PAY DIFFERENTIAL 132
RECRUITMENT AND RETENTION DIFFERENTIAL PAY – AVENAL, CALIPATRIA, CENTINELA, CHUCKAWALLA VALLEY, HIGH DESERT, IRONWOOD, PELICAN BAY, R. J. DONOVAN CORRECTIONAL FACILITY, SIERRA CONSERVATION CENTER AND CALIFORNIA CORRECTIONAL CENTER STATE PRISONS - BARGAINING UNITS 01, 02, 03, 04, 06, 09, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20 AND EXCLUDED EMPLOYEES

Established: 01/01/89
Revised: 07/01/98, 07/01/03, 01/01/06, 09/01/06, 01/01/07, 03/01/07, 07/01/07, 08/01/07, 01/01/08, 11/01/11, 03/06/12, 06/01/16, 04/01/17, 07/01/18, 07/01/19, 07/01/21, 10/01/23

CLASS TITLE	CLASS CODE	CB/ID	RATE	EID	DEPARTMENT
Rank and File					
All Classes	Various	R12, U12, R13	$2600	9K	Prison Industry Authority, California Department of Corrections and Rehabilitation: Avenal, Chuckawalla Valley, Ironwood, Centinela, Calapatria, High Desert, Pelican Bay, R.J. DonovanCorrectional Center, California Correctional Center, and Sierra Conservation Center
All Classes (Except Class Code 8226)	Various	R02, R16*, R18*, R19*	$2400	9K	Prison Industry Authority, California Department of Corrections and Rehabilitation: Avenal, Chuckawalla Valley and Ironwood
Psychiatric Technician Instructor	8226	R18		SJ	
Excluded					
All Managerial Classes	Various	M12	$2600	9K	Prison Industry Authority, California Department of Corrections and Rehabilitation: Avenal, Chuckawalla Valley, Ironwood, Centinela, Calapatria, High Desert, Pelican Bay, R.J. Donovan Correctional Center, California Correctional Center, and Sierra Conservation Center

All Supervisory Classes	Various	S12, U12, S13	$2600	9K	Prison Industry Authority, California Department of Corrections and Rehabilitation: Avenal, Chuckawalla Valley, Ironwood,Centinela, Calapatria, High Desert, Pelican Bay, R.J. Donovan Correctional Center, California Correctional Center, and Sierra Conservation Center
All Supervisory Classes	Various	S02, S16*, S18*, S19*	$2400	9K	Prison Industry Authority, California Department of Corrections and Rehabilitation: Avenal, Chuckawalla Valley and Ironwood
All Confidential designated employees (except C12 and C13)	Various	C02, C16, C18, C19			
Chief Dentist, CF	9344	M16			
Confidential designated employees	Various	C12	$2600	9K	Prison Industry Authority, California Department of Corrections and Rehabilitation: Avenal, Chuckawalla Valley, Ironwood, Centinela, Calapatria, High Desert, Pelican Bay, R.J. Donovan Correctional Center, California Correctional Center, and Sierra Conservation Center
Rank and File					
All Classes	Various	R06	$2600 (two payments of $1300)	9K	California Department of Corrections and Rehabilitation: Avenal, Calipatria,Centinela, Chuckawalla Valley, High Desert, Ironwood, Pelican Bay State Prisons and California Correctional Center
Excluded					
All Classes	Various	S06, C06	$2600 (two payments of $1300)	9K	Prison Industry Authority, California Department of Corrections and Rehabilitation: Avenal, Chuckawalla Valley, Ironwood, Centinela, Calapatria, High Desert, Pelican Bay, R.J. Donovan Correctional Center, California
Correctional Administrator, Department of Corrections	9645	M06			
Chief Deputy Administrator, CorrectionalProgram, CEA	9691				
Captain (Adult Institution)	9646	S06, C06			

