

CALHR GUIDELINES WHILE USING THE SPSL BENEFIT AND RECEIVING THE PLP SALARY REDUCTION

How is my PLP accrual rate determined?

PLP accrual rate is based on the number of hours the employee is paid for the pay period.

The SPSL pay is paid at the unreduced rate (Based on Salary PAR Item 320) the rate will not include Earning IDs (EID) (PAR Item 350) that decrease the employees pay such as VPLP, PLP, etc. The rate will include (EID locked on pay differentials that increase the total salary pay rate).

Can the EFMLA Calculator be used for hourly employee pay?

The calculator is not designed to calculate SPSL benefit pay for hourly employees, or semi-monthly employees. Manual calculations are required for these situations.

Benefit Entitlement:

SPSL time used will be paid at the unreduced salary rate (Based on Salary PAR Item 320) the rate will not include Earning IDs (EID) (PAR Item 350) that decrease the employees pay such as VPLP, PLP, etc. The rate will include (EID locked on pay differentials that increase the total salary pay rate).

Voluntary Personal Leave Program (VPLP):

The VPLP accrual is based on hours paid with the exception of SPSL/ATO usage

Pay Differential 443 \$15 Minimum Wage Equity Adjustment Differential – Bargaining Units R01, R04, R07, R11, R14, R15, R18, R20, and Excluded Employees

Pay differential 443 only applies to the period of time in which the employee had no PLP deduction. The pay differential criteria states it is for all classes listed where the employee is receiving PLP reductions. If the employee is utilizing FFCRA/SPSL and not receiving the PLP deduction, they will not receive the pay differential for those days.