

**PAY DIFFERENTIAL 420**  
**CALIFORNIA DEPARTMENT OF CORRECTIONS AND REHABILITATION AND**  
**CORRECTIONAL HEALTH CARE SERVICES RETENTION INCENTIVE**  
**DIFFERENTIAL**

Established: 07/01/17

CLASS TITLE	CLASS CODE	CBID	DEPARTMENTS
Youth Authority Administrator, Rehabilitation Services	9556	M06	California Department of Corrections and Rehabilitation (CDCR)  California Correctional Health Care Services (CCHCS)
Correctional Administrator, Department of Corrections	9645		
Captain (Adult Institution)	9646		
Chief Deputy Administrator, Correctional Program, C.E.A	9691		
Parole Administrator I Adult Parole	9754		
Special Agent-In-Charge, Department of Corrections	9764	E99	
Career Executive Assignment (C.E.A.) (Designated Peace Officer/Firefighter)  CDCR: <ul style="list-style-type: none"> <li>• Deputy Chief, Correctional Safety</li> <li>• Chief, Field Operations</li> <li>• Chief, Headquarters Operations</li> <li>• Assistant Deputy Director Facility Support</li> <li>• Assistant Deputy Director, Program Operations</li> <li>• Regional Parole Administrator</li> <li>• Deputy Director, Division of Adult Parole</li> </ul> CCHCS: <ul style="list-style-type: none"> <li>• Director, Corrections Services</li> <li>• Director, Field Operations</li> <li>• Deputy Director, Facility Planning and Activation Management</li> <li>• Deputy Director, Corrections Services</li> </ul>	7500	M01	

RATE (Refer to appropriate rate criteria to determine eligibility)	EARNINGS ID
1. 2% Non-PERSable	8HS1
2. 4% Non-PERSable	8HS2
3. 6% Non-PERSable	8HS3
4. 6% PERSable	8HS4

**CRITERIA**

Effective July 1, 2017, employees appointed to an eligible classification who meet the service criteria listed below shall be eligible to receive this Pay Differential based on qualifying time in the above mentioned classifications. Time served in eligible classifications prior to July 1, 2017 does not count towards eligibility for this pay differential. Employees are not eligible to receive more than one rate.

1. Employees in one of the eligible classifications listed above as of July 1, 2017, shall receive 2% of base salary (non-PERSable) per pay period for the first 12 cumulative qualifying pay periods. Employees hired to an eligible classification after July 1, 2017, shall be eligible upon the first qualifying pay period.
2. Employees in an eligible classification shall receive 4% of base salary (non-PERSable) per pay period if they have worked 13 to 24 cumulative qualifying pay periods in any of the classifications listed above.
3. Employees in an eligible classification shall receive 6% of base salary (non-PERSable) per pay period if they have worked more than 24 cumulative qualifying pay periods in any of the classifications listed above.
4. Employees in an eligible classification shall receive 6% of base salary (PERSable) per pay period after 24 cumulative qualifying pay periods in the same eligible classifications.

**Compensation Terms:**

- An employee serving on a Training and Development, Out of Class, Compelling Management Needs, or Acting assignment from an ineligible classification to an eligible classification, is not eligible to receive this pay differential.
- The pay differential shall not be part of the employee's base salary for the purpose of computing salary adjustments.
- Qualifying time in eligible classifications shall be based on qualifying pay periods as defined in the California Code of Regulations, title 2, section 599.608 and 599.609.
- If an employee is placed on a leave of absence, the qualifying pay periods immediately preceding and following a break in service shall be accumulated toward the pay differential. However, no time will be accumulated toward the pay differential during the leave of absence.

**Upon movement to another eligible classification:**

Salary determinations shall be calculated using base salary only. Employees moving from one eligible classification to another eligible classification will retain qualifying time accrued toward this pay differential, however, qualifying time towards PERSability will reset when changing between eligible classifications.

**Upon return to an eligible classification:**

Salary determinations shall be calculated using base salary only. Employees moving from one eligible classification to an ineligible classification will retain qualifying time accrued toward this pay differential when returning to an eligible classification, however, qualifying time towards PERSability will only be retained when returning to the same eligible classification.

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

<b>INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY</b>	
OVERTIME	No
IDL	Yes
EIDL	Yes
NDI	Yes
LUMP SUM VACATION	Yes
LUMP SUM SICK	Yes
LUMP SUM EXTRA	Yes

\*Retired Annuitants are not eligible unless appointed under Government Code Section 21228.