					Correctional Center, and Sierra Conservation Center
Warden (Exempt)	9625	E99			California Department of Corrections and Rehabilitation: Avenal, Calipatria,Centinela, Chuckawalla Valley, High Desert, Ironwood, Pelican Bay State Prisons and California Correctional Center
Rank and File					
All Classes	Various	R09, R10	$2600	9K	Prison Industry Authority, California Department of Corrections and Rehabilitation: Avenal, Calipatria, Centinela, Chuckawalla Valley, High Desert, Ironwood, Pelican Bay and California Correctional Center State Prisons
Excluded					
All Classes	Various	S09, C09, M09, S10, C10, M10	$2600	9K	Prison Industry Authority, California Department of Corrections and Rehabilitation: Avenal, Calipatria, Centinela, Chuckawalla Valley, High Desert, Ironwood, Pelican Bay and California Correctional Center State Prisons
Rank and File					
All Classes	Various	R01, R03*, R04*, R11, R14, R15, R17*,R20	$2600	9K	Prison Industry Authority, California Department of Corrections and Rehabilitation: Avenal, Chuckawalla Valley,Ironwood, High Desert, California Correctional Centerand Pelican Bay
Excluded					
All Supervisory Classes	Various	S01*, S03*, S04*, S11, S14, S15, S17*,S20	$2600	9K	Prison Industry Authority, California Department of Corrections and Rehabilitation: Avenal, Chuckawalla Valley,Ironwood, High Desert, California Correctional Center and Pelican Bay
All Confidential designatedemployees	Various	C01, C03, C04, C11, C14, C15, C17, C20			
CEA	7500	M01			
Correctional Health Services Administrator II, CF	4912				
Labor Relations Analyst	9529	E97			

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.

Note: The R13 and S13 rates from Pay Differential 135 were consolidated into Pay Differential 132 - Recruitment and Retention Differential Pay – Avenal, Calipatria, Centinela, Chuckawalla Valley, High Desert, Ironwood, Pelican Bay, R. J. Donovan Correctional Facility, Sierra Conservation Center and California Correctional Center State Prisons - Bargaining Units 01, 02, 03, 04, 06, 09, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20 and Excluded Employees effective July 1, 2019 with Pay Letter 20-10.

Note: The R12 and S12 rates from Pay Differential 135 were consolidated into Pay Differential 132 - Recruitment and Retention Differential Pay – Avenal, Calipatria, Centinela, Chuckawalla Valley, High Desert, Ironwood, Pelican Bay, R. J. Donovan Correctional Facility, Sierra Conservation Center and California Correctional Center State Prisons - Bargaining Units 01, 02, 03, 04, 06, 09, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20 and Excluded Employees effective July 1, 2021 with Pay Letter 21-19.

*** See exceptions starting on page 6**

CRITERIA

Employees who are employed at Avenal State Prison, Calipatria State Prison, Centinela State Prison, Chuckawalla Valley State Prison, High Desert State Prison, Ironwood State Prison, Pelican Bay State Prison or California Correctional Center shall be eligible for this differential, payable within 30 days following the completion of the required qualifying pay periods.

Bargaining Unit 06 and Related Excluded Classifications

- Effective June 1, 2016, employees shall be eligible for this differential payable in semi-annual payments of one half ($1300) after completion of the first six consecutive qualifying pay periods at the institution and the second half after the completion of an additional six consecutive qualifying pay periods. Thereafter, the employee would be eligible for the incentive every six consecutive qualifying pay periods. Payment will occur in the pay period following completion of the six-month period.

Remaining Bargaining Units and Excluded Classes

- Shall be eligible for this differential payable within 30 days following the completion of every 12 consecutive qualifying pay periods.

All Facilities and CBIDs

- If any employee voluntarily terminates, transfers, or is discharged prior to completing the required consecutive qualifying pay periods at the above referenced facilities, there will be no pro rata paymentfor those months served.
- If an employee moves from one eligible facility to another eligible facility without a break in service and within eligible classifications, qualifying consecutive pay periods at each location cumulate.
- The bonus may be prorated if the employee would have otherwise qualified if the employee had not died whileemployed in a facility which qualifies for the bonus.
- If an employee is mandatorily transferred by the department, the employee shall be eligible for a pro rata sharefor those months served.
- If any employee promotes to a different facility or department other than the above referenced facilities prior to completion of the required consecutive qualifying pay periods, there shall be no pro rata share for those months served.

