Payroll Procedures Manual

Section G
Miscellaneous Payments

Rev. 04/2020

State Controller's Office

Table of Contents

OVERTIME **5**

Section G 020: DESCRIPTION (Revised 12/02) 5

Section G 021: ELIGIBILITY CRITERIA REFERENCES (Revised 05/19) 5

Section G 022: TAXES (Revised 07/02) 6

Section G 023: GENERAL INFORMATION (Revised 01/08) 6

Section G 024: OVERTIME PAY DETERMINATION CHART FOR CIVIL SERVICE AND CSU EMPLOYEES (Revised 05/19) 6

Section G 025: PROCESSING PROCEDURE METHODS (Revised 06/11) 9

PERSONAL LEAVE BUY BACK/CASH-OUT FOR CIVIL SERVICE EXCLUDED EMPLOYEES **14**

Section G 040: DESCRIPTION (New 09/02) 14

Section G 041: ELIGIBILITY CRITERIA REFERENCES (New 09/02) 14

Section G 042: TAXES (New 09/02) 14

Section G 043: GENERAL INFORMATION (Revised 01/08) 15

Section G 044: EARNINGS IDs (EID) DEFINITIONS (Revised 05/07) 15

Section G 045: PROCESSING PROCEDURES/METHODS (Revised 04/03) 16

SHIFT DIFFERENTIAL **18**

G 050 (New 09/02) 18

Section G 051: ELIGIBILITY CRITERIA REFERENCES (New 09/02) 18

Section G 052: TAXES (New 09/02) 19

Section G 053: GENERAL INFORMATION (Revised 01/08) 19

Section G 054: SHIFT DIFFERENTIAL PAY DETERMINATION CHARTS FOR CIVIL SERVICE/EXCLUDED, LEGISLATIVE COUNSEL, STATE PRINTING PLANT (CLASS 7222), AND CSU/EXCLUDED EMPLOYEES (Revised 06/11) 20

Section G 054: SHIFT DIFFERENTIAL PAY DETERMINATION CHART FOR CIVIL SERVICE/EXCLUDED AND LEGISLATIVE COUNSEL EMPLOYEES (Revised 04/20) 20

Section G 055: PROCESSING PROCEDURES/METHODS (Revised 06/11) 23

AWARDS/BONUSES/PAY DIFFERENTIAL/SPECIAL PAYS **28**

Section G 100: DESCRIPTION (Revised 04/03) 28

Section G 101: ELIGIBILITY CRITERIA REFERENCES (Revised 04/02) 28

Section G 102: PAY FREQUENCIES (Revised 04/02) 29

Section G 103: PAYMENT TYPES (Revised 12/19) 29

Section G 104: TAXES (Revised 04/02) 29

Section G 105: GENERAL INFORMATION (Revised 12/13) 30

Section G 105: PROCESSING PROCEDURES/METHODS (Revised 09/13) 30
Section G 105: MISCELLANEOUS PAYMENTS PROCESSING CHART (Revised 04/20) 34
FRINGE BENEFITS/EMPLOYEE BUSINESS EXPENSES 96
Section G 150: DESCRIPTION (New 10/02) 96
Section G 151: ELIGIBILITY CRITERIA REFERENCES (New 10/02) 96
Section G 152: TAXES (New 10/02) 96
Section G 153: GENERAL INFORMATION (New 01/08) 97
Section G 154: PROCESSING PROCEDURES/METHODS (Revised 06/08) 97
Section G 155: FB/EBEs PIP PROCESSING CHART (Revised 05/19) 99
FOLIO PAY 101
Section G 300: DESCRIPTION (New 10/02) 101
Section G 301: ELIGIBILITY CRITERIA REFERENCES (New 10/02) 101
Section G 302: TAXES (New 10/02) 101
Section G 303: GENERAL INFORMATION (Revised 01/08) 101
Section G 304: PROCESSING PROCEDURES/METHODS (Revised 04/03) 102
MILITARY LEAVE PAY 105
Section G 500: DESCRIPTION (Revised 12/18) 105
Section G 501: ELIGIBILITY CRITERIA REFERENCES (New 12/18) 106
Section G 502: TAXES (Revised 01/08) 106
Section G 503: GENERAL INFORMATION (Revised 01/08) 107
Section G 504: SALARY/BENEFITS (New 12/18) 107
Section G 505: DIRECT DEPOSIT (New 09/02) 107
Section G 506: PROCESSING PROCEDURES (New 12/18) 107
OUT-OF-STATE PAY 108
Section G 600: DESCRIPTION (New 11/02) 108
Section G 601: ELIGIBILITY CRITERIA REFERENCES (New 11/02) 108
Section G 602: TAXES (New 11/02) 108
Section G 603: GENERAL INFORMATION (Revised 01/08) 108
Section G 604: PROCESSING PROCEDURES/METHODS (Revised 04/03) 109
TRADE RATE BENEFITS 111
Section G 700: DESCRIPTION (Revised 02/05) 111
Section G 701: ELIGIBILITY CRITERIA REFERENCES (New 10/02) 111
Section G 702: TAXES (New 10/02) 112
Section G 703: GENERAL INFORMATION (Revised 01/08) 112
Section G 704: PROCESSING PROCEDURES/METHODS (Revised 04/03) 112
OUT-OF-CLASS ASSIGNMENT PAY 114

Section G 825: DESCRIPTION (Revised 06/02) 114
Section G 826: ELIGIBILITY CRITERIA REFERENCES (Revised 06/02) 114
Section G 827: TAXES (Revised 06/02) 114
Section G 828: GENERAL INFORMATION (Revised 01/08) 115
Section G 829: EARNINGS IDs DEFINITIONS (Revised 06/02) 115
Section G 830: OUT-of-CLASS ASSIGNMENT PAY DETERMINATION CHART (Revised 06/02) 116
Section G 830: OUT-OF-CLASS ASSIGNMENT PAY DETERMINATION CHART FOR REPRESENTED/ EXCLUDED EMPLOYEES (Revised 03/07) 117
Section G 831: PROCESSING PROCEDURES/METHODS (Revised 06/02) 118
HOLIDAY PAY 124
Section G 925: DESCRIPTION (Revised 08/02) 124
Section G 926: ELIGIBILITY CRITERIA REFERENCES (Revised 08/02) 124
Section G 927: TAXES (Revised 08/02) 124
Section G 928: GENERAL INFORMATION (Revised 01/08) 125
Section G 929: HOLIDAY PAY DETERMINATION CHART FOR CIVIL SERVICE AND CSU EMPLOYEES (Revised 08/02) 125
Section G 930: RETROACTIVE HOLIDAY PAY ADJUSTMENTS (Revised 08/02) 126
Section G 931: PROCESSING PROCEDURES/METHODS (Revised 04/03) 127
PLANNED OVERTIME PAY 130
Section G 950: DESCRIPTION (New 09/02) 130
Section G 951: ELIGIBILITY CRITERIA REFERENCES (New 09/02) 130
Section G 952: TAXES (New 09/02) 130
Section G 953: GENERAL INFORMATION (Revised 02/05) 130
Section G 954: PLANNED OVERTIME PAY DETERMINATION CHART FOR FIRE PROTECTION EMPLOYEES (New 09/02) 131
Section G 954: PROCESSING PROCEDURES/METHODS (Revised 04/03) 132
Section G 955: CIVIL SERVICE PIP EXCEPTIONS TRANSMITTAL 135
Section G 955: ATTACHMENT TO FORM 674 136

OVERTIME

Section G 020: DESCRIPTION (Revised 12/02)

Overtime (Payment Type 1) is a payment an employee is entitled to receive for all hours worked in excess of his/her normal Work Week in classes not eligible for exemptions under Section 7K of the Fair Labor Standard Act (FLSA) and for employees in law enforcement and fire suppression classes eligible for exemption under Section 7K of the FLSA.

Section G 021: ELIGIBILITY CRITERIA REFERENCES (Revised 05/19)

A. Civil Service/Exempt Employees eligibility criteria are established by:

1. California Department of Human Resources (CalHR) administering all matters concerning California State Civil Service/Exempt employer-employee relations set forth by guidelines to users and departments via:

    a. Human Resource Manual and Pay Letters – Issued electronically to Human Resources and available on CalHR's web page (www.calhr.ca.gov) via the Personnel Information Exchange (P.I.E) System.

    b. Bargaining Unit (BU) Contracts - Available on CalHR's web page (https://www.calhr.ca.gov/state-hr-professionals/Pages/bargaining-contracts.aspx) under Labor Relations.

    c. California Civil Service Pay Scales, Section 10 - Available in hard copy , and also available for those with authorization to the P.I.E System on CalHR's web page (www.calhr.ca.gov) under policies and regulations.

    d. Fair Labor Standard Act (FLSA) interpretation manual – available on CalHR's web page (www.calhr.ca.gov) under Publications, FLSA Manual.

2. State Controller's Office (SCO)/PPSD administering the State Payroll and Employment History processes set forth by guidelines to users and departments via:

    a. Payroll Letters - Issued electronically to Human Resources and available on SCO's web page (https://www.sco.ca.gov/ppsd_sco_letters.html).

B. California State University (CSU) Employees eligibility criteria are established by:

1. Chancellor's Office administering all matters concerning California State University employer-employee relations set forth by guidelines to users and campuses via:

    a. CSU Salary Schedule – Available in hard copy, and also available on CSU's web page (www.calstate.edu/hradm/policies.shtml) under FLSA.

    b. Bargaining Unit (BU) Contracts – Available on CSU's web page (www.calstate.edu/hradm/policies.shtml) under Collective Bargaining Unit agreement.

Section G 022: TAXES (Revised 07/02)

In accordance with the tax laws, a flat rate method is used for federal and state tax withholdings (Refer to Section H 100).

Section G 023: GENERAL INFORMATION (Revised 01/08)

A. Calculation of the following payment/benefits
   1. Not included: Industrial Disability Leave, Non-industrial Disability, or Lump Sum.
   2. Included: Not Applicable.

B. Retirement: Overtime is not subject to retirement

C. State Disability Insurance (SDI): Overtime is subject to SDI withholding if the employee's Bargaining Unit negotiated SDI benefits. (See Section E 800 for withholding criteria).

Section G 024: OVERTIME PAY DETERMINATION CHART FOR CIVIL SERVICE AND CSU EMPLOYEES (Revised 05/19)

A. The following Overtime (OT) Pay Determination Chart identifies various conditions that need to be considered to determine the appropriate Earnings ID(s) to use based on the FLSA definitions.

   NOTE: Employees in dual WWGs, Standby Duty, or emergencies declared by the Governor are eligible for special work week allocation and overtime authorization. Refer to the Civil Service Pay Scale, Section 10.

   1. Specifically, the chart provides:
      a. FLSA definitions applicable to those classifications under the FLSA provisions
      b. Overtime Factors and Shift differential Codes by Earnings IDs:
         0.5 = Half Time
         1.0 = Straight Time
         1.5 = Time and One Half
         E or R = Evening Shift
         N or S = Night Shift
         D = Daily Rate
      c. Earnings IDs to use based on FLSA definitions
      d. Payroll conditions based on Earnings IDs
      e. Hourly rate and WWG information
      f. Symbols and areas as defined below:
      g. Shaded area = Not applicable
         X = Applicable for specific condition, OT Factor, Shift Differential Code and EID

   NOTE: Refer to eligibility Criteria reference G021, A. 1. d. for Overtime Calculation Formulas.

OVERTIME PAY DETERMINATION FOR CIVIL SERVICE AND CSU EMPLOYEES

FLSA DEFINITIONS	OT FACTORS and SHIFT DIFF. CODES					USE EARNINGS ID	WHEN PAYROLL CONDITION IS TO:	HOURLY RATE AND WWG INFORMATION
	.5	1.0	1.5	G+ E or R	H+ N or S			
Employees in classes not eligible for exemption under Section 7K of the FLSA	X					OT	Not include "Locked in" Pay Differentials and/or Shift Differential in the hourly rate.	Hourly rate is automatically calculated and derived from employee's Employment History (EH) record. WWG is derived from the Civil Service Pay Scales or the CSU Salary Schedule.
		X				OT5		
			X			OT6		
* Employees in class code 7222 only (i.e., Printing Plant Superintendent) ** Employees in Trade Rate classes only + Overtime including shift differential codes G or H for Seasonal Clerk, class code 1120, cannot be requested via PIP if the shift is not "locked-in", refer to G025, A.1.a.9	X			X		OTE, *OTER, or OTG+	Include Shift Differential in the hourly rate.	Hourly rate is automatically calculated and derived from employee's Employment History (EH) record AND SHIFT Differential rate. WWG is derived from the Civil Service Pay Scales or the CSU Salary Schedule.
		X		X		OT5E, *OT5R, or OT5G+		
			X	X		OT6E, *OT6R, or OT6G+		
	X				X	OTN, *OTNS, or OTH+		
		X			X	OT5N, *OT5S, or OT5H+		
			X		X	OT6N, *OT6S, or OT6H+		
	X					OT7	Include "Locked in" Pay Differentials and Shift Differential in the hourly rate. + Use Earnings ID OT7, OT8, or OT9 for overtime including shift differential codes G or H, when shift differential codes G or H are "locked-in."	Hourly rate is automatically calculated and derived from employees EH record and Shift Differential rate. WWG 2 is generated for Civil Service and CSU employees regardless of the WWG shown on the Civil Service Pay Scales or the CSU Salary Schedule.
		X				OT8		
			X			OT9		

FLSA DEFINITIONS	OT FACTORS and SHIFT DIFF. CODES					USE EARNINGS ID	WHEN PAYROLL CONDITION IS TO:	HOURLY RATE AND WWG INFORMATION
	.5	1.0	1.5	G+ E or R	H+ N or S			
						**OTR	Not include "Locked in" Pay Differentials and/or Shift Differential in the hourly rate. Note: Refer to the Overtime Pay Processing Chart, G 024, for Benefit Trust Deduction (BT).	Hourly rate is manually calculated and entered on the PIP. WWG is derived from the Civil Service Pay Scales.
Employees in classes <u>not eligible</u> for exemption under Section 7K of the FLSA Or, Employees in classes <u>eligible</u> for exemption under Section 7K of the FLSA Or, Overtime Compensation (Cash in Lieu of Benefits) –Effective 07/2018 pay period	X					OF	Not include "Locked in" and not "Locked-in" Pay Differentials or Shift Differential for employees whose overtime rate requires special calculations. For example: Employee earns one or more Miscellaneous Pay for only a portion of the work period (e.g., "Locked-in" Diving Pay). Pay Differential is not "Locked-in" (e.g., Out-Of-Class Assignment Pay). Pay Differential or Shift Differential is pro-rated. Include the cash amount paid in lieu of health and/or dental benefits and the excess cash receive under the CoBen allowance program.	Hourly rate is manually calculated and entered on the PIP. WWG 2 is generated for Civil Service and CSU employees regardless of the WWG shown on the Civil Service Pay Scales or the CSU Salary Schedule. Hourly rate is manually calculated and entered on the PIP. WWG 2 is generated for Civil Service and CSU employees regardless of the WWG shown on the Civil Service Pay Scales or the CSU Salary Schedule.
		X				OF5		
			X			OF6		
	X			X		OFE		
		X		X		OF5E		
			X	X		OF6E		
	X				X	OFN		
		X		X		OF5N		
			X	X		OF6N		

FLSA DEFINITIONS	OT FACTORS and SHIFT DIFF. CODES					USE EARNINGS ID	WHEN PAYROLL CONDITION IS TO:	HOURLY RATE AND WWG INFORMATION
	.5	1.0	1.5	G+ E or R	H+ N or S			
Employees in classes not eligible for exception under Section 7k of the FLSA are eligible to receive On-Call Pay					X	OC	Not include "locked in" Pay Differentials and/or Shift Differential in the daily rate.	Daily rate is manually calculated and entered on the PIP. WWG is derived from the Civil Service Pay Scales.

Section G 025: PROCESSING PROCEDURE METHODS (Revised 06/11)

A. The following provides transmittal information and three processing methods for payments (i.e., form STD. 671, form STD. 674 and Payroll Input Process):

1. The Civil Service PIP Exceptions Transmittal form as shown below must be submitted along with a form STD. 671 or form STD. 674 to SCO/PPSD Payroll Operations for payments that cannot be keyed via PIP.

> NOTE: Copy form for the CIVIL SERVICE PIP EXCEPTIONS TRANSMITTAL and attach to document from Section G 955.

MISCELLANEOUS PAYROLL/LEAVE ACTION – FORM STD. 671

a. Submission of form STD. 671 (original overtime) for the following conditions:

1) Out of history payment (i.e., the current pay period plus 12 prior pay periods).
2) Mid-month salary rate change requesting time to be paid.
3) Payment of 250 or more hours.
4) Emergency employee.
5) Overtime request for employee not appointed to the department in which Overtime is being requested.
6) Payment needing processing coordination (with PPSD) for a specific deduction to be applied to the payment request (e.g., new garnishments).
7) Employee(s) on disability leave for the entire month. An explanation of why employee is entitled to payment(s) must be provided (e.g., Subpoena witness on regular day off).
8) Payment of Overtime including shift differential codes G or H for Seasonal Clerk, class code 1120, when shift codes G or H are not "locked-in" to an employee's EHDB.

b. Completion of form STD. 671 is required for each pay period:

1) The following areas must be completed:

a) Pay Period

b) Agency Name

c) Social Security Number (SSN)

d) Employee Name

e) Position Number (enter position from which payment is to be issued). NOTE: Position must match employee's EH for the pay period being requested.

f) EID - Refer to the Overtime Pay Determination Chart, G 024

g) Time to be Paid

h) Alternate Funding Code (enter an alpha or numeric character if payment is to be charged to a position other than the employee's EH position)

i) Salary Rate (complete with an hourly rate)

j) WWG

k) Gross

l) Alternate Funding (enter position from which payment is to be issued). NOTE: Class code must match employee's EH record for the pay period being requested.

m) Date Signed
INQUIRIES – DO NOT submit a form STD. 671 inquiry for a previously submitted original form STD. 671 until 21 business days have passed from the date the original document was completed (signed and dated). Remember to sign the inquiry with an original signature and new date and write in red "Inquiry" on the top of the form.

2. PAYROLL ADJUSTMENT NOTICE – FORM STD. 674

a. Submission of form STD. 674 (overtime adjustments only) for the following conditions:

1) Adjustments to salary rate or salary rate and time.

2) Overtime rate was automatically calculated and derived from employee's EH records, and the rate should have been manually computed (e.g., Out-of-Class Assignment Pay should have been included in the rate).

3) Mid-month salary adjustments

b. Completion of form STD. 674:

1) A form STD. 674 Form is required to be completed for each pay period. The following items must be completed on the form STD. 674.

a) Social Security Number (SSN)

b) Employee Name

c) Position Number (enter position from which payment is to be issued). NOTE: Class code must match employee's EH class code for the pay period being requested

d) Remarks - if applicable

e) Payment Per SCO Warrant Register

- Issue Date (If Applicable)
- Pay Period
- Salary Rate (hourly rate)
- Time Worked
- Payment Type
- Suffix (e.g., EID OF only)
- Earnings ID
- Shift Code – if applicable
- Gross

f) PAYMENT Should be

- Pay Period
- Salary Rate (hourly rate)
- Time Worked
- Payment Type
- Suffix (e.g., EID OF only)
- Earnings ID
- Shift Code – if applicable

g) Form completed by and Telephone Number and Extension

h) Agency Name

i) Authorized Signature

3. PAYROLL INPUT PROCESS (PIP)

a. Original overtime is documented on a Time and Attendance (T/A) Form 672 or Miscellaneous (Misc.) form STD. 671 and keyed via the PIP. In addition, the following special conditions can be keyed via the PIP if in history, otherwise, request should be submitted on a form STD. 671 or form STD. 674. Refer to G 025.

1) Special Conditions are:

a) Overtime payment request is for an employee not appointed to the department in which overtime is being requested. This request should be keyed by the primary department/campus (in which employee is appointed) using an alternate funding code.

b) Overtime payment request is for 250 or more hours keyed via the PIP by using two line entries (e.g., one with 100 hours and another with 150 or more hours).

c) Original overtime payment request includes Out-of-Class Assignment Pay Use EID(s) OF, OF5, or OF6.

2) The following Original Overtime PIP Processing Chart provides:

a) Overtime Earnings IDs

b) Instructions for Special Conditions by EID, if applicable

c) Specific PIP keying instructions for Civil Service and CSU employees by EID

d) Various symbols, letters, and words as defined below:

X = Hours must be entered in the Days/Hours field.

Blank = Field(s) must be left blank.

$$ = Gross is entered in the salary rate field on a form STD. 671 (hard copy) and keyed on the Mis Screen.
OR
Gross is entered in the salary rate field on a Form 672 (hard copy and keyed on the TA Screen.

ORIGINAL OVERTIME PIP PROCESSING CHART

OVERTIME Earnings IDs	INSTRUCTIONS FOR SPECIAL CONDITIONS	PIP KEYING INSTRUCTIONS FOR CIVIL SERVICE AND CSU EMPLOYEES			
		DAYS/ HOURS	SALARY RATE	WWG	GROSS
OT, OT5, OT6 OTE, OT5E, OT6E, OTER, OT5R, OT6R OTN, OT5N, OT6N, OTNS, OT5S, OT6S		/X	Blank	Blank	Blank
OT7, OT8, OR OT9		/X	Blank	Blank	Blank
OTR	• Do not use an alternate funding code	/X	$$	Blank	Blank
BT1	• Use BT1 (code 049) to charge deduction to overtime. • Key EID OTR and BT1 in the same cycle. • Enter amount to be deducted in the Gross field (e.g., 100.00).	Blank	Blank	Blank	$$
OF, OF5, OF6 OFE, OF5E, OF6E OFN, OF5N, or OF6N	• Do not use these Earnings IDs to request other payment types such as adjustments to salary rate or shift differential payments.	/X	$$	Blank	Blank
OC	• Do not use these Earnings IDs to request other payment types. Only days can be requested for this Earnings ID. Submit a STD. 671 to request days and hours.	/X	$$	Blank	Blank

b. Overtime adjustments are documented on a form STD. 683 and keyed via the PIP.

1) The following Overtime Adjustments PIP Processing Chart provides:

a) Specific PIP keying instructions for Civil Service and CSU employees by Payment Per Warrant Register" and "Payment Should Be."

b) Various symbols, letters, and words as defined below

PT	=	Payment Type
SD	=	Shift Differential
RC	=	Roll Code
Shaded area	=	Not required
X	=	Required
**	=	Applicable for specific conditions (e.g., Shift Differential is to be included in the rate)

OVERTIME ADJUSTMENTS PIP PROCESSING CHART

PIP SCREEN AREAS	PIP KEYING INSTRUCTIONS FOR CIVIL SERVICE AND CSU EMPLOYEES						
	SALARY RATE	DAYS	TB FRACTION	PT	HOURS	SD	RC
PAYMENT PER WARRANT REGISTER	X			X	X*	**	
PAYMENT SHOULD BE	X			X	X	**	

* Overtime hours previously issued (e.g., original plus adjustments) must be totaled and entered.

PERSONAL LEAVE BUY BACK/CASH-OUT FOR CIVIL SERVICE EXCLUDED EMPLOYEES

Section G 040: DESCRIPTION (New 09/02)

Personal Leave Buy Back/Cash-Out (Payment Type/suffix P) is for employees who elect and are permitted to receive payment at their regular hourly salary rate in exchange for personal leave credits. Departments' participation is discretionary. Employees' eligibility is determined by an employee's CBID.

Section G 041: ELIGIBILITY CRITERIA REFERENCES (New 09/02)

A. Civil Service/Exempt Employees eligibility criteria are established by:

1. California Department of Human Resources (CalHR) administering all matters concerning California State Civil Service/Exempt employer-employee relations set forth by guidelines to users and departments via:
    a. Personnel Management Liaison Memos and Pay Letters - Issued electronically to Human Resources and available for those with authorization to the Personnel Information Exchange (P.I.E) System on CalHR's web page (www.calhr.ca.gov) under policies and regulations.
    b. Bargaining Unit (BU) Contracts - Available on CalHR's web page (https://www.calhr.ca.gov/state-hr-professionals/Pages/bargaining-contracts.aspx) under Labor Relations.
2. State Controller's Office (SCO)/PPSD administering the State Payroll and Employment History processes set forth by guidelines to users and departments via:
    a. Payroll Letters - Issued electronically to Human Resources and available on SCO's web page (https://www.sco.ca.gov/ppsd_sco_letters.html).
    b. California Leave Accounting System – Available on SCO's web page (https://www.sco.ca.gov/ppsd_clas_ref.html) under CLAS Manual.

Section G 042: TAXES (New 09/02)

In accordance with the tax laws, a flat rate method is used for federal and state tax withholdings. Refer to Section H 100, Taxes.

Section G 043: GENERAL INFORMATION (Revised 01/08)

A. Calculation of the following payment/benefits

1. Not included: Overtime, Industrial disability Leave, Non-Industrial Disability, or Lump Sum.
2. Included: Not Applicable.

B. Retirement: Personal Leave Buy Back/Cash Out is not subject to retirement.

C. State Disability Insurance (SDI): Personal Leave Buy Back/Cash out is subject to SDI withholding if the employee's Bargaining Unit negotiated SDI benefits. (See Section E 800 for withholding criteria).

Section G 044: EARNINGS IDs (EID) DEFINITIONS (Revised 05/07)

A. The Earnings IDs used for Personal Leave Buy Back/Cash-Out are defined as follows:

1. PL36 – Personal Leave buy Back/Cash-Out and/or
   LD36 – 2003 Personnel Leave Buy Back/Cash-out
   a. Payments are requested via the **California Leave Accounting System (CLAS)**.
      1) The hourly rate is automatically calculated by the Payroll System and employees' leave benefit balances are updated.
   b. Payments are based on the hours to pay and the employee's straight-time hourly salary rate for the pay period that the payment is being requested.
      1) The hourly rate includes "Locked-in" Pay Differentials, to the Employment History Data base (EHDB). For example, the Payroll System computation would be:
         a) Civil Service (CS) employee:
            Rate (includes locked in Pay Differentials) / 173.33 × number of hours of Personal Leave Buy Back = gross.
         b) CS Academic employee:
            Rate (includes locked in Pay Differentials) × 12 / number of academic calendar days for pay period = gross / 8 = hourly rate × number of hour of Personal Leave Buy Back = gross

2. 99
   a. Payments are requested via the **Payroll Input Process (PIP)**.
      1) The hourly rate is automatically calculated by the Payroll System and employees' leave benefit balances are updated.

         NOTE: Payments for employees entitled to an hourly salary rate that differs from their EHDB hourly rate (e.g., includes Pay Differentials that are **not** "Locked-in") are requested via STD. Form 674. Refer to G 044, A.2.b., Completion of STD. Form 674.

b. Payments are based on the hours to pay and the employee's straight-time hourly salary rate for the pay period that the payment is being requested. The hourly rate includes "Locked-in" Pay Differentials, to the EHDB. Refer to 1), a) and b) above for an example on how the Payroll System computes Personal Leave Buy Back/Cash-Out for CS and Academic employees.

Section G 045: PROCESSING PROCEDURES/METHODS (Revised 04/03)

A. The following provides transmittal information and two processing methods for payments (i.e., Form 674 and Payroll Input Process).

1. The Civil Service PIP Exceptions Transmittal form as shown below must be submitted along with STD. Form 674 to SCO/PPSD Payroll Operations for payments that cannot be keyed via PIP.

NOTE: Copy form for the CIVIL SERVICE PIP EXCEPTIONS TRANSMITTAL and attach to document from Section G 955.

2. PAYROLL ADJUSTMENT NOTICE – STD. Form 674

a. Submission of STD. 674 for the following conditions:

1) Out of history payment – Pay periods prior to 13 months of payment history (i.e., the current pay period plus 12 prior pay periods)
2) Hourly salary rate differs from the hourly salary rate for the pay period being requested.
3) Academic Employee
4) Employee who is not active on Employment History Data base (EHDB) for the pay period
5) Payment needing processing coordination (with PPSD) for a specific deduction to be applied to the payment request (e.g., new garnishments)
6) Employee is on disability the entire months
7) Adjustments to salary and/or time

b. Completion of STD. Form 674:

1) A STD. Form 674 is required to be completed for each pay period. The following items must be completed on the STD. Form 674. Refer to the following Std. Form 674 (**simplified version**) completion **example** below.

	(2) SOCIAL SECURITY NUMBER	(3) NAME	(4) POSITION NUMBER			
			AGENCY	UNIT	CLASS	SERIAL
	Complete	Complete		See below*		

		REMARKS: Describe payment type														
(6)	POS	ISSUE DATE			PAY PERIOD			SAL TYPE	SALARY FULL	TIME WORKED		PMT. TYPE	PAY SUFFIX	EARNINGS ID	GROSS	NET	WR #
		MO	DY	YR	T	MO	YR			DYS	HOURS						
A. PAYMENT PER SCO WARRANT REGISTER		Complete – If applicable						4	Enter hourly rate	Complete		1	P	99	Complete- If applicable		
B. PAYMENT SHOULD BE					Complete			4	Enter hourly rate	Complete		1	P	99	Complete		

FORM COMPLETED BY: Complete	PHONE NO. Complete – enter extension	
(AGENCY NAME) FROM: Complete	AUTHORIZED SIGNATURE Complete	DATE Complete

* Enter position number from which payment is to be issued. Class code must match employee's EH class code for the pay period being requested.

3. PAYROLL INPUT PROCESS (PIP)
   a. Personal Leave Buy Back/Cash-Out is documented on a Time and Attendance (TA) Form 672 or Miscellaneous (Mis) Payroll/Leave Actions STD. 671 and keyed via the PIP.
      1) The following Personal Leave Buy Back/Cash-Out PIP Processing Chart provides:
         a) Personal Leave Buy Back/Cash-Out Earnings IDs
         b) Information based on Earnings IDs
         c) Specific keying instructions for PIP and CLAS
         d) Various symbols, letters, and words as defined below:
            X = Hours must be entered in the Days/Hours field.
            Blank = Field(s) must be left blank.

PERSONAL LEAVE BUY BACK/CASH-OUT EARNINGS IDs	THIS EARNINGS ID WILL:	PIP KEYING INSTRUCTIONS FOR PERSONAL LEAVE BUY BACK/CASH-OUT FOR EXCLUDED AND ACADEMIC EMPLOYEES			
		DAYS/HOURS	SALARY RATE	WWG	GROSS
PL36 (CLAS)	• Issue pay and update leave benefit records.	/X	BLANK	BLANK	BLANK
99 (PIP)	• Issue pay only. Does **not** update leave benefit records.	/X	BLANK	BLANK	BLANK

SHIFT DIFFERENTIAL

G 050 (New 09/02)

Regular Shift Differential pay (payment type 2) is to compensate employees who are scheduled to work other than a standard "Day time" shift (e.g., swing shift). In addition, employees working overtime on an evening or night shift are entitled to receive Overtime Shift Differential pay (payment type 1, suffix S).

NOTE: Excluded from this area are the following payments: Split Shift Pay Differential and Night Shift Differential - Office of State Printing Plant. Refer to Section G 105, Awards, Bonuses and Special Pays under Miscellaneous Payments Processing Chart.

