

**PAY DIFFERENTIAL 475
LOCATION INCENTIVE BONUS
– BARGAINING UNIT 6 EMPLOYEES**

Established: 10/01/23

CLASS TITLE	CLASS CODE	CB/ID	RATE	EARNINGS ID	DEPARTMENT
Correctional Officer	9662	R06	\$2,500 (paid twice)	9K8	California Department of Corrections and Rehabilitation (CDCR)

CRITERIA

Cadets who accept/choose to work at one of the eligible institutions listed below, will be eligible to receive a \$5,000 location incentive bonus, provided that the cadet meets all of the following criteria:

- The institution they accept/choose is fifty (50) or more miles away from their current home address.
- They are required to move their home address closer to their new institution.
- They are required to provide substantiation of their address change and move within one hundred twenty (120) days of reporting to the institution.
- Eligible employees shall receive the first payment of \$2,500 upon graduation from the academy and the second payment of \$2,500 will be payable within 30 calendar days of reporting to one of the eligible institutions.

- Eligible Institutions:

California Health Care Facility (CHCF)
California Medical Facility (CMF)
California State Prison, Corcoran (COR)
California State Prison, Los Angeles County (LAC)
California State Prison, Sacramento (SAC)
Correctional Training Facility (CTF)
High Desert State Prison (HDSP)
Kern Valley State Prison (KVSP)
Pelican Bay State Prison (PBSP)
R.J. Donovan Correctional Facility (RJD)
Salinas Valley State Prison (SVSP)
San Quentin State Prison (SQ)
Substance Abuse Treatment Facility and State Prison, Corcoran (SATF)

- If, after receiving the initial payment upon graduation, the employee fails to report to the institution or fails to move, they will be required to pay back the state any location incentive bonus paid.

- If an employee voluntarily terminates or is discharged prior to completing all the requirements listed above, there will be no pro-rata payment and they will be required to pay back the state any location incentive bonus paid.
- The pay differential shall not be part of the employee’s base salary for the purpose of computing salary adjustments.
- This pay differential will sunset on July 2, 2025.

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:	
PRO RATED	No
SUBJECT TO QUALIFYING PAY PERIOD	No
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	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.

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