

**PAY DIFFERENTIAL 493
CALIFORNIA DEPARTMENT OF SOCIAL SERVICES' DISABILITY
DETERMINATION SERVICES DIVISION RECRUITMENT AND
RETENTION PAY DIFFERENTIAL – BARGAINING UNIT 01 AND
EXCLUDED EMPLOYEES**

Established: 03/01/2024

CLASS TITLE	CLASS CODE	CB/ID	RATE	EARNINGS ID	DEPARTMENT
Disability Evaluation Analyst I	5365	R01	\$2,000	9K11	California Department of Social Services' Disability Determination Services Division
Disability Evaluation Analyst II	8392	R01	\$2,000		
Disability Evaluation Analyst III	5367	R01	\$3,000	9K12	
Staff Services Analyst	5157	R01	\$2,000	9K11	
Associate Governmental Program Analyst	5393	R01	\$3,000	9K12	
Disability Evaluation Services Administrator I	8424	S01	\$3,000		
Disability Evaluation Services Administrator II	8425	S01	\$3,000		
Disability Evaluation Services Administrator III	8426	M01	\$3,000		
Staff Services Manager I	4800	S01	\$3,000		
Staff Services Manager II (Supervisory)	4801	S01	\$3,000		

CRITERIA

Effective March 1, 2024, employees at the California Department of Social Services within its Disability Determination Services Division (DDSD) in the classifications above who are performing duties outlined in the employee's duty statement and employed for 12 consecutive qualifying pay periods, shall be eligible for a recruitment and retention differential as identified, payable 30 days following the completion of every 12 consecutive qualifying pay periods.

Those employees who have more than 12 consecutive pay periods as a Disability Evaluation Analyst I, II, or III, or Staff Services Analyst or Associate Governmental Program Analyst within DDSD shall be entitled to the bonus amount below. Thereafter, the employee's eligibility shall be every 12 consecutive months following the initial payment of the bonus.

Eligibility Criteria:

- If an employee resigns, transfers out of an eligible class, or is dismissed prior to completing the 12 consecutive qualifying pay periods, there will be no pro rata payment for those months.
- If an employee promotes from one eligible classification to another eligible classification, the employee will be eligible for a pro rata share in accordance to the number of months in each eligible classification.
- Part-time and intermittent employees shall receive a pro rata share of the annual recruitment and retention differential based on the total number of hours worked excluding overtime during the 12 consecutive qualifying pay periods.
- Annual recruitment and retention payments shall not be considered as compensation for purposes of retirement contributions.

SECTION 14:**PAY DIFFERENTIALS**

- If an employee is placed on a Training and Development assignment to a classification other than an eligible classification, they shall be entitled to a pro rata share of the applicable differential and shall not be eligible for this differential during the duration of their training and development assignment.
- No employee shall be eligible for this bonus if they have not completed at least 12 consecutive pay periods.

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	No
NDI	No
LUMP SUM VACATION	Yes
LUMP SUM SICK	Yes
LUMP SUM EXTRA	Yes

*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.