Section G 051: ELIGIBILITY CRITERIA REFERENCES (New 09/02)

A. Civil Service/Excluded Employees eligibility criteria are established by:

1. California Department of Human Resources (CalHR) administering all matters concerning California State Civil Service/Excluded employer-employee relations set forth by guidelines to users and departments via:
    a. Personnel Management Liaison (PML) Memos and Pay Letters – Issued electronically to Human Resources and also available for those with authorization to the Personnel Information Exchange (PIE) System on CalHR's web page (www.calhr.ca.gov) under policies and regulations.
    b. California Civil Service Pay Scales, Section 14 – Available in hard copy and available on CalHR's web page (www.calhr.ca.gov) via the PIE System under manuals and procedures.
    c. Bargaining Unit Contracts – Available on CalHR's web page (https://www.calhr.ca.gov/state-hr-professionals/Pages/bargaining-contracts.aspx) under Labor Relations.
2. State Controller's Office (SCO)/PPSD administering the State Payroll and Employment History processes set forth by guidelines to users and departments via:
    a. Payroll Letters – Issued electronically to Human Resources and available on SCO's web page (https://www.sco.ca.gov/ppsd_sco_letters.html).

B. California State University (CSU) Employees eligibility criteria are established by:

1. Chancellor's Office administering all matters concerning California State University employer-employee relations set forth by guidelines to users and campuses via:
    a. CSU Salary Schedule – Available in hard copy, and also available on CSU's web page https://www2.calstate.edu/csu-system/careers/compensation/Pages/salary-schedule.aspx) under Shift Differential Explanatory notes.
    b. Bargaining Unit Contracts – Available on CSU's web page (http://www.calstate.edu/laborrel/contracts_html/contracts.shtml).

c. CSU Pay Letters – Available on CSU's web page (http://www.calstate.edu/hradm/memos.shtml).

Section G 052: TAXES (New 09/02)

A. In accordance with the tax laws, the following tax methods for Federal and State withholdings are used. Refer to section H 100, Taxes.

1. Aggregate method for Regular Shift Differential only "locked-in" (i.e., included and calculated in the salary total for regular pay) to the Employment History Data Base (EHDB).
2. Flat rate method for Regular Shift Differential and Overtime Shift Differential (i.e., **not** "Locked-in" to the EHDB).

Section G 053: GENERAL INFORMATION (Revised 01/08)

A. Calculation of the following payment/benefits

1. Regular Shift Differential (Payment type 2)
   a. Not included: Non-Industrial Disability Leave
   b. Included: Overtime, Industrial Disability, or Lump Sum.
2. Overtime Shift (Payment type 1, suffix S)
   a. Not Included: Industrial Disability Leave, Non- Industrial Disability, or Lump Sum
   b. Included: Not applicable

B. Retirement

1. Regular Shift Differential (payment type 2) is subject to retirement
2. Overtime Shift Differential (Payment type 1) is not subject to retirement

C. State Disability Insurance (SDI): Regular and Overtime Shift Differential are subject to SDI withholding if the employee's Bargaining Unit negotiated SDI benefits. (See Section E 800 for withholding criteria).

Section G 054: SHIFT DIFFERENTIAL PAY DETERMINATION CHARTS FOR CIVIL SERVICE/EXCLUDED, LEGISLATIVE COUNSEL, STATE PRINTING PLANT (CLASS 7222), AND CSU/EXCLUDED EMPLOYEES (Revised 06/11)

A. The following Shift Differential Pay Determination Charts for Civil Service/Excluded, Legislative Counsel, State Printing Plant, and CSU/Excluded employees identifies various conditions that need to be considered to determine the appropriate Earnings ID(s) to use based on the provisions from bargaining unit (BU) contracts(s), effective dates, and payment types.

1. Specifically the chart provides:
   a. BU
   b. Effective date based on BU
   c. Regular Shift Deferential Earnings Ids payment type 2 by evening or night
   d. Overtime Shift Differential Earnings Ids for payment type 1
   e. Overtime Shift Differential factors for payment type 1 are:
      1.0 = Straight Shift
      1.5= Premium Shift
   f. Corresponding hourly rate by BU and payment type
   g. Shaded area is not applicable

Section G 054: SHIFT DIFFERENTIAL PAY DETERMINATION CHART FOR CIVIL SERVICE/EXCLUDED AND LEGISLATIVE COUNSEL EMPLOYEES (Revised 04/20)

NOTE: Refer to the civil service CalHR Pay Scales, section 14 (www.calhr.ca.gov) for monthly amounts.

CIVIL-SERVICE/EXCLUDED AND LEGISLATIVE COUNSEL EMPLOYEES	EFF. DATE	REGULAR SHIFT DIFFERENTIAL EARNINGS AND RATES (PAYMENT TYPE 2)		OVERTIME SHIFT DIFFERENTIAL EARNINGS IDS, OVERTIME FACTORS AND RATES (PAYMENT TYPE 1)			
BU		EVENING SHIFT	NIGHT SHIFT	EVENING SHIFT		NIGHT SHIFT	
		SRE	SRN	S5E	S6E	S5N	S6N
				1.0	1.5	1.0	1.5
R01, R03, R04 – Except Seasonal Clerk, R09, R10, R11, R12, R21	01/01/90	.40	.50	.40	.60	.50	.75
R05	07/03/06	.80	1.30	.40	.60	.65	.98
S05	01/01/07	.80	1.30	.40	.60	.65	.98
R06, C06, M06, S06 – Employees in Corrections Classifications only	7/1/18		.65			.65	.98
R07, C07, M07, S07							

CIVIL-SERVICE/EXCLUDED AND LEGISLATIVE COUNSEL EMPLOYEES	EFF. DATE	REGULAR SHIFT DIFFERENTIAL EARNINGS AND RATES (PAYMENT TYPE 2)		OVERTIME SHIFT DIFFERENTIAL EARNINGS IDS, OVERTIME FACTORS AND RATES (PAYMENT TYPE 1)			
BU		EVENING SHIFT	NIGHT SHIFT	EVENING SHIFT		NIGHT SHIFT	
		SRE	SRN	S5E	S6E	S5N	S6N
				1.0	1.5	1.0	1.5
R13	7/1/19	1.00	2.00	1.00	1.50	2.00	3.00
C13, M13, S13	7/1/19	1.00	2.00	1.00	1.50	2.00	3.00
R14, S14, M14 – Except State Printing Plant	1/1/90		.50			.50	.75
R15	1/1/91		.50			.50	.75
C15, M15, S15	10/1/92		.50			.50	.75
R17	1/1/90	.65	.75	.60	.90	.75	1.13
C17, M15, S15 – Employees in Nursing Classifications only	1/1/90	.65	.80	.60	.98	.80	1.20
R18*	1/1/90	.50	.40	.50	.75	.40	.60
R19	1/1/90	.40	.50	.40	.60	.50	.75
R19 – Rehabilitation Therapist *Mid-shift (8 hours between noon and 9 p.m.)	7/1/98	.40*		.40	.60		
R20	1/1/90	.40	.50	.40	.60	.50	.75
E25	1/1/91		.50			.50	.75
Exempts and Non-represented (not listed above)	1/1/91	.45	.55	.45	.68	.55	.83

NOTE: Refer to the appropriate BU contract or CalHR Pay Scales, Section 14 for additional information regarding specific definition of shift, effective dates, classes, and rate criteria – Available on CalHR's web page at: (www.calhr.ca.gov) via the PIE System.

SHIFT DIFFERENTIAL PAY DETERMINATION CHART FOR STATE PRINTING PLANT EMPLOYEES IN CLASS 7222

STATE PRINTING PLANT EMPLOYEES IN CLASS 7222	EFF. DATE	REGULAR SHIFT DIFFERENTIAL EARNINGS AND RATES (PAYMENT TYPE 2)		OVERTIME SHIFT DIFFERENTIAL EARNINGS IDS, OVERTIME FACTORS AND RATES (PAYMENT TYPE 1)			
BU		EVENING SHIFT	NIGHT SHIFT	EVENING SHIFT		NIGHT SHIFT	
		2R	2S	2R1	2R11	2S1	2S11
				1.0	1.5	1.0	1.5
R14, S14	1/1/90	$1.44	1.78	1.44	2.16	1.44	2.67

NOTE: Refer to the CalHR Pay Scales, Section 14 Pay Differential 86 for specific Earnings IDs, eligible class codes, criteria, and rates for Office of the State Printing Plant employees in R14 and Excluded employees - Available on CalHR's web page at: (www.calhr.ca.gov) via the PIE System.

SHIFT DIFFERENTIAL PAY DETERMINATION CHART FOR EMPLOYEES IN CLASS 1120, SEASONAL CLERK

SEASONAL CLERK, CLASS 1120	EFF. DATE	REGULAR SHIFT DIFFERENTIAL EARNINGS AND RATES (PAYMENT TYPE 2)		OVERTIME SHIFT DIFFERENTIAL EARNINGS IDS, OVERTIME FACTORS AND RATES (PAYMENT TYPE 1)			
BU		EVENING SHIFT	NIGHT SHIFT	EVENING SHIFT		NIGHT SHIFT	
		SRG	SRH	S5G	S6G	S5H	S6H
				1.0	1.5	1.0	1.5
R04, Class 1120	11/02/10	.45	.55	.45	.55	.68	.83

NOTE: Regular and Overtime Shift Differential with shift codes G or H, cannot be keyed via PIP and must be submitted as an exception, refer to G 055, A.3.a.5).

SHIFT DIFFERENTIAL PAY DETERMINATION CHART FOR CSU EMPLOYEES

CSU EMPLOYEES	EFF. DATE	REGULAR SHIFT DIFFERENTIAL EARNINGS AND RATES (PAYMENT TYPE 2)		OVERTIME SHIFT DIFFERENTIAL EARNINGS IDS, OVERTIME FACTORS AND RATES (PAYMENT TYPE 1)			
BU		EVENING SHIFT	NIGHT SHIFT	EVENING SHIFT		NIGHT SHIFT	
		SRE	SRN	S5E	S6E	S5N	S6N
				1.0	1.5	1.0	1.5
R08	1/31/20	.23	.28	.23	.35	.28	0.42
R02, R05, R07, R09	1/31/20	1.35	2.30	1.35	2.03	2.30	3.45
R06	1/26/16	1.30	2.30	1.30	1.95	2.30	3.45
R10	1/31/20	1.50	2.50	1.50	2.25	2.50	3.75
E99 *Pertains to Police Officer Cadet – Non-Represented	7/1/82	.23*	.28*	.23	.35	.28	.42

NOTE: Refer to the appropriate BU contract for Represented employees and the FSR 71-46; Hr 2000-20 for Non-Represented additional information regarding shift differential rates, effective dates, and criteria – Available on CSU's web page at: (www.calstate.edu/HRAdm/SalarySchedule/Salary.aspx).

Section G 055: PROCESSING PROCEDURES/METHODS (Revised 06/11)

A. The following provides transmittal information and four processing methods for payments (i.e., EHDB, STD Form 671, STD. Form 674 and Payroll Input Process).

1. The Civil Service (CS) PIP Exceptions Transmittal form as shown below must be submitted along with a STD. 671 or STD. Form 674 to SCO/PPSD Payroll Operations for payments that cannot be keyed via PIP.

> NOTE: Copy form for the CIVIL SERVICE PIP EXCEPTIONS TRANSMITTAL and attach to document from Section G 955.

2. EHDB
   a. CS Represented/Excluded and Legislative Counsel employees:
      1) Regular Shift Differential (payment type 2) can be "locked-in" (i.e., included and calculated in the salary total for regular pay) to an employee's EHDB. Listed below are the following reasons why a Regular Shift Differential should not be "locked in":
         a) Employee assigned to a shift in the middle of the month.
         b) Employee assigned to a shift for a short duration of time.

c) Employee assigned shift changes frequently (e.g., from evening to night or night to evening).

NOTE: Refer to the Personnel Action Manual (PAM) Section 3 PAR-Misc. change transaction, 345 PAR transaction processing instructions. The Payroll System will not audit if a shift code "locked in" on EH is not compatible with employee's CBID (i.e., shift code, rate, expiration date). Refer to employee's contract for eligibility criteria.

2) Overtime Shift Differential (payment type 1) **cannot** be "locked-in" to an employee's EHDB.

b. <u>CSU Represented/Excluded and Operating Engineers employees</u>:

1) Regular Shift Differential (payment type 2) cannot be "locked-in" (i.e., not included and calculated in the salary total for regular pay) to an employee's EHDB.

2) Overtime Shift Differential (payment type 1) cannot be "locked-in" to an employee's EHDB.

a) Refer to The California State University Salary Schedule Explanatory Notes for processing procedures.

3. MISCELLANEOUS PAYROLL/LEAVE ACTION – STD. 671

a. Submission of STD. 671 (original Regular and/or Overtime Shift Differential) for the following conditions:
NOTE: The same conditions listed below apply for the submission of STD. Form 674 when requesting original Regular and/or Overtime Shift Differential Pay.

1) Out of history payment – Pay periods prior to 13 months of payment history (i.e., the current pay period plus 12 prior pay periods)

2) Payment of 250 or more hours

3) Emergency employee

4) Payment needing processing coordination (with PPSD) for a specific deduction to be applied to the payment request (e.g., new garnishments)

5) Payment for Shift and Overtime Shift Differential with shift codes G or H, for Seasonal Clerk, class code 1120.

b. <u>Completion of STD. 671</u>:

1) A STD. 671Form is required to be completed for each pay period. The following areas <u>must be completed</u> on the STD. 671. Refer to the following **<u>Std. 671</u>** (**simplified version**) completion **<u>example</u>** below.

	PAY PERIOD			(4) AGENCY
	TYPE (1)	MONTH (2)	YEAR (3)	Complete
	Complete			

EMPLOYEE IDENTIFICATION			POSITION NUMBER				Earnings ID (15)	TIME TO BE PAID		ALT FUND CODE (18)	SALARY RATE (19)	WWG/ FLSA (20)	GROSS
SOCIAL SECURITY NUMBER (8)	INITIALS (9)	LAST NAME (10)	AGENCY (11)	UNIT (12)	CLASS (13)	SERIAL (14)		DAYS (16)	HOURS HDTHS (17)				
Complete			Enter employee's EH position number from the pay period beginning				Complete – Refer to G-053, Shift Diff. Chart	Leave blank	Enter employee hours See below*		Enter hourly rate	Complete	

ALTERNATE FUNDING (22)				
LN	CODE	AGENCY	UNIT	SERIAL
*	See below*	Enter position from which payment is to be issued.		
*				

SIGNATURE	TELEPHONE NUMBER	DATE SIGNED
Complete	Complete and enter extension	Complete

* Enter an alpha or numeric character in item 18 and 22 (both items must match) if payment is to be charged to an agency, reporting unit, and/or serial number other than the employee's EH position.

4. PAYROLL ADJUSTMENT NOTICE STD. FORM 674
   a. <u>Submission of STD. 674 (Regular and/or overtime Shift Differential adjustments for the following conditions</u>:
      1) Shift code change (e.g., employee was paid evening shift and should be paid night shift).
      2) Adjustments of hours and/or rate (can be keyed via PIP if in History. Refer to G 054, 5.b. regular and/or overtime shift differential adjustments)
   b. <u>Completion of STD. Form 674</u>:
      1) A STD. Form 674 is required to be completed for each pay period. The following items <u>must be completed</u> on the STD. Form 674. Refer to the following Std. Form 674 (simplified version) completion <u>example</u> below.

	(2) SOCIAL SECURITY NUMBER	(3) NAME		(4) POSITION NUMBER			
	Complete	Complete		AGENCY	UNIT	CLASS	SERIAL
				See below *1			

(6)	POS	ISSUE DATE			PAY PERIOD			SAL TYPE	SALARY RATE	TIME WORKED		PMT. TYPE	PAYSUFFIX	EARNINGS ID	Shift code	GROSS	NET	WR #
		MO	DY	YR	T	MO	YR			DYS	HOURS							
A. PAYMENT PER SCO WARRANT REGISTER		Complete – If applicable						4 4	Enter hourly rate	Blank		Complete		See below *2		Complete- If applicable		
												1	S		OR N			
B. PAYMENT SHOULD BE					Complete			4 4	Enter hourly rate	Blank		Complete		See below *2		Complete		
												1	S		OR N			

FORM COMPLETED BY: Complete Complete – enter extension	PHONE NO.	
(AGENCY NAME) FROM: Complete	AUTHORIZED SIGNATURE Complete	DATE Complete

*1 - Enter position number from pay period being requested. Class code must match employee's EH class code.
*2 - Enter appropriate payment type, shift code and EID for Regular Shift Differential (payment type 2) and/or for Overtime Shift Differential (payment type 1, suffix S). Refer G 054, Shift Differential Pay Determination Chart for more information regarding Shift Differential Earnings IDs.

c. <u>Submission of STD Form 674D</u>

1) Employees on disability leave for the entire month who are entitled to:
   a) Regular Shift Differential – Payment type 2
   b) Overtime Shift Differential – Payment type 1

   NOTE: Refer to Section E, Disability for completion instructions.

5. PAYROLL INPUT PROCESSING (PIP)

a. <u>Regular and/or Overtime Shift Differential</u> is documented on a Time and Attendance (TA) Form 672 or Miscellaneous (Mis) Payroll/Leave Actions STD. 671 and keyed via the PIP.

1) The following Shift Pay Differential PIP Processing Chart provides:
   a) Regular and Overtime Earnings IDs based on payment types
   b) Earnings IDs to use for employees in class code 7222
   c) Specific PIP keying instructions for Civil Service (CS) and CSU employees

d) Various symbols, letters, and words as defined below:
X = Hours must be entered in the Days/Hours field.
Blank = Field(s) must be left blank.

NOTE: Before keying, refer to the CS Pay Scales, Section 14 or the CSU Salary Schedule to verify eligibility

SHIFT PAY DIFFERENTIAL PIP PROCESSING CHART

EARNINGS IDs								PIP KEYING INSTRUCTIONS FOR CS AND CSU EMPLOYEES			
REGULAR SHIFT DIFFERENTIAL – PAYMENT TYPE 2				OVERTIME SHIFT DIFFERENTIAL – PAYMENT TYPE 1				DAYS/ HOURS	SALARY RATE	671 ONLY WWG FLSA	GROSS
EVENING SHIFT		NIGHT SHIFT		EVENING SHIFT		NIGHT SHIFT					
ALL ELIGIBLE CLASSES	CLASS CODE 722	ALL ELIGIBLE CLASSES	CLASS CODE 7222	ALL ELIGIBLE CLASSES	CLASS CODE 7222	ALL ELIGIBLE CLASSES	CLASS CODE 722				
SRE	2R	SRN	2S	S6E	2R11	S6N	2S11	/X	Blank	Blank	Blank
				S5E	2R1	S5N	2S1	/X	Blank	Blank	Blank
				SE	SR12	SN	2S12	/X	Blank	Blank	Blank

b. Regular and/or Overtime Shift Differential adjustments are documented on a STD. 683.

1) Specific PIP keying instructions for CS and CSU employees by "Payment Per Warrant Register" and "Payment should be."

2) Various symbols, letters, and words as defined below:
PT = Payment Type
SD = Shift Differential
RC = Roll Code
Shaded Area = Not required
X = Required

PIP SCREEN AREAS	PIP KEYING INSTRUCTIONS FOR CIVIL SERVICE AND CSU EMPLOYEES						
	SALARY RATE	DAYS	TB FRACTION	PT	HOURS	SD	RC
PAYMENT PER WARRANT REGISTER	X			X	X	X	
PAYMENT SHOULD BE	X			X	X*	X	

* Do not key adjustment if number of hours for regular shift differential exceeds time possible (e.g., 160 hrs original payment plus 20 hrs adjustment).

AWARDS/BONUSES/PAY DIFFERENTIAL/SPECIAL PAYS

Section G 100: DESCRIPTION (Revised 04/03)

Pay Differentials, Awards/Bonuses, and Special Pays are payments an employee is entitled to receive in addition to regular pay.

NOTE: Excluded from this area are the following payments:

Out of Class Assignment Pay (refer to G 825)
Out of Class Assignment Pay (refer to G 825)
Shift Differential (refer to G 050)
Holiday Pay (refer to G 925)
Planned Overtime (refer to G 950)

Additional information is available on the following payment:

Accounts Receivable Offset – Leave Credit Use (refer to I 032)

Section G 101: ELIGIBILITY CRITERIA REFERENCES (Revised 04/02)

A. Civil Service/Exempt Employees eligibility criteria are established by:

1. California Department of Human Resources (CalHR) administering all matters concerning California State Civil Service/Exempt employer-employee relations set forth by guidelines to users and departments via:
    a. Pay Letters
    b. Personnel Management Liaison Memos (PML) - Both issued electronically to Human Resources and available on CalHR's web (www.calhr.ca.gov) via the Personnel Information Exchange System (P.I.E.).
    c. Bargaining Unit (BU) Contracts - Available on CalHR's web page (https://www.calhr.ca.gov/state-hr-professionals/Pages/bargaining-contracts.aspx).
    d. Pay Scales Section 14 - Available in hard copy, and also available for those with authorization to the P.I.E. on CalHR's web page.

2. State Controller's Office (SCO)/PPSD administering the State Payroll and Employment History processes set forth by guidelines to users and departments via:
    a. Payroll Letters
    b. Personnel Letters - Both issued electronically to Human Resources and available on SCO's web page (https://www.sco.ca.gov/ppsd_sco_letters.html).

B. California State University (CSU) Employees eligibility criteria are established by:

1. Chancellor's Office administering all matters concerning California State University employer-employee relations set forth by guidelines to users and campuses via:
    a. Technical Letters

b. Bargaining Unit (BU) Contracts

Section G 102: PAY FREQUENCIES (Revised 04/02)

In accordance with the corresponding eligibility criteria, payments may be issued on the following basis:

- One-time
- Monthly
- Semi-monthly
- Biweekly
- Hourly
- Annual
- Bi-annual

Section G 103: PAYMENT TYPES (Revised 12/19)

A. Payments are categorized based on withholding characteristics, processing procedures or payment attributes as follows:

1. Pay Differentials: 8
2. Awards/Miscellaneous: 9, G, and H
3. Special Pays: S and A

Section G 104: TAXES (Revised 04/02)

A. In accordance with the tax laws, the following tax methods for federal and state are used (Refer to section H 100):

1. Aggregate for Pay Differentials “locked in” (i.e., included and calculated in the salary total for regular pay) to the Employment History Data Base (EHDB).
2. Flat rate for Pay Differentials, Awards/Bonuses, and Special Pays (not “locked in” to the EHDB).

Section G 105: GENERAL INFORMATION (Revised 12/13)

A. Merit Award/Superior Sustained Accomplishment Award requirements:

1. A Merit Award or a Superior Sustained Accomplishment Award must be authorized and approved by the director or a Merit Award Administrator (i.e., designee) of that department via CalHR Form 148 or a letter. Refer to CalHR's web site for further information regarding both awards (www.calhr.ca.gov/documents/merit-award-administrator-handbook.rtf) under Section 599.657 for Merit Awards or Section 599.663 for Superior Sustained Accomplishment awards.

B. Calculation of the following payment/benefits:

1. Not included: Refer to the Miscellaneous Payment Processing Chart G 105.
2. Included: Refer to the Miscellaneous Payment Processing Chart G 105.

C. Retirement:

1. Pay Differentials (payment type 8) are/are not subject to retirement - Refer to the Miscellaneous Payment Processing Chart G 105.
2. Special pays (Payment type S) are subject to retirement.
3. Awards/Bonuses are not subject to retirement.

D. State Disability Insurance (SDI): Pay Differentials, Awards and bonuses, and special pays are subject to SDI withholding if the employee's Bargaining Unit negotiated SDI benefits. (See Section E 800 for withholding criteria and Section G 105 Miscellaneous Payments Processing Chart).

Section G 105: PROCESSING PROCEDURES/METHODS (Revised 09/13)

A. Payments are processed via three methods: Employment History Data Base (EHDB), form STD. 674, and Payroll Input Process (PIP). The following refers/provides processing procedures for each method.

1. EHDB
    a. Pay Differentials (payment type 8s) can be "locked-in" (i.e., included and calculated in the salary total for regular pay) to an employee's EHDB record. Listed below are the following reasons why a pay differential should not be "locked in":
        1) Not pro-rated
        2) Not subject to retirement (some exceptions apply). Refer to the Miscellaneous Payment Processing Chart at the end of this section (G105). Refer to CalHR Pay Letters for documentation information and the Personnel Action Manual (PAM) for processing instructions.

2. PAYROLL ADJUSTMENT NOTICE – Form STD. 674
   a. The Civil Service PIP Exceptions Transmittal form as shown below must be submitted along with a form STD. 674 to SCO/PPSD Payroll Operations for payments that cannot be keyed via PIP.

NOTE: Copy form for the CIVIL SERVICE PIP EXCEPTIONS TRANSMITTAL and attach to document from Section G 955.

   b. Submission of form STD. 674 for the following conditions:
      1) All Payment Types
         a) Out of history payment – Pay Periods prior to 13 months of payment history).
         b) Adjustments to salary rate or salary rate and time.
         c) Payment needing processing coordination (with PPSD) for a specific deduction to be applied to the pay request (e.g., new garnishments).
         d) Emergency employee.
      2) Pay Differentials (payment type 8) Only
         a) Payment of 250 or more hours.
         b) Requesting Knowledge and Skill Pay for positive pay employee.
         c) Mid-month salary rate change requesting time to be paid.
         d) Dual position numbers.
         e) Legislative Per Diem (i.e., issued solely for processing taxable payments or members of the State Legislature. Legislators receive per diem for each day the Legislature is in session). Refer to State Personnel Board.
         f) CalHR Memorandum.
         g) Payments for positive pay employees and the pay differential is pro-rated (EXCEPTION: unless an Earnings ID has been established for a positive pay employee).
      3) Awards/Bonuses (payment type 9, A, G, H) Only
         a) Uniform Allowance for an employee with a mid-month salary rate change.
         b) Employee is not active on the EHDB for the pay period of the award (Attach a copy of CalHR approval granting award)
      4) Special Pays (payment type S) Only
         a) Uniform allowance for an employee with a mid-month salary rate change.
      5) Employees on disability leave for the entire month who are entitled to:
         a) Physical Fitness Pay (8C3)
         b) Recruitment & Retention Pay (8K)
         c) Awards
            NOTE: Provide explanation of why employee is entitled to payment(s).

c. Completion of Form STD. 674:

1) A STD. 674 is required to be completed for each pay period. The following items must be completed on the STD. 674.

a) Social Security Number (SSN).

b) Employee Name.

c) Position Number (enter position from which payment is to be issued. Note: Class code must match the employment history class code for the pay period being requested).

d) Remarks (indicate the pay differential being requested and the authorization such as pay letter, etc.), if applicable.

e) Payment Should Be.

f) Suffix (payment type 9, G, H, S, A).

g) Earnings ID (payment type 8).

h) Form completed by/telephone number and extension.

i) Agency Name.

j) Authorized Signature.

k) Gross Amount (see appropriate CalHR Letter, Payroll Letter or BU contract to determine or calculate the correct gross amount)

d. Submission of STD. 674 with attached listing for the following condition (Must have SCO approval prior to submitting listings):

1) An attached listing (see format below) may be submitted along with a STD. 674, when payment requests are for four or more employees for the same pay period.
NOTE: Copy form to a Word Doc., enlarge to 8 ½ x 11 and attach to document.

NOTE: Copy form for the ATTACHMENT TO FORM 674 and attach to document from Section G 955.

3. PAYROLL INPUT PROCESS (PIP)

a. Pay Differentials, Awards/Miscellaneous, and Special Pays are documented on a Time and Attendance (T/A) Form 672 or Miscellaneous Payroll/Leave Actions (Misc.) form STD. 671 and keyed via PIP.

1) Special Keying Condition:

a) Adjustments can be keyed via PIP if the gross amounts do not match (payment type 9, G, H, S, A)

b. The following Miscellaneous Payment Processing Chart provides:

1) Specific PIP keying instructions for excluded and represented employees by earnings id (EID).

2) Conditional fields that may or may not be completed.

3) Pay differentials locked-in/not locked-in to the EHDB.

4) Earnings IDs included/not included in calculating Overtime (OT), Industrial Disability Leave (IDL), Enhanced Industrial Disability (EIDL), Non Industrial Disability Insurance (NDI), and Lump Sum (LS).
5) Earnings IDs subject /not subject to retirement.
6) Various symbols, letters, and words as defined below:
   a) X = Enter days/hours.
   b) Blank = Rate and/or gross must be left blank.
   c) $$ = Gross must be entered (in gross field on STD. 671 and in rate field on Form 672).
   d) ** = Lump sum and Retirement (refer to CalHR Pay Scales Section 14 to determine if pay differential should be included in lump sum vacation, lump sum sick, lump sum extra or retirement).
   e) Y = Yes
   f) N = No
7) Earnings IDs subject/not subject to State Disability Insurance (SDI) (See Section E800 for withholding criteria). Only certain CBIDs are subject to SDI. The "**" symbol will be used if only some CBIDs on the pay dif are subject to SDI.

NOTE: Before keying, refer to the CalHR Pay Scales Section 14 or the CSU Chancellor's Office Technical Letter to verify class code, collective bargaining/identifier (CB/ID), eligibility criteria, and rates.

