

PAY DIFFERENTIAL 500
DEPARTMENT OF INDUSTRIAL RELATIONS CERTIFICATION
CREDENTIAL PAY DIFFERENTIAL – BARGAINING UNIT 10

Established: 10/01/24

CLASS TITLE	CLASS CODE	CB/ID	DEPARTMENT
Junior Industrial Hygienist	3824	R10	Department of Industrial Relations
Assistant Industrial Hygienist	3855		
Associate Industrial Hygienist	3856		

RATE	EARNINGS ID
2% of base pay per month – Possession of a Certified Associate Industrial Hygienist (CAIH) Credential	8MC
3% of base pay per month – Possession of a Certified Industrial Hygienist (CIH) Credential	8MCR

CRITERIA
Employees in the Department of Industrial Relations (DIR) in the classifications listed above who achieve and maintain either a Certified Associate Industrial Hygienist Credential (CAIH) or a Certified Industrial Hygienist (CIH) Credential issued by the Board for Global Environment, Health, and Safety Credentialing (formerly the American Board of Industrial Hygiene) shall receive a monthly pay differential as outlined below. - An employee in an eligible classification who achieves and maintains a CAIH Credential shall receive a monthly pay differential of two percent (2%) of base pay. - An employee in an eligible classification who achieves and maintains a CIH Credential shall receive a monthly pay differential of three percent (3%) of base pay. - Eligibility criteria listed above may not be combined and rates are not cumulative. - An employee cannot receive a monthly pay differential for both the CAIH Credential and the CIH Credential. The maximum monthly pay differential for which an employee is eligible is based on the highest credential held and maintained. - In order to continue to qualify for this differential, an employee must maintain their held credential.

FOR ALL CLASSES: IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:	
PRO RATED	Yes
SUBJECT TO QUALIFYING PAY PERIOD	Yes
ALL TIME BASES AND TENURES ARE ELIGIBLE	Yes/No*
SUBJECT TO PERS DEDUCTION	
CLASSIC	No
PEPRA	No

SECTION 14:**PAY DIFFERENTIALS**

FOR ALL CLASSES: INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY	
OVERTIME	Yes
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.