

**PAY DIFFERENTIAL 324  
MENTAL HEALTH RECRUITMENT RETENTION BONUS – BARGAINING UNITS 16,  
19, AND EXCLUDEDS**

Established: 07/01/06

Revised: 10/31/13, 07/01/21, 05/01/22, 10/01/23

CLASS TITLE	CLASS CODE	CB/ID	DEPARTMENT	
<b>Rank and File:</b>				
Senior Psychiatrist (Specialist)	7616	R16	Department of Corrections and Rehabilitation (CDCR)/California Correctional Health Care Services (CCHCS)	
Staff Psychiatrist	7618	R16		
Staff Psychiatrist (Safety)	7619	R16		
Senior Psychiatrist (Specialist), Correctional and Rehabilitative Services (Safety)	9759	R16	Department of State Hospitals (DSH)	
Staff Psychiatrist, Correctional and Rehabilitative Services (Safety)	9758	R16		
Psychologist-Clinical, Correctional Facility	9283	R19		
Senior Psychologist, Correctional Facility (Specialist)	9287	R19		
Senior Psychologist (Health Facility) (Specialist)	9839	R19		
Clinical Social Worker (Health/Correctional Facility) - Safety	9872	R19		
Psychologist (Health Facility-Clinical-Safety)	9873	R19		
Clinical Social Worker (Health Facility)	9877	R19		
<b>Excluded:</b>				
Chief Physician and Surgeon	7561	M16		
Senior Psychiatrist (Supervisor)	7609	S16		
Senior Psychiatrist (Supervisor), Correctional and Rehabilitative Services (Safety)	9761	S16		
Chief Psychiatrist, Correctional and Rehabilitative Services (Safety)	9774	M16		
Senior Psychologist, Correctional Facility (Supervisor)	9288	S19		
Senior Psychologist (Health Facility) (Supervisor)	9831	S19		
Chief Psychologist, Correctional Facility	9859	S19		
Supervising Psychiatric Social Worker I	9867	S19		
Supervising Psychiatric Social Worker I, Correctional Facility	9291	S19		
Supervising Psychiatric Social Worker II, Correctional Facility	9292	S19		

**SECTION 14:**

**PAY DIFFERENTIALS**

RATE	EARNINGS ID	Department
1% of base salary – Upon completion of 12 consecutive qualifying pay periods.	9K	CDCR/CCHCS and DSH
2% of base salary – Upon completion of 24 consecutive qualifying pay periods.		
3% of base salary – Upon completion of 36 consecutive qualifying pay periods.		
4% of base salary – Upon completion of 48 consecutive qualifying pay periods.		
5% of base salary – Upon completion of 60 consecutive qualifying pay periods.		
6% of base salary – Upon completion of 72 consecutive qualifying pay periods.		
7% of base salary – Upon completion of 84 consecutive qualifying pay periods.		

**CRITERIA**

Employees appointed to a classification listed above and employed with the CDCR, CCHCS or DSH, performing satisfactorily, shall be eligible to receive this differential upon completion of the specific consecutive qualifying pay periods and department specific criteria.

**Unit 16 and Unit 16 Related Excluded:**

Eligible employees who have less than 84 consecutive qualifying pay periods as of October 1, 2023, shall be entitled to the bonus amount(s) as specified upon completion of the next qualifying bonus criteria e.g., employee had 62 consecutive qualifying pay periods, employee will be eligible for the next payment criteria after accumulating 72 consecutive pay periods in an eligible classification.

Eligible employees who have more than 84 consecutive qualifying pay periods in an eligible classification and have not received a payment under this differential shall be entitled to a single one-time payment of \$10,000.

For the purpose of calculating the bonus payment amount, the calculation will be based on the employee's annualized base pay as of the first day of the pay period following completion of each payment's criteria.

Employees must remain in good standing (i.e. no formal adverse action, overall negative performance review, or under a complaint initiated peer review) for the duration of the eligibility period to receive the bonus.

**Unit 19 and Unit 19 Related Excluded:**

Eligible employees who have less than 84 consecutive qualifying pay periods as of October 1, 2023, shall be entitled to the bonus amount(s) as specified upon completion of the next qualifying bonus criteria e.g., employee had 62 consecutive qualifying pay periods, employee will be eligible for the next payment criteria after accumulating 72 consecutive pay periods in an eligible classification.

Employees who have more than 84 consecutive qualifying pay periods in an eligible classification are not entitled to any additional payment.

Eligible employees in class codes 9291, 9292, 9831, 9839, 9859, 9867, 9872, 9873, 9877 not receiving prior payments under this differential and hired prior to 08/01/2016 in these classifications and departments shall receive a one-time payment of \$10,000.

For the purpose of calculating the bonus payment amount, the calculation will be based on the employee's annualized base pay as of the first day of the pay period following completion of each payment's criteria.

Employees must remain in good standing (i.e. no formal adverse action, overall negative performance review, or under a complaint initiated peer review) for the duration of the eligibility period to receive the bonus.

**Eligibility Criteria:**

- Employee must be treating patients in-person, on grounds or at a facility more than 50% of each qualifying pay period.
- If the employee voluntarily terminates or is discharged prior to completing the consecutive qualifying pay periods required for eligibility for this differential, there will be no pro rata payment of those months served.
- If an employee transfers to another eligible location in an eligible classification without a break in service, the qualifying consecutive pay periods at each location shall be cumulative.
- If an employee promotes without a break in service from a classification listed above to another classification listed above from an eligible location/department to an eligible location/department the qualifying consecutive pay periods shall be cumulative.
- If an employee transfers or promotes to a different department, regardless of the classification, there will be no pro rata payment of those months served.
- Management initiated redirections or changes in assignment will not disqualify the employee from receiving the pay differential.
- For the purposes of counting qualifying time towards eligibility for payment of the pay differential, approved leaves of absence such as maternity/paternity leave, medical leave, FMLA or military leave shall not be considered a break in service or considered to break the consecutive month requirement.
- Part-time and intermittent employees shall receive a pro rata share of the recruitment differential based on the total number of hours worked during the completion of each qualifying period.
- This differential shall not be subject to the grievance or arbitration processes.
- The State reserves the discretion to adjust or terminate this differential by providing a 30-day notice to the exclusive representative of the unit impacted.

**FOR ALL CLASSES: IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:**

PRO RATED	No
SUBJECT TO QUALIFYING PAY PERIOD	Yes
ALL TIME BASES AND TENURES ARE ELIGIBLE	Yes/No*
SUBJECT TO PERS DEDUCTION	No

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

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<b>FOR ALL CLASSES: INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY</b>	
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 21232.