PIP KEYING INSTRUCTIONS FOR EXCLUDED AND REPRESENTED EMPLOYEES						EHDB	INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY							RETMT/SDI	
PAY DIFFERENTIAL AWARDS/BONUSES/ SPECIAL PAYS TITLE	**PAY DIF #**	**EID**	**DAYS/ HOURS**	**SALARY RATE**	**GROSS**	**LOCKED IN**	**PMT TYPE**	**PMT SUFFIX**	**OT**	**IDL**	**EIDL**	**NDI**	**LS**	**Subject RETMT**	**Subject SDI**
Accounts Receivable Offset -Leave Credit Use		GS	Blank	Blank	$$	N	G	S	N	N	N	N	N	N	Y
Administrative Leave Termination Pay (CSU)		9L	Blank	Blank	$$	N	9	L	N	N	N	N	N	N	N
Advanced Education Differential	1	8AE 8AED	X/X X/X	Blank Blank	Blank Blank	Y Y	8 8		Y Y	Y Y	Y Y	Y Y	Y Y	Y Y	N N
Advanced Education Differential	2	8HP1 8HP2	X/X X/X	Blank Blank	Blank Blank	Y Y	8 8		Y Y	Y Y	Y Y	Y Y	Y Y	Y Y	N N
Advanced Education Differential	294	8BD 8MD	X/X X/X	Blank Blank	Blank Blank	Y Y	8 8		N N	Y Y	Y Y	Y Y	Y Y	Y Y	N N
Advanced Education Differential	434	8AE 8AED	X/X X/X	Blank Blank	Blank Blank	Y Y	8 8		N N	Y Y	Y Y	Y Y	Y Y	N N	N N
Advanced Education Differential, Eight and one-half hour/nine and one-half hour workday pay; Motorcycle Pay; Pre & Post Shift Work Activities	203	8AM1 8AM2	X/X X/X	Blank Blank	Blank Blank	Y Y	8 8		Y Y	Y Y	Y Y	Y Y	Y Y	Y Y	N N

PAY DIFFERENTIAL AWARDS/BONUSES/ SPECIAL PAYS TITLE	PAY DIF #	EID	DAYS/ HOURS	SALARY RATE	GROSS	LOCKED IN	PMT TYPE	PMT SUFFIX	OT	IDL	EIDL	NDI	LS	Subject RETMT	Subject SDI
Advanced Education Differential and Senior Pay **(Abolished 7/1/06)**	3	8SE2	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8SE3	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8SE4	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8SE5	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8SE6	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8SE8	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8ES2	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8ES3	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8ES4	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8ES5	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8ES6	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8ES8	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
Advanced Education Differential, Physical Performance Incentive Pay	4	8PE1	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8PE2	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8EP2	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8EP1	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
Advanced Education Differential and Motorcycle Pay **(Abolished 7/1/06)**	5	8EM1	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8EM2	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
Advanced P.O.S.T. Certification Stipend (CSU) **(Abolished 6/98)**		8ST2	X/X	Blank	Blank	N	8		N	Y		Y	N	Y	N
Agency Secretaries and Directors (Exempt) (8AS1-8AS5 termed 3/31/08) (8AS6-8ASB termed 3/31/09)		8AS1	X/X	Blank	Blank	Y	8		N	Y	Y	N	N	N	N
		8AS2	X/X	Blank	Blank	Y	8		N	Y	Y	N	N	N	N
		8AS3	X/X	Blank	Blank	Y	8		N	Y	Y	N	N	N	N
		8AS4	X/X	Blank	Blank	Y	8		N	Y	Y	N	N	N	N
		8AS5	X/X	Blank	Blank	Y	8		N	Y	Y	N	N	N	N
		8AS6	X/X	Blank	Blank	Y	8		N	Y	Y	N	N	N	N
		8ASA	X/X	Blank	Blank	Y	8		N	Y	Y	N	N	N	N
		8ASB	X/X	Blank	Blank	Y	8		N	Y	Y	N	N	N	N

PAY DIFFERENTIAL AWARDS/BONUSES/ SPECIAL PAYS TITLE	PAY DIF #	EID	DAYS/ HOURS	SALARY RATE	GROSS	LOCKED IN	PMT TYPE	PMT SUFFIX	OT	IDL	EIDL	NDI	LS	Subject RETMT	Subject SDI
Agriculture Pest Control Licenses Differential	6	8QA 8PC	Blank Blank	Blank Blank	Blank Blank	N N	8 8		Y Y	Y Y	Y Y	Y Y	Y Y	Y Y	N N
Aircraft Pilot, DOJ-Unit 07 Dual License Pay	7	8AP	X/X	Blank	Blank	Y	8		Y	Y	N	Y	Y	Y	N
Annual Home Leave		HB	Blank	Blank	$$	N	H	B	N	N	N	N	N	N	Y
Annual Home Leave (IRC Code 1.911)		H2	Blank	Blank	$$	N	H	2	N	N	N	N	N	N	Y
Annual Leave Buy Back (Pay only)		9V	Blank	Blank	$$	N	9	V	N	N	N	N	N	N	Y
Annual Recruitment & Retention - PSS/Supv-Unit 01 & Excluded	240	9K	Blank	Blank	$$	N	9	K	Y	N	N	N	N	N	**
Arduous Pay-FLSA Exempt Employee Differential **(Abolished 6/30/94)**		8OT1 8OT2 8OT3 8OT4	Blank Blank Blank Blank	Blank Blank Blank Blank	Blank Blank Blank Blank	N N N N	8 8 8 8		N N N N	N N N N	N N N N	N N N N	N N N N	Y Y Y Y	N N N N
Arduous Pay-FLSA Exempt Employee Differential	62	8OT5 8OT6 8OT7 8OT8	Blank Blank Blank Blank	Blank Blank Blank Blank	Blank Blank Blank Blank	N N N N	8 8 8 8		N N N N	N N N N	N N N N	N N N N	N N N N	N N N N	** ** ** **
Asbestos/Hazardous Material Training Allowance or Certificate Allowance (CSU)		SC	Blank	Blank	$$	N	S	C	N	N	N	N	N	Y	N
Asbestos/Hazardous Material TRN (CSU)		SC1	Blank	Blank	$$	N	S	C	N	N	N	N	N	Y	N
Asbestos/Hazardous Material Cert. (CSU)		SC2	Blank	Blank	$$	N	S	C	N	N	N	N	N	Y	N

PAY DIFFERENTIAL AWARDS/BONUSES/ SPECIAL PAYS TITLE	PAY DIF #	EID	DAYS/ HOURS	SALARY RATE	GROSS	LOCKED IN	PMT TYPE	PMT SUFFIX	OT	IDL	EIDL	NDI	LS	Subject RETMT	Subject SDI
Asbestos Pay Differential (CSU)		8AB	/X	Blank	Blank	N	N	N	N	N	N	N	N	Y	N
Assistant Chief-Recruitment and Retention **(8RRA Abolished 6/30/09) (354 Abolished 12/31/11, 359 Abolished 6/30/09, 364 Abolished12/31/11)**	354 359 364	8RR1 8RR6 8RR7 8RRB 8RRC 8RRD 8RRE	X/X X/X X/X X/X X/X X/X X/X	Blank Blank Blank Blank Blank Blank Blank	Blank Blank Blank Blank Blank Blank Blank	Y Y Y Y Y Y Y	8 8 8 8 8 8 8		N N N N N N N	Y Y Y Y Y Y Y	Y Y Y Y Y Y Y	Y Y Y Y Y Y Y	Y Y Y Y Y Y Y	Y N Y Y N Y N	N N N N N N N
Assistant Chief Differential	9	8ACD	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	Y	N
Assistant Chief/Extended Duty Pay	379	8EDA 8EDB	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	Y	N
Assistive Technology Specialist Differential Pay	229	8ATS	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	Y
Attorney Differential Pay	11	8A 8AT	X/X X/X	Blank Blank	Blank Blank	Y Y	8 8		N N	Y Y	N N	Y Y	** **	Y Y	N N
Attorneys - Various Excluded Classes **(Abolished 10/1/16)**	8	8CE 8CEA	X/X X/X	Blank Blank	Blank Blank	Y Y	8 8		N N	Y Y	N N	Y Y	** **	Y Y	N N
Attorney Pay Differential CA St Auditors Office (E97)		8BSA	X/X	Blank	Blank	Y	8		N	Y	N	Y	Y	Y	N
Automobile Allowance (CSU & JC)		GF	Blank	Blank	$$	N	G	F	N	N	N	N	N	N	N
Avalanche Control, Rock Climbing and Transporting Explosives Pay	12	8AC	/X	Blank	Blank	N	8		Y	Y	Y	N	N	Y	N
Backflow Lic/Water Trtmt Op Cert. (CSU)		SC3	Blank	Blank	$$	N	S	C	N	N	N	N	N	Y	N
Backflow Lic/Water Trtmt Op Cert. Renewal (CSU)		SC4	Blank	Blank	$$	N	S	C	N	N	N	N	N	Y	N
Basic Allowance Housing		S8	Blank	Blank	$$	N	S	8	Y	Y	Y	Y	Y	Y	Y

PAY DIFFERENTIAL AWARDS/BONUSES/ SPECIAL PAYS TITLE	PAY DIF #	EID	DAYS/ HOURS	SALARY RATE	GROSS	LOCKED IN	PMT TYPE	PMT SUFFIX	OT	IDL	EIDL	NDI	LS	Subject RETMT	Subject SDI
Basic Allowance Subsistence		S7	Blank	Blank	$$	N	S	7	Y	Y	Y	Y	Y	Y	Y
Bay Area Recruitment and Retention Pay Differential	13	8BA	X/X	Blank	Blank	Y	8		Y	Y	Y	N	**	N	**
Benefit Program Specialist Incentive Pay	220	8BPS	X/X	Blank	Blank	Y	8		Y	Y	N	Y	Y	Y	**
Bilingual Differential Pay	14	8B 8B1 8B2 8B3	Blank X/X /X X/	Blank Blank Blank Blank	Blank Blank Blank Blank	Y Y Y Y	8 8 8 8		Y Y Y Y	Y Y Y Y	Y Y Y Y	Y Y Y Y	Y Y Y Y	Y Y Y Y	** ** ** **
Bilingual Pay and Advanced Education Pay	278	8BE	X/	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
Bilingual Pay and Educational Incentive Pay	381	8BE1 8BE2	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
Board of Equalization Call Center	186	8TT	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	Y
Bonus Pay **(328, 330, & 335 Abolished 9/1/16)**	328 330 335	GD	Blank	Blank	$$	N	G	D	N	N	N	N	N	N	**
Budget Shortfall Mitigation Bonus (CSU)		GY	Blank	Blank	$$	N	G	Y	Y	N	N	N	N	N	N
Business Building Incentive (BBI) Program	16	9G	Blank	Blank	$$	N	9	G	N	N	N	N	N	N	**
Business Calls	15	8P	X/	Blank	Blank	N	8		Y	N	N	N	N	N	N
Calendaring Function	17	8CAL	X/X	Blank	Blank	Y	8		Y	Y	N	N	Y	Y	Y

PAY DIFFERENTIAL AWARDS/BONUSES/ SPECIAL PAYS TITLE	PAY DIF #	EID	DAYS/ HOURS	SALARY RATE	GROSS	LOCKED IN	PMT TYPE	PMT SUFFIX	OT	IDL	EIDL	NDI	LS	Subject RETMT	Subject SDI
CalFire Chief Officer & Related CEA Recruitment and Retention	369	8F4	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	Y	N
		8F5	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8F6	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	Y	N
		8F7	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8F8	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	Y	N
		8F9	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8F10	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	Y	N
		8F11	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8F12	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	Y	N
		8F13	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8F14	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	Y	N
		8F15	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8F16	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	Y	N
		8F17	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	Y	N
		8F18	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	Y	N
California Energy Commission $200; $400; $600; $800; $1000; $1200; $1400; $1600; $1800; $2000	383	G7	Blank	Blank	$$	N	G	7	N	N	N	N	N	N	N
California Health Benefit Exchange Differential Pay **(Abolished 10/31/19)**	402	8HBX	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	Y
California State Lottery Call Center	124	8PT	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	**
CalSTRS Educational Incentive	388	8EN	X/X	Blank	Blank	Y	8		N	Y	N	Y	Y	N	N
CalSTRS Recruitment	326	9K1	Blank	Blank	$$	N	9	K	N	N	N	N	N	N	N
Caltrans Commercial Driver's License	437	8CDL	X/X	Blank	Blank	N	8		Y	Y	Y	Y	Y	N	N

PAY DIFFERENTIAL AWARDS/BONUSES/ SPECIAL PAYS TITLE	PAY DIF #	EID	DAYS/ HOURS	SALARY RATE	GROSS	LOCKED IN	PMT TYPE	PMT SUFFIX	OT	IDL	EIDL	NDI	LS	Subject RETMT	Subject SDI
Caltrans Maintenance Supervisor/Tree Maintenance Supervisor, Caltrans Bonus	18	8T3 8T4	X/X X/X	Blank Blank	Blank Blank	Y Y	8 8		Y Y	Y Y	N N	N N	N N	Y Y	N N
Caltrans Safety Bonus		9T	Blank	Blank	$$	N	9	T	N	N	N	N	N	N	Y
Canine Differential	21	8H6 8H1	X/X Blank	Blank Blank	Blank Blank	Y Y	8 8		Y Y	Y Y	Y Y	Y Y	Y Y	Y Y	N N
Canine Differential	19	8H4	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
Canine Differential **(Abolished 10/1/14)**	213	8H5	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
Canine Officer Differential	20	8H3 8H3H	Blank Blank	Blank Blank	Blank Blank	N N	8 8		N N	Y Y	Y Y	N N	N N	N N	N N
Career Supervisory Assignment/Career Management Assignment Bonus Pay	23	GB	Blank	Blank	$$	N	G	B	N	Y	N	N	N	N	N
Career Supervisory Assignment/Career Management Assignment Recognition Pay for Exceptional Performance	22	8CM1 8CM2 8CM3 8CM4 8CM5 8CS1 8CS2 8CS3 8CS4 8CS5	X/X X/X X/X X/X X/X X/X X/X X/X X/X X/X	Blank Blank Blank Blank Blank Blank Blank Blank Blank Blank	Blank Blank Blank Blank Blank Blank Blank Blank Blank Blank	Y Y Y Y Y Y Y Y Y Y	8 8 8 8 8 8 8 8 8 8		N N N N N N N N N N	Y Y Y Y Y Y Y Y Y Y	N N N N N N N N N N	N N N N N N N N N N	N N N N N N N N N N	N N N N N N N N N N	N N N N N N N N N N
Case Records and Correctional Case Records Recruitment and Retention	438	9K	Blank	Blank	$$	N	9	K	Y	N	N	N	N	N	**
CCC Bonus Pay		93	Blank	Blank	$$	N	9	3	N	Y	N	N	N	N	Y

PAY DIFFERENTIAL AWARDS/BONUSES/ SPECIAL PAYS TITLE	PAY DIF #	EID	DAYS/ HOURS	SALARY RATE	GROSS	LOCKED IN	PMT TYPE	PMT SUFFIX	OT	IDL	EIDL	NDI	LS	Subject RETMT	Subject SDI
CDCR and CalHR		8005	X/X	Blank	Blank	Y	8		N	Y	Y	N	N	N	N
Compaction and Retention (Exempt)		8010	X/X	Blank	Blank	Y	8		N	Y	Y	N	N	N	N
		8020	X/X	Blank	Blank	Y	8		N	Y	Y	N	N	N	N
		8030	X/X	Blank	Blank	Y	8		N	Y	Y	N	N	N	N
		8040	X/X	Blank	Blank	Y	8		N	Y	Y	N	N	N	N
		8050	X/X	Blank	Blank	Y	8		N	Y	Y	N	N	N	N
		8060	X/X	Blank	Blank	Y	8		N	Y	Y	N	N	N	N
		8070	X/X	Blank	Blank	Y	8		N	Y	Y	N	N	N	N
		8080	X/X	Blank	Blank	Y	8		N	Y	Y	N	N	N	N
		8090	X/X	Blank	Blank	Y	8		N	Y	Y	N	N	N	N
		8100	X/X	Blank	Blank	Y	8		N	Y	Y	N	N	N	N
		8110	X/X	Blank	Blank	Y	8		N	Y	Y	N	N	N	N
		8120	X/X	Blank	Blank	Y	8		N	Y	Y	N	N	N	N
		8130	X/X	Blank	Blank	Y	8		N	Y	Y	N	N	N	N
		8140	X/X	Blank	Blank	Y	8		N	Y	Y	N	N	N	N
		8150	X/X	Blank	Blank	Y	8		N	Y	Y	N	N	N	N
CDCR, CPHCS, CEA Competency/Performance Incentive	382	9W	Blank	Blank	$$	N	9	W	N	N	N	N	N	N	N
CDCR, CPHCS Recruitment and Retention	392	8HCS	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
CDCR, Psychiatrist Longevity **(Abolished 1/1/07)**	325	8LG6	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8LG8	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8LG9	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8LGA	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8LGB	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
CDF Chief Officer **(Abolished 6/30/07)**	336	8RR1	X/X	Blank	Blank	Y	8		N	N	N	N	N	N	N
		8RR2	X/X	Blank	Blank	Y	8		N	N	N	N	N	N	N
		8RR3	X/X	Blank	Blank	Y	8		N	N	N	N	N	N	N
		8RR4	X/X	Blank	Blank	Y	8		N	N	N	N	N	N	N

PAY DIFFERENTIAL AWARDS/BONUSES/ SPECIAL PAYS TITLE	PAY DIF #	EID	DAYS/ HOURS	SALARY RATE	GROSS	LOCKED IN	PMT TYPE	PMT SUFFIX	OT	IDL	EIDL	NDI	LS	Subject RETMT	Subject SDI
CDF Compaction & Retention (Exempt)		8CDF	X/X	Blank	Blank	Y	8		N	Y	Y	N	N	N	N
CEA Physician, Surgeon and Dentist Differential	25	8PS 8PSD	X/X X/X	Blank Blank	Blank Blank	Y Y	8 8		N N	Y Y	Y Y	Y Y	Y Y	Y Y	N N
CEA Recognition Pay (CalPERS only)	24	9M	Blank	Blank	$$	N	9	M	N	N	N	N	N	N	N
CEA Recognition - CalSTRS	304	9M	Blank	Blank	$$	N	9	M	N	N	N	N	N	N	N
CEO Skill Pay **(Abolished 6/30/92)**		8C1	/X	Blank	Blank	N	8		Y	N	N	N	N	Y	N
Certified Backflow Tester Differential	233	8CBT	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
Certified Nursing Assistant/Emergency Medical Technician-D Certification	26	8CNA	Blank	Blank	Blank	N	8		Y	Y	Y	N	N	N	Y
Certified Public Accountant-Retention	347	9M	Blank	Blank	$$	N	9	M	N	N	N	N	N	N	N
Chartered Financial Analyst	360	8CFA	X/X	Blank	Blank	Y	8		Y	Y	N	N	Y	N	Y
Chief Counsel, CEA-CalSTRS & CalPERS	367 368	SQ	Blank	Blank	$$	N	S	Q	N	Y	N	Y	**	Y	N
Chief, Exposition and State Fair Police **(Abolished 7/1/09)**	356	8SF	X/X	Blank	Blank	Y	8		N	Y	N	Y	Y	N	N
Chief Information Officer-CEA	351	8HC	X/X	Blank	Blank	Y	8		N	Y	N	Y	**	Y	N
Chief, Legislative and Public Affairs, CEA 1 Differential Pay	28	8CH	X/X	Blank	Blank	Y	8		N	Y	N	Y	**	Y	N
CHCS - Medical Realignment per diem **(Abolished 9/1/16)**	401	8PDV 8PDI	Blank	Blank	$$	N	8		N	N	N	N	N	N	N

PAY DIFFERENTIAL AWARDS/BONUSES/ SPECIAL PAYS TITLE	PAY DIF #	EID	DAYS/ HOURS	SALARY RATE	GROSS	LOCKED IN	PMT TYPE	PMT SUFFIX	OT	IDL	EIDL	NDI	LS	Subject RETMT	Subject SDI
Chief Plant Operator Differential	234	8CP1	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8CPO	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
CHP Fleet Administration Lead Differential	235	8CHP	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
CHP Fleet Administration Field and Protective Services Differential	246	8FPS	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
CIRM Incentive		8RM1	X/X	Blank	Blank	Y	8		Y	N	N	N	Y	N	N
		8RM2	X/X	Blank	Blank	Y	8		Y	N	N	N	Y	N	N
Climbing Pay Differential	27	8CPD	/X	Blank	Blank	N	8		Y	N	N	N	N	N	**
Clinical Supervision - Psychologist	242	8CS	Blank	Blank	Blank	N	8		N	Y	Y	Y	Y	N	N
Clinical Supervision - Psychologist	241	8CSP	Blank	Blank	Blank	N	8		Y	Y	Y	Y	Y	N	N
CMA Vacation Cash-out		9V	Blank	Blank	$$	N	9	V	N	N	N	N	N	N	Y
Coaching Differential Pay	29	9C	Blank	Blank	$$	N	9	C	N	N	N	N	N	N	N
Coleman Equity Adjustment	340	8CLH	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	Y	N
Coleman Staged Persability (8V1-8V8; 8V34-8V36; 8V38; 8V41-8V44 termed 3/31/08) (8V9-8V33; 8V37; 8V39-8V40; 8V67-8V68; 8V70-8V71; 8V74-8V75 termed 6/30/08) (8V45-8V48; 8V63-8V66 termed 3/31/09) (8V49-8V62; 8V72; 8V73 termed 6/30/09)	373	8V1	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
	374	8V2	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
		8V3	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
		8V4	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
		8V5	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
		8V6	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
		8V7	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
		8V8	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
		8V9	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
		8V10	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
		8V11	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
		8V12	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
		8V13	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N

PAY DIFFERENTIAL AWARDS/BONUSES/ SPECIAL PAYS TITLE	PAY DIF #	EID	DAYS/ HOURS	SALARY RATE	GROSS	LOCKED IN	PMT TYPE	PMT SUFFIX	OT	IDL	EIDL	NDI	LS	Subject RETMT	Subject SDI
		8V14	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
		8V15	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
		8V16	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
		8V17	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
		8V18	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
		8V19	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
		8V20	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
		8V21	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
		8V22	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
		8V23	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
		8V24	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
		8V25	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
		8V26	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
		8V27	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
		8V28	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
		8V29	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
		8V30	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
		8V31	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
		8V32	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
		8V33	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
		8V34	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
		8V35	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
		8V36	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
		8V37	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
		8V38	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
		8V39	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
		8V40	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
		8V41	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
		8V42	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
		8V43	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
		8V44	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N

PAY DIFFERENTIAL AWARDS/BONUSES/ SPECIAL PAYS TITLE	PAY DIF #	EID	DAYS/ HOURS	SALARY RATE	GROSS	LOCKED IN	PMT TYPE	PMT SUFFIX	OT	IDL	EIDL	NDI	LS	Subject RETMT	Subject SDI
		8V45	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
		8V46	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
		8V47	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
		8V48	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
		8V49	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
		8V50	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
		8V51	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
		8V52	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
		8V53	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
		8V54	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
		8V55	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
		8V56	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
		8V57	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
		8V58	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
		8V59	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
		8V60	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
		8V61	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
		8V62	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
		8V63	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
		8V64	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
		8V65	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
		8V66	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
		8V67	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8V68	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8V70	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8V71	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8V72	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8V73	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8V74	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8V75	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N

PAY DIFFERENTIAL AWARDS/BONUSES/ SPECIAL PAYS TITLE	PAY DIF #	EID	DAYS/ HOURS	SALARY RATE	GROSS	LOCKED IN	PMT TYPE	PMT SUFFIX	OT	IDL	EIDL	NDI	LS	Subject RETMT	Subject SDI
Commanding Officer, Training Ship, CMA Cruise Pay Differential		S3	Blank	Blank	$$	N	S	3	N	N	N	N	N	Y	Y
Commercial Drivers License Differential	30	8CDL	X/X	Blank	Blank	Y	8		Y	Y	N	N	Y	Y	N
Commercial Drivers License Differential	31	8DLK	X/X	Blank	Blank	Y	8		Y	Y	N	N	Y	Y	Y
Commercial Drivers License Differential Class A	32	8DLL	X/X	Blank	Blank	Y	8		Y	Y	N	Y	Y	Y	N
Commercial Drivers License Differential Class A or B	33	8DL	X/X	Blank	Blank	Y	8		Y	Y	N	Y	Y	Y	N
		8DLB	X/X	Blank	Blank	Y	8		Y	Y	N	Y	Y	Y	N
		8DLC	X/X	Blank	Blank	Y	8		Y	Y	N	Y	Y	Y	N
		8DLD	X/X	Blank	Blank	Y	8		Y	Y	N	Y	Y	Y	N
		8DLF	X/X	Blank	Blank	Y	8		Y	Y	N	Y	Y	Y	N
		8DLP	X/X	Blank	Blank	Y	8		Y	Y	N	Y	Y	Y	N
		8DLQ	X/X	Blank	Blank	Y	8		Y	Y	N	Y	Y	Y	N
		8DLR	X/X	Blank	Blank	Y	8		Y	Y	N	Y	Y	Y	N
		8DLS	X/X	Blank	Blank	Y	8		Y	Y	N	Y	Y	Y	N
		8DLT	X/X	Blank	Blank	Y	8		Y	Y	N	Y	Y	Y	N
		8DLU	X/X	Blank	Blank	Y	8		Y	Y	N	Y	Y	Y	N
Commercial Drivers License Differential Class A or B	34	ST	Blank	Blank	$$	N	S	T	Y	Y	Y	Y	Y	Y	N
Commercial Drivers License Differential **(8DLE - Abolished 9/01)**	35	8DLF	X/X	Blank	Blank	Y	8		Y	Y	N	Y	Y	Y	N
		8DLG	X/X	Blank	Blank	Y	8		Y	Y	N	Y	Y	Y	N
		8DLH	X/X	Blank	Blank	Y	8		Y	Y	N	Y	Y	Y	N
		8DLI	X/X	Blank	Blank	Y	8		Y	Y	N	Y	Y	Y	N
		8DLJ	X/X	Blank	Blank	Y	8		Y	Y	N	Y	Y	Y	N
Commercial Drivers License Relief Examiners Differential	36	8CDR	X/	Blank	Blank	N	8		N	N	N	N	N	Y	N

PAY DIFFERENTIAL AWARDS/BONUSES/ SPECIAL PAYS TITLE	PAY DIF #	EID	DAYS/ HOURS	SALARY RATE	GROSS	LOCKED IN	PMT TYPE	PMT SUFFIX	OT	IDL	EIDL	NDI	LS	Subject RETMT	Subject SDI
Cook/Deckhand Differential	230	8CD	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	**	Y	N
Data Bank Productivity **(Abolished 9/1/16)**	334	8DB	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	Y	N
Data Bank Productivity	333	SL	Blank	Blank	$$	N	S	L	Y	Y	Y	Y	Y	Y	N
Dental Assistant Certification Pay	38	8I1	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	Y
		8J1	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	Y
		8J3	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	Y
		8J4	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	Y
		8J5	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	Y
Dental Assistant/Hygienist, CF (8X24-8X30 termed 3/31/08) 8X31-8X33 termed 3/31/09) **(Abolished 9/1/16)**	363	8X24	X/X	Blank	Blank	Y	8		Y	Y	Y	N	Y	N	Y
		8X25	X/X	Blank	Blank	Y	8		Y	Y	Y	N	Y	N	Y
		8X26	X/X	Blank	Blank	Y	8		Y	Y	Y	N	Y	N	Y
		8X27	X/X	Blank	Blank	Y	8		Y	Y	Y	N	Y	N	Y
		8X28	X/X	Blank	Blank	Y	8		Y	Y	Y	N	Y	N	Y
		8X29	X/X	Blank	Blank	Y	8		Y	Y	Y	N	Y	N	Y
		8X30	X/X	Blank	Blank	Y	8		Y	Y	Y	N	Y	N	Y
		8X31	X/X	Blank	Blank	Y	8		Y	Y	Y	N	Y	N	Y
		8X32	X/X	Blank	Blank	Y	8		Y	Y	Y	N	Y	N	Y
		8X33	X/X	Blank	Blank	Y	8		Y	Y	Y	N	Y	N	Y
Department of Consumer Affairs Call Center	125	8PT	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	Y
Call Center Pay Differential	249	8CC	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	**
Department Chair Stipend (CSU) **(Abolished 8/99)**		8C2	Blank	Blank	Blank	N	8		N	Y	N	N	N	Y	N
		8D2	Blank	Blank	Blank	N	8		N	Y	N	N	N	Y	N
Department of Managed Health Care Call Center Differential Pay BU 04 and Excluded	411	8PT	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	Y

PAY DIFFERENTIAL AWARDS/BONUSES/ SPECIAL PAYS TITLE	PAY DIF #	EID	DAYS/ HOURS	SALARY RATE	GROSS	LOCKED IN	PMT TYPE	PMT SUFFIX	OT	IDL	EIDL	NDI	LS	Subject RETMT	Subject SDI
Deputy General Counsel, PERB, CEA Differential Pay	39	8DCG	X/X	Blank	Blank	Y	8		N	Y	N	Y	**	Y	N
Dictaphone Pay Differential	40	8DT1 8DT2	X/X X/X	Blank Blank	Blank Blank	Y Y	8 8		Y Y	Y Y	Y Y	Y Y	Y Y	Y Y	Y Y
Director of Nursing	292	8DIR	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	Y	N
Directors-AB 933 (Exempt)		8RRU 8RRV	X/X X/X	Blank Blank	Blank Blank	Y Y	8 8		N N	Y Y	Y Y	N N	N N	N N	N N
Directors-DOT & DGS (Exempt) **(Abolished 12/2/08)**		8AS7 8AS8	X/X X/X	Blank Blank	Blank Blank	Y Y	8 8		N N	Y Y	Y Y	N N	N N	N N	N N
Disability Evaluation Analyst, Range C (Pilot) **(Abolished 6/1/06)**	221	8DEA	X/X	Blank	Blank	Y	8		Y	Y	N	Y	Y	Y	N
Distinguished Teaching Award (CSU)		SA	Blank	Blank	$$	N	S	A	N	N	N	N	N	Y	N
Diving Pay	42	8D1 8D3	/X /X	Blank Blank	Blank Blank	N N	8 8		Y Y	Y Y	Y Y	N N	N N	** **	** N
DNA Pay Differential	209	8DNA	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	**	Y	**
CalHR Retirement Investment Consultation-Excluded	339	8RCN	X/X	Blank	Blank	Y	8		N	Y	N	Y	Y	Y	N
Education Differential Pay	244	8EPF 8EPG 8EPH 8EPJ	X/X X/X X/X X/X	Blank Blank Blank Blank	Blank Blank Blank Blank	Y Y Y Y	8 8 8 8		Y Y Y Y	Y Y Y Y	Y Y Y Y	Y Y Y Y	Y Y Y Y	Y Y Y Y	N N N N
Education Differential Pay	46	8ED	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	Y
Education Differential Pay	43	9N	Blank	Blank	$$	N	9	N	Y	Y	Y	Y	Y	N	**
Educational Incentive Pay (8E6 – full time/part time) (8E7 – intermittent)	44 45	8E6 8E7	X/X Blank	Blank Blank	Blank Blank	Y N	8 8		Y Y	Y Y	Y Y	Y Y	Y Y	Y Y	N N

PAY DIFFERENTIAL AWARDS/BONUSES/ SPECIAL PAYS TITLE	PAY DIF #	EID	DAYS/ HOURS	SALARY RATE	GROSS	LOCKED IN	PMT TYPE	PMT SUFFIX	OT	IDL	EIDL	NDI	LS	Subject RETMT	Subject SDI
Educational/Professional Differential	47	8EPD 8EPE	Blank Blank	Blank Blank	Blank Blank	N N	8 8		N N	Y Y	Y Y	Y Y	** **	Y Y	N N
Eight and One-Half Hour/Nine and One-Half Hour Workday Pay; Pre and Post Shift Work Activities	329	8CAA	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
Eight and One-Half Hour/Nine and One-Half Hour Workday; Motorcycle Pay; Pre and Post Shift Work Activities	197	8EM	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
Eight and One-Half Hour/Nine and One-Half Hour workday Pay	48	8LM	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
Eight and One-Half Hour/Nine and One-Half Hour Workday Pay; Advanced Education Pay; Pre & Post Shift Work Activities	276	8MA1 8MA2	X/X X/X	Blank Blank	Blank Blank	Y Y	8 8		Y Y	Y Y	Y Y	Y Y	Y Y	Y Y	N N
Eight and One-Half Hour/Nine and One-Half Hour Workday; Senior Pay; Pre & Post Shift Work Activities	49	8SM2 8SM3 8SM4 8SM5 8SM6 8SM8	X/X X/X X/X X/X X/X X/X	Blank Blank Blank Blank Blank Blank	Blank Blank Blank Blank Blank Blank	Y Y Y Y Y Y	8 8 8 8 8 8		Y Y Y Y Y Y	Y Y Y Y Y Y	Y Y Y Y Y Y	Y Y Y Y Y Y	Y Y Y Y Y Y	Y Y Y Y Y Y	N N N N N N
Emergency On-Call Pay	288	97	Blank	Blank	$$	N	9	7	N	N	N	N	N	N	N
Emergency Response/Recovery	421	971	Blank	Blank	$$	N	9	7	N	N	N	N	N	N	**
Emergency Response Bonus Pay	50	8ERP	X/X	Blank	Blank	N	8		N	Y	Y	N	N	Y	N