- If an employee is granted a leave of absence, the employee will not accrue time towards the applicable consecutive qualifying pay periods, but the employee shall not be required to start the calculation of the applicable consecutive qualifying pay periods all over. For example, if an employee must work six qualifying pay periods to be eligible for the differential, and they have worked two months at a qualifyinginstitution, and then takes five months maternity leave, the employee will have only four additional consecutive qualifying pay periods before receiving the payment of $1300.

- Part-time and intermittent employees shall receive a pro rata share of the recruitment and retention differential based on the total number of hours worked during the required consecutive qualifying pay periods.

- Effective November 1, 2011, the following shall apply to any rank-and-file employee impacted by realignment, in Bargaining Units 01, 03, 04, 11, 12, 13, 14, 15, 17, 19 and 20, within the Department of Corrections and Rehabilitation (CDCR) at the above referenced facilities, who is eligible for this Recruitment and Retention Differential and transfers via the layoff process as shown below:

    a. If the employee transfers to a new classification or position in an institution coveredby this Recruitment and Retention Differential, the employee shall continue to qualify for this Recruitment and Retention Differential without interruption and without a change in the eligibility date.

    b. If the employee transfers to a new classification or position in an institution not covered by the Recruitment and Retention Differential, the employee shall be eligible for aprorated share for those qualifying pay periods served.

- Effective November 1, 2011, any rank-and-file employee impacted by realignment in Bargaining Units 12, 13, and 18 within CDCR at the above referenced facilities, who currently receives this Recruitment and Retention Differential, and who demotes in lieu of layoff, shall be eligible for a prorated share of the differential for those qualifying pay periods served.

- Employees who receive payment under the pay differential shall not also receive payment under Pay Differential 135 for the same time periods.

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:	
PRO RATED	Yes
SUBJECT TO QUALIFYING PAY PERIOD	Yes
ALL TIME BASES AND TENURE ELIGIBLE	Yes/No**
SUBJECT TO PERS DEDUCTION	No/Yes ***

INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY	
OVERTIME	No/Yes (FLSA)
IDL	Yes
EIDL	Yes
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.

*** Yes for subject to PERS deduction for Class Code 8226 only.

EXCEPTIONS: (Effective 09/01/06, 01/01/07, 03/01/07, 08/01/07, 04/01/17)

1. The following S01 class is not eligible to receive compensation under this differential:

Class Code	Class Title
1864	Medical Record Director

2. The following R03 classes are not eligible to receive compensation under this differential:

Class Code	Class Title
2287	Teacher (Elementary-Multiple Subjects) (Correctional Facility)
2288	Teacher (Emotionally/Learning Handicapped) (Correctional Facility)
2290	Teacher (High School-General Education) (Correctional Facility)
2295	Teacher (High School-Physical Education) (Correctional Facility)
2396	Vocational Instructor -Auto Body and Fender Repair- -Correctional Facility-
2398	Vocational Instructor -Auto Mechanics- -Correctional Facility-
2417	Vocational Instructor -Carpentry- -Correctional Facility-
2420	Vocational Instructor -Cosmetology- -Correctional Facility-
2426	Vocational Instructor -Electrical Work- -Correctional Facility-
2428	Vocational Instructor -Electronics- -Correctional Facility-
2600	Vocational Instructor -Janitorial Service- -Correctional Facility-
2601	Vocational Instructor -Landscape Gardening- -Correctional Facility-
2614	Vocational Instructor -Machine Shop Practices- -Correctional Facility-
2615	Vocational Instructor -Masonry- -Correctional Facility-
2630	Vocational Instructor -Mill and Cabinet Work- -Correctional Facility-
2644	Vocational Instructor -Painting- -Correctional Facility-
2661	Vocational Instructor -Plumbing- -Correctional Facility-
2668	Vocational Instructor -Refrigeration and Air Conditioning Repair- -Correctional Facility-
2670	Vocational Instructor -Sheet Metal Work- -Correctional Facility-
2677	Vocational Instructor -Welding- -Correctional Facility-
2688	Vocational Instructor -Eyewear Manufacturing- -Correctional Facility-
2849	Vocational Instructor (Office Services and Related Technologies) (Correctional Facility)
2850	Vocational Instructor (Roofer) (Correctional Facility)
2851	Vocational Instructor (Small Engine Repair) (Correctional Facility)
2852	Vocational Instructor (Printing Graphic Arts) (Correctional Facility)
2854	Vocational Instructor (Building Maintenance) (Correctional Facility)
2855	Vocational Instructor (Computer and Related Technologies) (Correctional Facility)
2857	Vocational Instructor (Drywall Installer/Taper) (Correctional Facility)
2878	Vocational Instructor (Machine Shop-Automotive) (Correctional Facility)
3082	Substitute Academic Teacher (Correctional Facility)

