

**PAY DIFFERENTIAL 476
RETENTION INCENTIVE DIFFERENTIAL PAY FOR HARD-TO-KEEP/FILL
INSTITUTIONS – CALIFORNIA DEPARTMENT OF
CORRECTIONS AND REHABILITATION – BARGAINING UNIT 06 AND
EXCLUDED EMPLOYEES**

Established: 10/01/23

CLASS TITLE	RATE	EARNINGS ID	DEPARTMENT/LOCATION
Rank and File	\$416.66 per qualifying pay period (paid annually)	9K9	California Department of Corrections and Rehabilitation (CDCR) Salinas Valley State Prison California State Prison - Sacramento Richard J. Donovan Correctional Facility
R06			
Excluded			
M06, S06			
Classifications tied to Unit 06: E97, E98, and E99			
M01 – CEA positions in class code 7500 tied to BU 06***			

CRITERIA

- Employees who work at Salinas Valley State Prison, California State Prison - Sacramento, or Richard J. Donovan Correctional Facility, will be eligible to start accruing up to a \$10,000 retention differential, payable in two (2) annual payments during the term of the MOU.
- Employees designated E97, E98, or E99 must be tied to BU 06 at the time of payment to receive this pay differential.
- For the first payment, employees shall receive \$416.66 for each qualifying pay period worked between July 2023 and June 2024 payable in a single lump sum during the month of July 2024.
- For the second payment, employees shall receive \$416.66 for each qualifying pay period worked between July 2024 and June 2025 payable in a single lump sum during the month of July 2025.
- An employee who transfers from one of the institutions listed above to another institution listed above, the qualifying time shall be cumulative.
- An employee voluntarily terminates, retires, or transfers to a facility not listed above, or is terminated prior to completing all the requirements listed above, the employee will forfeit any and all accrued differential.
- The pay differential shall not be part of the employee's base salary for the purpose of computing salary adjustments.
- This pay differential stipend will sunset effective July 2, 2025.

SECTION 14:**PAY DIFFERENTIALS**

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:	
PRO RATED	No
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	No
LUMP SUM VACATION	No
LUMP SUM SICK	No
LUMP SUM EXTRA	No

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

**The rate is included in the overtime calculation for overtime hours worked in each qualifying pay period the employee is eligible for the differential.

*** Refer to the current CEA Delegation Spreadsheet.