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Employee Recognition and Morale Program	51	98	Blank	Blank	$$	N	9	8	N	N	N	N	N	N	**
Employment Advocacy & Prosecution Team-Unit 2 & Excluded	337	8EA	X/X	Blank	Blank	Y	8		N	Y	N	Y	Y	N	N
Employment Development Department Call Center	254	8PT	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	Y
Enterprise Resource Planning Information Technology Project-Annual	375	G4	Blank	Blank	$$	N	G	4	Y	Y	N	Y	N	N	N
		H3	Blank	Blank	$$	N	G	4	Y	Y	N	Y	N	N	N
Environmental Scientist Expanded Duties Differential	405	9N1	Blank	Blank	Blank	N	9	N	N	Y	N	N	N	N	Y
EPA Section 608 Technician Certification	435	8EPA	X/X	Blank	Blank	N	8		Y	Y	Y	Y	Y	N	N
Equity Pay-Employees Returned from CEA Positions to Civil Service Positions with No Reduction in Levels of Duties-Excluded Employees	206	8EQ 8EQ1 8EQ2	X/X X/X X/X	Blank Blank Blank	Blank Blank Blank	Y Y Y	8 8 8		N N N	Y Y Y	Y Y Y	Y Y Y	Y Y Y	Y Y Y	N N N
Equity Pay - SCIF	226	AB	Blank	Blank	$$	N	A	B	N	Y	Y	Y	Y	Y	N
Exam Bonus		9X	Blank	Blank	$$	N	9	X	N	N	N	N	N	N	Y
Exceptional Merit Service Award (CSU)		SE	Blank	Blank	$$	N	S	E	N	N	N	N	N	Y	N
Executive Assistant Differential Pay	52	8X2	Blank	Blank	Blank	Y	8		Y	Y	N	Y	Y	Y	**
Executive Housing Allowance (CSU)		GP	Blank	Blank	$$	N	G	P	N	N	N	N	N	N	N
Executive Residence Housekeeping Pay	53	8ERH	/X	Blank	Blank	N	8		Y	Y	Y	Y	N	Y	Y

PAY DIFFERENTIAL AWARDS/BONUSES/ SPECIAL PAYS TITLE	PAY DIF #	EID	DAYS/ HOURS	SALARY RATE	GROSS	LOCKED IN	PMT TYPE	PMT SUFFIX	OT	IDL	EIDL	NDI	LS	Subject RETMT	Subject SDI
Extended Duty Pay	54	8EDP 8EDE	X/X X/X	Blank Blank	Blank Blank	Y Y	8 8		N N	Y Y	Y Y	Y Y	Y Y	Y Y	N N
Federal Licensure Differential **(Abolished 12/31/02)**	256	8FL	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
Field Training Biologist Pay Differential **(Abolished 10/1/14)**	55	8FT	Blank	Blank	Blank	N	8		Y	Y	N	N	N	Y	N
Field Training Officer Differential Pay	56	8R1	Blank	Blank	Blank	N	8		Y	N	N	N	N	Y	N
Firearms Pay Differential	57	8FA	Blank	Blank	Blank	N	8		Y	Y	N	Y	Y	Y	N
Firefighter - Lead Differential Pay	58	8L2	/X	Blank	Blank	N	8		Y	N	N	N	N	Y	N
Fire Mission Pay Differential	59	8FM1 8FM2 8FM3	Blank Blank Blank	Blank Blank Blank	Blank Blank Blank	Y Y Y	8 8 8		Y Y Y	Y Y Y	Y Y Y	Y Y Y	Y Y Y	Y Y Y	** N Y
Flight Differential Pay	60	8A1 9M	Blank Blank	Blank Blank	Blank $$	N N	8 9	M	Y Y	N N	Y Y	N N	N N	N N	N N
Flight Differential Pay	61	8A2	Blank	Blank	Blank	N	8		Y	N	N	N	N	Y	N
Foreign Trade Office Differential		HA H1	Blank Blank	Blank Blank	$$ $$	N N	H H	A 1	N N	Y Y	N N	Y Y	N N	N N	Y Y
Franchise Tax Board Call Center **(Abolished 11/1/06)**	185	8KSP	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	Y
Furlough Hours (Civil Service & Exempt) **(378 Abolished 7/1/10, 398 Abolished 7/1/13)**	378 398	8FR1 8FR2 8FR3	X/X	Blank	Blank	Y	8		N	N	N	N	N	N	**
Furlough Hours R06 - Fire Captain **(Abolished 4/1/11)**	385	8FR4 8FR5	X/X	Blank	Blank	Y	8		N	N	N	N	N	N	**

PAY DIFFERENTIAL AWARDS/BONUSES/ SPECIAL PAYS TITLE	PAY DIF #	EID	DAYS/ HOURS	SALARY RATE	GROSS	LOCKED IN	PMT TYPE	PMT SUFFIX	OT	IDL	EIDL	NDI	LS	Subject RETMT	Subject SDI
Health Care Classes-CDCR **(Abolished 9/1/16)**	302	8K85	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	Y	N
Health Facility Eval Nurse Travel Incentive	417	8HFT	Blank	Blank	Blank	N	8		N	N	N	N	N	N	Y
Healthcare Cash Benefit		GHCB	Blank	Blank	$$	N	G	HCB	Y	*	*	*	N	N	**
Hearing Reporter, Public Utilities Commission	69	AF	Blank	Blank	$$	N	A	F	N	N	N	N	N	Y	**
High Speed Rail Differential		8HSR	X/X	Blank	Blank	Y	8		N	Y	N	Y	**	Y	Y
Immediate Response Assignment Pay Differential		S2	Blank	Blank	$$	N	S	2	N	Y	N	N	N	Y	Y
Incentive Awards Program	65	9W	Blank	Blank	$$	N	9	W	N	N	N	N	N	N	N
Incentive Compensation Adjustment		9M	Blank	Blank	$$	N	9	M	N	N	N	N	N	N	Y
Incentive Program Awards		9I	Blank	Blank	$$	N	9	I	N	N	N	N	N	N	Y
Incident Command Assignment (ICA) Differential Pay	63	GM	Blank	Blank	$$	N	G	M	N	N	N	N	N	N	N
Incident Command Team (ICT) Differential Pay	64	GM	Blank	Blank	$$	N	G	M	N	N	N	N	N	N	N
Incident Management Assignment Differential **(Abolished 10/31/03)**	66	9Q	Blank	Blank	$$	N	9	Q	N	N	N	N	N	N	N
Increased Consultation & Lead Pay	284	8ICS 8ICT	X/X X/X	Blank Blank	Blank Blank	Y Y	8 8		Y Y	Y Y	N N	Y Y	Y Y	Y Y	N N
Information Technology Bureau of State Audits		GB	Blank	Blank	$$	N	G	B	N	N	N	N	N	N	Y

PAY DIFFERENTIAL AWARDS/BONUSES/ SPECIAL PAYS TITLE	PAY DIF #	EID	DAYS/ HOURS	SALARY RATE	GROSS	LOCKED IN	PMT TYPE	PMT SUFFIX	OT	IDL	EIDL	NDI	LS	Subject RETMT	Subject SDI
Institutional Worker Supervision Pay (IWSP) Differential	67	8IWA 8IWB 8IWC 8IWD 8IWS	X/X X/X X/X X/X X/X	Blank Blank Blank Blank Blank	Blank Blank Blank Blank Blank	Y Y Y Y Y	8 8 8 8 8		Y Y Y Y Y	Y Y Y Y Y	Y Y Y Y Y	N N N N N	N N N N N	** ** ** ** **	** ** ** ** **
Intermediate & Advanced P.O.S.T. Certification Stipend (CSU)		8ST0	Blank	Blank	Blank	N	8		Y	Y	Y	Y	Y	N	N
Intern Supervision Pay Differential	410	8ISP				N	8	I	N	Y	Y	Y	Y	N	Y
Investigator Pay	68	8U3	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
Investment Officer Performance Recognition	361	9I	Blank	Blank	$$	N	9	I	N	N	N	N	N	N	N
Judicial Branch Bonus Program		9J	Blank	Blank	$$	N	9	J	N	N	N	N	N	N	Y
Landscape Maintenance Lead Worker License Bonus **(Abolished 6/30/93)**		9U	Blank	Blank	$$	N	9	U	N	N	N	N	N	N	N
Lead Differential - Community Youth Resource Specialist **(Abolished 9/1/16)**	70	8LD	/X	Blank	Blank	N	8		Y	N	N	N	**	N	N
Licensed Investigator		8LI	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	Y

PAY DIFFERENTIAL AWARDS/BONUSES/ SPECIAL PAYS TITLE	PAY DIF #	EID	DAYS/ HOURS	SALARY RATE	GROSS	LOCKED IN	PMT TYPE	PMT SUFFIX	OT	IDL	EIDL	NDI	LS	Subject RETMT	Subject SDI
Limited Duration CEA Pay Differential	71	8C5	X/X	Blank	Blank	Y	8		N	Y	Y	N	N	N	N
		8C6	X/X	Blank	Blank	Y	8		N	Y	Y	N	N	N	N
		8C7	X/X	Blank	Blank	Y	8		N	Y	Y	N	N	N	N
		8C8	X/X	Blank	Blank	Y	8		N	Y	Y	N	N	N	N
		8C9	X/X	Blank	Blank	Y	8		N	Y	Y	N	N	N	N
		8C10	X/X	Blank	Blank	Y	8		N	Y	Y	N	N	N	N
		8C11	X/X	Blank	Blank	Y	8		N	Y	Y	N	N	N	N
		8C12	X/X	Blank	Blank	Y	8		N	Y	Y	N	N	N	N
		8C13	X/X	Blank	Blank	Y	8		N	Y	Y	N	N	N	N
		8C14	X/X	Blank	Blank	Y	8		N	Y	Y	N	N	N	N
Loaned Executive Compensation Differential Pay **(Abolished 7/1/07)**	72	8LEC	X/X	Blank	Blank	Y	8		N	Y	N	Y	**	Y	N
Long Term Differential	191 253	8LTA	X/X	Blank	Blank	Y	8		N	N	N	N	N	N	**
Long Term Satisfactory Service (CSU)		GR	Blank	Blank	$$	N	G	R	Y	N	N	N	N	N	N
Longevity Pay Differential	73 245	8LG1	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8LG2	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8LG3	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8LG4	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8LG5	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8LG7	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
Longevity Pay Differential	433	8LG2	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
Lottery Sales Incentive Bonus	74 75	9G	Blank	Blank	$$	N	9	G	N	N	N	N	N	N	**
Lump Sum Payments (CSU)		SB	Blank	Blank	$$	N	S	B	N	N	N	N	N	Y	N
M 1000 Skill Pay Differential	192	8WP1	Blank	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	Y
		8WP2	Blank	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	Y

PAY DIFFERENTIAL AWARDS/BONUSES/ SPECIAL PAYS TITLE	PAY DIF #	EID	DAYS/ HOURS	SALARY RATE	GROSS	LOCKED IN	PMT TYPE	PMT SUFFIX	OT	IDL	EIDL	NDI	LS	Subject RETMT	Subject SDI
M 1000 Skill Pay Differential And Have Night shift	86	AE	Blank	Blank	$$	N	A	E	Y	Y	Y	Y	Y	Y	Y
Madrid-Health Care **(Abolished 9/1/06)**	298	8MAD	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	Y
Madrid-Temporary Out-of-Class **(Abolished 9/1/16)**	319	8MAO	X/X	Blank	Blank	Y	8		Y	Y	Y	N	N	N	Y
Managerial Pay Differential (Jud. Council)		8MPD	X/X	Blank	Blank	Y	8		Y	Y	Y	N	N	N	N
Managerial Performance Appraisal System (MPAS) Bonds		9A	Blank	Blank	$$	N	9	A	N	N	N	N	N	N	Y
Managerial Salary Continuance Differential		8MP1 8MP2 8MP3 8MP4 8MP5	X/X X/X X/X X/X X/X	Blank Blank Blank Blank Blank	Blank Blank Blank Blank Blank	Y Y Y Y Y	8 8 8 8 8		N N N N N	Y Y Y Y Y	Y Y Y Y Y	Y Y Y Y Y	** ** ** ** **	Y Y Y Y Y	Y Y Y Y Y
Medical Certificate Recognition	265	8MC 8MCR	X/X X/X	Blank Blank	Blank Blank	Y Y	8 8		N N	Y Y	N N	Y Y	** **	Y Y	N N
Medical Consultant Bonus Plan	215	AA	Blank	Blank	$$	N	A	A	N	N	N	N	N	Y	N
Medical Officer of the Day	76	GH	Blank	Blank	$$	N	G	H	N	Y	Y	Y	Y	N	N
Medical Technical Assistant License Bonus	77	GI	Blank	Blank	$$	N	G	I	N	N	N	N	N	N	N
Merit Awards		9M	Blank	Blank	$$	N	9	M	N	N	N	N	N	N	Y
Meritorious Performance and Professional Promise Award (CSU)		SP	Blank	Blank	$$	N	S	P	N	N	N	N	N	Y	N
Meta Instructor Pay	78	8MET	Blank	Blank	Blank	N	8		Y	N	N	N	N	Y	N
Mobile Crane Operator Certification	297	8OP1 8OP2	X/X X/X	Blank Blank	Blank Blank	Y Y	8 8		Y Y	Y Y	N N	Y Y	Y Y	Y Y	N N

PAY DIFFERENTIAL AWARDS/BONUSES/ SPECIAL PAYS TITLE	PAY DIF #	EID	DAYS/ HOURS	SALARY RATE	GROSS	LOCKED IN	PMT TYPE	PMT SUFFIX	OT	IDL	EIDL	NDI	LS	Subject RETMT	Subject SDI
Mortgage Insurance Marketing Bonus **(Abolished 9/1/16)**	79	9O	Blank	Blank	$$	N	9	O	Y	N	N	N	N	N	N
Mortgage Insurance Profit Bonus **(Abolished 12/1/14)**	80	9O	Blank	Blank	$$	N	9	O	Y	N	N	N	N	N	**
Motorcycle Differential Pay **(8M1 Abolished 7/1/06)**	81	8M 8M1	X/X X/X	Blank Blank	Blank Blank	Y Y	8 8		Y Y	Y Y	Y Y	Y Y	Y Y	Y Y	N N
Motorcycle Differential Pay	82	8M2 AJ	/X /X	Blank Blank	Blank $$	N N	8 A	 J	Y Y	N N	N N	N N	N N	Y Y	N N
Mounted Patrol, California State Fair and Exposition	83	8MP	X/	Blank	Blank	N	8		N	N	N	N	N	Y	N
National Judicial College Differential Pay	84	8NJC	X/X	Blank	Blank	Y	8		N	Y	N	Y	**	Y	N
Night Shift Differential **(AE-Abolished 10/1/18)**	86	8PEH 8PNH 8PRE 8PRN AE	/X /X X/X X/X Blank	Blank Blank Blank Blank Blank	Blank Blank Blank Blank $$	Y Y Y Y Y	8 8 8 8 8		Y Y Y Y Y	Y Y Y Y Y	N N N N N	Y Y Y Y Y	Y Y Y Y Y	Y Y Y Y Y	** ** ** ** **
Non-Commercial Subsistence	208	GM	Blank	Blank	$$	N	G	B	N	N	N	N	N	N	N
Noon-Licensed Classification Bonus	87	GJ	Blank	Blank	$$	N	G	J	N	N	N	N	N	N	N
Nursing Consultant, Program Review-Plata	317	8P86	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	Y	N
Office Services Supervisor I (Typing) Differential **(Abolished 7/1/06)**	264	8OSS	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
Officer-In-Charge Pay	88	8F1	X/	Blank	Blank	N	8		Y	N	N	N	N	Y	N

PAY DIFFERENTIAL AWARDS/BONUSES/ SPECIAL PAYS TITLE	PAY DIF #	EID	DAYS/ HOURS	SALARY RATE	GROSS	LOCKED IN	PMT TYPE	PMT SUFFIX	OT	IDL	EIDL	NDI	LS	Subject RETMT	Subject SDI
On Call Differential Pay	89	8P2 8P3	Blank Blank	Blank Blank	Blank Blank	N N	8 8		Y Y	N N	N N	N N	N N	N N	N N
On Call and Call Back Differential Pay - Excluded **(Abolished 7/1/15)**	408	9OC 9OCB	Blank Blank	Blank Blank	$$ $$	N N	9 9	O O	N N	N N	N N	N N	N N	N N	N N
Out-Of-State Differential Pay	102	8W 8W2 8W3 8W4	X/X X/X X/X X/X	Blank Blank Blank Blank	Blank Blank Blank Blank	Y Y Y Y	8 8 8 8		Y Y Y Y	Y Y Y Y	Y Y Y Y	Y Y Y Y	Y Y Y Y	Y Y Y Y	** N N N
Out-Of-State Relocation Pay Differential	103	8J2	X/	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
Overtime Meal Money		95	Blank	Blank	$$	N	9	5	Y	N	N	N	N	N	**
Paramedic Pay	193	8PP	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
Paramedic Recruitment & Retention	247	SJ	Blank	Blank	$$	N	S	J	Y	N	N	N	N	Y	N
Park Maintenance Chief III Differential	104	8MC1 8MC2 8MC3 8MC4	X/X X/X X/X X/X	Blank Blank Blank Blank	Blank Blank Blank Blank	Y Y Y Y	8 8 8 8		N N N N	Y Y Y Y	Y Y Y Y	Y Y Y Y	** ** ** **	Y Y Y Y	N N N N
Passenger Endorsement Equity Pay	227	AC	Blank	Blank	$$	N	A	C	N	N	N	N	N	Y	N
Passenger Endorsement Pay	228	8PE	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
Pension Program Representative Differential	105	8PPR	X/X	Blank	Blank	Y	8		Y	Y	N	Y	Y	Y	Y
Per Diem (Legislators)		8PD	X/	Blank	Blank	N	8		N	N	N	N	N	N	N
Per Diem (CIRM)		8PDC	X/X	Blank	Blank	N	8		N	N	N	N	N	N	N

PAY DIFFERENTIAL AWARDS/BONUSES/ SPECIAL PAYS TITLE	PAY DIF #	EID	DAYS/ HOURS	SALARY RATE	GROSS	LOCKED IN	PMT TYPE	PMT SUFFIX	OT	IDL	EIDL	NDI	LS	Subject RETMT	Subject SDI
Per Diem - CDCR Realignment	395	8PD1	X/	Blank	Blank	N	8		N	N	N	N	N	N	N
		8PD2	X/												
		8PD3	X/												
		8PD4	X/												
		8PD5	X/												
		8PD6	X/												
		8PD7	Blank												
		8PD8	Blank												
Perez Dental Directors Staged Persability (8PZS, 8PZU, 8PZW termed 6/30/08) (8PZX; 8PZY; 8PZZ termed 6/30/09) (8PZV added 7/1/09)	349	8PZS	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	Y	N
		8PZT	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	Y	N
		8PZU	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	Y	N
		8PZV	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	Y	N
		8PZW	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	Y	N
		8PZX	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	Y	N
		8PZY	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	Y	N
		8PZZ	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	Y	N
Perez Dental Directors Staged Non-Persability (8PZ2, 8PZ6, 8PZ8, 8PZ9 termed 6/30/08) (8PZ3; 8PZ5; 8PZ7 termed 06/30/09) **(Abolished 6/30/09)**	350	8PZ2	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8PZ3	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8PZ5	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8PZ6	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8PZ7	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8PZ8	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8PZ9	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N

PAY DIFFERENTIAL AWARDS/BONUSES/ SPECIAL PAYS TITLE	PAY DIF #	EID	DAYS/ HOURS	SALARY RATE	GROSS	LOCKED IN	PMT TYPE	PMT SUFFIX	OT	IDL	EIDL	NDI	LS	Subject RETMT	Subject SDI
Perez Equity-Staged Pers (8Z1-8Z8 termed 6/30/08) (8Z9-8Z12 termed 6/30/09)	366	8Z1	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8Z2	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8Z3	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8Z4	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8Z5	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8Z6	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8Z7	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8Z8	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8Z9	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8Z10	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8Z11	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8Z12	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
Perez Staged Persability (8X10-8X18 termed 3/31/08) (8X19-8X23 termed 3/31/09)	346	8X10	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8X11	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8X12	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8X13	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8X14	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8X15	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8X16	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8X17	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8X18	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8X19	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8X20	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8X21	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8X22	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8X23	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
Performance Based Compensation/Superior Performance Bonus		S9	Blank	Blank	$$	N	S	9	N	N	N	N	N	Y	Y

PAY DIFFERENTIAL AWARDS/BONUSES/ SPECIAL PAYS TITLE	PAY DIF #	EID	DAYS/ HOURS	SALARY RATE	GROSS	LOCKED IN	PMT TYPE	PMT SUFFIX	OT	IDL	EIDL	NDI	LS	Subject RETMT	Subject SDI
Performance-Based Lump Sum Bonus (Exempt employees) (CSU)		S6	Blank	Blank	$$	N	S	6	N	N	N	N	N	Y	N
Performance -Based Lump Sum Bonus (Non-exempt employees) (CSU)		SF	Blank	Blank	$$	N	S	F	Y	N	N	N	N	Y	N
Performance-Based Lump Sum Bonus (CSU)		GK GL	Blank Blank	Blank Blank	$$ $$	N N	G G	K L	Y Y	N N	N N	N N	N N	N N	N N
Performance Recognition-CalSTRS, CalPERS & Exempt	287 299	9M	Blank	Blank	$$	N	9	M	N	N	N	N	N	N	N
Permanent Intermittent Vacation Pay-Out Differential	263	9V	Blank	Blank	$$	N	S	6	N	N	N	N	N	N	**
Personal Holiday Buy Back (Pay Only)		9P	Blank	Blank	$$	N	9	P	N	N	N	N	N	N	Y
Personal Leave Buy Back - Excluded Employees (Pay Only)		99	/X	Blank	Blank	N	1	P	N	N	N	N	N	N	Y
Personnel Leave - Cash Out (Pay Only) Civil Service		99	/X	Blank	Blank	N	1	P	N	N	N	N	N	N	Y
Personnel Leave Program **(Abolished 7/1/13)**	273 279 386	8PLP 8PLF 8PLG 8PL2 8PL3 8PL9	X/X X/X X/X X/X X/X X/X	Blank Blank Blank Blank Blank Blank	Blank Blank Blank Blank Blank Blank	Y Y Y Y Y Y	8 8 8 8 8 8	N N N N N N	N N N N N N	N N N N N N	N N N N N N	N N N N N N	N N N N N N	Y Y Y Y Y Y	N N N N N N
Unit 6 Personnel Leave Program **(Abolished 7/1/13)**	386	8PL6 8PL7 8PL8	X/X	Blank	Blank	Y	8		N	N	N	N	N	Y	N

PAY DIFFERENTIAL AWARDS/BONUSES/ SPECIAL PAYS TITLE	PAY DIF #	EID	DAYS/ HOURS	SALARY RATE	GROSS	LOCKED IN	PMT TYPE	PMT SUFFIX	OT	IDL	EIDL	NDI	LS	Subject RETMT	Subject SDI
Personnel Management Technician/Analyst Bonus Pay **(Abolished 5/1/02)**	107	9M	Blank	Blank	$$	N	9	M	N	N	N	N	N	N	N
Personnel Management Technician/Analyst Recognition Pay **(Abolished 5/1/02)**	106	8PMA 8PMT	X/X X/X	Blank Blank	Blank Blank	Y Y	8 8		Y Y	Y Y	N N	N N	** **	Y Y	N N
Pharmaceutical Consultant Pay	269	8PCP 8PC4	X/X X/X	Blank Blank	Blank Blank	Y Y	8 8		N N	Y Y	Y Y	Y Y	Y Y	Y Y	N N
Phlebotomy Certification	296	8BLD	Blank	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	Y
Physical Fitness Incentive Pay (60 qualifying months or more)	108	8PF1 8PF2	Blank Blank	Blank Blank	Blank Blank	Y Y	8 8		Y Y	Y Y	Y Y	Y Y	N N	N N	N N
Physical Fitness Incentive Pay (less than 60 qualifying months)	108	8PF3 8PF4	Blank Blank	Blank Blank	Blank Blank	Y Y	8 8		Y Y	Y Y	Y Y	Y Y	N N	N N	N N
Physical Fitness/Housing Stipend **(Abolished 6/30/16)**	380	8PF5 8PF6 8PF7 8PF8	Blank Blank Blank Blank	Blank Blank Blank Blank	Blank Blank Blank Blank	Y Y Y Y	8 8 8 8		Y Y Y Y	Y Y Y Y	Y Y Y Y	Y Y Y Y	N N N N	N N N N	N N N N
Physical Fitness Incentive Pay **(8C3-Abolished 10/1/16) (8C4 - Exp. 3/31/00)**	109	8C3 8C4	Blank Blank	Blank Blank	Blank Blank	N Y	8 8		Y Y	N N	Y Y	N N	N N	N N	N N
Physical Performance Incentive Pay	111 112	8E 8L1	Blank Blank	Blank Blank	Blank Blank	Y Y	8 8		Y Y	Y Y	N N	Y Y	Y Y	Y Y	N N
Physical Performance Incentive Pay (60 months or more), Advanced Education Differential and Bilingual Differential Pay	113	8BEP 8PEB	X/X X/X	Blank Blank	Blank Blank	Y Y	8 8		Y Y	Y Y	Y Y	Y Y	Y Y	Y Y	N N

PAY DIFFERENTIAL AWARDS/BONUSES/ SPECIAL PAYS TITLE	PAY DIF #	EID	DAYS/ HOURS	SALARY RATE	GROSS	LOCKED IN	PMT TYPE	PMT SUFFIX	OT	IDL	EIDL	NDI	LS	Subject RETMT	Subject SDI
Physical Performance Incentive Pay (less than 60 months), Advanced Education Differential and Bilingual Differential Pay	113	8BPE 8PBE	X/X X/X	Blank Blank	Blank Blank	Y Y	8 8		Y Y	Y Y	Y Y	Y Y	Y Y	Y Y	N N
Physical Performance Incentive Pay, (60 months or more) Advanced Education Pay and Motorcycle Pay **(Abolished 7/1/06)**	114	8PEC 8PEM	X/X X/X	Blank Blank	Blank Blank	Y Y	8 8		Y Y	Y Y	Y Y	Y Y	Y Y	Y Y	N N
Physical Performance Incentive Pay (Less than 60 months) Advanced Education and Motorcycle Pay **(Abolished 7/1/06)**	114	8PCE 8PME	X/X X/X	Blank Blank	Blank Blank	Y Y	8 8		Y Y	Y Y	Y Y	Y Y	Y Y	Y Y	N N
Physical Performance Incentive; Advanced Education; Motorcycle and Bilingual Differential Pay **(Abolished 7/1/06)**	115	8BEM	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
Physical Performance Incentive Pay **(Abolished 3/31/00)**		8E1	X/X	Blank	Blank	N	8		N	N	N	N	N	Y	N
Physical Performance (60 months or more) Incentive Pay and Motorcycle Differential Pay **(Abolished 7/1/06)**	117	8PM	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N

PAY DIFFERENTIAL AWARDS/BONUSES/ SPECIAL PAYS TITLE	PAY DIF #	EID	DAYS/ HOURS	SALARY RATE	GROSS	LOCKED IN	PMT TYPE	PMT SUFFIX	OT	IDL	EIDL	NDI	LS	Subject RETMT	Subject SDI
Physical Performance Incentive Pay and Motorcycle Differential Excluded Employees	118	8PM	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
Physical Performance Incentive Pay; Motorcycle Pay; Bilingual Pay Differential **(Abolished 7/1/06)**	275	8EBM	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
Physical Performance Incentive Pay and Bilingual Differential	116	8X1 8H2	X/X X/X	Blank Blank	Blank Blank	Y Y	8 8		Y Y	N N	N N	Y Y	Y Y	Y Y	N N
Pile Load Testing Differential	255	8PLT	/X	Blank	Blank	N	8		Y	Y	N	N	N	Y	Y
Plant Experience Recruitment and Retention	436	8PX1 8PX2 8PX3	XX/XX	Blank	Blank	N	8		Y	Y	Y	Y	Y	Y	N

PAY DIFFERENTIAL AWARDS/BONUSES/ SPECIAL PAYS TITLE	PAY DIF #	EID	DAYS/ HOURS	SALARY RATE	GROSS	LOCKED IN	PMT TYPE	PMT SUFFIX	OT	IDL	EIDL	NDI	LS	Subject RETMT	Subject SDI
Plata Equity Staged Persability (8P64-8P75 termed 6/30/08) (8P58-8P63 termed 6/30/09)	370	8P58	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8P59	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8P60	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8P61	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8P62	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8P63	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8P64	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8P65	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8P66	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8P67	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8P68	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8P69	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8P70	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8P71	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8P72	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8P73	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8P74	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8P75	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
Plata-Temporary Differential-Statewide Medical Director	341	8P76	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	Y	N
		8P77	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	Y	N
		8P78	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	Y	N

PAY DIFFERENTIAL AWARDS/BONUSES/ SPECIAL PAYS TITLE	PAY DIF #	EID	DAYS/ HOURS	SALARY RATE	GROSS	LOCKED IN	PMT TYPE	PMT SUFFIX	OT	IDL	EIDL	NDI	LS	Subject RETMT	Subject SDI
Plata II Equity-Health Care-CDCR DJJ Recruitment and Retention (8P88, 8P89, 8P94, 8P96, 8P99 termed 7/1/06) (8P81-8P84 termed 9/1/06) (8P90, 8P98 termed 3/1/07)	310	8P81	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	Y
		8P82	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	Y
		8P83	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	Y
		8P84	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	Y
		8P85	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	Y
		8P88	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	Y
		8P89	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	Y
		8P90	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8P94	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	Y
		8P98	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8P99	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	Y
Plata II Equity-Health Care-DMH Recruitment and Retention (8P87-8P89, 8P94-8P96, 8P99 termed 7/1/06) (8P80-8P85, 8P90, 8P98 termed 12/31/07)	314	8P79	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8P80	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	Y
		8P81	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	Y
		8P82	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	Y
		8P83	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	Y
		8P84	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	Y
		8P85	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	Y
		8P87	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	Y
		8P88	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	Y
		8P89	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	Y
		8P90	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	Y
		8P94	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	Y
		8P95	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	Y
		8P96	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	Y
		8P99	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	Y
		8P98	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	Y
		8P99	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	Y

PAY DIFFERENTIAL AWARDS/BONUSES/ SPECIAL PAYS TITLE	PAY DIF #	EID	DAYS/ HOURS	SALARY RATE	GROSS	LOCKED IN	PMT TYPE	PMT SUFFIX	OT	IDL	EIDL	NDI	LS	Subject RETMT	Subject SDI
Plata/Perez Equity Staged PERS (8Z13-8Z99, 8ZA1-8ZA8 termed 12/31/08) (8ZA9, 8ZAA-8ZAH, 8ZAJ-8ZAN, 8ZAP-8ZAQ termed 12/31/09)	389	8ZAA	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8ZAB	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8ZAC	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8ZAD	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8ZAE	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8ZAF	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8ZAG	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8ZAH	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8ZAJ	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8ZAK	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8ZAL	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8ZAM	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**

