

Human Resources Branch Memorandum

SUBJECT: Longevity Pay Differential – Pay Differential 433	NUMBER: HRB 22-026
	DATE ISSUED: October 21, 2022
DISTRIBUTION: Bargaining Unit 9 and Affiliated Excluded Employees	EXPIRES: Until Superseded

Action Required

Informational Only

Control Agency Directive

Purpose

This purpose of this memorandum is to provide bargaining unit (BU) 9 and affiliated excluded employees with information regarding [Longevity Pay Differential – Pay Differential 433](#).

Authority

[BU 9 – Professional Engineers Memorandum of Understanding](#)
[Government Code \(GC\) section 21232](#)
[Longevity Pay Differential – Pay Differential 433](#)

Eligibility

Effective October 1, 2022, BU 9 and affiliated excluded employees are eligible to receive [Longevity Pay Differential – Pay Differential 433](#) based on the updated criteria below:

State Service	Percentage of Base Pay
17 years	2%
18 years	3%
19 years	4%
20 or more years	5.5%

The above percentages are noncumulative. For example, an employee who has 19 years of state service is eligible for a four percent pay differential of their base pay, not a cumulative nine percent total for 17, 18, and 19 years of service.

All time spent in state service shall count, as long as the employee is in a BU 9 or affiliated excluded classification at the time of eligibility for the pay differential.

Retired Annuitants are not eligible for [Longevity Pay Differential – Pay Differential 433](#) unless appointed under [GC section 21232](#).

No action from employees is necessary. The Human Resources Branch (HRB) will automatically add/update the differential for eligible employees, which will be reflective in their October 2022 pay warrants.

Contact

If you have any questions or need additional information, submit an inquiry to HRB through the [Ask HR](#) portal.