

**PAY DIFFERENTIAL 499  
LONGEVITY PAY DIFFERENTIAL - BARGAINING UNIT 10  
AND EXCLUDED EMPLOYEES**

Established: 07/01/24

CLASS TITLE	CBID	DEPARTMENT
All Classes	R10, S10, M10	All Departments

RATE	EARNINGS ID
17 years	8LG2
18 years	8LG3

CRITERIA
<ul style="list-style-type: none"> <li>• BU 10 employees shall be eligible for the pay differential based on the below criteria.</li> <li>• Effective July 1, 2024, all BU 10 employees with: <ul style="list-style-type: none"> <li>- 17 years of state service will be eligible to receive two (2) percent of base salary.</li> <li>- 18 years of state service will be eligible to receive three (3) percent of base salary.</li> </ul> </li> <li>• All time spent in state service shall count, as long as the employee is in a Bargaining Unit 10 classification at the time of eligibility for the pay differential.</li> <li>• State service shall be based on qualifying pay periods as follows: <ul style="list-style-type: none"> <li>- Qualifying pay periods as defined in California Code of Regulations, title 2, sections 599.608 and 599.609.</li> <li>- Qualifying pay periods immediately preceding and following a break(s) in service shall be cumulative.</li> </ul> </li> <li>• The above percentages are noncumulative, i.e., an employee who has been in state service for eighteen (18) years is eligible for a pay differential of three percent (3%) above base salary, not the cumulative total of years 17 and 18 years.</li> <li>• The Longevity Pay Differential shall be eliminated upon movement to a classification other than R10, S10, or M10.</li> </ul> <p>Note: If an employee's CBID differs from the pay scale CBID for an otherwise eligible class, the employee is eligible for the pay differential.</p>

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	
CLASSIC	Yes
PEPRA	Yes

<b>INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY</b>	
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.