PAY DIFFERENTIAL AWARDS/BONUSES/ SPECIAL PAYS TITLE	PAY DIF #	EID	DAYS/ HOURS	SALARY RATE	GROSS	LOCKED IN	PMT TYPE	PMT SUFFIX	OT	IDL	EIDL	NDI	LS	Subject RETMT	Subject SDI
Plata/Perez Equity Staged PERS (8Z13-8Z99, 8ZA1-8ZA8 termed 12/31/08) (8ZA9, 8ZAA-8ZAH, 8ZAJ-8ZAN, 8ZAP-8ZAQ termed 12/31/09)		8ZAN	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8ZAP	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8ZAQ	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8ZA1	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8ZA2	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8ZA3	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8ZA4	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8ZA5	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8ZA6	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8ZA7	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8ZA8	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8ZA9	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z13	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z14	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z15	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z16	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z17	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z18	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z19	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z20	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z21	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z22	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z23	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z24	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z25	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z26	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**

PAY DIFFERENTIAL AWARDS/BONUSES/ SPECIAL PAYS TITLE	PAY DIF #	EID	DAYS/ HOURS	SALARY RATE	GROSS	LOCKED IN	PMT TYPE	PMT SUFFIX	OT	IDL	EIDL	NDI	LS	Subject RETMT	Subject SDI
Plata/Perez Equity Staged PERS (8Z13-8Z99, 8ZA1-8ZA8 termed 12/31/08) (8ZA9, 8ZAA-8ZAH, 8ZAJ-8ZAN, 8ZAP-8ZAQ termed 12/31/09)		8Z27	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z28	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z29	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z30	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z31	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z32	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z33	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z34	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z35	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z36	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z37	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z38	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z39	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z40	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z41	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z42	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z43	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z44	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z45	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z46	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z47	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z48	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z49	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z50	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z51	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z52	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**

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Plata/Perez Equity Staged PERS (8Z13-8Z99, 8ZA1-8ZA8 termed 12/31/08) (8ZA9, 8ZAA-8ZAH, 8ZAJ-8ZAN, 8ZAP-8ZAQ termed 12/31/09)		8Z53	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z54	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z55	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z56	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z57	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z58	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z59	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z60	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z61	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z62	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z63	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z64	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z65	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z66	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z67	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z68	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z69	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z70	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z71	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z72	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z73	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z74	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z75	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z76	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z77	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z78	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**

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Plata/Perez Equity Staged PERS (8Z13-8Z99, 8ZA1-8ZA8 termed 12/31/08) (8ZA9, 8ZAA-8ZAH, 8ZAJ-8ZAN, 8ZAP-8ZAQ termed 12/31/09)		8Z79	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z80	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z81	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z83	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z84	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z85	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z86	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z87	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z88	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z89	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z90	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z91	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z92	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z93	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z94	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z95	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z96	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z97	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z98	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**
		8Z99	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	**

PAY DIFFERENTIAL AWARDS/BONUSES/ SPECIAL PAYS TITLE	PAY DIF #	EID	DAYS/ HOURS	SALARY RATE	GROSS	LOCKED IN	PMT TYPE	PMT SUFFIX	OT	IDL	EIDL	NDI	LS	Subject RETMT	Subject SDI
Podiatrist Staged Pers (8P50-8P57 termed 12/31/08) (8P42-8P49 termed 12/31/09)	372	8P42	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8P43	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8P44	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8P45	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8P46	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8P47	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8P48	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8P49	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8P50	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8P51	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8P52	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8P53	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8P54	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8P55	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8P56	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
		8P57	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	N	N
Pre and Post Work Shift Activities	327	8AC1	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
Principal Deputy Legislative Council **(Abolished 7/1/06)**	251	8PDL	X/X	Blank	Blank	Y	8		N	Y	N	Y	Y	Y	N
Principal Librarian Differential Excluded Employee	120	8PL	X/X	Blank	Blank	Y	8		Y	Y	N	Y	Y	Y	N
		8PLD	X/X	Blank	Blank	Y	8		Y	Y	N	Y	Y	Y	N
Printer I, State Compensation Insurance Fund Skill Pay	121	8F3	/X	Blank	Blank	N	8		Y	N	N	N	N	Y	Y
Prison Industries Administrator Pay Differential **(Abolished 8/31/03)**	123	8PI	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	Y	N

PAY DIFFERENTIAL AWARDS/BONUSES/ SPECIAL PAYS TITLE	PAY DIF #	EID	DAYS/ HOURS	SALARY RATE	GROSS	LOCKED IN	PMT TYPE	PMT SUFFIX	OT	IDL	EIDL	NDI	LS	Subject RETMT	Subject SDI
Prison Industry Authority - Enterprise Pay	122	8ENT	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
Professional Certification Pay	126	9E	Blank	Blank	$$	N	9	E	Y	N	N	N	N	N	**
Professional/Competency Pay **(Abolished 6/30/02)**	127	8PC1 8PC2 8PC3	Blank Blank Blank	Blank Blank Blank	Blank Blank Blank	N N N	8 8 8		N N N	Y Y Y	N N N	N N N	N N N	N N N	N N N
Professional Competency Pay	128	9E	Blank	Blank	$$	N	9	E	Y	N	N	N	N	N	N
Professional Development Incentive	252	9E	Blank	Blank	$$	N	9	E	N	N	N	N	N	N	Y
Professional Development Incentive **(Abolished 7/2/03)**	238	9M	Blank	Blank	$$	N	9	M	N	N	N	N	N	N	N
Project Certificate Incentive Program	119	SV	Blank	Blank	$$	N	S	V	Y	Y	Y	Y	Y	Y	N
Psychiatric Technician Educational Reimbursement	250	GB	Blank	Blank	$$	N	G	B	N	N	N	N	N	N	N
Psychologist and Chief Psychologist-CalHR Recruitment & Retention **(Abolished 9/1/15)**	362	8RR8 8RR9	X/X X/X	Blank Blank	Blank Blank	Y Y	8 8		N N	Y Y	N N	Y Y	Y Y	Y Y	N N
Public Safety Dispatcher-in-Charge	37	8OIC	X/X	Blank	Blank	N	8		Y	N	N	N	N	Y	N
Radiologic Technologist	321	8RT	X/X	Blank	Blank	Y	8		Y	Y	N	Y	N	N	Y
Project Manager Zone Assignment-Zone 3	387	8ZN3	Blank	Blank	Blank	Y	8		N	N	N	N	N	Y	Y
Project Manager Zone Assignment –Zone 4	387	8ZN4	Blank	Blank	Blank	Y	8		N	N	N	N	N	Y	Y

PAY DIFFERENTIAL AWARDS/BONUSES/ SPECIAL PAYS TITLE	PAY DIF #	EID	DAYS/ HOURS	SALARY RATE	GROSS	LOCKED IN	PMT TYPE	PMT SUFFIX	OT	IDL	EIDL	NDI	LS	Subject RETMT	Subject SDI
Receiver's Office Temporary CEA	377	8R10	X/X	Blank	Blank	Y	8		N	Y	Y	Y	N	Y	N
		8R11	X/X	Blank	Blank	Y	8		N	Y	Y	Y	N	Y	N
		8R12	X/X	Blank	Blank	Y	8		N	Y	Y	Y	N	Y	N
		8R13	X/X	Blank	Blank	Y	8		N	Y	Y	Y	N	Y	N
		8R14	X/X	Blank	Blank	Y	8		N	Y	Y	Y	N	Y	N
		8R15	X/X	Blank	Blank	Y	8		N	Y	Y	Y	N	Y	N
		8R16	X/X	Blank	Blank	Y	8		N	Y	Y	Y	N	Y	N
		8R17	X/X	Blank	Blank	Y	8		N	Y	Y	Y	N	Y	N
		8R18	X/X	Blank	Blank	Y	8		N	Y	Y	Y	N	Y	N
		8R19	X/X	Blank	Blank	Y	8		N	Y	Y	Y	N	Y	N
		8R20	X/X	Blank	Blank	Y	8		N	Y	Y	Y	N	Y	N
		8R21	X/X	Blank	Blank	Y	8		N	Y	Y	Y	N	Y	N
		8R22	X/X	Blank	Blank	Y	8		N	Y	Y	Y	N	Y	N
		8R23	X/X	Blank	Blank	Y	8		N	Y	Y	Y	N	Y	N
		8R24	X/X	Blank	Blank	Y	8		N	Y	Y	Y	N	Y	N
		8R25	X/X	Blank	Blank	Y	8		N	Y	Y	Y	N	Y	N
		8R26	X/X	Blank	Blank	Y	8		N	Y	Y	Y	N	Y	N
		8R27	X/X	Blank	Blank	Y	8		N	Y	Y	Y	N	Y	N
		8R28	X/X	Blank	Blank	Y	8		N	Y	Y	Y	N	Y	N
		8R29	X/X	Blank	Blank	Y	8		N	Y	Y	Y	N	Y	N
Recruitment and Retention Differential Pay	136 150	8AGN	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	**	N
Recruitment and Retention (M16, R16, R17, R19)	413	8CHS	X/X	Blank	Blank	Y	8		**	Y	Y	Y	Y	Y	**
		8CHT	X/X	Blank	Blank	Y	8		**	Y	Y	Y	Y	Y	**
		8CHU	X/X	Blank	Blank	Y	8		**	Y	Y	Y	Y	Y	**

PAY DIFFERENTIAL AWARDS/BONUSES/ SPECIAL PAYS TITLE	PAY DIF #	EID	DAYS/ HOURS	SALARY RATE	GROSS	LOCKED IN	PMT TYPE	PMT SUFFIX	OT	IDL	EIDL	NDI	LS	Subject RETMT	Subject SDI
Recruitment and Retention-Coleman **(8CL2; 8CLF & 8CLG Abolished 12/31/06) (323 Abolished 1/1/07)**	320	8CL1	X/X	Blank	Blank	Y	8	Y	Y	Y	Y	Y	Y	Y	N
	322	8CL2	X/X	Blank	Blank	Y	8	Y	Y	Y	Y	Y	Y	Y	N
	323	8CL3	X/X	Blank	Blank	Y	8	Y	Y	Y	Y	Y	Y	Y	N
		8CL4	X/X	Blank	Blank	Y	8	Y	Y	Y	Y	Y	Y	Y	N
		8CL5	X/X	Blank	Blank	Y	8	Y	Y	Y	Y	Y	Y	N	N
		8CL6	X/X	Blank	Blank	Y	8	Y	Y	Y	Y	Y	Y	N	N
		8CL7	X/X	Blank	Blank	Y	8	Y	Y	Y	Y	Y	Y	N	N
		8CL8	X/X	Blank	Blank	Y	8	Y	Y	Y	Y	Y	Y	Y	N
		8CL9	X/X	Blank	Blank	Y	8	Y	Y	Y	Y	Y	Y	Y	N
		8CLA	X/X	Blank	Blank	Y	8	Y	Y	Y	Y	Y	Y	Y	N
		8CLB	X/X	Blank	Blank	Y	8	Y	Y	Y	Y	Y	Y	N	N
		8CLC	X/X	Blank	Blank	Y	8	Y	Y	Y	Y	Y	Y	N	N
		8CLD	X/X	Blank	Blank	Y	8	Y	Y	Y	Y	Y	Y	Y	N
		8CLE	X/X	Blank	Blank	Y	8	Y	Y	Y	Y	Y	Y	Y	N
		8CLF	X/X	Blank	Blank	Y	8	Y	Y	Y	Y	Y	Y	Y	N
		8CLG	X/X	Blank	Blank	Y	8	Y	Y	Y	Y	Y	Y	Y	N
		8CLK	X/X	Blank	Blank	Y	8	Y	Y	Y	Y	Y	Y	Y	N
Recruitment and Retention-Coleman Limited Duration **(Abolished 12/31/06)**	345	8CLJ	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
Recruitment and Retention-Corridor Project Director	309	8CP	X/X	Blank	Blank	Y	8		N	Y	Y	Y	N	Y	N
Recruitment and Retention; Canine; Education Pay	282	8CRA	X/X	Blank	Blank	Y	8		N	Y	N	N	N	Y	N
		8CRB	X/X	Blank	Blank	Y	8		N	Y	N	N	N	Y	N
Recruitment and Retention-CDCR **(Abolished 3/1/09)**	391	8CRT	X/X	Blank	Blank	Y	8		Y	Y	N	Y	Y	Y	**

PAY DIFFERENTIAL AWARDS/BONUSES/ SPECIAL PAYS TITLE	PAY DIF #	EID	DAYS/ HOURS	SALARY RATE	GROSS	LOCKED IN	PMT TYPE	PMT SUFFIX	OT	IDL	EIDL	NDI	LS	Subject RETMT	Subject SDI
Recruitment and Retention-DOF	352	8FN1 8FN2 8FN3 8FN4	X/X X/X X/X X/X	Blank Blank Blank Blank	Blank Blank Blank Blank	Y Y Y Y	8 8 8 8		Y Y Y Y	Y Y Y Y	N N N N	Y Y Y Y	Y Y Y Y	N Y Y Y	** N N N
Recruitment and Retention Differential Pay – HAZMAT (Hazardous Materials)	143	8HAZ	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
Recruitment and Retention Differential Pay	136 139 140 145 147 148 150 151 154 155 156 257 291	8K	X/X	Blank	Blank	Y	8		VARIES BY BARGAINING UNIT	VARIES BY BARGAINING UNIT	VARIES BY BARGAINING UNIT	VARIES BY BARGAINING UNIT	VARIES BY BARGAINING UNIT	VARIES BY BARGAINING UNIT	VARIES BY BARGAINING UNIT
Recruitment and Retention Differential (8KA termed)		8KA 8KB	X/X X/X	Blank Blank	Blank Blank	Y Y	8 8		N Y	N Y	N Y	N Y	N Y	Y Y	Y Y
Recruitment and Retention Differential		8JC	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	Y
Recruitment and Retention Differential Housing Stipend **(Abolished 9/1/97)**		8KD	X/X	Blank	Blank	Y	8		N	N	N	N	N	N	Y

PAY DIFFERENTIAL AWARDS/BONUSES/ SPECIAL PAYS TITLE	PAY DIF #	EID	DAYS/ HOURS	SALARY RATE	GROSS	LOCKED IN	PMT TYPE	PMT SUFFIX	OT	IDL	EIDL	NDI	LS	Subject RETMT	Subject SDI
Recruitment and Retention Differential-Housing Stipend	155	8KE	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	**	N	N
Recruitment and Retention Differential	154	8KR	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
Recruitment and Retention Differential **(Abolished)**		8KS	X/	Blank	Blank	Y	8		Y	Y	Y	N	Y	Y	Y
Recruitment and Retention	318	8KSC	X/X	Blank	Blank	Y	8		N	Y	N	Y	Y	Y	Y
Recruitment and Retention Differential – Housing Stipend	156	8K1	X/	Blank	Blank	Y	8		Y	N	Y	Y	N	N	Y
Recruitment and Retention Differential	150 154	8K2	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
Recruitment and Retention - Presiding Workers Compensation Judge	158	8K3	X/X	Blank	Blank	Y	8		Y	Y	N	Y	Y	Y	N
Recruitment and Retention Differential	146	8K4	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	**
Recruitment and Retention Differential		8K5	X/X	Blank	Blank	N	8		Y	Y	Y	Y	Y	Y	Y
Recruitment and Retention Differential **(Abolished 7/1/06)**	138	8KS 8K7	X/X X/X	Blank Blank	Blank Blank	Y Y	8 8		N N	Y Y	N N	Y Y	N N	Y Y	N N
Recruitment and Retention Differential (EID termed 12/31/07)	150	8K8	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N

PAY DIFFERENTIAL AWARDS/BONUSES/ SPECIAL PAYS TITLE	PAY DIF #	EID	DAYS/ HOURS	SALARY RATE	GROSS	LOCKED IN	PMT TYPE	PMT SUFFIX	OT	IDL	EIDL	NDI	LS	Subject RETMT	Subject SDI
Recruitment and Retention Differential – California Medical Facility **(Abolished)**		8K9	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	Y
Recruitment and Retention Geographic Differential	142	8K10 8K11	X/X X/X	Blank Blank	Blank Blank	Y Y	8 8		Y Y	Y Y	Y Y	Y Y	Y Y	Y Y	N N
Recruitment and Retention Geographic Differential	432	8K10	X/X	Blank	Blank	N	8		Y	Y	Y	Y	Y	N	N
Recruitment and Retention Differential **(Abolished 3/1/07)**		8K12	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
Recruitment and Retention Differential	150	8K13	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
Recruitment and Retention Differential (EID termed 12/31/07)	154	8K14	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
Recruitment and Retention Differential	150 154	8K15	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
Recruitment and Retention Differential **(Abolished)**		8K16	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
Recruitment and Retention Differential **(Abolished 2/28/07)**		8K17	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	Y
Recruitment and Retention Differential	150 151 232	8K18	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
Recruitment and Retention Differential (EID termed 12/31/07)	154	8K19	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N

PAY DIFFERENTIAL AWARDS/BONUSES/ SPECIAL PAYS TITLE	PAY DIF #	EID	DAYS/ HOURS	SALARY RATE	GROSS	LOCKED IN	PMT TYPE	PMT SUFFIX	OT	IDL	EIDL	NDI	LS	Subject RETMT	Subject SDI
Recruitment and Retention Differential – Medical Record Director **(Abolished 1/1/08)**	153	8K20	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
Recruitment and Retention Differential	141	8K21 8K22	X/X X/X	Blank Blank	Blank Blank	Y Y	8 8		Y Y	Y Y	N N	Y Y	Y Y	Y Y	** **
Recruitment and Retention Geographic Differential	142	8K23	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
Recruitment and Retention Differential – Educ. Special Schools (Exempt)		8K24	X/X	Blank	Blank	Y	8		N	Y	Y	N	N	Y	N
Recruitment and Retention Differential-DSS, DVA, DMH.	136	8K25	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
Recruitment and Retention Differential	136 148	8K26	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	**
Recruitment and Retention Differential - DSS, DVA, DMH	136	8K27	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	**	**
Recruitment and Retention - Conservation **(Abolished 1/1/02)**	137	8K28	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
Recruitment and Retention - Business Taxes **(Abolished 1/1/02)**	198	8K29 8K30 8K31	X/X X/X X/X	Blank Blank Blank	Blank Blank Blank	Y Y Y	8 8 8		Y Y Y	Y Y Y	Y Y Y	Y Y Y	Y Y Y	Y Y Y	N N N
Recruitment and Retention – Pharmacist **(Abolished 12/31/07)**	199	8K32 8K33	X/X X/X	Blank Blank	Blank Blank	Y Y	8 8		Y Y	Y Y	Y Y	Y Y	Y Y	Y Y	N N
Recruitment and Retention	150	8K34	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N

PAY DIFFERENTIAL AWARDS/BONUSES/ SPECIAL PAYS TITLE	PAY DIF #	EID	DAYS/ HOURS	SALARY RATE	GROSS	LOCKED IN	PMT TYPE	PMT SUFFIX	OT	IDL	EIDL	NDI	LS	Subject RETMT	Subject SDI
Recruitment and Retention	154	8K35	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
Recruitment and Retention	205	8K36	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
Recruitment and Retention	147 212 291	8K37	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	Y
Recruitment and Retention **(Abolished 1/1/02)**	207	8K38	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
Recruitment and Retention	154	8K39	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
Recruitment and Retention - Personnel Specialist	211	8K40 8K41	X/X X/X	Blank Blank	Blank Blank	Y Y	8 8		Y Y	Y Y	Y Y	Y Y	Y Y	Y Y	Y N
Recruitment and Retention	150	8K42	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
Recruitment and Retention - Pharmacist **(Abolished 12/31/07)**	199	8K43	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
Recruitment and Retention (EID termed 12/31/07)	136	8K44	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
Recruitment and Retention **(Abolished 7/1/07)**	217	8K45	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
Recruitment and Retention	154	8K46	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
Recruitment and Retention	154	8K47	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
Recruitment and Retention	151	8K48	X/X	Blank	Blank	Y	8		Y	Y	Y	N	N	N	N

PAY DIFFERENTIAL AWARDS/BONUSES/ SPECIAL PAYS TITLE	PAY DIF #	EID	DAYS/ HOURS	SALARY RATE	GROSS	LOCKED IN	PMT TYPE	PMT SUFFIX	OT	IDL	EIDL	NDI	LS	Subject RETMT	Subject SDI
Recruitment and Retention	219	8K49	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
Recruitment and Retention **(8K50-Abolished 3/31/07**)	147 154	8K50 8K51 8K52	X/X X/X X/X	Blank Blank Blank	Blank Blank Blank	Y Y Y	8 8 8		Y Y Y	Y Y Y	Y Y Y	Y Y Y	Y Y Y	Y Y Y	N N N
Recruitment and Retention	222	8K53	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
Recruitment and Retention	154	8K54	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
Recruitment and Retention **(Abolished 6/30/07)**		8K55	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
Recruitment and Retention **(Abolished 6/30/07)**		8K56	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
Recruitment and Retention - Pelican Bay **(Abolished 1/1/07)**	225	8K57	X/X	Blank	Blank	Y	8		Y	Y	Y	N	N	N	N
Recruitment and Retention	232	8K58 8K59	X/X X/X	Blank Blank	Blank Blank	Y Y	8 8		Y Y	Y Y	Y Y	Y Y	Y Y	N N	N N
Recruitment and Retention - Chemist **(Abolished 4/1/04)**	239	8K60	X/X	Blank	Blank	Y	8		Y	Y	N	N	N	N	N
Recruitment and Retention - Unit Supervisor Pilot **(Abolished 4/1/07)**	237	8K61	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
Recruitment and Retention	243	8K62	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
Recruitment and Retention (EID termed 12/31/07)	136	8K63	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N

PAY DIFFERENTIAL AWARDS/BONUSES/ SPECIAL PAYS TITLE	PAY DIF #	EID	DAYS/ HOURS	SALARY RATE	GROSS	LOCKED IN	PMT TYPE	PMT SUFFIX	OT	IDL	EIDL	NDI	LS	Subject RETMT	Subject SDI
Recruitment and Retention - Pharmacist **(Abolished 12/31/07)**	199	8K64	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
Recruitment and Retention - Excluded **(Abolished 6/30/07)**		8K65	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
Recruitment and Retention - Staff Personnel Program Analyst	248	8K66	X/X	Blank	Blank	Y	8		Y	Y	N	N	N	Y	N
Recruitment and Retention – Educ. Special Schools (Exempt)		8K67	X/X	Blank	Blank	Y	8		N	Y	Y	N	N	Y	Y
Recruitment and Retention – Excluded Employees **(Abolished)**		8K68	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	Y
Recruitment and Retention – Medical Record Director **(Abolished 12/31/07)**	153	8K69	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
Recruitment and Retention – Air Resources **(Abolished 6/1/05)**	260	8K70	X/X	Blank	Blank	Y	8		Y	Y	N	N	N	N	N
Recruitment and Retention	261	8K71 8K72	X/X X/X	Blank Blank	Blank Blank	Y Y	8 8		Y Y	Y Y	N N	N N	N N	N N	N N
Recruitment and Retention	262	8K73	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
Recruitment and Retention - Excluded Employees **(Abolished)**		8K74	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	Y
Recruitment and Retention	154	8K75	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N

PAY DIFFERENTIAL AWARDS/BONUSES/ SPECIAL PAYS TITLE	PAY DIF #	EID	DAYS/ HOURS	SALARY RATE	GROSS	LOCKED IN	PMT TYPE	PMT SUFFIX	OT	IDL	EIDL	NDI	LS	Subject RETMT	Subject SDI
Recruitment and Retention	136 154	8K76	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
Recruitment and Retention (EID termed 12/31/07)	136	8K77	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
Recruitment and Retention Developmental Centers **(Abolished)**		8K78	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	Y
Recruitment and Retention	270	8K79	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
Recruitment and Retention - Pharmacist **(Abolished 12/31/07)**	199	8K80 8K81	X/X X/X	Blank Blank	Blank Blank	Y Y	8 8		Y Y	Y Y	Y Y	Y Y	Y Y	Y Y	N N
Recruitment and Retention - Hearst Castle Museum Curator **(Abolished 8/2/06)**	301	8K82	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	Y	Y
Recruitment and Retention - Staff Personnel Program Analyst	248	8K83	X/X	Blank	Blank	Y	8		Y	Y	N	N	N	Y	N
Recruitment and Retention-DOJ Excluded	293	8K87	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
Recruitment and Retention-Coleman	295	8K89 8K91 8K96	X/X X/X X/X	Blank Blank Blank	Blank Blank Blank	Y Y Y	8 8 8		Y Y Y	Y Y Y	Y Y Y	Y Y Y	Y Y Y	Y Y Y	N N N
Recruitment and Retention - HFCF	305	8K98	X/X	Blank	Blank	Y	8		Y	Y	N	Y	Y	Y	Y
Recruitment and Retention **(Abolished 12/31/07)**	313	8K99	X/X	Blank	Blank	Y	8		Y	Y	Y	N	N	N	Y
Recruitment and Retention	258	8LN	X/X	Blank	Blank	Y	8		Y	Y	Y	N	N	Y	Y

PAY DIFFERENTIAL AWARDS/BONUSES/ SPECIAL PAYS TITLE	PAY DIF #	EID	DAYS/ HOURS	SALARY RATE	GROSS	LOCKED IN	PMT TYPE	PMT SUFFIX	OT	IDL	EIDL	NDI	LS	Subject RETMT	Subject SDI
Recruitment and Retention (8LVN termed 12/31/07)	136	8LV 8LVN	X/X X/X	Blank Blank	Blank Blank	Y Y	8 8		Y Y	Y Y	Y Y	Y Y	Y Y	N N	Y Y
Recruitment and Retention **(Abolished 12/31/10)**	384	8P41	X/X	Blank	Blank	Y	8		Y	N	N	N	N	N	N
Recruitment and Retention-Plata **(8P90 Abolished 6/30/07; 8P91 Abolished 8/31/06; 8P92 Abolished 12/6/05; 8P94 Abolished 8/31/06; 8P95 Abolished 12/6/05; 8P96 Abolished 8/31/06; 8P97 Abolished 8/31/06; 8P98 Abolished 3/1/07; 8P99 Abolished 9/1/06)**	306	8P90 8P91 8P92 8P93 8P94 8P95 8P96 8P97 8P98 8P99	X/X X/X X/X X/X X/X X/X X/X X/X X/X X/X	Blank Blank Blank Blank Blank Blank Blank Blank Blank Blank	Blank Blank Blank Blank Blank Blank Blank Blank Blank Blank	Y Y Y Y Y Y Y Y Y Y	8 8 8 8 8 8 8 8 8 8		Y Y Y Y Y Y Y Y Y Y	Y Y Y Y Y Y Y Y Y Y	Y Y Y Y Y Y Y Y Y Y	Y Y Y Y Y Y Y Y Y Y	Y Y Y Y Y Y Y Y Y Y	Y Y Y Y Y Y Y Y Y Y	N Y Y N Y N Y Y N N
Recruitment and Retention; Education Pay	283	8REA 8REB	X/X X/X	Blank Blank	Blank Blank	Y Y	8 8		Y Y	Y Y	Y Y	Y Y	Y Y	Y Y	N N
Recruitment and Retention- California Housing Finance Agency (Exempt) (8RRH, 8RRK, 8RRP, 8RRQ, 8RRR, 8RRS, 8RRT termed 1/1/08) (8RRF, 8RRG, 8RRJ, 8RRL, 8RRM, 8RRN termed 1/1/09)		8RRF 8RRG 8RRH 8RRJ 8RRK 8RRL 8RRM 8RRN 8RRP 8RRQ 8RRR 8RRS 8RRT	X/X X/X X/X X/X X/X X/X X/X X/X X/X X/X X/X X/X X/X	Blank Blank Blank Blank Blank Blank Blank Blank Blank Blank Blank Blank Blank	Blank Blank Blank Blank Blank Blank Blank Blank Blank Blank Blank Blank Blank	Y Y Y Y Y Y Y Y Y Y Y Y Y	8 8 8 8 8 8 8 8 8 8 8 8 8		N N N N N N N N N N N N N	Y Y Y Y Y Y Y Y Y Y Y Y Y	Y Y Y Y Y Y Y Y Y Y Y Y Y	N N N N N N N N N N N N N	N N N N N N N N N N N N N	N N N N N N N N N N N N N	N N N N N N N N N N N N N

PAY DIFFERENTIAL AWARDS/BONUSES/ SPECIAL PAYS TITLE	PAY DIF #	EID	DAYS/ HOURS	SALARY RATE	GROSS	LOCKED IN	PMT TYPE	PMT SUFFIX	OT	IDL	EIDL	NDI	LS	Subject RETMT	Subject SDI
Recruitment and Retention-CDF Chief Officer & CEA Temporary **(Abolished 6/30/07)**	336	8RR1 8RR2 8RR3 8RR4	X/X X/X X/X X/X	Blank Blank Blank Blank	Blank Blank Blank Blank	Y Y Y Y	8 8 8 8		N N N N	N N N N	N N N N	N N N N	N N N N	N N N N	N N N N
Recruitment and Retention- Senior Advisor-Sec of Education (Exempt)		8RR5	X/X	Blank	Blank	Y	8		N	Y	Y	N	N	Y	N
Recruitment and Retention-Support Services Assistant	348	8SSR	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	Y
Recruitment and Retention	132 135 214 240 266 267 300 324	9K	Blank	Blank	$$	N	9	K	VARIES BY BARGAINING UNIT	VARIES BY BARGAINING UNIT	VARIES BY BARGAINING UNIT	VARIES BY BARGAINING UNIT	VARIES BY BARGAINING UNIT	VARIES BY BARGAINING UNIT	VARIES BY BARGAINING UNIT
Recruitment-SCIF (Exempt)		9K	Blank	Blank	$$	N	9	K	N	N	N	N	N	N	N
Recruitment and Retention Annual Differential -Licensed vocational Nurses		9Z	Blank	Blank	$$	N	9	Z	Y	N	N	N	N	N	Y
Recruitment and Retention California Medical Facility	133	92	Blank	Blank	$$	N	9	2	N	N	N	N	N	N	N
Recruitment and Retention	157	94	Blank	Blank	$$	N	9	4	Y	N	Y	N	N	N	N
Recruitment and Retention Differential Annual		96	Blank	Blank	$$	N	9	6	N	N	N	N	N	N	Y

