

**PAY DIFFERENTIAL 377**  
**CALIFORNIA PRISON HEALTH CARE SERVICES (RECEIVER'S OFFICE) TEMPORARY**  
**PAY DIFFERENTIAL FOR CEA APPOINTMENTS IN LIEU OF EXEMPT APPOINTMENTS**

Established: 09/01/2008

| CLASS TITLE                 | CLASS CODE | CB/ID | EFFECTIVE DATE | DEPARTMENT  |
|-----------------------------|------------|-------|----------------|---|
| Career Executive Assignment | 7500       | M01   | 9/1/08         | Corrections and Rehabilitation<br>- Receiver's Office |

| RATE         | EARNINGS ID |
|--------------|-------------|
| 0.1 percent  | 8R10        |
| 0.2 percent  | 8R11        |
| 0.3 percent  | 8R12        |
| 0.4 percent  | 8R13        |
| 0.5 percent  | 8R14        |
| 1.0 percent  | 8R15        |
| 2.0 percent  | 8R16        |
| 3.0 percent  | 8R17        |
| 4.0 percent  | 8R18        |
| 5.0 percent  | 8R19        |
| 6.0 percent  | 8R20        |
| 7.0 percent  | 8R21        |
| 8.0 percent  | 8R22        |
| 9.0 percent  | 8R23        |
| 10.0 percent | 8R24        |
| 11.0 percent | 8R25        |
| 12.0 percent | 8R26        |
| 13.0 percent | 8R27        |
| 14.0 percent | 8R28        |
| 15.0 percent | 8R29        |

| <b>CRITERIA</b> |  |
|-----------------|--|
| •               | At the discretion of the Federal Receiver, persons appointed to CEA positions in lieu of exempt appointments, may be granted compensation beyond the maximum salary rate established for non-attorney, physician and engineers CEA positions.  |
| •               | This pay differential shall be approved only for employees who would suffer a loss in compensation by accepting an appointment to a CEA position in the California Prison Health Care Services (CPHCS).  |
| •               | Implementation of any compensation rate under this pay differential requires the Receiver to notice Department of Personnel Administration at least 14 days prior to the employee's appointment effective date. The notice shall contain the appointee's name, exempt pay rate, CEA level, the Receiver's identified percentage rate under this differential, and the effective date of appointment. |
| •               | Persons being compensated at the maximum rate of their exempt position may be granted a combination of percentage rates not to exceed a maximum combined total of 29%. (DPA will use the exempt salary schedule to verify compensation rates established by the Governor's Office.)  |

**SECTION 14:****PAY DIFFERENTIALS**

- Persons not at the maximum range of the established exempt salary rate, but whose salary exceeds the maximum range of the appropriate CEA level, may receive a percentage increase equal to their current rate of compensation.
- Person receiving this differential that transfer to a different CEA position in CPHCS, promote to a higher level CEA position in CPHCS, or accepting a lower level CEA position in CPHCS shall have this pay differential re-evaluated by DPA. DPA will notify the CPHCS if the pay differential will continue or change.
- This differential shall be discontinued for persons who accept employment in a CEA position outside of the CPHCS.
- Upon promotion, transfer, or reinstatement, this pay differential compensation shall not be used to compute the new appointment salary rate. The new appointment rate shall be computed on the person's base salary rate.
- These rates are effective through the duration of the Receivership or until exempt entitlements are established for CPHCS as the appointing authority, which ever comes first.
- Upon establishment of the new department and the exempt entitlements, no additional employees will be approved for this pay differential.
- Persons receiving this pay differential shall not be eligible for compensation under any other pay differentials.
- This differential shall not be subject to the complaint process.

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

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

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

|                   |                    |
|-------------------|--------------------|
| OVERTIME          | N/A                |
| IDL               | Yes                |
| EIDL              | Yes, if applicable |
| NDI               | Yes                |
| SDI               | N/A                |
| LUMP SUM VACATION | No                 |
| LUMP SUM SICK     | No                 |
| LUMP SUM EXTRA    | No                 |