

PAY DIFFERENTIAL 135
RECRUITMENT AND RETENTION ANNUAL DIFFERENTIAL PAY – CALIPATRIA,
CENTINELA, HIGH DESERT, PELICAN BAY AND CALIFORNIA CORRECTIONAL
CENTER STATE PRISONS – BARGAINING UNITS 01, 03, 04, 11, 15,16, 17, 18,
19, 20 AND EXCLUDED EMPLOYEES

Established: 07/01/98

Revised: 07/01/98, 07/01/99, 07/01/01, 7/03/01, 10/01/01, 10/31/01, 01/01/02, 04/01/02, 05/01/02, 08/30/02, 07/01/02, 07/01/03, 09/01/06, 01/01/07, 03/01/07, 05/01/07, 08/01/07, 07/01/07, 01/01/08, 11/01/11, 07/01/15, 06/01/16, 04/01/17, 07/01/18, 07/01/19, 07/01/21

Class Title	Class Code	CBID	Effective Date	Rate	EID	DEPT
Rank and File						
All Classes (Except Class Code 8226)	Various	R16*, R18*, R19*	07/01/98	\$2400 Per Year (Annual Payment)	9K	A*, C
Psychiatric Technician Instructor	8226	R18	07/01/07		SJ	
All Classes (Except Class Code 8226)	Various	R16*, R18*	01/01/07		9K	B
Psychiatric Technician Instructor	8226	R18	07/01/07		SJ	
All Classes	Various	R19*	01/01/07		9K	
Excluded						
All Classes	Various	S02, M02, S16*, M16*, S18, M18, S19*, M19	07/01/98	\$2400 Per Year (Annual Payment)	9K	A*, C
All Classes		S16*, M16*	01/01/07			B
All Classes		S19*, M19	10/01/01			

SECTION 14:

PAY DIFFERENTIALS

Class Title	Class Code	CBID	Effective Date	Rate	EID	DEPT
Rank and File						
All Classes	Various	R01, R03*, R04*, R11 R15, R17*, R20	04/1/17	\$2600 Per Year (Annual Payment)	9K	A, B, C, D, E, F
Excluded						
All Classes	Various	All CBIDs* except those listed under "Excluded" on page 1 and S09, C09, M09, S10, C10, M10 and S13	04/1/17	\$2600 Per Year (Annual Payment)	9K	A, C, D, E, F
All Classes		S01*, M01, S03*, M03*, S04*, S11, S15, S17*, S20	04/1/17			B

DEPARTMENT	
A	Department of Corrections, Calipatria State Prison
B	Department of Corrections, Centinela State Prison
C	Prison Industry Authority
D	Department of Corrections, High Desert State Prison
E	Department of Corrections, California Correctional Center
F	Department of Corrections, Pelican Bay State Prison

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.

History:

Effective July 1, 2019, 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 (see Pay Letter 20-10).

Effective July 1, 2021, 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 (see Pay Letter 21-19).

* See exceptions starting on page 5.

CRITERIA

- Employees who are employed at Calipatria, Centinela, High Desert, and Pelican Bay State Prisons, Sierra Conservation Center, Richard J. Donovan Facility and California Correctional Center for 12 consecutive qualifying pay periods shall be eligible for the differential, payable within 30 days following the completion of every 12 consecutive qualifying pay periods.
- If an employee voluntarily terminates, transfers, or is discharged prior to completing 12 consecutive qualifying pay periods there will be no pro rata payment for those months served.
- If an employee promotes to a different facility or department not covered in the bargaining unit contract, prior to the completion of 12 consecutive qualifying pay periods, there shall be no pro rata to this recruitment and retention bonus.
- If an employee moves from one eligible facility to another eligible facility without a break in service and within eligible classifications, qualifying pay periods at each location cumulate.
- The bonus may be prorated if the employee would have otherwise qualified if he/she had not died while employed in a facility, which qualifies for the bonus.
- If an employee is mandatorily transferred by the department, he/she shall be eligible for a pro rata share for those months served.
- When an employee is granted a leave of absence, the employee will not accrue time toward the 12 qualifying pay periods. (Refer to each bargaining unit contract language where listed.)
- Part-time and intermittent employees shall receive a pro rata share of the annual recruitment and retention differential based on the total number of hours worked during the 12 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, 15, 17, 19, and 20, within the Department of Corrections and Rehabilitation (CDCR) at Calipatria and Centinela State Prisons, 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 covered by 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, he/she shall be eligible for a prorated share for those qualifying pay periods served.
- Effective November 1, 2011, any rank-and-file employee impacted by realignment in Bargaining Unit 18 within CDCR at Calipatria and Centinela State Prisons, who currently receive this Recruitment and Retention Differential, and who demote 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 132 for the same time periods.

SECTION 14:**PAY DIFFERENTIALS**

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:	
PRO RATED	Yes
SUBJECT TO QUALIFYING PAY PERIOD	Yes
ALL TIME BASES AND TENURES ARE 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 at locations A and B is not eligible to receive compensation under this differential:

<u>Class Code</u>	<u>Class Title</u>
1864	Medical Record Director

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

<u>Class Code</u>	<u>Class Title</u>
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:

<u>Class Code</u>	<u>Class Title</u>
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:

<u>Class Code</u>	<u>Class Title</u>
2299	Assistant Chief of Education, Correctional Program

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

<u>Class Code</u>	<u>Class Title</u>
1177	Medical Transcriber
1869	Health Record Technician I
1872	Health Record Technician II

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

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

7. The following R16 classes at locations A and B are not eligible to receive compensation under this differential:

<u>Class Code</u>	<u>Class Title</u>
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)

SECTION 14:**PAY DIFFERENTIALS**

8. The following S16 class at locations A and B is not eligible to receive compensation under this differential:

<u>Class Code</u>	<u>Class Title</u>
9761	Senior Psychiatrist (Supervisor), Correctional and Rehabilitative Services (Safety)

9. The following M16 classes at locations A and B is not eligible to receive compensation under this differential:

<u>Class Code</u>	<u>Class Title</u>
7547	Chief Medical Officer, Correctional Facility
9267	Chief Physician and Surgeon, Correctional Facility
9774	Chief Psychiatrist, Correctional and Rehabilitative Services (Safety)

10. The following R17 classes at locations A and B are not eligible to receive compensation under this differential:

<u>Class Code</u>	<u>Class Title</u>
8181	Nurse Consultant III (Specialist)
8195	Nurse Consultant II, Correctional Facility
8197	Nurse Consultant I, Correctional Facility
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

11. The following S17 classes at locations A and B are not eligible to receive compensation under this differential:

<u>Class Code</u>	<u>Class Title</u>
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

12. The following R18 classes at locations A and B are not eligible to receive compensation under this differential:

<u>Class Code</u>	<u>Class Title</u>
8252	Senior Psychiatric Technician (Safety)
8253	Psychiatric Technician (Safety)

13. The following R19 classes at locations A and B are not eligible to receive compensation under this differential:

<u>Class Code</u>	<u>Class Title</u>
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 at locations A and B are not eligible to receive compensation under this differential:

<u>Class Code</u>	<u>Class Title</u>
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