PAY DIFFERENTIAL AWARDS/BONUSES/ SPECIAL PAYS TITLE	PAY DIF #	EID	DAYS/ HOURS	SALARY RATE	GROSS	LOCKED IN	PMT TYPE	PMT SUFFIX	OT	IDL	EIDL	NDI	LS	Subject RETMT	Subject SDI
Recruitment and Retention		GC	Blank	Blank	$$	N	G	C	N	N	N	N	N	N	N
Recruitment and Retention	159	GH	Blank	Blank	$$	N	G	H	N	N	N	N	N	N	N
Recruitment and Retention	132 135	SJ	Blank	Blank	$$	N	S	J	Y	Y	Y	N	N	Y	N
Recruitment and Retention **(Abolished 2/1/14)**	394	8KF6 8KF7	X/X	Blank	Blank	Y	8		Y	Y	Y	N	N	N	N
Recruitment and Retention-Administrative Law Judge	281	SJ	Blank	Blank	$$	N	S	J	N	Y	N	N	N	Y	N
Recruitment and Retention-Agric. Assoc.	285	SJ	Blank	Blank	$$	N	S	J	Y	Y	Y	Y	Y	Y	N
Recruitment and Retention Annual Differential Pay – Water and Power Dispatchers **(Abolished 7/1/13)**	134	SJ	Blank	Blank	$$	N	S	J	N	N	N	N	N	Y	N
Recruitment and Retention Differential Pay DGS San Francisco Facilities BU13 and Excluded	409	8HH4	X/X	Blank	Blank	Y	8	H	Y	Y	Y	Y	Y	N	**
Recruitment and Retention Differential Pay Multiple Departments within California Health and Human Services Agency	412	8HH1 8HH2 8HH3	X/X X/X X/X	Blank Blank Blank	Blank Blank Blank	Y Y Y	8 8 8	H H H	Y Y Y	Y Y Y	N N N	Y Y Y	Y Y Y	N N N	Y Y Y
Reduction in Force Differential/$5,000 **(Abolished 9/1/16)**	399	G8	Blank	Blank	$$	N	G	8	N	N	N	N	N	N	N

PAY DIFFERENTIAL AWARDS/BONUSES/ SPECIAL PAYS TITLE	PAY DIF #	EID	DAYS/ HOURS	SALARY RATE	GROSS	LOCKED IN	PMT TYPE	PMT SUFFIX	OT	IDL	EIDL	NDI	LS	Subject RETMT	Subject SDI
Relocation Allowance Differential **(Abolished 5/31/03)**		9R	Blank	Blank	$$	N	9	R	N	Y	N	N	N	N	N
Refrigeration Certification Allowance (CSU)		S4	Blank	Blank	$$	Y	S	4	N	N	N	N	N	Y	N
Regional Director, Agricultural Labor Relations Board Differential	160	8A4	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
Registered Nurse Certification	342	8HFE	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
Registered Nurse-Lead Differential	161	8A3	Blank	Blank	Blank	N	8		Y	Y	Y	N	N	N	Y
Residential Care/ Independent Living Program Chief, Domiciliary Services	210	8RC	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	Y	N
Retention-Food & Ag (Exempt)		SL	Blank	Blank	$$	N	S	L	Y	Y	Y	Y	Y	Y	N
Retention Bonus (CSU-R08)		HD	Blank	Blank	$$	N	H	D	N	N	N	N	N	N	N
Retention Pay	420	8HS1	Blank	Blank	Blank	N	8		N	Y	Y	Y	Y	N	**
Retention Pay	420	8HS2	Blank	Blank	Blank	N	8		N	Y	Y	Y	Y	N	**
Retention Pay	420	8HS3	Blank	Blank	Blank	N	8		N	Y	Y	Y	Y	N	**
Retention Pay	420	8HS4	Blank	Blank	Blank	N	8		N	Y	Y	Y	Y	Y	**
Rotating Shift Premium Pay	163	8RS	Blank	Blank	Blank	N	8		Y	N	N	N	N	Y	Y
Rotating Shift Premium Pay	162	8U1	/X	Blank	Blank	N	8		Y	N	N	N	N	Y	N
Salary Enhancement		8SB1	X/X	Blank	Blank	Y	8		N	Y	Y	N	N	N	N

PAY DIFFERENTIAL AWARDS/BONUSES/ SPECIAL PAYS TITLE	PAY DIF #	EID	DAYS/ HOURS	SALARY RATE	GROSS	LOCKED IN	PMT TYPE	PMT SUFFIX	OT	IDL	EIDL	NDI	LS	Subject RETMT	Subject SDI
Judicial council		8SB2	X/X	Blank	Blank	Y	8		N	Y	Y	N	N	N	N
		8SB3	X/X	Blank	Blank	Y	8		N	Y	Y	N	N	N	N
		8SB4	X/X	Blank	Blank	Y	8		N	Y	Y	N	N	N	N
		8SB5	X/X	Blank	Blank	Y	8		N	Y	Y	N	N	N	N
		8SB6	X/X	Blank	Blank	Y	8		N	Y	Y	N	N	N	N
		8SB7	X/X	Blank	Blank	Y	8		N	Y	Y	N	N	N	N
CSEA Salary Stipend (CSU)		S5	Blank	Blank	$$	N	S	5	N	N	N	N	N	Y	N
Salary Stipend (CSU)		8ST5	Blank	Blank	Blank	N	8		Y	N	N	N	N	Y	N
		8ST6	Blank	Blank	Blank	N	8		Y	N	N	N	N	Y	N
Satellite Work Location Pay Differential	202	8SWL	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	Y
Scholarship Fund-Unit 20 **(Abolished 6/30/05)**	259	GQ	Blank	Blank	$$	N	G	Q	N	N	N	N	N	N	Y
SCIF Board Meeting Attendance (Exempt)		8BMA	X/X	Blank	Blank	N	8		N	N	N	N	N	N	N
SCIF Bonus (Exempt)		9M	Blank	Blank	$$	N	9	M	N	N	N	N	N	N	N
SCIF Employee Suggestions Award		9M1	Blank	Blank	$$	N	9	M	N	N	N	N	N	N	Y
SCIF Incentive Pay		SS	Blank	Blank	$$	N	S	S	N	N	N	N	N	Y	Y

PAY DIFFERENTIAL AWARDS/BONUSES/ SPECIAL PAYS TITLE	PAY DIF #	EID	DAYS/ HOURS	SALARY RATE	GROSS	LOCKED IN	PMT TYPE	PMT SUFFIX	OT	IDL	EIDL	NDI	LS	Subject RETMT	Subject SDI
SCIF Recruitment and Retention (Exempt)		8N05	X/X	Blank	Blank	Y	8		N	N	N	N	N	N	N
		8N1	X/X	Blank	Blank	Y	8		N	N	N	N	N	N	N
		8N2	X/X	Blank	Blank	Y	8		N	N	N	N	N	N	N
		8N3	X/X	Blank	Blank	Y	8		N	N	N	N	N	N	N
		8N4	X/X	Blank	Blank	Y	8		N	N	N	N	N	N	N
		8N04	X/X	Blank	Blank	Y	8		N	N	N	N	N	N	N
		8N5	X/X	Blank	Blank	Y	8		N	N	N	N	N	N	N
		8N6	X/X	Blank	Blank	Y	8		N	N	N	N	N	N	N
		8N7	X/X	Blank	Blank	Y	8		N	N	N	N	N	N	N
		8N8	X/X	Blank	Blank	Y	8		N	N	N	N	N	N	N
		8N9	X/X	Blank	Blank	Y	8		N	N	N	N	N	N	N
		8N10	X/X	Blank	Blank	Y	8		N	N	N	N	N	N	N
		8N11	X/X	Blank	Blank	Y	8		N	N	N	N	N	N	N
		8N12	X/X	Blank	Blank	Y	8		N	N	N	N	N	N	N
		8N13	X/X	Blank	Blank	Y	8		N	N	N	N	N	N	N
		8N14	X/X	Blank	Blank	Y	8		N	N	N	N	N	N	N
		8N15	X/X	Blank	Blank	Y	8		N	N	N	N	N	N	N
Senior Assistant (Exempt-class code 9750)		8SRA	X/X	Blank	Blank	Y	8		N	N	N	N	N	N	N
Senior Pay - California Highway Patrol	167	8SO1	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8SO2	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8SO3	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8SO4	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8STO	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8SO7	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N

PAY DIFFERENTIAL AWARDS/BONUSES/ SPECIAL PAYS TITLE	PAY DIF #	EID	DAYS/ HOURS	SALARY RATE	GROSS	LOCKED IN	PMT TYPE	PMT SUFFIX	OT	IDL	EIDL	NDI	LS	Subject RETMT	Subject SDI
Senior Pay; Eight and one-half hour/Nine and one-half hour Workday Pay; Advanced Education Pay; Pre and Post Shift Work Activities	277	8SN2	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8SN3	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8SN4	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8SN5	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8SN6	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8SN8	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8RS2	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8RS3	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8RS4	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8RS5	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8RS6	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8RS8	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
Senior Pay; Eight and one-half hour/Nine and one-half hour Workday Pay; Motorcycle Pay; Pre and Post Shift Work Activities	274	8SL2	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8SL3	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8SL4	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8SL5	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8SL6	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8SL8	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
Senior Pay; Eight and one-half hour/Nine and one-half hour workday pay; Motorcycle Pay; Advanced Education; Pre & Post Shift Work Activities Pay	280	8CA2	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8CA3	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8CA4	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8CA5	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8CA6	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8CA8	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8AC2	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8AC3	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8AC4	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8AC5	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8AC6	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8AC8	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N

PAY DIFFERENTIAL AWARDS/BONUSES/ SPECIAL PAYS TITLE	PAY DIF #	EID	DAYS/ HOURS	SALARY RATE	GROSS	LOCKED IN	PMT TYPE	PMT SUFFIX	OT	IDL	EIDL	NDI	LS	Subject RETMT	Subject SDI
Senior Peace Officer Pay Differential **(8SP6-Abolished 6/30/03) (820-Abolished 6/30/16)**	164	8SP1	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8SP2	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8SP3	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8SP4	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8SP5	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8SP6	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8SP7	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8SP8	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		820	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
Senior Peace Officer Pay Differential	165	8SR1	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8SR2	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8SR3	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8SR4	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8SR5	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
		8SR7	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	N
Senior Real Estate Officer **(Abolished 6/30/08)**	355	8RE	Blank	Blank	Blank	N	8		N	Y	N	N	Y	N	Y
Sheetfed Offset Press Operator II Differential	201	8SOP	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	Y
Short Notice Court Cancellation Pay		9D	Blank	Blank	$$	N	9	D	Y	N	N	N	N	N	Y
Short Notice Court Cancellation Pay	168	9Y	Blank	Blank	$$	N	9	Y	Y	N	N	N	N	N	N
Short Shift Change	200	GO	Blank	Blank	$$	N	G	O	Y	N	N	N	N	N	N
Skill Pay Differential **(Abolished 9/1/16)**	169	8SK	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	Y
Skill Pay HP10000 (R14)	415	8SKD	Blank	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	Y
Skilled Trades Supervisor (Casual employment)	170	8SKL	/X	Blank	Blank	Y	8		Y	N	N	N	N	N	N

PAY DIFFERENTIAL AWARDS/BONUSES/ SPECIAL PAYS TITLE	PAY DIF #	EID	DAYS/ HOURS	SALARY RATE	GROSS	LOCKED IN	PMT TYPE	PMT SUFFIX	OT	IDL	EIDL	NDI	LS	Subject RETMT	Subject SDI
Skills Retention Pay Diff. (Termed 4/1/02)	224	8SK1 8SK2 8SK3	Blank Blank Blank	Blank Blank Blank	Blank Blank Blank	N N N	8 8 8	Y Y Y	Y Y Y	Y Y Y	N N N	N N N	N N N	Y N N	N N N
Special Assignment Pay	171	8SA	/X	Blank	Blank	N	8		Y	N	N	N	N	Y	N
Special Competency Pay	175	8SC	Blank	Blank	Blank	Y	8		N	Y	Y	N	N	Y	N
Special Duty Pay (R11)	416	8SPD	/X	Blank	Blank	N	8		N	N	N	N	N	N	**
Special Investigator In-charge, Office of Internal Affairs Differential Pay	172	8U4	X/X	Blank	Blank	Y	8		N	Y	Y	Y	**	Y	N
Special Investigator Recruitment and Retention Differential	173	8SI	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	N	N
Special Operations Unit	174	8N	/X	Blank	Blank	N	8		Y	Y	Y	N	**	Y	N
Special Services Compensation	177	9D	Blank	Blank	$$	N	9	D	Y	N	N	N	N	N	N
Split-Shift Differential Pay	178	8U2	Blank	Blank	Blank	N	8		Y	N	N	N	N	Y	**
Staff Specialist Compensation Differential	181	8SSC	X/X	Blank	Blank	Y	8		Y	N	N	N	N	Y	N
Standby Duty Supervisor Pay	290	GU	Blank	Blank	$$	N	G	U	N	N	N	N	N	N	N
State & Consumer Services Agency (Exempt)		8SCS	X/X	Blank	Blank	Y	8		N	N	N	N	N	N	N
State Park Superintendent II Differential **(Abolished 6/1/06)**	179	8PS1 8PS2 8PS3 8PS4 8PS5 8PS6	X/X X/X X/X X/X X/X X/X	Blank Blank Blank Blank Blank Blank	Blank Blank Blank Blank Blank Blank	Y Y Y Y Y Y	8 8 8 8 8 8		N N N N N N	Y Y Y Y Y Y	Y Y Y Y Y Y	Y Y Y Y Y Y	Y Y Y Y Y Y	Y Y Y Y Y Y	N N N N N N

PAY DIFFERENTIAL AWARDS/BONUSES/ SPECIAL PAYS TITLE	PAY DIF #	EID	DAYS/ HOURS	SALARY RATE	GROSS	LOCKED IN	PMT TYPE	PMT SUFFIX	OT	IDL	EIDL	NDI	LS	Subject RETMT	Subject SDI
State Registered Nurses Scholarship Award/Fund Differential **(Abolished 7/1/05)**	218	GQ	Blank	Blank	$$	N	G	Q	N	N	N	N	N	N	Y
Summer Fellowship Stipend (CSU)		9B	Blank	Blank	$$	N	9	B	N	N	N	N	N	N	N
Sunday Pay Differential (CSU)		8SS	/X	Blank	$$	N	8		Y	Y	Y	Y	N	Y	N
Supervising Dental Assistant (8DA1 termed 10/8/08) (8DA2 termed 10/8/09)	365	8DA1 8DA2	X/X X/X	Blank Blank	Blank Blank	Y Y	8 8		N N	Y Y	Y Y	Y Y	Y Y	N N	N N
Supervisory Performance Award		9S	Blank	Blank	$$	N	9	S	N	N	N	N	N	N	Y
Supplemental Benefit Adjustment (Jud. Council)		8SBA	X/X	Blank	Blank	Y	8		Y	Y	Y	N	N	Y	N
Surveillance Duty Pay	180	8SD	X/X	Blank	Blank	Y	8		N	Y	Y	N	N	Y	N
Sustained Superior Accomplishment Award		9M	Blank	Blank	$$	N	9	M	N	N	N	N	N	N	Y
Task Force Commander	194	8TF	Blank	Blank	Blank	N	8		Y	Y	Y	Y	Y	N	N
Technology Security Review	223	8TIR	X/X	Blank	Blank	Y	8		N	Y	N	Y	Y	Y	N

PAY DIFFERENTIAL AWARDS/BONUSES/ SPECIAL PAYS TITLE	PAY DIF #	EID	DAYS/ HOURS	SALARY RATE	GROSS	LOCKED IN	PMT TYPE	PMT SUFFIX	OT	IDL	EIDL	NDI	LS	Subject RETMT	Subject SDI
Temporary CEA, CDCR and DGS **(PD376 8001-8100 Abolished 9/1/16)**	344 376	8001	X/X	Blank	Blank	Y	8		N	Y	Y	N	N	N	N
		8002	X/X	Blank	Blank	Y	8		N	Y	Y	N	N	N	N
		8003	X/X	Blank	Blank	Y	8		N	Y	Y	N	N	N	N
		8004	X/X	Blank	Blank	Y	8		N	Y	Y	N	N	N	N
		8005	X/X	Blank	Blank	Y	8		N	Y	Y	N	N	N	N
		8010	X/X	Blank	Blank	Y	8		N	Y	Y	N	N	N	N
		8020	X/X	Blank	Blank	Y	8		N	Y	Y	N	N	N	N
		8030	X/X	Blank	Blank	Y	8		N	Y	Y	N	N	N	N
		8040	X/X	Blank	Blank	Y	8		N	Y	Y	N	N	N	N
		8050	X/X	Blank	Blank	Y	8		N	Y	Y	N	N	N	N
		8060	X/X	Blank	Blank	Y	8		N	Y	Y	N	N	N	N
		8070	X/X	Blank	Blank	Y	8		N	Y	Y	N	N	N	N
		8080	X/X	Blank	Blank	Y	8		N	Y	Y	N	N	N	N
		8090	X/X	Blank	Blank	Y	8		N	Y	Y	N	N	N	N
		8100	X/X	Blank	Blank	Y	8		N	Y	Y	N	N	N	N
		8110	X/X	Blank	Blank	Y	8		N	Y	Y	N	N	N	N
Temporary Medical Consultant Bonus Plan **(Abolished 12/11/06)**	332	SM	Blank	Blank	$$	N	S	M	N	N	N	N	N	Y	N
Temporary Regional Medical Director **(Abolished 11/30/05)**	303	8RMD	X/X	Blank	Blank	Y	8		N	Y	Y	Y	Y	Y	N
Temporary Supplemental Salary Adjustment Differential **(Abolished 7/1/01)**	182	8TS1	X/X	Blank	Blank	Y	8		Y	Y	Y	N	N	N	N
		8TS2	X/X	Blank	Blank	Y	8		Y	Y	Y	N	N	N	N
		8TS3	X/X	Blank	Blank	Y	8		Y	Y	Y	N	N	N	N
Traffic Engineer Differential	183	8TED	X/X	Blank	Blank	Y	8		Y	Y	N	Y	Y	Y	N
Training Officer Differential Pay	184	8T6	X/	Blank	Blank	N	8		Y	N	N	N	N	Y	N

PAY DIFFERENTIAL AWARDS/BONUSES/ SPECIAL PAYS TITLE	PAY DIF #	EID	DAYS/ HOURS	SALARY RATE	GROSS	LOCKED IN	PMT TYPE	PMT SUFFIX	OT	IDL	EIDL	NDI	LS	Subject RETMT	Subject SDI
Training Officer Differential **(8I2 Abolished 7/1/03) (8T2 Abolished 7/1/06)**	187	8R1	X/	Blank	Blank	N	8		Y	N	N	N	N	Y	N
		8R2	X/	Blank	Blank	N	8		Y	N	N	N	N	Y	N
		8S1	X/	Blank	Blank	N	8		Y	N	N	N	N	Y	N
		8S2	X/	Blank	Blank	N	8		Y	N	N	N	N	Y	N
		8S4	X/	Blank	Blank	N	8		Y	N	N	N	N	Y	N
		8I2	X/	Blank	Blank	N	8		Y	N	N	N	N	Y	N
		8T1	/X	Blank	Blank	N	8		Y	N	N	N	N	Y	N
		8T2	X/	Blank	Blank	N	8		Y	N	N	N	N	Y	N
		AJ	/X	Blank	$$	N	A	J	Y	N	N	N	N	Y	N
Transportation Engineer Technician Differential	271	8TAB 8TC 8TD	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	Y
Transportation Surveyor/(Caltrans) Survey Party Lead Pay Differential DOT	10	8PRT	X/X	Blank	Blank	Y	8		Y	Y	N	N	N	Y	N
Tutoring/Mentoring-Unit 3 (Exempt)		G2	Blank	Blank	$$	N	G	2	N	N	N	N	N	N	N
Uniform Allowance		91	Blank	Blank	$$	N	9	1	N	N	N	N	N	N	N
Uniform Allowance		S1	Blank	Blank	$$	N	S	1	N	N	N	N	N	Y	N
Vacation Buy Back		9V	Blank	Blank	$$	N	9	V	N	N	N	N	N	N	**
Van Pool Incentive	188	8VAN	Blank	Blank	Blank	N	8		N	N	N	N	N	N	**
Veterinary Expanded Duties Differential **(Abolished 07/01/18)**	331	SY	Blank	Blank	$$	N	S	Y	N	Y	N	N	N	Y	N
Voluntary Personal Leave Program **(289 Abolished 6/1/17, 386 Abolished 7/1/13)**	286	8VL1	X/X	Blank	Blank	Y	8		N	N	N	N	N	N	**
	289	8VL2	X/X	Blank	Blank	Y	8		N	N	N	N	N	N	**
	386	8VL3	X/X	Blank	Blank	Y	8		N	N	N	N	N	N	**

PAY DIFFERENTIAL AWARDS/BONUSES/ SPECIAL PAYS TITLE	PAY DIF #	EID	DAYS/ HOURS	SALARY RATE	GROSS	LOCKED IN	PMT TYPE	PMT SUFFIX	OT	IDL	EIDL	NDI	LS	Subject RETMT	Subject SDI
Wastewater and/or Water Treatment Certification-Bargaining Unit 13	338	8WW 8WW2	X/X X/X	Blank Blank	Blank Blank	Y Y	8 8		Y Y	Y Y	Y Y	Y Y	Y Y	Y Y	N N
Water and/or Wastewater Operator Certificate Differential	189	SU	Blank	Blank	$$	N	S	U	Y	Y	Y	Y	Y	Y	N
Water Resources Technician II Differential	272	8TAB 8TC 8TD	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	Y
Water Treatment Plant Differential	216	8WTP	X/X	Blank	Blank	Y	8		Y	Y	Y	Y	Y	Y	Y
Welding Certification Bonus Differential	195	GO	Blank	Blank	$$	N	G	O	N	N	N	N	N	N	Y
Welding Certification (CSU)		SD	Blank	Blank	$$	N	S	D	N	N	N	N	N	Y	N
Weekend Differential	190	8WK 8WKN 8Y1 8Y2 8Y3	/X /X /X /X /X	Blank Blank Blank Blank Blank	Blank Blank Blank Blank Blank	N N N N N	8 8 8 8 8		Y Y Y Y Y	Y Y Y Y Y	Y Y Y Y Y	Y Y Y Y Y	Y Y Y Y Y	** ** ** ** **	N N N N N

FRINGE BENEFITS/EMPLOYEE BUSINESS EXPENSES

Section G 150: DESCRIPTION (New 10/02)

Fringe Benefits (FB) and Employee Business Expenses (EBE) generally represent taxable and reportable income an employee receives in addition to his/her regular pay from an employer.

NOTE: Not all FB/EBEs are requested via Payroll Input Processing (PIP) System. Refer to PPM Section N 120, Fringe Benefits/Employees Business Expenses for additional information.

Section G 151: ELIGIBILITY CRITERIA REFERENCES (New 10/02)

A. Civil Service/Exempt Employees eligibility criteria are established by:

1. California Department of Human Resources (CalHR) administering all matters concerning California State Civil Service/Exempt employer-employee relations set forth by guidelines to users and departments via:
    a. Personnel Management Liaison Memos and Pay Letters - Issued electronically to Human Resources and available for those with authorization to the Personnel Information Exchange (P.I.E) System on CalHR's web page (www.calhr.ca.gov) under policies and regulations.
    b. Bargaining Unit (BU) Contracts - Available on CalHR's web page (https://www.calhr.ca.gov/state-hr-professionals/Pages/bargaining-contracts.aspx) under Labor Relations.
2. State Controller's Office (SCO)/PPSD administering the State Payroll and Employment History processes set forth by guidelines to users and departments via:
    a. Payroll Letters - Issued electronically to Human Resources and available on SCO's web page (https://www.sco.ca.gov/ppsd_sco_letters.html).

Section G 152: TAXES (New 10/02)

In accordance with the tax laws, a flat rate method is used for federal and state tax withholdings. Refer to Section H 100, Taxes.

Section G 153: GENERAL INFORMATION (New 01/08)

A. Calculation in the following payments

1. Not Included: Overtime, Industrial Disability Leave, Non-Industrial Disability, or Lump Sum.
2. Included: Not Applicable.

B. Retirement: FE/EBES are not subject to retirement.

C. State Disability Insurance (SDI): Fringe Benefits/Employee Business Expenses are subject to SDI withholding if the employee's Bargaining Unit negotiated SDI benefits. (See Section E 800 for withholding criteria).

D. Blanket Serial Numbers: Separate and unique blanket serial numbers must be used by each agency/campus when requesting Fringe Benefits/Employee Business Expenses payments. Each agency/campus can designate their own blanket serial numbers but should not use serial numbers already designated for other types of pay. Unique Alternate Funding codes should be used on PIP when requesting multiple types of Fringe Benefits/Employee Business Expenses payments within the same batch.

E. Budget Information: The Fringe Benefits/Employee Business Expenses payments made through the USPS will be included on the monthly Blanket Expenditure Report. Agencies/campuses are not to add expenditures for Fringe Benefits/Employee Business Expenses payments to their schedule 7A as these expenditures will be treated as operating expenses.

F. Clearance System Reporting Information: The Clearance System was modified to include Fringe Benefits/Employee Business Expenses payments with the Title and Object of Expenditure Code number listed in the Uniform Code Manual.

Section G 154: PROCESSING PROCEDURES/METHODS (Revised 06/08)

A. The following provides transmittal information and two processing methods for payments (i.e., STD. Form 674 and Payroll Input Process).

1. The Civil Service PIP Exceptions Transmittal form as shown below must be submitted along with a STD. Form 674 to SCO/PPSD Payroll Operations for payments that cannot be keyed via PIP.

> NOTE: Copy form for the CIVIL SERVICE PIP EXCEPTIONS TRANSMITTAL and attach to document from Section G 955.

2. PAYROLL ADJUSTMENT NOTICE – STD. FORM 674
   a. Submission of STD. Form 674 for the following conditions:
      1) Out of history payment – Pay Periods Prior to 13 months of payment history (i.e., the current pay period plus 12 prior pay periods).
      2) Adjustments to gross amount.

3) Emergency employee.
4) Payment needing processing coordination (with PPSD) for a specific deduction to be applied to the payment request (e.g., new garnishments).
5) Employee who is not active on the Employment History Data Base for the pay period.

b. Completion of STD. Form 674:

1) A STD. Form 674 is required to be completed for each pay period. The following items must be completed on the STD. Form 674. Refer to the following Std. Form 674 (**simplified version**) completion **example** below.

	(2) SOCIAL SECURITY NUMBER	(3) NAME	(4) POSITION NUMBER			
			AGENCY	UNIT	CLASS	SERIAL
	Complete	Complete		Complete		
		REMARKS: Describe payment type				

(6)	POS	ISSUE DATE			PAY PERIOD			SAL TYPE	SALARY RATE	TIME WORKED			PMT. TYPE	PAYSUFFIX	EARNINGS ID	GROSS	NET	WR #
		MO	DY	YR	T	MO	YR				DYS	HOURS						
A. PAYMENT PER SCO WARRANT REGISTER		Complete – If applicable									Complete		F	*	*	Complete- If applicable		
B. PAYMENT SHOULD BE					Complete						Complete		F	*	*	Complete		

FORM COMPLETED BY:	**PHONE NO.**		
Complete	Complete – enter extension		
(AGENCY NAME)		**AUTHORIZED SIGNATURE**	**DATE**
FROM: Complete		Complete	Complete

*For appropriate Suffix/or Earnings ID refer to G 3, b. FB/EBE PIP Processing chart.

c. Submission of STD. Form 674 with attached listing for the following condition:

1) An attached listing (see format below) may be submitted along with a STD. Form 674, when payment requests are for four or more employees for the same pay period.
NOTE: Must have SCO approval prior to submitting listings.

NOTE: Copy form for the ATTACHMENT TO FORM 674 and attach to document from Section G 955.

3. PAYROLL INPUT PROCESSING (PIP)
    a. Fringe Benefits/Employees Business Expenses Pay is documented on a Time and Attendance (TA) Form 672 or Miscellaneous (Mis) Payroll/Leave Actions STD. 671 and keyed via the PIP.
    b. The following FB/EBE chart provides:
        1) FB/EBE in alphabetical order by title
        2) Specific PIP keying instructions for FB/EBE by Earnings ID
        3) Conditional fields that may or may not be completed
        4) Various symbols, letters, and words as defined below:
            a) Blank = Field(s) must be left blank.
            b) $$ = Gross is entered in the salary rate field on a STD. 671 (hard copy) and keyed on the Mis Screen.
            OR
            Gross is entered in salary rate field on a Form 672 (hard copy) and keyed on the TA Screen.
        5) Specific payment type an suffix information by Earnings ID

NOTE: Before keying, refer to PPM Section N 120, Fringe Benefits/Employees Business Expenses to confirm FB/EBEs requested via PIP are taxable.

Section G 155: FB/EBEs PIP PROCESSING CHART (Revised 05/19)

PIP KEYING INSTRUCTIONS FOR FB/EBEs				PAYMENT INFORMATION	
FB/EBE TITLE	**EARNINGS ID**	**DAYS/HOURS**	**SALARY RATE**	**TYPE**	**SUFFIX**
AIRCRAFT REIMBURSEMENT PLAN	AR	BLANK	$$	F	2
BICYCLE MILEAGE	BM	BLANK	$$	F	7
CALL BACK MILEAGE	CB	BLANK	$$	F	8
COMMUTER MILEAGE	CC	BLANK	$$	F	6
DUES / MEMBERSHIP	FH	BLANK	$$	F	H
EDUCATION ASSISTANCE	EA	BLANK	$$	F	A
ELECTRONIC DEVICES	ED	BLANK	$$	F	E
ENTERTAINMENT EXPENSE	EE	BLANK	$$	F	F
GRATUITIES	TP	BLANK	$$	F	D
HEALTH AND SAFETY AWARD	AH	BLANK	$$	F	4
HOUSING / LODGING – EXECUTIVE	FI	BLANK	$$	F	I
HOUSING / LODGING – REIMBURSEMENT	FJ	BLANK	$$	F	J
LOCAL MEALS	MS	BLANK	$$	F	N
LOCAL LODGING	MT	BLANK	$$	F	P
LONG TERM TRAVEL	LTT	BLANK	$$	F	B
MEALS – LESS THAN 24 HOURS (per diem)	FL	BLANK	$$	F	L
MISCELLANEOUS INCENTIVE PROGRAM	IM	BLANK	$$	F	G
OVERTIME MEAL MONEY	95	BLANK	$$	9	5
REMOTE HEADQUARTER MILEAGE	RHM	BLANK	$$	F	1

FB/EBE TITLE	EARNINGS ID	DAYS/HOURS	SALARY RATE	TYPE	SUFFIX
SAFETY INCENTIVE AWARD PROGRAM	AS	BLANK	$$	F	5
TIPS	TI	BLANK	$$	F	C
TOOL ALLOWANCES	FM	BLANK	$$	F	M
TRANSPORTATION SUBSIDIES	FK	BLANK	$$	F	K
UNIFORM ALLOWANCE	S1	BLANK	$$	S	1
UNIFORM ALLOWANCE	91	BLANK	$$	9	1

FOLIO PAY

Section G 300: DESCRIPTION (New 10/02)

Folio Pay (payment type C) is a payment an employee is entitled to receive in addition to his/her base on salary for preparing the minutes or decisions of hearings. Compensation is based on an employee's assigned classification (i.e., hearing reporter or hearing transcriber-typist) and BU contract.

