

**PAY DIFFERENTIAL 490**  
**GOVERNOR'S OFFICE OF EMERGENCY SERVICES**  
**PAY DIFFERENTIAL- BARGAINING UNIT 07**

Established: 10/01/2023

CLASS TITLE	CLASS CODE	CB/ID	DEPARTMENT
Emergency Notification Controller	8116	R07	CalOES California State Warning Center

RATE		EARNINGS ID
12 months	2%	SO1
24 months	5%	SO2
48 months	10%	SO3

CRITERIA	
<ul style="list-style-type: none"> <li>Employees in the Emergency Notification Controller (ENC) classification assigned to the CalOES California State Warning Center (CSWC) shall receive this differential following the completion of 12, 24, and 48 consecutive qualifying pay periods based on the following staged schedule: <p style="margin-left: 40px;">Effective October 1, 2023, employees with 12 or more consecutive qualifying pay periods will receive a 2% pay differential.</p> <p style="margin-left: 40px;">Effective January 1, 2024, employees with 24 or more consecutive qualifying pay periods will receive an additional 3% pay differential, for a total of 5%.</p> <p style="margin-left: 40px;">Effective July 1, 2024, employees with 48 or more consecutive qualifying pay periods will receive an additional 5% pay differential, for a total of 10%.</p> </li> <li>ENC employees assigned to the CSWC who do not meet the above schedule, are eligible for the 2%, 3%, and 5% increase in differentials upon completion of the requisite consecutive qualifying pay periods.</li> <li>Eligible employees hired prior to October 1, 2023 shall receive the amount identified above for 12 or more consecutive qualifying pay periods as all time counts towards the differential.</li> <li>For the purposes of counting qualifying time towards eligibility for this differential, if the employee is approved for unpaid leaves of absence, the employee will not accrue time toward the 12 consecutive qualifying pay periods, but the employee shall not be required to start the calculation of the 12 qualifying pay periods all over. <ul style="list-style-type: none"> <li>For example, if an employee has worked 4 qualifying pay periods, and then takes a 6 month unpaid parental leave, the employee will have only 8 additional qualifying pay periods to complete before receiving the differential for having 12 or more consecutive qualifying pay periods.</li> </ul> </li> </ul>	

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

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

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<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 21232.