

**PAY DIFFERENTIAL 408  
ON-CALL AND CALL BACK DIFFERENTIAL PAY – EXCLUDED**

Established: 12/02/14

CLASS TITLE	CLASS CODE	CBID	RATE	CRITERIA	EARNINGS ID	DEPARTMENT
Senior Psychologist, Correctional Facility (Supervisor)	9288	S19	See below	1 2	9OC 9CB	California Department of Corrections and Rehabilitation
Supervising Psychiatric Social Worker I, Correctional Facility	9291	S19				
Chief Psychologist, Correctional Facility	9859	S19				

ON-CALL RATE	
Days On-Call	Hours Paid
1	1.14
2	2.29
3	3.43
4	4.57
5	5.71
6	6.86
7	8.00

CALL BACK RATE
Hour for hour payment is calculated on employee's base salary with a minimum four hours guaranteed for any call back and one hour for travel time.

CRITERIA
<p>Criteria 1 (On-call):</p> <ul style="list-style-type: none"> <li>Employees as designated above shall receive eight hours of compensation for each completed on-call assignment of seven days.</li> <li>Employees who complete an on-call assignment of less than seven days shall receive compensation as pro-rated above.</li> </ul> <p>Criteria 2 (Call Back):</p> <ul style="list-style-type: none"> <li>Employees as designated above who are required to return to the institution for a work shift in addition to the employee's regularly scheduled workweek shall receive four hours compensation with four hours minimum work guaranteed.</li> <li>Employees called back to an institution and who then leave and are called back again within the same four hour period shall only be compensated for additional hours worked beyond the four hour call back guarantee.</li> <li>Employees, in addition to the hour for hour compensation and four hours minimum, shall receive one hour paid compensation for travel time.</li> <li>Employees called back to an institution on a holiday shall receive compensation in accordance with established excluded employee holiday practices.</li> </ul> <p>Note: Compensation for on-call/call back assignment shall not exceed 24 hours in any one day period.</p>

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

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

INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY	
OVERTIME	No
IDL	No
EIDL	No
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 21228.