

EDUCATIONAL INCENTIVE PAY

4187

(No. 7 January 2008)

An Educational Incentive Pay (EIP) differential of \$75 per month will be paid to permanent, Unit 8 employees who have achieved journey-level status under the approved Joint Apprenticeship Committee (JAC) Program or to employees Blanketed-In to CAL FIRE employment who have been granted a journey-level equivalency. The incentive pay will begin on the date the apprentice meets the criteria and, therefore, may be pro-rated. Below is additional information concerning employee status and the continuance of the incentive pay.

- 1) The effective date of Educational Incentive Pay is upon journey status and completion of time-in-grade, all related and supplemental training, written exams, and manipulative skills identified in the Progress Notebooks for that classification. (Note: Retroactive educational incentive back pay for apprentices does not extend beyond 12 months, unless it is due to department error.)
- 2) Employees who are receiving the Educational Incentive Pay shall retain the pay upon movement to another eligible Unit 8 classification regardless of the EIP criteria for the new class.
- 3) Educational Incentive Pay shall be eliminated upon movement of the employee to a classification not in the Unit 8 designation.

For more information on the Educational Incentive Pay, including information on the specific classifications that qualify for this differential, please see [Section 1037.11.2.3](#) of the Personnel Procedures (1000) Handbook.

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