Section G 301: ELIGIBILITY CRITERIA REFERENCES (New 10/02)

A. Civil Service/Excluded Employees eligibility criteria are established by:

1. California Department of Human Resources (CalHR) administering all matters concerning California State Civil Service/Excluded employer-employee relations set forth by guidelines to users and departments via:
    a. Personnel Management Letters and Liaison Memos and Pay Letters - Issued electronically to Human Resources and available on CalHR's web page (www.calhr.ca.gov) via the Personnel Information Exchange (P.I.E) System.
    b. Bargaining Unit (BU) Contracts - Available on CalHR's web page (https://www.calhr.ca.gov/state-hr-professionals/Pages/bargaining-contracts.aspx) under Labor Relations.

2. State Controller's Office (SCO)/PPSD administering the State Payroll and Employment History processes set forth by guidelines to users and departments via:
    a. Payroll Letters – Issued electronically to Human Resources and available on SCO's web page (https://www.sco.ca.gov/ppsd_sco_letters.html).

Section G 302: TAXES (New 10/02)

In accordance with the tax laws, a flat rate method is used for federal and state tax withholdings. Refer to Section H 100, Taxes.

Section G 303: GENERAL INFORMATION (Revised 01/08)

A. Calculation of the following payment/benefits

1. Not included: Overtime, Industrial Disability Leave, Non-industrial Disability, or Lump Sum.
2. Included: Not Applicable.

B. Retirement: Folio Pay is not subject to retirement.

C. State Disability Insurance (SDI): Folio Pay is subject to SDI withholding if the employee's Bargaining Unit negotiated SDI benefits. (See Section E 800 for withholding criteria).

A. The following provides transmittal information and two processing methods for payments (i.e., STD. Form 674 and Payroll Input Process).

1. The Civil Service (CS) PIP Exceptions Transmittal form as shown below must be submitted along with a STD. Form 674 to SCO/PPSD Payroll Operations for payments that cannot be keyed via PIP.

NOTE: Copy form for the CIVIL SERVICE PIP EXCEPTIONS TRANSMITTAL and attach to document from Section G 955.

2. PAYROLL ADJUSTMENT NOTICE - STD. FORM 674
   a. Submission of STD. Form 674 for the following conditions:
      1) Out of history payment – Pay Periods Prior to 13 months of payment history (i.e., the current pay period plus 12 prior pay periods)
      2) Payment of 1,000 or more pages
      3) Adjustments to salary/or pages
      4) Emergency employee
      5) Payment needing processing coordination (with PPSD) for a specific deduction to be applied to the payment request (e.g., new garnishments)
   b. Completion of STD. Form 674:
      1) A STD. Form 674 is required to be completed for each pay period. The following items must be completed on the STD. Form 674. Refer to the following Std. Form 674 (simplified version) completion example below.

	(2) SOCIAL SECURITY NUMBER	(3) NAME	(4) POSITION NUMBER			
			AGENCY	UNIT	CLASS	SERIAL
	Complete	Complete	Complete			

	REMARKS: Describe payment type

(6)	POS	ISSUE DATE			PAY PERIOD			SAL TYPE	SALARY RATE	TIME WORKED			PMT. TYPE	PAYSUFFIX	EARNINGS ID	GROSS	NET	WR #
		MO	DY	YR	T	MO	YR				DYS	HOURS						
A. PAYMENT PER SCO WARRANT REGISTER		Complete – If applicable						4	Enter hourly rate		Complete		C		C	Complete- If applicable		
B. PAYMENT SHOULD BE					Complete			4	Enter hourly rate		Complete		C		C	Complete		

FORM COMPLETED BY: Complete	**PHONE NO.** Complete – enter extension	
(AGENCY NAME) **FROM:** Complete	**AUTHORIZED SIGNATURE** Complete	**DATE** Complete

c. <u>Submission of STD. Form 674 with attached listing for the following condition</u>:

1) An attached listing (see format below) may be submitted along with a STD. Form 674, when payment requests are for four or more employees for the same pay period.
NOTE: <u>Must have SCO approval prior to submitting listings</u>.

> NOTE: Copy form for the ATTACHMENT TO FORM 674 and attach to document from Section G 955.

3. PAYROLL INPUT PROCESSING (PIP)

a. Folio Pay is documented on a Time and Attendance (TA) Form 672 or Miscellaneous (Mis) Payroll/Leave Actions STD. 671 and keyed via the PIP. In addition, the following special condition can be keyed via the PIP if in history, otherwise, request should be submitted on a STD. Form 674. Refer to G 304, Processing Procedures Methods.

1) Special Condition is:

a) Original Folio Pay request(s) for 1,000 or more pages. Use two line entries (e.g., one with 900 pages and another with 100 or more pages).

2) The following Original Folio Pay PIP Processing Chart provides:

a) Folio Pay Earnings ID
b) Specific PIP keying instructions for Civil Service employees
c) Various symbols, letters, and words as defined below:
X = Days/hours must be entered in the Days/Hours field.

$$ = Hourly rate is entered in salary rate field on a STD. 671 (hard Copy) and keyed on the Mis Screen
OR
Hourly rate is entered in salary rate field on a Form 672 (hard copy) and keyed on the TA Screen

Blank = Field(s) must be left blank.

NOTE: Before keying, refer to the BU contract for eligibility criteria and rates.

FOLIO PAY PIP PROCESSING CHART

EID	PIP KEYING INSTRUCTIONS FOR CIVIL SERVICE EMPLOYEES			
	DAYS/HOURS	SALARY RATE	671 ONLY WWG FLSA	GROSS
C	X/X	$$	BLANK	BLANK

Section G 500: DESCRIPTION (Revised 12/18)

A. State civil service employees in the National Guard or other branches of the U.S. military ordered to active military duty for: an event authorized by the President of the United States or Congress, a State of Emergency event proclaimed by the Governor are entitled to receive their State salary (regular pay plus any pay differentials) for 30 calendar days **per event (short-term, long-term or emergency leave)** from their employer. On the 30th calendar day employees are placed on military leave by their departments and receive military leave pay, payment type 7. Military leave pay is the **difference** between their State salary and their military base pay received from other entities such as the National Guard or other branches of the U.S. military. Employees whose military pay (e.g., National Guard) is **greater** than their regular pay/State salary are not entitled to receive military leave pay, payment type 7 but have the option to continue their State sponsored benefits such as health, dental, and vision.

   1. Short Term Military Leave - State civil service employees who receive active military duty orders for six months or less are entitled to 30 calendar days of pay (PAR transaction S51).
      a. An S51 transaction is defined as a short term military leave, however this code must also be used to process payments for long term and emergency military leave transactions in a timely manner.
   2. Long Term Military Leave – State civil service employees who receive active military duty orders for more than six months are entitled to 30 calendar days of pay (PAR transaction S52 if no pay is being issued).
   3. Emergency Military Leave – State civil service employees who are members of the California National Guard who receive active military duty orders of state emergencies shall be granted a military leave of absence; eligible for 30 calendar days of state pay for each emergency military leave (PAR transaction S53 if no pay is being issued).

B. State civil service employees in the National Guard, or other branches of the U.S. military ordered to report for annual training are entitled to receive their State salary for 30 calendar days **per fiscal year**. Employees remain on pay status. However, if regular pay plus any pay differential orders are extended beyond the 30 days, employees are docked or placed on a military leave by their department. In this case employees are not entitled to receive the difference between their State salary and their military pay from other entities, such as the National Guard. However, their military time must be tracked by their department. For California Leave Accounting System (CLAS) participants, refer to Job-Aids Section – available on SCO's web page (https://www.sco.ca.gov/ppsd_clas_ref.html) under Emergency Military Leave or Military Leave for specific Earnings IDs used to update military leave credits.

   NOTE: Refer to the Personnel Action Manual (Civil Service/Exempt employees) or the Personnel Information Management System Manual (CSU/Exempt employees) for military leave processing instructions.

Section G 501: ELIGIBILITY CRITERIA REFERENCES (New 12/18)

A. Civil Service/Exempt Employees eligibility criteria are established by:

1. California Department of Human Resources (CalHR) administering all matters concerning California State Civil Service/Exempt employer-employee relations set forth by guidelines to users and departments via:
    a. Policy Memos and Pay Letters - Issued electronically to Human Resources and available on CalHR web page (www.calhr.ca.gov) under Personnel Policies.
    b. Bargaining Unit (BU) Contracts - Available on CalHR's web page (http://www.calhr.ca.gov/state-hr-professionals/pages/bargaining-contracts.aspx).
    c. California Government Code: Title 2 – Available in hard copy, and also available on CalHR's web page (www.calhr.ca.gov) under Personnel Policies or under SPB Laws, Chapter 11 (http://www.spb.ca.gov/laws/lawbook.aspx).
    d. CalHR's general information - Available on CalHR's web page (http://hrmanual.calhr.ca.gov/Home/ManualItem/1/2118) under Military Leave.

2. State Controller's Office (SCO)/PPSD administering the State Payroll and Employment History processes set forth by guidelines to users and departments via:
    a. Payroll Letters - Issued electronically to Human Resources and available on SCO's web page (https://www.sco.ca.gov/ppsd_sco_letters.html).
    b. CLAS – Available on SCO's web page (https://www.sco.ca.gov/ppsd_clas_ref.html).

B. California State University (CSU) employees eligibility criteria are established by:

1. Chancellor's Office administering all matters concerning CSU employer-employee relations set forth by guidelines to users and campuses via:
    a. CSU Employee Policies and Programs – Available on CSU's web page (http://www.calstate.edu/hradm/policies.shtml) under letter M – Military Leave Policy.
    b. Bargaining Unit (BU) Contracts – Available on CSU's web page (http://www.calstate.edu/hradm/salaryprogram/index.shtml).

Section G 502: TAXES (Revised 01/08)

Military leave payments are not subject to, Social Security, Medicare, and State Disability Insurance (SDI) tax withholding.

Reference Internal Revenue Service (IRS) Revenue Ruling 2009-11.

In the event that a California State employee works in another state, state\withholdings will be withheld in accordance to that state's tax laws.

Section G 503: GENERAL INFORMATION (Revised 01/08)

A. Calculation of the following payment/benefits

1. Not included: Overtime, Industrial Disability Leave, Non-Industrial Disability, or Lump Sum.
2. Included: Not Applicable.

B. Retirement: Military Leave is subject to retirement.

C. State Disability Insurance (SDI): Military Leave is not subject to SDI.

Section G 504: SALARY/BENEFITS (New 12/18)

A. Employees are eligible to receive the following benefits (i.e., as they would have received had they not been placed on military leave). Refer to CalHR's web site publication for further details or information regarding military leave salary and benefits (http://hrmanual.calhr.ca.gov/Home/ManualItem/1/2118).

1. General Salary Adjustments (GEN), Merit Salary Adjustments (MSA), and Special In-grade Salary Adjustments (SISA)

B. Employees are eligible to receive CALPERS service credit for military duty under the provisions of GC Section 20990 and 20997. Military leave pay, payment type 7 is not subject to retirement withholding.

Section G 505: DIRECT DEPOSIT (New 09/02)

Employees on active military duty are entitled to continue or enroll in the Direct Deposit program. Employees enrolling in this program must complete a form STD. 699, Direct Deposit Authorization Form. Refer to Section J – Direct Deposit.

Section G 506: PROCESSING PROCEDURES (New 12/18)

A. STD. Form 674 must be submitted along with a military leave worksheet to SCO/PPSD when requesting military leave pay, payment type 7. However, completion instructions of STD. Form 674 is not provided due to the variable information/changes based on specific military event(s). Therefore, further details or completion information is provided as follows:

1. Refer to Payroll Letter(s) regarding military (leave) pay for processing procedures and completion instructions of STD. Form 674. This Payroll Letter is available on SCO's web page at: https://www.sco.ca.gov/Files-PPSD-Letters/Payr/2007_p07-020.pdf.
2. Refer to CalHR policy statements in the HR Manual for completion of the **military leave worksheet**. Policy statements available on CalHR's web page at: http://www.calhr.ca.gov under Personnel Policies.
3. Contact the PPSD Statewide Customer Contact Center at (916) 372-7200 for questions regarding military leave pay.

OUT-OF-STATE PAY

Section G 600: DESCRIPTION (New 11/02)

Department of Insurance employees who are required to work out of state on a temporary basis are entitled to receive Out-of-State Pay (payment type Y). Out-of-State Pay is one-step increase derived from the employee's based on salary for the days worked in another state.

NOTE: Excluded from this area is Out-of-State Relocation Differential Pay (Earnings ID 8J2) and Out-of-State Differential Pay (Earnings IDs 8W, 8W2, 8W3, and 8W4). Refer to G 105, Miscellaneous Payments Processing Chart.

Section G 601: ELIGIBILITY CRITERIA REFERENCES (New 11/02)

A. Civil Service/Excluded Employees eligibility criteria are established by:
   1. California Department of Human Resources (CalHR) administering all matters concerning California State Civil Service/Excluded employer-employee relations set forth by guidelines to users and departments via:
      a. Personnel Management Letters and Liaison Memos and Pay Letters - Issued electronically to Human Resources and available on CalHR's web page (www.calhr.ca.gov) via the Personnel Information Exchange (P.I.E) System.
      b. Bargaining Unit (BU) Contracts - Available on CalHR's web page (https://www.calhr.ca.gov/state-hr-professionals/Pages/bargaining-contracts.aspx) under Labor Relations.

Section G 602: TAXES (New 11/02)

In accordance with the tax laws, a flat rate method is used for federal and state tax withholdings. Refer to Section H 100, Taxes.

Section G 603: GENERAL INFORMATION (Revised 01/08)

A. Calculation of the following payments/benefits:
   1. Not Included: Overtime, Industrial Disability Leave, Non-industrial Disability, or Lump Sum.
   2. Included: Not applicable.

B. Retirement: Out-of-State Pay is subject to retirement.

C. State Disability Insurance (SDI): Out of State Pay is subject to SDI withholding if the employee's Bargaining Unit negotiated SDI benefits. (See Section E 800 for withholding criteria).

A. The following provides transmittal information and two processing methods for payments (i.e., STD. Form 674, and STD. 683, Payroll Input Process (PIP) ADJ screen).

1. The Civil Service (CS) PIP Exceptions Transmittal form as shown below must be submitted along with a STD. Form 674 to SCO/PPSD Payroll Operations for payments that cannot be keyed via PIP.

   NOTE: Copy form for the CIVIL SERVICE PIP EXCEPTIONS TRANSMITTAL and attach to document from Section G 955.

2. PAYROLL ADJUSTMENT NOTICE - STD. FORM 674

   a. Submission of STD. Form 674 for the following conditions:

      1) Original Payment for Out-of-State (payment type Y).
      2) Out of history payment – Pay Periods Prior to 13 months of payment history (i.e., the current pay period plus 12 prior pay periods).
      3) Adjustments to salary/or time – only when request is out of history.

   b. Completion of STD. Form 674:

      1) A STD. Form 674 is required to be completed for each pay period. The following items must be completed on the STD. Form 674. Refer to the following Std. Form 674 (simplified version) completion example below.

	(2) SOCIAL SECURITY NUMBER	(3) NAME	(4) POSITION NUMBER			
			AGENCY	UNIT	CLASS	SERIAL
	Complete	Complete	Complete			
		REMARKS: Describe payment type				

(6)	POS	ISSUE DATE			PAY PERIOD			SALTYPE	SALARY RATE	TIME WORKED		PMT.TYPE	PAYSUFFIX	EARNINGS ID	GROSS	NET	WR #
		MO	DY	YR	T	MO	YR			DYS	HOURS						
A. PAYMENT PER SCO WARRANT REGISTER		Complete – If applicable						1	Complete	Complete		Y			Complete- If applicable		
B. PAYMENT SHOULD BE					Complete			1	Enter one-step increase*	Complete		Y			Complete		

FORM COMPLETED BY:	PHONE NO.		
Complete	Complete – enter extension		
(AGENCY NAME) FROM: Complete		AUTHORIZED SIGNATURE Complete	DATE Complete

*One-step is determined by multiplying the employee's based on salary by 1.05 (e.g., based on salary X 1.05 = one step increase)

c. Submission of STD. Form 674 with attached listing for the following condition:

1) An attached listing (see format below) may be submitted along with a STD. Form 674, when payment requests are for four or more employees for the same pay period.

NOTE: Must have SCO approval prior to submitting listings.

NOTE: Copy form for the Attachment to form 674 and attach to document from Section G 955.

3. PAYROLL INPUT PROCESSING (PIP)

a. Out-of-State Pay adjustments are documented on a STD. 683 and keyed via the PIP.

1) The following Out-of-State Pay Adjustments PIP Processing Chart provides:

a) Specific PIP keying instructions for Out-of-State Pay adjustments by "Payment Per Warrant Register" and "Payment Should Be"

b) Various symbols, letters, and words as defined below:

PT	=	Payment Type
SD	=	Shift Differential
RC	=	Roll Code
Shaded area	=	Not required
X	=	Required

OUT-OF-STATE PAY ADJUSTMENTS PIP PROCESSING CHART

PIP SCREEN AREAS	PIP KEYING INSTRUCTIONS FOR OUT-OF-STATE PAY						
	SALARY RATE	DAYS	TB FRACTION	PT	HOURS	SD	RC
PAYMENT PER WARRANT REGISTER	X	X*		X			
PAYMENT SHOULD BE	X	X		X			

*Out-of-State Pay days previously issued (e.g., original plus adjustments) must be totaled and entered in this field.

Section G 700: DESCRIPTION (Revised 02/05)

A. Casual trade rate employees working in Skilled Trade classifications are entitled to trade rate benefits in accordance with their classification specified in the General Prevailing Wage Determination (G.P.W.D.) letter(s).
   1. Employees that are not members of a governing union are no longer entitled to trade rate benefits per CalHR PML #91-02, 1991. Refer to G 701, Eligibility criteria references.
   2. Employees that are members of a governing union are entitled to trade rate benefits as follows:
      a. Employees are required to make contributions (e.g., vacation, sick leave, retirement, and bona fine fringe benefits) to a benefit trust fund (BT) via a code 049 deduction based on certain union agreements.
      NOTE: Refer to Section H 610 for code 049 deduction processing procedures information.
      b. Employees who choose health and welfare, pension or other benefit fund payments in lieu of the usual fringe benefits provided by the G.P.W.D. letter, are entitled to trade rate benefits (payment type E) to be paid directly to them.

Section G 701: ELIGIBILITY CRITERIA REFERENCES (New 10/02)

A. Casual Trade Rate (Skilled Trades) Employees eligibility criteria are established by:
   1. California Department of Human Resources (CalHR) administering all matters concerning California State Civil Service/Excluded employer-employee relations set forth by guidelines to users and departments via:
      a. Personnel Management Liaison Memos and Pay Letters - Issued electronically to Human Resources and available for those with authorization to the Personnel Information Exchange (P.I.E) System on CalHR's web page (www.calhr.ca.gov) under policies and regulations.

B. Casual Trade Rate Employees eligibility criteria are established by:
   1. Industrial Relations administering all matters concerning improvements in the working conditions for California's wage earners and to advance opportunities for profitable employment in California set forth by guidelines to users and departments via:
      b. Prevailing Wages - Available on Industrial Relation's web page (http://www.dir.ca.gov/DLSR/statistics_research.html) under statistics and research.

Section G 702: TAXES (New 10/02)

A. In accordance with the tax laws, a flat rate method is used for federal and state tax withholdings. Refer to Section H 100, Taxes.

Section G 703: GENERAL INFORMATION (Revised 01/08)

A. Calculation of the following payment/benefits
   1. Not included: Overtime, Industrial Disability Leave, Non-industrial Disability, or Lump Sum.
   2. Included: Not Applicable.

B. Retirement: Trade Rate Benefits is not subject to retirement.

C. State Disability Insurance (SDI): Trade Rate Benefits is not subject to SDI.

Section G 704: PROCESSING PROCEDURES/METHODS (Revised 04/03)

A. The following provides transmittal information and two processing methods for payments (i.e., STD. Form 674 and Payroll Input Process).
   1. The Civil Service PIP Exceptions Transmittal form as shown below must be submitted along with STD. Form 674 to SCO/PPSD Payroll Operations for payments that cannot be keyed via PIP.

      NOTE: Copy form for the CIVIL SERVICE PIP EXCEPTIONS TRANSMITTAL and attach to document from Section G 955.

   2. PAYROLL ADJUSTMENT NOTICE – STD. FORM 674
      a. Submission of STD. Form 674 for the following conditions:
         1) Out of history payment – Pay Periods Prior to 13 months of payment history (i.e., the current pay period plus 12 prior pay periods).
         2) Payment needing processing coordination (with PPSD) for a specific deduction to be applied to the payment request (e.g., new garnishments).
         3) Requesting salary rate with three digits for cents
      b. Completion of STD. Form 674:
         1) A STD. Form 674 is required to be completed for each pay period. The following items must be completed on the STD. Form 674. Refer to the following Std. Form 674 (**simplified version**) completion **example** below.

	(2) SOCIAL SECURITY NUMBER	(3) NAME	(4) POSITION NUMBER			
			AGENCY	UNIT	CLASS	SERIAL
	Complete	Complete	Complete			

	REMARKS: **Describe payment type**

(6)	POS	ISSUE DATE			PAY PERIOD			SAL TYPE	SALARY RATE	TIME WORKED			PMT. TYPE	PAY SUFFIX	EARNINGS ID	GROSS	NET	WR #
		MO	DY	YR	T	MO	YR				DYS	HOURS						
A. PAYMENT PER SCO WARRANT REGISTER		Complete – If applicable						4	Enter hourly rate		Complete		E		E	Complete- If applicable		
B. PAYMENT SHOULD BE					Complete			4	Enter hourly rate		Complete		E		E	Complete		

FORM COMPLETED BY: Complete	**PHONE NO.** Complete – enter extension	
(AGENCY NAME) **FROM:** Complete	**AUTHORIZED SIGNATURE** Complete	**DATE** Complete

3. PAYROLL INPUT PROCESS (PIP)
   a. Trade Rate Benefit (payment type E) is documented on a Time and Attendance (TA) Form 672 or Miscellaneous (Mis) Payroll/Leave Actions STD. 671 and keyed via the PIP.
      1) The following PIP Processing Chart provides:
         a) Trade Rate Benefit Earnings IDs
         b) Information based on Earnings IDs
         c) Specific fields that may or may not be completed
         d) Various symbols, letters, and words as defined below:

X = Hours must be entered in the Days/Hours field

Blank = Field(s) must be left blank

$$ = Hourly rate is entered in salary rate field on a STD. 671(hard copy) and keyed on the Mis Screen.
OR
Hourly rate is entered in salary rate field on a Form 672 (hard copy) and keyed on the TA Screen.

TRADE RATE BENEFITS PIP PROCESSING CHART

TRADE RATE BENEFITS EARNINGS IDs	HOURLY RATE INFORMATION	PIP KEYING INSTRUCTIONS FOR TRADE RATE BENEFIT (PAYMENT TYPE E)			
		DAYS/HOURS	SALARY RATE	WWG	GROSS
E	Pay will issue at the based on hourly rate	/X	$$	BLANK	BLANK
E1	Pay will issue at a percentage of the based on hourly rate	BLANK	$$	BLANK	BLANK

OUT-OF-CLASS ASSIGNMENT PAY

Section G 825: DESCRIPTION (Revised 06/02)

A. Out-of-Class-Assignment Pay is a payment an employee is entitled to receive for performing duties and responsibilities associated with a higher classification other than their current classification.

Section G 826: ELIGIBILITY CRITERIA REFERENCES (Revised 06/02)

A. Civil Service/Exempt Employees eligibility criteria are established by:
   1. California Department of Human Resources (CalHR) administering all matters concerning California State Civil Service/Exempt employer-employee relations set forth by guidelines to users and departments via:
      a. Personnel Management Liaison Memos and Pay Letters - Issued electronically to Human Resources and available for those with authorization to the Personnel Information Exchange (PIE) System on CalHR's web page (www.calhr.ca.gov) under policies and regulations.
      b. Bargaining Unit (BU) Contracts - Available on CalHR's web page (https://www.calhr.ca.gov/state-hr-professionals/Pages/bargaining-contracts.aspx) under Labor Relations.
      c. California Civil Service Pay Scales, Section 6, Salary Relationships and Section 14, Pay Differentials – Available in hard copy, and also available on CalHR's web page (www.calhr.ca.gov) via the PIE System under manuals & procedures.
   2. Classification and Pay Guide Policies and Regulations, Section 375 - Available on CalHR's web page (www.calhr.ca.gov) via the PIE System or on State CalHR's web page https://www.calhr.ca.gov/PML Library/2001053.pdf State Controller's Office (SCO)/PPSD administering the State Payroll and Employment History processes set forth by guidelines to users and departments via:
      a. Payroll Letters - Issued electronically to Human Resources and available on SCO's web page (https://www.sco.ca.gov/ppsd_sco_letters.html).

Section G 827: TAXES (Revised 06/02)

A. In accordance with the tax laws, a flat rate method is used for federal and state tax withholdings. (Refer to section H 100).

Section G 828: GENERAL INFORMATION (Revised 01/08)

A. Calculation of the following payments/benefits

1. Not included: Industrial Disability Leave, Non-industrial Disability, or Lump Sum with the exception of BU 15. Refer to CalHR's web page (www.calhr.ca.gov) Pay Scales, Section 14.
2. Included: Overtime

B. Retirement: Out of Class Assignment Pay is subject to retirement.

C. State Disability Insurance (SDI): Out of Class Assignment Pay is subject to SDI withholding if the employee's Bargaining Unit negotiated SDI benefits. (See Section E 800 for withholding criteria).

Section G 829: EARNINGS IDs DEFINITIONS (Revised 06/02)

A. The Earnings IDs used for Out- of-Class Assignment Pay are defined as follows:

NOTE: Refer to the Out-of-Class Assignment Pay Determination Chart, G 829, for Earnings ID information by Bargaining Unit (BU) and methods of processing.

1. 8G and 8G2
   a. Percentage Based Differential (formerly called 5% of The Daily Rate).
      1) Payments are based on 5% over an employee's normal daily rate of the class to which the employee is appointed from the first day of the assignment up to 120 consecutive calendar days.
      2) Payments are requested decentrally via the Payroll Input Process (PIP). The daily rate is automatically calculated by the Payroll System.
2. SI
   a. Salary Difference Differential (formerly called Class Differential).
      1) Payments are based on the difference between an employee's salary and the salary of the higher class at the same step the employee would receive if promoted to that class, for a period in excess of 120 consecutive days. Or
      2) Payments are based on the difference between an employee's salary and the salary of the higher class at the same step the employee would receive if promoted to that class pursuant to Title 2 Cal. Code Regs Section 599.673, 599.674, or 599.676. The 120 consecutive calendar days criteria does not apply.
      3) Payments are requested decentrally via the PIP. The gross is manually calculated and entered on the PIP.
3. 8G1
   a. One Step Differential.
      1) Payments are based on one step of an employee's based on salary. The 120 consecutive calendar days criteria does not apply.

2) Payments are requested via documentation to PPSD. The One Step Differential gross is not required on the documentation.

Section G 830: OUT-of-CLASS ASSIGNMENT PAY DETERMINATION CHART (Revised 06/02)

A. The following Out-of-Class Assignment Pay Determination Chart is for determining the appropriate Earnings ID(s) to use currently or retroactively with the corresponding processing methods by BU or groups of BUs.

1. Specifically, the chart provides:
   a. Earnings IDs' eligibility criteria (indicated on column headings as #)
   b. If PIP is used to process a payment
   c. If a Form STD. 674 is required to request a payment
   d. CalHR Pay Scales Differential number
   e. Earnings IDs to use based on BU and eligibility criteria
   f. Various symbols, letters, and areas as defined below:

Shaded area	=	Not applicable
Y	=	Yes
**	=	Applicable for specific conditions (e.g., employees on disability for a partial month). Refer to the submission of Form STD. 674 for conditions, G 830.

Section G 830: OUT-OF-CLASS ASSIGNMENT PAY DETERMINATION CHART FOR REPRESENTED/ EXCLUDED EMPLOYEES (Revised 03/07)

NOTE: Refer to the BU Contracts, or CalHR Pay Letters to determine effective dates and eligibility criteria.

CB/ID	# PERCENTAGE BASED RATE (up to 120 days) and EID	# SALARY DIFFERENCE DIFFERENTIAL (over 120 days) and EID	# SALARY DIFFERENCE DIFFERENTIAL (120 days does not apply) and EID	# ONE STEP DIFFERENTIAL (120 days does not apply) and EID	USE PIP	USE 674	DPA PAY SCALES DIFF. NUMBER
R02 deleted 2/28/02; R15 deleted 01/30/02, R17 * See Diff. Number 97 for Exceptions	8G OR 8G2	SI			Y	**	90
R01, R02 eff. 03/01/02; R03, R04, R11, R15 eff. 01/31/02; R20, R21	8G or 8G2*	SI	SI		Y	**	91
R06, R07,R09	8G or 8G2*	SI			Y	**	92
R08	8G or 8G2	SI			Y	**	93
R10			SI	8G1	Y	**	94
R12	8G or 8G2	SI	SI		Y	**	236
R13			SI	8G1	Y	**	95
R14	8G or 8G2	SI	SI		Y	**	96
R15* *These class codes only: 2011, 2016, 2043, 2116, 2119, 2123, and 2124			SI		Y	**	97
R16			SI	8G1	Y	**	98
R18	8G or 8G2	SI	SI		Y	**	99
R19	8G or 8G2	SI	SI		Y	**	100
Excluded	8G or 8G2	SI	SI		Y	**	101
	Note: Prior to 5/99 employees are entitled to either the Percentage Based Rate or the Salary Difference Differential, whichever is greater. (The 120 days does not apply.)						

A. Payments are processed via two methods: Form STD. 674 and PIP. The following refers/provides processing procedures for each method.

1. PAYROLL ADJUSTMENT NOTICE - Form STD. 674

a. Completion of Form STD. 674:

1) A separate Form STD. 674 is required for each pay period. The following items must be completed on the Form STD. 674:

a) Social Security Number (SSN)

b) Employee Name

c) Position Number (enter position from which payment is to be issued. Class code must match the employment history class code for the pay period being requested)

d) Remarks (provide employee's BU and an explanation for the condition for which pay is being requested)

e) Payment Should Be

i. Earnings ID
- 8G is used for employees paid a monthly or daily salary rate
- 8G2 is used for employees paid an hourly salary rate
- 8G1 is used for employees paid a monthly, daily, or hourly salary rate

ii. SI is used for employees paid a monthly, daily, or hourly salary rate

iii. Salary Type
- 8 – Percentage Based Differential
- 4 – Percentage Based Differential, hourly rate
- 1 – One Step Differential
- Blank - Salary Difference Differential

iv. Gross

v. Form Completed By and Telephone Number and Extension

vi. Agency Name

vii. Authorized Signature

b. Submission of Form STD. 674 for the following conditions:

1) Employees on disability for a partial month. Employees on disability the entire month are not eligible for Out-of-Class Assignment Pay.

2) Specific deduction(s) (e.g., new garnishment) to be withheld from Out - of-Class Assignment pay.

3) Out-of-Class Assignment Pay that does not agree with the rate criteria in the particular BU contract. CalHR approval must be attached to the Form STD. 674 request. Refer to CalHR Pay Scales, Section 14.

4) Statutory employees.

5) Employee has multiple/concurrent job assignments.

6) Retroactive adjustments.

