

**PAY DIFFERENTIAL 489
STAGED PAY DIFFERENTIAL -
BARGAINING UNIT 15 AND EXCLUDEDS**

Established: 10/01/23

CLASS TITLE	CLASS CODE	CBID	EARNINGS ID	DEPARTMENT/LOCATION
Rank and File				
Cook Specialist II	2184	R15	9K10	All Departments
Cook Specialist I	2185			
Cook Specialist II (Correctional Facility)	2186			
Food Services Technician II	2193			
Food Services Technician I	2194			
Food Service Worker I (Safety)	2198			
Food Service Worker II/SF	2199			
Correctional Supervising Cook (Correctional Facility) (Ranges A and C)	2183	U15		
Food Service Supervisor I (Range A)	2258			
Excluded				
Food Manager	2149	S15	9K10	All Departments
Supervising Cook I	2181			
Supervising Cook II	2180			
Correctional Food Manager II (Department of Corrections)	5476			
Correctional Food Manager I (Department of Corrections)	5477			
Assistant Correctional Food Manager (Department of Corrections)	5479			
Supervising Correctional Cook (Department of Corrections)	5480			
Food Service Supervisor II	2256			
Food Service Supervisor I (Range S)	2258	U15		
Correctional Supervisor Cook (Correctional Facility) (Ranges S and U)	2183			

RATE
2% after passing probation in an eligible classification. 3% after completion of working in the eligible classification for twelve (12) months (for a total of 5%). 1.50% after completion of working in the eligible classification for twenty-four (24) months (for a total of 6.50%). The percentage rate is based upon the employee's base pay. This pay differential is to be paid on a monthly basis.

CRITERIA	
1.	For the purposes of counting qualifying time towards eligibility for payment of the pay differential, approved leaves of absence such as maternity/paternity leave, medical leave, FMLA or military leave shall not be considered a break in service or considered to break the required months in the classification.
2.	If an employee transfers from a classification listed above to another classification listed above, the qualifying time shall be cumulative.
3.	If an employee voluntarily terminates, transfers or is discharged prior to completing one or all the requirements, there will be no pro-rata payment.
4.	Part-time permanent employees shall receive the pay differential on a pro-rata basis.
5.	Permanent intermittent employees shall receive the pay differential on a pro-rata basis based on the hours worked in the pay period.
6.	Employees shall continue to receive this pay differential as long as they remain in an eligible classification.
NOTE: If an employee's CBID differs from the classification CBID, the employee is eligible for the pay differential.	

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:	
PRO RATED	No
SUBJECT TO QUALIFYING PAY PERIOD	Yes
ALL TIME BASES AND TENURE ELIGIBLE	Yes/No*
SUBJECT TO PERS DEDUCTION	No

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

*Retired Annuitants are not eligible unless appointed under Government Code 21232.