

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

Established: 07/01/24

| CLASS TITLE           | CBID          | RATE  | EARNINGS ID | DEPARTMENT                                                                                                                         |
|-----------------------|---------------|-------|-------------|------------------------------------------------------------------------------------------------------------------------------------|
| <b>Rank and File:</b> |               | \$250 | 8GR1        | All Departments<br><br>In the following counties:<br>Alameda<br>Contra Costa<br>Marin<br>San Mateo<br>San Francisco<br>Santa Clara |
| All Classes           | R10, U10      |       |             |                                                                                                                                    |
| <b>Excluded:</b>      |               |       |             |                                                                                                                                    |
| 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.