Gross Pay Back Deduction

Base salary rates and other forms of compensation shall be calculated per the terms of this agreement; however, effective immediately, a gross pay back deduction (GPBD) on a percentage basis that yields a total annual reduction of 5% will be implemented. This GPBD shall be calculated to include regular pay, vacation, sick, and compensatory time pay, workers' compensation Labor Code Section 4850 or negotiated salary supplement pay, overtime pay, and all types of increment and other pay listed on Schedule A. The GPBD shall not apply to increment and other pay or allowances listed on Schedule B. The GPBD shall be made pre-tax. The compensation reported to CalPERS shall be net of the GPBD.

Schedule A:

- All percentage based increment pays
- Paramedic Pay
- Education Pay
- Holiday Pay
- Bereavement Leave
- Administrative Leave
- Other Paid Leave
- Jury Duty Pay
- Call-Back Pay
- Court Standby Pay
- Court Appearance Pay
- Detective Standby Pay
- Acting Pay
- Management Leave
- Executive Leave
- Catastrophic Leave
- Compensatory time payoffs

Schedule B:

- Allowances (tool, boot, uniform)
- Sick leave and vacation annual conversions
- Sick leave and vacation payoffs
- SPIL and Opt-out
- Paramedic annual bonus
- USAR shift pay
- FMEF Standby Pay