3. The following S03 classes are not eligible to receive compensation under this differential:

Class Code	Class Title
2303	Supervisor of Correctional Education Programs
2305	Supervisor of Academic Instruction –Correctional Facility-
2370	Supervisor of Vocational Instruction

4. The following M03 class is not eligible to receive compensation under this differential:

Class Code	Class Title
2299	Assistant Chief of Education, Correctional Program

5. The following R04 classes are not eligible to receive compensation under this differential:

Class Code	Class Title
1177	Medical Transcriber
1869	Health Record Technician I
1872	Health Record Technician II (Specialist)

6. The following S04 classes are not eligible to receive compensation under this differential:

Class Code	Class Title
1178	Senior Medical Transcriber
1873	Health Record Technician III
1887	Health Record Technician II (Supervisor)

7. The following R16 classes are not eligible to receive compensation under this differential:

Class Code	Class Title
7565	Physician and Surgeon -Intermittent-
7972	Podiatrist, Correctional Facility
9263	Physician and Surgeon, Correctional Facility (Internal Medicine/Family Practice)
9269	Physician and Surgeon, Correctional Facility
9758	Staff Psychiatrist, Correctional and Rehabilitative Services (Safety)
9759	Senior Psychiatrist (Specialist), Correctional and Rehabilitative Services (Safety)

8. The following S16 class is not eligible to receive compensation under this differential:

Class Code	Class Title
9761	Senior Psychiatrist (Supervisor), Correctional and Rehabilitative Services (Safety)

9. The following R17 classes are not eligible to receive compensation under this differential:

Class Code	Class Title
8181	Nurse Consultant III (Specialist)
8195	Nurse Consultant II
8197	Nurse Consultant I
9273	Nurse-Anesthetist, Correctional Facility
9274	Public Health Nurse I, Correctional Facility
9275	Registered Nurse, Correctional Facility
9277	Surgical Nurse I, Correctional Facility
9278	Nurse Practitioner, Correctional Facility
9329	Surgical Nurse II, Correctional Facility
9345	Public Health Nurse II, Correctional Facility
9353	Nurse Instructor, Correctional Facility

10. The following S17 classes are not eligible to receive compensation under this differential:

Class Code	Class Title
8179	Nurse Consultant III (Supervisor)
8327	Nursing Consultant, Program Review
9317	Supervising Registered Nurse I, Correctional Facility
9318	Supervising Registered Nurse II, Correctional Facility
9319	Supervising Registered Nurse III, Correctional Facility

11. The following R18 classes are not eligible to receive compensation under this differential:

Class Code	Class Title
8252	Senior Psychiatric Technician (Safety)
8253	Psychiatric Technician (Safety)

12. The following S18 class is not eligible to receive compensation under this differential:

Class Code	Class Title
8104	Unit Supervisor (Safety)

13. The following R19 classes are not eligible to receive compensation under this differential:

Class Code	Class Title
7982	Pharmacist I
8016	Physician Assistant, Correctional Facility
9279	Clinical Dietician, Correctional Facility
9283	Psychologist-Clinical, Correctional Facility
9286	Recreation Therapist, Correctional Facility
9287	Senior Psychologist, Correctional Facility (Specialist)
9872	Clinical Social Worker (Health/Correctional Facility)-Safety

14. The following S19 classes are not eligible to receive compensation under this differential:

Class Code	Class Title
2153	Food Administrator I, Correctional Facility
7981	Pharmacist II
7996	Pharmacy Services Manager
9288	Senior Psychologist, Correctional Facility (Supervisor)
9291	Supervising Psychiatric Social Worker I, Correctional Facility
9292	Supervising Psychiatric Social Worker II, Correctional Facility
9859	Chief Psychologist, Correctional Facility