (1) step differential in salary for each hour in the instructor capacity.

20 Investigators in the Department of Social Services assigned and utilized by management as a Field Training Officer, Defensive Tactics (DTAC)/Use of Force Instructor, CPR/First Aid Instructor, or De-escalation Strategic Communications Instructor in accordance with department policy shall receive a one (1) step differential in salary for each hour assigned.

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:	
PRO RATED IF PAID LESS THAN A FULL PAY PERIOD	No
PRO RATED FOR PART-TIME AND INTERMITTENT EMPLOYEES	No
SUBJECT TO QUALIFYING PAY PERIOD	Yes
ALL TIME BASES AND TENURES ARE ELIGIBLE	Yes/No*
SUBJECT TO PERS DEDUCTION	
CLASSIC	Yes
PEPRA	Yes
IF SUBJECT TO PERS DEDUCTIONS	
CATEGORY	Special Assignment Pay (SAP)
TYPE	Training Premium (TPP)

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

*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.