

**PAY DIFFERENTIAL 468  
HEALTH CARE FACILITY RETENTION PAYMENT  
– BARGAINING UNITS 01, 03, 04, 11, 14, 15, 17, 20, 21 AND  
RELATED EXCLUDED EMPLOYEES**

Established: 10/01/23

CBID DESIGNATIONS/CLASS TITLE**	RATE	EARNINGS ID	DEPARTMENT
<b>Rank and File:</b>	\$1450 one-time	9HC4	All Departments
R01, R03, R04, R11, R14, R15, R17, R20, R21			
<b>Excluded:</b>			
S01, S03, S04, S11, S14, S15, S17, S20, S21 M01, M03, M14, M17, M21	\$1000 one-time	9HC5	California Department of Public Health (CDPH)
<b>Rank and File:</b>			
8197 Nurse Consultant I 8195 Nurse Consultant II 8181 Nurse Consultant III (Specialist) 8011 Health Facilities Evaluator Nurse 8213 Public Health Nurse I 7884 Laboratory Assistant 7878 Senior Laboratory Assistant 7886 Public Health Laboratory Technician I -Chemical Analysis 7887 Public Health Laboratory Technician I -Microbiology			
<b>Excluded:</b>	\$625 one-time	9HC6	State Special School for the Deaf and Blind
8179 Nurse Consultant III (Supervisor) 8428 Health Program Manager II 8051 Health Facilities Evaluator II (Supervisor) 8050 Health Facilities Evaluator Manager I 7993 Health Facilities Evaluator Manager II 7889 Supervising Laboratory Assistant II			
<b>Rank and File:</b>			
R01, R03, R04, R11, R14, R15, R17, R20, R21	\$625 one-time	9HC6	State Special School for the Deaf and Blind
<b>Excluded:</b>			
S01, S03, S04, S11, S14, S15, S17, S20, S21 M01, M03, M14, M17, M21			

**CRITERIA****Eligibility for \$1450 Payment:**

- Employee is employed in a correctional facility, correctional health facility, State Hospital, Veteran's home, and/or Developmental Services facility, and
- Employee must have been employed by the state, in a facility listed above, on January 1, 2022, and must have remained employed by the State, in a facility listed above, on October 1, 2023, and
- Employee was in-person providing services onsite more than 50% of the time during the pandemic.

**Eligibility for \$1000 Payment:**

- Employee is employed at CDPH in one of the following classifications: Nurse Consultant I, II, III; Health Facilities Evaluator Nurse; Public Health Nurse; Laboratory Assistant; Senior Laboratory Assistant; Public Health Laboratory Technician I, and related excludeds identified above, and
- Employee must have been employed by CDPH, in a classification listed above, on January 1, 2022, and must have remained employed by CDPH, in a classification listed above, on October 1, 2023, and

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

- Employee was in-person providing services onsite at a lab or a 24/7 care facility more than 50% of the time during the pandemic.

**Eligibility for \$625 Payment:**

- Employee is employed at the State Special School for the Deaf or Blind, and
- Employee must have been employed by the state, in a facility listed above, on January 1, 2022, and must have remained employed by the State, in a facility listed above, on October 1, 2023, and
- Employee was in-person providing services onsite more than 50% of the time during the pandemic.

**NOTE:** Only full-time employees are eligible for this pay differential.

**IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:**

PRO RATED	No
SUBJECT TO QUALIFYING PAY PERIOD	No
ALL TIME BASES AND TENURE ELIGIBLE	Yes (FT only)/No*
SUBJECT TO PERS DEDUCTION	No

**INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY**

OVERTIME	No/Yes (FLSA) ***
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.

\*\* If an employee's CBID differs from the classification CBID, the employee is eligible for the pay differential.

\*\*\*The rate is included in the overtime calculation for hours worked in the same month the pay differential is issued.