

**PAY DIFFERENTIAL 145  
RECRUITMENT AND RETENTION DIFFERENTIAL PAY – BARGAINING UNIT 12  
AND EXCLUDED EMPLOYEES**

Established: 08/31/84

Revised: 07/01/99, 07/01/23

CLASS TITLE	CLASS CODE	CB/ID	RATE	EARNINGS ID	DEPARTMENT
<b>Rank and File:</b>					
Caltrans Heavy Equipment Mechanic	3713	R12	\$200 per pay period	8K	
Caltrans Heavy Equipment Mechanic Leadworker	6831				A
Equipment Materiel Specialist	1552				A
Foundation Driller	6356				B
Foundation Driller Leadworker	6355				B
Heavy Equipment Mechanic	6834				C
Senior Equipment Materiel Specialist	1542				A
Senior Foundation Driller	6353				B
<b>Excluded:</b>					
Caltrans Highway Mechanic Supervisor	6828	S12	\$200 per pay period		A
Equipment Material Manager I	1540			A	
Mobile Equipment Superintendent I	6848			C	

DEPARTMENT	
A	Department of Transportation: (Caltrans Shops 4, 5, 7, 8, 9, 11 and 12 only)
B	Department of Transportation, Division of Engineering Services
C	Department of Water Resources: (Castaic, Pearblossom, Byron, Oroville and Bakersfield/Lost Hills only)

CRITERIA	
•	Employees in Caltrans Shops 4, 5, 7, 8, 9, 11, and 12, and employees of the Department of Water Resources at Castaic, Pearblossom, Byron, Oroville and Bakersfield/Lost Hills are eligible for the differential.
•	Permanent full-time Foundation Drillers, Lead Foundation Drillers, and Senior Foundation Drillers in the Caltrans Division of Engineering Services.
•	The differential will be terminated upon movement from the approved classes or locations.

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

INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY	
OVERTIME	No/Yes (FLSA)
IDL	Yes
EIDL	Yes

**SECTION 14:****PAY DIFFERENTIALS**

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NDI	No
LUMP SUM VACATION	No
LUMP SUM SICK	No
LUMP SUM EXTRA	No

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