

**PAY DIFFERENTIAL 440**  
**IMPROVING AFFORDABILITY AND ACCESS TO HEALTH CARE –**  
**BARGAINING UNIT R08, SEIU RELATED EXCLUDEDS AND EXCLUDED EMPLOYEES**

Established: 07/01/20

Revised: 07/01/21, 12/01/22, 07/01/23, 12/01/23

CBID DESIGNATIONS	RATE	EARNINGS ID	DEPARTMENT
<b>Rank and File:</b> R08	\$260 per month	GHCP	All Departments
<b>Excluded:</b> S01, S03, S04, S08, S11 S14, S15, S17, S20 and S21 M01*, M03, M08, M14, M17, M21, M99  Confidential designations C01 and C04  E01, E04 and E20  U01, U04 and U15  E, E48, E59, E67, E68, E77, E78, E79, E97, E98 and E99 (refer to listing of classes)  M01* - CEA positions in class code 7500 tied to BU 08 or tied to SEIU			
<b>CRITERIA</b>			
Employees in a classification with a CBID identified above, who are enrolled in a state-sponsored health plan, as identified in the table below, shall receive a differential of \$260 per month.			
*CEA positions in class code 7500 tied to BU 06 and 07 are not eligible to receive the pay differential.			
CEA positions in class code 7500 tied to BU 8 are eligible effective 12/01/22.			
CEA positions in class code 7500 tied to SEIU are eligible effective 12/01/23.			
Tenure	Time Base	Benefits Eligible	
Permanent	Full-Time	Yes	
	Part-Time a) Half-time or more b) Less than half-time	Yes No	
	Intermittent (PI) a) 480 or more paid hours/Control Period (or 960 paid hours in two consecutive	Yes**	

**SECTION 14:**

**PAY DIFFERENTIALS**

	Control Periods to qualify to continue coverage) b) Less than 480 paid hours/Control Period	No
Limited-Term (less than 6 months)	N/A	No
Limited-Term (more than 6 months)	Full-Time	Yes
	Part-Time	
	a) Half-time or more	Yes
	b) Less than half-time	No
	Intermittent	No
Temporary (TAU) (less than 6 months)	N/A	No
Temporary (TAU) (more than 6 months)	Full-Time	Yes
	Part-Time	
	a) Half-time or more	Yes
	b) Less than half-time	No

\*\*Only paid hours in the PI appointment shall be counted toward the 480 hours in a Control period.

For BU 08 employees and related excluded employees, this pay differential will be provided commencing with the December 1, 2022 pay period through June 30, 2024.

For SEIU related excluded employees and confidential employees related to SEIU, this pay differential will be provided commencing with the December 2023 pay period.

Employees on medical leave who maintain eligibility for a health care plan will maintain eligibility for this payment.

The pay differential shall not be part of the employee's base salary for the purpose of computing salary adjustments.

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

**IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:**

PRO RATED	No
SUBJECT TO QUALIFYING PAY PERIOD	No
ALL TIME BASES AND TENURE ELIGIBLE	Yes/No***
SUBJECT TO PERS DEDUCTION	No

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

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

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

\*\*\*\*Employees on a leave of absence, NDI, IDL, and Military leave are eligible for the \$260 as long as enrollment in a state-sponsored health plan continues.

<b>THE FOLLOWING ARE THE EXCLUDED CLASSES TIED TO SEIU RELATED EXCLUDED CLASS</b>			
Class Code	CBID	Class Title	BU Ties
5215	E97	Personnel Program Technician III	01
5266	E97	Staff Finance Budget Analyst	01
5267	E97	Finance Budget Analyst	01
5312	E97	Personnel Program Analyst	01
5426	E97	Financial and Performance Evaluator II, Department of Finance	01
5427	E97	Financial and Performance Evaluator III, Department of Finance	01
5432	E97	Financial and Performance Evaluator I, Department of Finance	01
9529	E97	Labor Relations Analyst	01
5313	E98	Staff Personnel Program Analyst	01
5428	E98	Supervisor-Financial and Performance Evaluator, Department of Finance	01
9535	E98	Labor Relations Specialist	01
5270	E99	Principal Program Budget Analyst I	01
5271	E99	Principal Program Budget Analyst II	01
5273	E99	Principal Program Budget Analyst III	01
5318	E99	Personnel Program Advisor	01
5322	E99	Personnel Program Manager I	01
5323	E99	Personnel Program Manager II	01
5429	E99	Manager-Financial and Performance Evaluator, Department of Finance	01
0365	E	Agricultural Aide (Seasonal)	01
4854	E	Exhibit Superintendent II	01
4863	E	State Fair Activity Supervisor	01
4872	E	Graduate Student Assistant	01
8895	E	Expert Examiner	01
9525	E97	Conciliator Department of Industrial Relations	01
9546	E97	Presiding Conciliator, Department of Industrial Relations	01
9522	E99	Supervisor of Conciliation, Department of Industrial Relations, C.E.A.	01
2955	E97	Senior Law Indexer	04
1817	E98	Supervising Law Indexer	04
1158	E	Exposition Assistant III	04
1161	E	Exposition Assistant II	04
1854	E	Examination Proctor	04
1860	E	Assistant Examination Proctor	04
4870	E	Student Assistant	04
9991	E	Youth Aid	04
6242	E	Lead Snow Gauger	11
6245	E	Snow Gauger	11
1016	E	Archeological Project Leader -Seasonal-	11
1019	E	Park Interpretive Specialist -Seasonal-	11
1021	E	Archeological Specialist -Seasonal-	11