

**PAY DIFFERENTIAL 394  
RECRUITMENT AND RETENTION DIFFERENTIAL PAY – PELICAN BAY AND HIGH  
DESERT STATE PRISONS, AND CALIFORNIA CORRECTIONAL CENTER – R06**

Established: 07/01/11

Amended: 07/01/11, 03/01/12

CLASS TITLE	CBID	EFEC. DATE	RATE	EARNINGS ID	DEPARTMENT
Various Classes	R06	07/01/11	\$200 per month	8KF6 Hourly 8KF7 Full Time	Corrections and Rehabilitation

**CRITERIA**

Employees who are employed at Pelican Bay and High Desert State Prisons, and California Correctional Center in Bargaining Unit 6 are eligible for the differential.

Once the \$6 million has been exhausted by the Recruitment and Retention incentive, the program shall cease and no Bargaining Unit 6 employee shall be eligible for such pay at that institution.

No payments shall be made after December 31, 2012.

Part-time and intermittent employees shall receive a pro rata share of the recruitment and retention differential based upon the total number of hours worked in a pay period.

Retired Annuitant employees do not qualify for the differential.

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

PRO RATED	Yes
SUBJECT TO QUALIFYING PAY PERIOD	No
ALL TIME BASES AND TENURE ELIGIBLE	Yes (Except Retired Annuitants)
SUBJECT TO PERS DEDUCTION	No

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

OVERTIME	Yes
IDL	Yes
EIDL	Yes
NDI	No
LUMP SUM VACATION	No
LUMP SUM SICK	No
LUMP SUM EXTRA	No