

**PAY DIFFERENTIAL 498
GEOGRAPHIC RECRUITMENT AND RETENTION -
BARGAINING UNIT 10 AND EXCLUDED EMPLOYEES**

Established: 07/01/24

CLASS TITLE	CBID	RATE	EARNINGS ID	DEPARTMENT
Rank and File:		\$250	8GR1	All Departments In the following counties: Alameda Contra Costa Marin San Mateo San Francisco Santa Clara
All Classes	R10, U10			
Excluded:				
All Classes	S10, M10, U10			

CRITERIA

All Bargaining Unit 10 employees whose designated reporting office is located in Alameda, Contra Costa, Marin, San Mateo, San Francisco or Santa Clara counties shall receive a monthly \$250 differential.

In the event a designated reporting office is relocated out of one of the counties listed above, this differential shall cease at the end of the month the relocation occurs.

If an employee transfers out of the designated reporting office located in one of the counties listed above, the differential shall cease at the end of the month the transfer occurs.

The differential is subject to an employee working a qualifying pay period.

The differential shall not be considered compensation for the purposes of retirement contributions.

Note: If an employee's CBID differs from the pay scale for an otherwise eligible class, 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	
CLASSIC	No
PEPRA	No

INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY

OVERTIME	No/Yes (FLSA)
IDL	Yes
EIDL	Yes
NDI	Yes
LUMP SUM VACATION	Yes
LUMP SUM SICK	Yes
LUMP SUM 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.