

**PAY DIFFERENTIAL 497
STATIONARY ENGINEER APPRENTICE
RETENTION DIFFERENTIAL – BARGAINING UNIT 13**

Established: 07/01/2023

CLASS TITLE	CLASS CODE	CBID	RATE	EARNINGS ID	DEPARTMENT
Stationary Engineer Apprentice (Four-Year Program)	6717	R13	\$2,500 (Criteria 1)	9K13	All Departments
Water and Sewage Plant Operator, Department of Forestry and Fire Protection (Safety)	6191	R13	\$2,500 (Criteria 2)		
Stationary Engineer	6712	R13			
Stationary Engineer (Correctional Facility)	6713	R13			
Water and Sewage Plant Supervisor	6723	R13			
Water and Sewage Plant Supervisor -Correctional Facility-	6724	R13			

CRITERIA

This pay differential applies to employees appointed to the Unit 13 Stationary Engineer Apprenticeship (Four-Year Program) who satisfactorily completes the program and maintains state employment as outlined below:

1. A Unit 13 Stationary Engineer Apprentice (Four-Year Program) employee who satisfactorily completes the Unit 13 Stationary Engineer Apprenticeship Program and is issued a Certificate of Completion by authority of the California Apprenticeship Council on or after July 1, 2023, shall be eligible for a \$2,500 retention payment upon completion of the program.
2. A Unit 13 Stationary Engineer Apprentice (Four-Year Program) employee who satisfactorily completes the Unit 13 Stationary Engineer Apprenticeship Program under criteria 1 and is subsequently appointed to a Stationary Engineer (class code 6712 or 6713), a Water and Sewage Plant Supervisor (class code 6723 or 6724), or a Water and Sewage Plant Operator (class code 6191) shall be eligible for a \$2,500 retention payment upon completion of 24 qualifying pay periods in the classification (6712, 6713, 6723, 6724 or 6191).

These retention payments are considered a lump sum payment outside of the employee's base pay and offered as an incentive for Bargaining Unit 13 employees who complete the Unit 13 Stationary Engineer apprenticeship to remain in a journey level classification as identified above for a specific amount of time to meet critical and priority business needs.

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:

PRO RATED	No
SUBJECT TO QUALIFYING PAY PERIOD	No/Yes*
ALL TIME BASES AND TENURE ELIGIBLE	Yes/No**
SUBJECT TO PERS DEDUCTION	
	CLASSIC No
	PEPRA No

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

*Criteria 1 is not subject to qualifying pay periods. Criteria 2 is subject to 24 qualifying pay periods.

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

***The rate is included in the overtime calculation for hours worked in the same month the pay differential is issued.

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.