

PAY DIFFERENTIAL 477
ADDITIONAL CASELOAD DIFFERENTIAL PAY – BARGAINING
UNITS 16 AND 19

Established: 10/01/23

Revised: 03/01/24

CLASS TITLE	CLASS CODE	CBID	RATE	EARNINGS ID	DEPARTMENT
Consulting Psychologist	7620	R19	Base salary straight-time hourly rate hour for hour for the assigned additional caseload responsibilities	GPC1	California Department of Corrections and Rehabilitation/
Sexually Violent Predator Evaluator	7621	R19			
Psychologist	9252	R19			
Psychologist-Clinical, Correctional Facility	9283	R19			
Senior Psychologist, Correctional Facility (Specialist)	9287	R19			
Psychologist (Health Facility-Experimental)	9833	R19			
Senior Psychologist (Health Facility) (Specialist)	9839	R19			
Psychologist (Health Facility-Educational)	9841	R19			
Staff Psychologist -Clinical-	9847	R19			
Vocational Psychologist	9853	R19			
Psychologist (Health Facility-Clinical-Safety)	9873	R19			
Psychologist (Health Facility-Clinical), Departments of Mental Health and Developmental Services	9878	R19			
Senior Psychologist, Correctional Facility (Range A)	9289	U19			
Senior Psychologist (Range A)	9840	U19			
Senior Psychiatrist (Specialist)	7616	R16	135% of base hourly rate	GPC2	
Staff Psychiatrist	7618	R16			
Staff Psychiatrist (Safety)	7619	R16			
Staff Psychiatrist, Correctional and Rehabilitative Services (Safety)	9758	R16			
Senior Psychiatrist (Specialist), Correctional and Rehabilitative Services (Safety)	9759	R16			

CRITERIA
<p><u>Bargaining Unit 19:</u></p> <ul style="list-style-type: none"> Effective October 1, 2023, employees in the above classifications shall be compensated by cash at their base salary straight-time hourly rate hour for hour for assigned additional caseload responsibilities. Employees shall be compensated for time worked on additional caseload responsibilities in 15-minute increments. This pay differential expires June 30, 2025. <p><u>Bargaining Unit 16:</u></p> <ul style="list-style-type: none"> Effective March 1, 2024, employees in the above classifications shall be compensated at 135% of their base hourly rate when assigned additional caseload beyond their normal workload. Employees shall receive the rate of pay in increments of not less than one (1) hour for the additional caseload responsibilities. This pay differential expires June 30, 2026. <p><u>All Classification Listed Above:</u></p> <ul style="list-style-type: none"> All assigned additional hours worked shall be recorded on the employees' regular timesheet even if the assigned work may be at another work location within the department. Approval to work an additional caseload at a different facility or institution must be approved in advance by management. Payments for additional hours worked will be processed after the close of the pay period and submission and approval of the timesheet. Arduous pay shall not be paid in addition to compensation allowed by this pay differential. It is recognized that Psychologists and Psychiatrists are statutorily exempted from the FLSA, the extra hours assigned pursuant to this section are in recognition of the additional caseload assignments and beyond the normal caseload. Employees shall only be eligible to be approved to work extra hours while in good standing, i.e., not serving out a formal Adverse Action, under a complaint-initiated Peer Review or has been denied their most recent Merit Salary Adjustment.

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

SECTION 14:**PAY DIFFERENTIALS**

INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY	
OVERTIME	N/A
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.

*Intermittent employees are not eligible for this differential pay as they are paid for all hours worked.