

**PAY DIFFERENTIAL 492**  
**RECRUITMENT AND RETENTION PAY DIFFERENTIAL – CALIFORNIA**  
**DEPARTMENT OF EDUCATION LOCAL ASSISTANT BUDGET**  
**DEVELOPMENT – BARGAINING UNIT 01 AND EXCLUDED EMPLOYEES**

Established: 03/01/24

Revised: 03/01/24

CLASS TITLE	CLASS CODE	CB/ID	DEPARTMENT
Rank and File:			California Department of Education
Staff Services Analyst	5157	R01	
Associate Governmental Program Analyst	5393		
Excluded:			
Staff Services Manager I	4800	S01 E48	
Staff Services Manager II (Supervisory)	4801		
Education Administrator I	2657	S21 E48	
Staff Services Manager III	4802	M01	
Career Executive Assignment	7500		

RATE (Refer to appropriate rate criteria to determine eligibility)	EARNINGS ID
1. 5% per pay period (Non-PERSable)	8EP3
2. 10% per pay period (5% Non-PERSable and 5% PERSable)	8EP3 (Non-PERSable) 8EP5 (PERSable)
3. 10% per pay period (PERSable)	8EP4

CRITERIA
<p>The purpose of this Recruitment and Retention Differential for the California Department of Education (CDE) is to attract and retain qualified staff in the critical and legislatively mandated functions of developing the local assistance portion of the State budget for all early education and nutrition programs.</p> <p>Effective March 1, 2024, only employees in the above classifications at the California Department of Education who are directly involved in the preparation of their respective local assistance cost and caseload estimates and estimate methodologies submitted as part of the Governor's Budget May revision, final budget, and all subsequent budget actions shall receive the pay differential.</p> <p><b>Rate Criteria:</b></p> <ol style="list-style-type: none"> <li>Employees who are currently employed in eligible classifications performing the duties above shall receive 5% per pay period (non-PERSable). Employees hired after July 1, 2023, shall be eligible the first day of the first full calendar month.</li> <li>Employees who are employed in eligible classifications, performing the duties above for 12 months shall receive 10% per pay period (5% PERSable and 5% Non-PERSable) after the completion of 12 qualifying pay periods.</li> <li>Employees who are employed in eligible classifications performing the duties above for 24</li> </ol>

months shall receive 10% per pay period (PERSable) after the completion of 24 qualifying pay periods.

**Compensation Terms:**

- An employee in a classification receiving a differential under these criteria, who is then promoted to a higher classification (defined by California Code of Regulations 599.666), within the same location shall move by California Code of Regulations 599.676 from their base salary to compute the appointment rate. Only the maximum base salary rates for the classifications are to be used when determining salary relationships between classifications.
- If an employee is placed on a Training and Development assignment to a classification other than an eligible classification, they shall be entitled to a prorate share of the applicable differential and shall not be eligible for this differential during the duration of their training and development assignment.
- If an employee terminates, transfers out of an eligible classification, or is terminated, the pay differential shall be discontinued.
- If an employee transfers or promotes from one identified classification to another identified classification, the employee's pay differential anniversary date shall not change.
- Employees on leave due to FMLA, SDI, NDI, IDL, EIDL, or Military leave shall continue to receive this differential.

Note: If an employee's CBID differs from the pay scales CBID for an otherwise eligible class, the employee is eligible for the pay differential.

**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	See Rates

**INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY**

OVERTIME	No/Yes (FLSA)
IDL	Yes
EIDL	N/A
NDI	No
LUMP SUM VACATION	Yes
LUMP SUM SICK	Yes
LUMP SUM EXTRA	Yes

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