

PAY DIFFERENTIAL 451
RETENTION INCENTIVE DIFFERENTIAL PAY – CALIFORNIA DEPARTMENT OF
CORRECTIONS AND REHABILITATION – DIVISION OF JUVENILE
JUSTICE - VARIOUS R06 and S06 EXCLUDED CLASSES

Established: 01/01/2021

| CLASS TITLE | Class Code | CBID | RATE | EARNINGS ID | DEPARTMENT/LOCATION |
|-------------------------------------------------------------|------------|------|---------------------|-------------|----------------------------------------------------------------------------------------------|
| Rank and File: | | | | | California Department of Corrections and Rehabilitation - Division of Juvenile Justice |
| Youth Correctional Officer | 9579 | R06 | \$5,000 Annually | 9K | |
| Youth Correctional Counselor | 9581 | | | | |
| Parole Agent II, Youth Authority (Specialist) | 9696 | | | | |
| Parole Agent I Youth Authority | 9701 | | | | |
| Casework Specialist, Youth Authority | 9911 | | | | |
| Supervisory: | | | | | |
| Senior Youth Correctional Counselor | 9580 | S06 | \$5,000 Annually | 9K | |
| Parole Agent III Youth Authority | 9695 | | | | |
| Supervising Casework Specialist I, Youth Authority | 9910 | | | | |
| Program Administrator, Correctional School (Supervisory) | 9560 | | | | |
| Captain, Youth Authority | 9569 | | | | |
| Treatment Team Supervisor | 9570 | | | | |
| Lieutenant, Youth Authority | 9574 | | | | |
| Sergeant, Youth Authority | 9577 | | | | |

CRITERIA**Department of Juvenile Justice (DJJ)**

1. Effective January 1, 2021, current DJJ employees in eligible classifications may accrue a Retention Incentive stipend.
 - The accrued Retention Incentive stipend earned will be paid as follows:
 - The stipend earned for the period of January 1, 2021 through December 31, 2021 will be paid in January 2022.
 - The stipend earned for the period of January 1, 2022 through December 31, 2022 will be paid in January 2023.
 - The stipend earned for the period of January 1, 2023 through June 30, 2023 will be paid in July 2023.
2. Newly eligible DJJ employees hired after January 1, 2021, will begin accruing the Retention Incentive stipend starting with the first qualifying pay period after date of hire and be compensated according to the schedule listed above. Compensation will be calculated by multiplying \$416.66 by the number of qualifying pay periods worked in the calendar year.
3. This Retention Incentive stipend will sunset effective July 1, 2023.
4. Eligible employees may accrue up to \$5,000 for each 12 qualifying pay periods worked during calendar years 2021 and 2022.

SECTION 14:**PAY DIFFERENTIALS**

5. Eligible employees may receive \$2,500 for each six (6) qualifying pay periods worked during the final year of the stipend if retained through June 30, 2023, and be compensated according to the schedule listed in items 1 and 2.
6. Eligible employees shall not accrue more than \$12,500 for the period of January 1, 2021 through, June 30, 2023.
7. Eligible employees working less than full time may accrue the Retention Incentive stipend according to their time base.
8. Eligible employees forfeit the accrued Retention Incentive stipend if they, move to an ineligible classification or separate from DJJ before December 31 of the eligible calendar year or June 30, 2023. Separation includes retirements and transfers outside of DJJ. Eligible employees will not forfeit the accrued Retention Incentive stipend if their services are no longer needed before June 30, 2023. Eligible employees will be paid the accrued Retention Incentive stipend up to the date services are no longer needed in the amount of \$416.66 per qualifying pay period worked.
9. For the purpose of the Retention Incentive stipend, a full calendar year is January through December, of each calendar year in which an employee has been compensated a minimum of 11 workdays during each month of the full year.
10. Employees who are on an unpaid leave of absence or have a disqualifying pay period(s) during the accrual pay period forfeit the accrued stipend during the month(s) of the effective dates of the unpaid leave of absence or disqualifying pay period(s). The stipend will resume at the end of the unpaid leave of absence or upon completion of the next qualifying pay period based on the schedule above.
11. Employees who are dismissed for cause by the Department or who are AWOL separated forfeit any and all accrued stipend not yet issued in accordance with the schedule.
12. Under no circumstance will an employee receive duplicate payment for a full calendar year in which the employee has already received payment. If an employee separates from DJJ and is paid for the accrued Retention Incentive stipend and the employee subsequently returns to DJJ, the employee will begin accruing the Retention Incentive stipend effective as of the return date.

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:

| | |
|------------------------------------|---------|
| PRO RATED | Yes |
| SUBJECT TO QUALIFYING PAY PERIOD | Yes |
| ALL TIME BASES AND TENURE ELIGIBLE | Yes/No* |
| SUBJECT TO PERS DEDUCTION | No |

INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY

| | |
|-------------------|---------------|
| OVERTIME | No/Yes (FLSA) |
| IDL | Yes |
| EIDL | Yes |
| NDI | Yes |
| LUMP SUM VACATION | No |
| LUMP SUM SICK | No |
| LUMP SUM EXTRA | No |

*Retired Annuitants are not eligible unless appointed under Government Code 21232.