7) Out of history payments – Pay periods prior to 13 months of payment history (i.e., the current pay period, plus 12 prior pay periods). Refer to the following three Form STD. 674 (simplified versions) **completion examples** below.

a) **EXAMPLE**:

Out-of-Class Assignment Pay based on Percentage Based Differential – Earnings IDs – 8G or 8G2.

ENTER IN REMARKS: Effective date of Out-of-Class Assignment is (complete). Employee's Bargaining Unit is (complete). Percentage Based Differential for up to 120 consecutive calendar days.

(6)	POS	ISSUE DATE			PAY PERIOD			SALTYPE	SALARY FULL	TIME WORKED			EARNINGS ID	GROSS	NET	WR #
		MO	DY	YR	T	MO	YR				DYS	HOURS				
B. PAYMENT SHOULD BE					COMPLETE COMPLETE			8 4	BLANK BLANK	COMPLETE COMPLETE			8G or 8G2	OPTIONAL		

b) **EXAMPLE:**

Original Out-of-Class Assignment Pay based on Salary Difference Differential – Earnings ID –

SI.

NOTE: Prior to 5/1/99 use Earnings IDs – 8G or 8G2.

ENTER IN REMARKS: Effective date of Out-of-Class Assignment is (complete). Employee's Bargaining Unit is (complete). Salary Difference Differential over 120 consecutive calendar days or the 120 consecutive calendar days criteria does not apply.

(6)	POS	ISSUE DATE			PAY PERIOD			SALTYPE	SALARY FULL	TIME WORKED			EARNINGS ID	GROSS	NET	WR #
		MO	DY	YR	T	MO	YR				DYS	HOURS				
B. PAYMENT SHOULD BE					COMPLETE COMPLETE COMPLETE			1 4 -	BLANK BLANK BLANK	COMPLETE COMPLETE LEAVE BLANK			8G or 8G2 SI	COMPLETE COMPLETE COMPLETE		

c) **EXAMPLE:**

Original Out-of-Class Assignment Pay based on <u>One Step Differential</u> – Earnings IDs – 8G1.

ENTER IN REMARKS: Effective date of Out-of-Class Assignment is (<u>complete</u>). Employee's Bargaining Unit is (<u>complete</u>).

(6)	POS	ISSUE DATE			PAY PERIOD			SALTYPE	SALARY FULL	TIME WORKED			EARNINGS ID	GROSS	NET	WR #
		MO	DY	YR	T	MO	YR				DYS	HOURS				
B. PAYMENT SHOULD BE					COMPLETE			1	BLANK	COMPLETE			8G1	OPTIONAL		

8) Rate criteria changes from Percentage Based Differential to Salary Difference Differential. Refer to the following two Form STD. 674 (simplified versions) completion examples below.

a) **EXAMPLE:**

Out-of-Class Assignment Pay transfer and adjustment from Earnings ID 8G or 8G2 to SI.

ENTER IN REMARKS: Effective date of Out-of-Class Assignment is (<u>complete</u>). Employee's Bargaining Unit is (<u>complete</u>). Out-of-Class Assignment Pay was paid incorrectly. Transfer funds to correct Earnings ID and adjust pay.

(6)	POS	ISSUE DATE			PAY PERIOD			SALTYPE	SALARY FULL	TIME WORKED			EARNINGS ID	GROSS	NET	WR #
		MO	DY	YR	T	MO	YR				DYS	HOURS				
A. PAYMENT PER SCO		COMPLETE						8 4	BLANK BLANK	COMPLETE COMPLETE			8G or 8G2	COMPLETE COMPLETE	COMPLETE COMPLETE	
B. PAYMENT SHOULD BE					COMPLETE			-	BLANK	BLANK			SI	COMPLETE		

b) **EXAMPLE:**

Out-of-Class Assignment Pay transfer and A/R - Earnings ID - SI.

ENTER IN REMARKS: Effective date of Out-of-Class Assignment is (complete). Employee's Bargaining Unit is (complete). Out-of-Class Assignment Pay was paid incorrectly. Transfer funds to correct Earnings ID and adjust pay.

PAYROLL ADJUSTMENT NOTICE – ACCOUNTS RECEIVABLE (A/R)

(6)	POS	ISSUE DATE			PAY PERIOD			SALTYPE	SALARY FULL	TIME WORKED			EARNINGS ID	GROSS	NET	WR #
		MO	DY	YR	T	MO	YR				DYS	HOURS				
A. PAYMENT PER SCO		COMPLETE						8 4	BLANK BLANK	COMPLETE COMPLETE			8G or 8G2	COMPLETE COMPLETE	COMPLETE COMPLETE	
B. PAYMENT SHOULD BE					COMPLETE								SI	COMPLETE		

OVERPAYMENT TO BE RECOVERED BY:

Note: Must check at least one of the boxes on original 674 (A/R)

9) Out-of-Class Assignment Pay was paid incorrectly. Refer to the following Form STD. 674 (simplified version) completion example below.

a) **EXAMPLE:**

Salary Difference Differential Pay was requested in error; it should have been requested as a Percentage Based Differential - Earnings IDs – SI to 8G or 8G2.

ENTER IN REMARKS: Effective date of Out-of-Class Assignment is (complete). Employee's Bargaining Unit is (complete). Out-of-Class Assignment Pay was paid incorrectly. Transfer funds to correct Earnings ID.

(6)	POS	ISSUE DATE			PAY PERIOD			SALTYPE	SALARY FULL	TIME WORKED			EARNINGS ID	GROSS	NET	WR #
		MO	DY	YR	T	MO	YR				DYS	HOURS				
A. PAYMENT PER SCO		COMPLETE						-	BLANK BLANK				SI	COMPLETE	COMPLETE	
B. PAYMENT SHOULD BE					COMPLETE COMPLETE			8 4	BLANK BLANK		COMPLETE COMPLETE		8G OR 8G2	COMPLETE COMPLETE		

10) Original Out-of-Class Assignment Pay to include locked-in pay differentials or shift differential for Earnings ID 8G or 8G2 (Percentage Based Differential). Refer to the following Form STD. 674 (simplified Based

Differential). Refer to the following Form STD. 674 (simplified version) completion example below.

NOTE: Locked-in pay differentials and/or shift differential amounts are not automatically included via PIP.

a) **EXAMPLE:**

Original Out-of-Class Assignment Pay to include locked-in pay differentials or shift differential - Earnings IDs - 8G or 8G2.

ENTER IN REMARKS: Effective date of Out-of-Class Assignment is (complete). Employee's Bargaining Unit is (complete). Locked in pay differential and/or shift differential to be included is (complete).

(6)	POS	ISSUE DATE			PAY PERIOD			SALTYPE	SALARY FULL	TIME WORKED			EARNINGS ID	GROSS	NET	WR #
		MO	DY	YR	T	MO	YR				DYS	HOURS				
B. PAYMENT SHOULD BE					COMPLETE			-	BLANK BLANK		COMPLETE COMPLETE		8G or 8G2	COMPLETE COMPLETE		

11) Adjustments to Overtime to include Out-of-Class Assignment Pay Refer to the following Form STD. 674 (simplified version) completion example below.

a) **EXAMPLE:**

Adjust overtime rate to include Out-of-Class Assignment Pay – Overtime Earnings IDs – OF, OF5 or OF6.

ENTER IN REMARKS: Effective date of Out-of-Class Assignment is (complete). Employee's Bargaining Unit is (complete). Adjust overtime rate to include Out-of-Class Assignment.

(6)	POS	ISSUE DATE			PAY PERIOD			SALTYPE	SALARY FULL	TIME WORKED			EARNINGS ID	GROSS	NET	WR #
		MO	DY	YR	T	MO	YR				DYS	HOURS				
A. PAYMENT PER SCO		COMPLETE						4	COMPLETE			COMPLETE	COMPLETE	COMPLETE		
B. PAYMENT SHOULD BE					COMPLETE			4	COMPLETE			COMPLETE	OF, OF5, or OF6			

2. PAYROLL INPUT PROCESS (PIP)

a. Out-of-Class Assignment Pay is documented on a Time and Attendance (T/A) Form 672 or Miscellaneous (Misc.) STD. 671 and keyed via PIP. In addition, the

following special conditions can be keyed via the PIP if in history, otherwise, requests should be submitted on a Form STD. 674. Refer to G 829.

1) Special conditions are:
    a) Adjustments to Earnings ID SI payments by entering the adjustment gross in the computed gross field.
    b) Original overtime payment that includes Out-of-Class Assignment Pay key via the PIP by using Earnings IDs: OF, OF5, or OF6 (FLSA Special Computed Rate).
    c) Mid-month rate criteria change from a Percentage Based Differential to a Salary Difference Differential.

b. The following Out-of-Class Assignment Pay Processing Chart provides:
    1) Specific PIP keying instructions for excluded and represented employees by Earnings ID.
    2) Conditional fields that may or may not be completed.
    3) Various symbols, letters, and words are defined below:
        a) X = Enter days/hours (rate criteria is based on a 21 or 22 day pay period).
        b) $$ = Gross is entered in the salary rated field on a STD. 671 (hard copy) and keyed on the MIS screen.
        c) Blank = Days/Hours, Rate, and/or gross must be left blank.

NOTE: Before keying, refer to the CalHR Pay Scales Section 6, Salary Relationships, and Section 14, Pay Differentials, and Guide to Classification and Pay Policies and Procedures, Section 375.

Out-of-Class Assignment Pay Processing Chart
PIP KEYING ISNTRUCTIONS FOR EXCLUDED AND REPRESENTED EMPLOYEES

EID	DAYS/HOURS	SALARY RATE	GROSS
SI	Blank	Blank	$$
8G	X/X	Blank	Blank
8G2	/X	Blank	Blank

HOLIDAY PAY

Section G 925: DESCRIPTION (Revised 08/02)

A. An employee working on an observed holiday is entitled to receive appropriate compensation for all hours worked on the day of the holiday in accordance with his/her classification's assigned workweek group or bargaining unit (BU) contract. The method of compensation (i.e., Holiday Credit, cash or compensatory time off) is at the discretion of the State.

NOTE: Excluded from this area is the Holiday Credit Pay Differential. Refer to G 100, Miscellaneous Payments Processing Chart.

Section G 926: ELIGIBILITY CRITERIA REFERENCES (Revised 08/02)

A. Civil Service/Exempt Employees eligibility criteria are established by:

1. California Department of Human Resources (CalHR) administering all matters concerning California State Civil Service/Exempt employer-employee relations set forth by guidelines to users and departments via:
    a. BU contracts - Available on CalHR's web page (https://www.calhr.ca.gov/state-hr-professionals/Pages/bargaining-contracts.aspx) under Labor Relations.
    b. California Civil Service Pay Scales, Section 10 - Available in hard copy , and also available for those with authorization to the PIE System on CalHR's web page (www.calhr.ca.gov) under policies and regulations.
2. State Controller's Office (SCO)/PPSD administering the State Payroll and Employment History processes set forth by guidelines to users and departments via:
    a. Payroll Letters - Issued electronically to Human Resources and available on SCO's web page (https://www.sco.ca.gov/ppsd_sco_letters.html).

B. California State University (CSU) Employees eligibility criteria are established by:

1. Chancellor's Office administering all matters concerning California State University employer-employee relations set forth by guidelines to users and campuses via:
    a. BU contracts – Available on CSU's web page (www.calstate.edu/hradm/policies.shtml) under Collective Bargaining Agreement, Labor Relations.

Section G 927: TAXES (Revised 08/02)

A. In accordance with the tax laws, a flat rate method is used for federal and state tax withholdings. Refer to Section H 100, taxes.

Section G 928: GENERAL INFORMATION (Revised 01/08)

A. Calculation of the following payment/benefits

1. Not included: Overtime, Industrial Disability Leave, Non-industrial Disability, or Lump Sum.
2. Included: Not Applicable.

B. Retirement: Holiday Pay is subject to retirement.

C. State Disability Insurance (SDI): Holiday pay is subject to SDI withholding if the employee's Bargaining Unit negotiated SDI benefits. (See Section E 800 for withholding criteria).

Section G 929: HOLIDAY PAY DETERMINATION CHART FOR CIVIL SERVICE AND CSU EMPLOYEES (Revised 08/02)

A. The following Holiday Pay Determination Chart identifies various conditions that need to be considered to determine the appropriate Earnings ID(s) to use based on provisions from BU contract(s) and Section 7K of the Fair Labor Standards Act (FLSA).

1. Specifically, the chart provides:
   a. Holiday Pay provisions
   b. Holiday Pay Factors and Shift differential Codes by Earnings IDs:
      0.5 = Half Time
      1.0 = Straight Time
      1.5 = Time and One Half
      E = Evening Shift
      N = Night Shift
   c. Earnings IDs to use based on full time/part time and /or 7K employees
   d. Payroll conditions based on Earnings IDs
   e. Hourly rate information
   f. Symbols and areas as defined below:
      Shaded area = Not applicable
      X = Applicable for specific condition, Holiday Pay Factor, Shift Differential Code and EID

HOLIDAY PAY DETERMINATION CHART FOR CIVIL SERVICE AND CSU EMPLOYEES

HOLIDAY PAY PROVISIONS	HOLIDAY PAY FACTORS AND SHIFT DIFF. CODES					USE EARNINGS ID	WHEN PAYROLL CONDITION IS TO:	HOURLY RATE INFORMATION
	.5	1.0	1.5	E	N			
Full-time employees working on an observed holiday are entitled to receive pay at a rate of one and one-half times their regular rate of pay for each hour worked. Or,	X					H	Include applicable "Locked in" Pay Differentials in the hourly rate.	Hourly rate is automatically calculated and derived from employee's Employment History (EH) record.
		X				H5*		
			X			H6		
Part time or intermittent employees working on an observed holiday are entitled to receive pay at the rate of straight time for all hours worked unless such time exceeds 40 hours in a work week.	X			X		HE	Include Shift Differential and applicable "Locked IN" Pay Differentials in the hourly rate.	Hourly rate is automatically calculated and derived from employee's EH record and Shift Differential rate.
		X		X		H5E		
			X	X		H6E		
	X				X	HN		
		X			X	H5N		
			X		X	H6N		
Full-time or part time employees working in settings, such as institutions, that must provide coverage 24 hours a day, 7 days a week are entitled to pay in accordance with the Section 7K of the FLSA. For Example: Employees in law enforcement or fire suppression classes.	X					HG	Include/not include Pay Differentials or Shift Differential rate in calculating Holiday Pay for employees who's Holiday Pay **requires special calculation.** For example: Employees whose compensation is based under Section 7K of the FLSA (e.g., Correctional Officers)	Hourly rate is manually calculated and entered on the PIP.
		X				HG5		
			X			HG6		
	X			X		HGE		
		X				HG5E		
			X			HG6E		
	X				X	HGN		
		X			X	HG5N		
			X		X	HG6N		

* Earnings ID H5 is also used by the Department of Water Resources to request Lump sum Holiday Pay (formerly called Floating Holiday Pay) for biweekly employees. Lump sum Holiday Pay is an unused holiday time accrued during a fiscal year. Payments are issued on an hour-for-hour basis, at the employees' current salary rate.

Section G 930: RETROACTIVE HOLIDAY PAY ADJUSTMENTS (Revised 08/02)

SCO/PPSD will process adjustments for all employees whose Holiday Pay was automatically calculated and derived from EH record for a full month(s) as a result of a retroactive salary increase (e.g., General Salary Increase).

A. The following provides transmittal information and three processing methods for payments (i.e., STD. 671, STD. Form 674 and Payroll Input Process).

1. The Civil Service PIP Exceptions Transmittal form as shown below must be submitted along with a STD. 671 to SCO/PPSD Payroll Operations for payments that cannot be keyed via PIP.

   NOTE: Copy form for the CIVIL SERVICE PIP EXCEPTIONS TRANSMITTAL and attach to document from Section G 955.

2. MISCELLANEOUS PAYROLL/LEAVE ACTION – STD. 671
   a. Submission of STD. 671 (original Holiday Pay) for the following conditions:

      NOTE: The same conditions listed below apply for the submission of STD. Form 674 when requesting original Holiday Pay.

      1) Out of history payment – Pay periods prior to 13 months of payment history (i.e., the current pay period plus 12 prior pay periods)
      2) Mid-month salary rate change requesting time to be paid in the same position
      3) Payment of 250 or more hours
      4) Employees in BU 18 cashing out their Holiday Pay hours to be paid at a current rate for out of history payments.
      5) Emergency employee
      6) Payment needing processing coordination (with PPSD) for a specific deduction to be applied to the payment request (e.g., new garnishments)
      7) Employee has multiple/concurrent job assignments
      8) Mid-month salary rate and/or position number change requesting Lump Sum Holiday for a biweekly employee

   b. Completion of STD. 671:

      1) A STD. 671 Form is required to be completed for each pay period. The following areas must be completed on the STD. 671.
         a) Pay Period
         b) Agency Name
         c) Social Security Number (SSN)
         d) Employees Name
         e) Position Number (enter employee's EH position number from the pay period being requested)
         f) EID - Refer to the Holiday Pay Determination Chart, G 928
         g) Time to be Paid (enter hours)
         h) Alternate Funding Code (enter an alpha or numeric character if payment is to be charged to an agency, reporting unit, and/or serial number other than the employee's EH position)
         i) Salary Rate (complete with an hourly rate)
         j) WWG

k) Gross

l) Alternate Funding (enter position from which payment is to be issued.

Note: Class code must match employee's EH records for the pay period being requested)

m) Authorized Signature/Telephone Number and Extension

n) Date Signed

3. PAYROLL ADJUSTMENT NOTICE – STD. Form 674

a. <u>Submission of STD. Form 674 (Holiday Pay adjustments only) for the following conditions</u>:

1) Mid-month salary adjustments to salary rate or salary rate and time.
2) Holiday Pay rate was automatically calculated and derived from employee's EH record, and the rate should have been manually computed (e.g., employee in BU 6, WWG 2 should have been paid at the 7K rate).

NOTE: Adjustments due as a result of a **full** month retroactive salary increase will be processed by SCO/PPSD Operations.

b. <u>Completion of STD. Form 674</u>:

1) A STD. Form 674 Form is required to be completed for each pay period. The following items <u>must be completed</u> on the STD. Form 674.

a) Social Security Number (SSN)

b) Employee Name

c) Position Number (enter position from which payment is to be issued. Note: Class code must match employee's EH class code for the pay period being requested)

d) Remarks - if applicable

e) Payment Per SCO Warrant Register/Payment Should Be

- Issue Date – if applicable
- Pay Period
- Salary Rate (hourly rate)
- Time Worked
- Payment Type
- Suffix (e.g., H or G)
- Earnings ID
- Shift Code – if applicable
- Gross
- Net
- Warrant Number

f) Payment Should Be (6B)

- Pay Period
- Salary Rate (hourly rate)
- Time worked
- Payment Type
- Suffix (e.g., H or G)
- Earnings ID

- Shift Code – if applicable

g) Form completed by and Telephone Number and Extension
h) Agency Name
i) Authorized Signature

4. PAYROLL INPUT PROCESS (PIP)

a. Original Holiday Pay is documented on a Time and Attendance (T/A) Form 672 or Miscellaneous (Misc.) STD. 671 and keyed via the PIP. In addition, the following special conditions can be keyed via the PIP if in history, otherwise, request should be submitted on a STD. 671 or STD. Form 674. Refer to G 929 (Processing Procedures/Methods).

1) Special Conditions are:
   a) When Holiday Pay payment request is for additional time that matches the time of the original payment. Key then, via the PIP by using two line entries (e.g., 4 hours has already been issued to employee and he/she is due an additional 4 hours. Key one line entry with 1 hour and another line entry with 3 hours).
   b) When Holiday Pay payment request is for 250 or more hours. Key then, via the PIP by using two line entries (e.g., one with 100 hours and another with 150 or more hours).

2) The following Original Holiday Pay PIP Processing Chart provides:
   a) Various Holiday Pay Earnings IDs
   b) Specific PIP keying instructions for Civil Service and CSU employees by EID
   c) Various symbols, letters, and words as defined below:

X	=	Hours must be entered in the Days/Hours field.
Blank	=	Field(s) must be left blank.
$$	=	Hourly rate must be entered in salary rate field on the TA PIP Screen or the MIS PIP Screen.

NOTE: Before keying, refer to the CalHR Pay Scales Section 14 to determine if Pay Differentials should be included in Holiday Pay rate or Section 10 to verify WWG's eligibility criteria.

HOLIDAY PAY Earnings IDs	**PIP KEYING INSTRUCTIONS FOR CIVIL SERVICE AND CSU EMPLOYEES**			
	DAYS/HOURS	**SALARY RATE**	**WWG**	**GROSS**
H, H5, H6, HE, H5E, H6E, HN,H5N, or H6N	/X	Blank	Blank	Blank
HG, HG5, HG6, HGE, HG5E, HG6E, HGN, HG5N, or HG6N*	/X	$$	Blank	Blank

* Pay Differentials that are included in overtime calculation are also included in Holiday Pay calculation. Before keying, refer to the CalHR Pay Scales Section 14 to determine if Pay Differentials should be included in Holiday Pay rate.

PLANNED OVERTIME PAY

Section G 950: DESCRIPTION (New 09/02)

A. Fire Protection employees assigned to an Immediate Response Assignment (IRA-72) or a Non-Immediate Response Assignment (NIRA-53) are entitled to receive Planned Overtime Pay for all hours worked in excess of the number of hours required to work during their work period. Compensation is based on an average duty week or work week under the Fair Labor Standards Act (FLSA), work week group (WWG), and bargaining unit (BU) contract (s).

Section G 951: ELIGIBILITY CRITERIA REFERENCES (New 09/02)

A. Civil Service/Exempt Employees eligibility criteria are established by:

   1. California Department of Human Resources (CalHR) administering all matters concerning California State Civil Service/Exempt employer-employee relations set forth by guidelines to users and departments via:

      a. BU contracts - Available for those with authorization to the Personnel Information Exchange (PIE) System on CalHR's web page (https://www.calhr.ca.gov/state-hr-professionals/Pages/bargaining-contracts.aspx) under search the BU contracts.

      b. California Civil Service Pay Scales, Section 10 – Available in hard copy , and also available on CalHR's web page (www.calhr.ca.gov) via the PIE System under policies and regulations.

   2. State Controller's Office (SCO)/PPSD administering the State Payroll and Employment History processes set forth by guidelines to users and departments via:

      a. Payroll Letters - Issued electronically to Human Resources and available on SCO's web page (https://www.sco.ca.gov/ppsd_sco_letters.html).

Section G 952: TAXES (New 09/02)

In accordance with the tax laws, a flat rate method is used for federal and state tax withholdings. Refer to Section H 100, Taxes.

Section G 953: GENERAL INFORMATION (Revised 02/05)

Calculation of the following payment/benefits

1. Not included: Overtime, Industrial Disability Leave, Non-industrial Disability, or Lump Sum.
2. Included: Not Applicable.

Section G 954: PLANNED OVERTIME PAY DETERMINATION CHART FOR FIRE PROTECTION EMPLOYEES (New 09/02)

The following Planned Overtime Pay Determination Chart provides the Earnings ID(s) to use based on employee's assignment, FLSA provisions, or BU contract(s).

1. Specifically, the chart provides:
   a. Planned Overtime Pay provisions
   b. Planned Overtime Pay Factors and Shift Differential Codes by Earnings IDs:
      0.5 = Half Time
      1.0 = Straight Time
      1.5 = Time and One Half
      E = Evening Shift
      N = Night Shift
   c. Earnings IDs to use for Planned Overtime Pay Provisions
   d. Hourly rate information
   e. Symbols and areas as defined below:
      Shaded area = Not applicable.
      X = Applicable for Planned Overtime Pay Factor and/or Shift Differential Code.

PLANNED OVERTIME PAY DETERMINATION CHART FOR FIRE PROTECTION EMPLOYEES IN BU 07 AND 08

PLANNED OVERTIME PAY PROVISIONS	PLANNED OVERTIME PAY FACTORS and SHIFT DIFFERENTIAL CODES					EARNINGS ID	HOURLY RATE INFORMATION
	.5	1.0	1.5	E	N		
Fire Protection employees in BU 07 and 08 assigned to an Immediate Response Assignment (IRA-72) or a Non-Immediate Response Assignment (NIRA-53).	X					HG*	Hourly rate is manually calculated and entered on the PIP.
		X				HG5*	
			X			HG6*	
***Employees in Fire Suppression classes are eligible to receive pay on a current month prior to issuance of their corresponding regular pay at the end of their work period based on the following criteria:**	X			X		HGE	
		X		X		HG5E	
			X	X		HG6E	
	X				X	HGN	
• **Agency code 542**		X			X	HG5N	
• **BU R08, S08, or E08** • **WWG 2**			X		X	HG6N	

A. The following provides transmittal information and three processing methods for payments (i.e., STD. 671, STD. Form 674 and Payroll Input Process).

1. The Civil Service PIP Exceptions Transmittal form as shown below must be submitted along with a STD. 671 to SCO/PPSD Payroll Operations for payments that cannot be keyed via PIP.

   NOTE: Copy form for the CIVIL SERVICE PIP EXCEPTIONS TRANSMITTAL and attach to document from Section G 955.

2. MISCELLANEOUS PAYROLL/LEAVE ACTION – STD. 671

   a. Submission of STD. 671 (original Planned Overtime) for the following conditions:

      NOTE: The same conditions listed below apply for the submission of STD. Form 674 when requesting original Planned Overtime.

      1) Out of history payment – Pay periods prior to 13 months of payment history (i.e., the current pay period plus 12 prior pay periods)
      2) Mid-month salary rate change requesting time to be paid in the same position
      3) Payment of 250 or more hours [Refer to G 954, 4.a.1).b)]. Special Conditions if payment is in history)
      4) Emergency employee
      5) Payment needing processing coordination (with PPSD) for a specific deduction to be applied to the payment request (e.g., new garnishments)
      6) Employee has multiple/concurrent job assignments

   b. Completion of STD. 671:

      1) A STD. 671 Form is required to be completed for each pay period. The following areas must be completed on the STD. 671.
         a) Pay Period
         b) Agency Name
         c) Social Security Number (SSN)
         d) Employees Name
         e) Position Number (enter employee's EH position number from the pay period being requested)
         f) Earnings ID - Refer to the Planned Overtime Pay Determination chart, G 954
         g) Time to be Paid (enter Hours)
         h) Alternate Funding Code (enter an alpha or numeric character if payment is to be charged to an agency, reporting unit, and/or serial number other than the employee's EH position)
         i) Salary Rate (complete with an hourly rate)
         j) WWG
         k) Gross
         l) Alternate Funding (enter position from which payment is to be issued

Note: Class code must match employee's EH records for the pay period being requested)

m) Authorized Signature/Telephone Number and Extension
n) Date Signed

3. PAYROLL ADJUSTMENT NOTICE – STD. Form 674

a. <u>Submission of STD. Form 674 (planned Overtime Pay adjustments) for the following conditions</u>:
   1) Adjustments to salary rate or salary rate and time
   2) Adjustments due to a retroactive Employment History salary rate increase (e.g., general salary increase)
   3) Transfer of funds from regular overtime (payment type 1) to Planned Overtime (payment type S)

b. <u>Completion of STD. Form 674</u>:
   1) A STD. Form 674 is required to be completed for each pay period. The following items must be completed on the STD. Form 674.
      a) Social Security Number (SSN)
      b) Employee Name
      c) Position Number (enter position from which payment is to be issued. Note: Class code must match employee's EH class code for the pay period being requested)
      d) Remarks - if applicable (e.g., indicate in remarks to adjust retirement if a transfer of funds from payment type 1 to payment type S is being requested)
      e) Payment Per SCO Warrant Register
         - Issue Date – if applicable
         - Pay Period
         - Salary Rate (hourly rate)
         - Time Worked
         - Payment Type
         - Suffix (e.g.,G)
         - Earnings ID
         - Shift Code – if applicable
         - Gross
      f) Payment Should Be
         - Pay Period
         - Salary Rate (hourly rate)
         - Time Worked
         - Payment Type
         - Suffix (e.g.,G)
         - Earnings ID
         - Shift Code – if applicable
      g) Form completed by and Telephone Number and Extension
      h) Agency Name
      i) Authorized Signature

4. PAYROLL INPUT PROCESS (PIP)

a. Original Planned Overtime Pay is documented on a Time and Attendance (TA) Form 672 or Miscellaneous (Mis) Payroll/Leave Actions STD. 671 and keyed via the PIP. In addition, the following special conditions can be keyed via the PIP if in history, otherwise, request should be submitted on a STD. 671 or STD. Form 674. Refer to G 954 (Processing Procedures/Methods).

1) Special Conditions are:

a) When Planned Overtime request is for additional time and time-to-be-paid matches the original time issued (e.g., 4 hours has already been issued and additional 4 hours is due. Use two line entries. For example, key one entry with time-to-be-paid as 1 hour and the other line entry as 3 hours.
NOTE: The time-to-be-paid (TTBP) for the two line entries cannot match (e.g., one entry in (TTBP) is 2 hours, the other is 2 hours). Otherwise, one of the payments will reject for duplicate payment.

b) Original Planned Overtime Pay payment request is for 250 or more hours. Use two line entries. For example, key one entry with time-to-be-paid as 100 hours and the other line entry as 150 or more hours.
NOTE: The time-to-be-paid (TTBP) for the two line entries cannot match (e.g., one entry in TTBP is 100 hours, the other is 100 hours). Otherwise, one of the payments will reject for duplicate payments

2) The following Original Planned Overtime Pay PIP Processing Chart provides:

a) Planned Overtime Pay Earnings IDs.

b) Specific PIP keying instructions for Fire Protection employees.

c) Various symbols, letters, and words as defined below:

X = Hours must be entered in the Days/Hours field.
Blank = Field(s) must be left blank.
$$ = Hourly rate must be entered in salary rate field on the TA PIP Screen or the Mis PIP Screen.

ORIGINAL PLANNED OVERTIME PAY PIP PROCESSING CHART

NOTE: Before keying, refer to employee's BU contract to verify eligibility criteria

PLANNED OVERTIME PAY Earnings IDs	PIP KEYING INSTRUCTIONS FOR FIRE SUPPRESSION AND FORESTRY EMPLOYEES			
	DAYS/HOURS	SALARY RATE	WWG	GROSS
* HG, HG5, HG6, HGE, HG5E, HG6E, HGN, HG5N, or HG6N	/X	$$	Blank	Blank

* These Earnings IDs may also be used by Department of Corrections and Youth Authority to request Holiday Pay for 7K employees. Refer to G 929 (Original Holiday Pay PIP Processing Chart).

NOTE: Copy either of the forms below (CIVIL SERVICE PIP EXCEPTIONS TRANSMITTAL or ATTACHMENT TO FORM 674) and attach to the appropriate document.

SEE BELOW ---

CIVIL SERVICE
PIP EXCEPTIONS TRANSMITTAL

Date:

To: Payroll Operations

From Department:_____

Attached are document(s) which WERE NOT keyed, for the reason shown below:

__ Out of history payment

__ Mid-month position or salary rate change

__ Payment of 250 or more hours

__ Payment is for an emergency employee

__ Overtime request for employee not appointed to department in which overtime is being requested

__ 10/12 pay plan employee

__ Other/Explain:_____

ATTACHMENT TO FORM 674

Pay Period _____

Social Security Number	Employee's Name	Agency	Unit	Class	Serial	Rate	Time/Units	Gross