

**PAY DIFFERENTIAL 502**  
**COLEMAN – MENTAL HEALTH CLINICIANS MONTHLY**  
**RECRUITMENT AND RETENTION DIFFERENTIAL – BARGAINING UNITS 16, 19, 20**  
**AND EXCLUDED EMPLOYEES**

Established: 10/31/24

CLASS TITLE	CLASS CODE	CBID	RATE	DEPARTMENT
<b>Rank and File:</b>				California Department of Corrections and Rehabilitation (CDCR) – California Correctional Health Care Services (CCHCS)
Staff Psychiatrist, Correctional and Rehabilitative Services (Safety)	9758	R16	A, B, C, D	
Senior Psychiatrist (Specialist), Correctional and Rehabilitative Services (Safety)	9759		A, B, C, D	
Psychologist-Clinical, Correctional Facility	9283	R19	E, F, G, H	
Recreation Therapist, Correctional Facility	9286		A, B, C, D	
Senior Psychologist, Correctional Facility (Specialist)	9287		E, F, G, H	
Clinical Social Worker (Health/Correctional Facility) – Safety	9872		E, F, G, H	
Clinical Social Worker (Health Facility)	9877		E, F, G, H	
Medical Assistant	7374	R20	A, B, C, D	
<b>Excluded:</b>				
Career Executive Assignment*	7500	M01	A, B, C, D E, F, G, H	
Receiver's Clinical Executive (Safety)*	8200	M16	A, B, C, D E, F, G, H	
Receiver's Medical Executive (Safety)*	8239		A, B, C, D E, F, G, H	
Chief Psychiatrist, Correctional and Rehabilitative Services (Safety)	9774		A, B, C, D	
Senior Psychiatrist (Supervisor), Correctional and Rehabilitative Services (Safety) Facility	9761	S16	A, B, C, D	
Program Director (Mental Disabilities-Safety)	8103	M18	E, F, G, H	
Program Assistant (Mental Disabilities-Safety)	8102	S18	E, F, G, H	
Mental Health Administrator, CEA (Safety)	9249	M19	E, F, G, H	
Mental Health Administrator (Safety)	9250		E, F, G, H	
Senior Psychologist, Correctional Facility (Supervisor)	9288	S19	E, F, G, H	
Supervising Psychiatric Social Worker I, Correctional Facility	9291		E, F, G, H	
Supervising Psychiatric Social Worker II, Correctional Facility	9292		E, F, G, H	
Chief Psychologist, Correctional Facility	9859		E, F, G, H	
Supervising Psychiatric Social Worker I	9867		E, F, G, H	

RATE		EARNINGS ID
A	\$416.67 – for current employees, upon completion of 1, 2, 3, 4, 5, 6, 7, 8, 9, 10 and 11 qualifying pay periods following implementation.	9K15
B	\$1,250.01 (one-time payment) – for new to civil service hires, upon completion of 3 qualifying pay periods.	9K16
C	\$416.67 – for new to civil service hires, upon completion of 4, 5, 6, 7, 8, 9, 10, and 11 qualifying pay periods.	9K15
D	\$416.63 (one-time payment) – for new and current employees, upon completion of 12 qualifying pay periods.	9K16
E	\$1,666.67 – for current employees, upon completion of 1, 2, 3, 4, 5, 6, 7, 8, 9, 10 and 11 qualifying pay periods following implementation.	9K15
F	\$5,000.01 (one-time payment) – for new to civil service hires, upon completion of 3 qualifying pay periods.	9K16
G	\$1,666.67 – for new to civil service hires, upon completion of 4, 5, 6, 7, 8, 9, 10, and 11 qualifying pay periods.	9K15
H	\$1,666.63 (one-time payment) – for new and current employees, upon completion of 12 qualifying pay periods.	9K16

CRITERIA					
<ul style="list-style-type: none"> <li>Rate and criteria are based on the Joint Submission of Plan for Expenditure of Staffing Contempt Fines and Order, pursuant to the Coleman Court's Order, ECF No. 8381, filed on August 29, 2024.</li> </ul> <p>*For the classifications identified, the Rate for which the employee would be eligible would be consistent with the licensure that they possess:</p> <table border="1"> <tr> <td>Rate A, B, C, D</td><td>Psychiatry License</td></tr> <tr> <td>Rate E, F, G, H</td><td>Psychology License</td></tr> </table>		Rate A, B, C, D	Psychiatry License	Rate E, F, G, H	Psychology License
Rate A, B, C, D	Psychiatry License				
Rate E, F, G, H	Psychology License				
<ul style="list-style-type: none"> <li>Current employees as of October 31, 2024, appointed to CDCR/CCHCS in an eligible classification identified above and covered by the 2009 Mental Health staffing plan, shall begin receiving payment from this differential after the first qualifying pay period.</li> <li>Employees appointed after October 31, 2024, to CDCR/CCHCS in an eligible classification identified above and covered by the 2009 Mental Health staffing plan, shall begin receiving this differential after the third qualifying pay period, if they meet one of the eligibility criteria below: <ul style="list-style-type: none"> <li>New civil service employee (hired from outside state service); or</li> <li>Current civil service employee appointed to an eligible classification; and new to CDCR/CCHCS (excluding employees from the Department of State Hospitals) who has never been appointed to one of the eligible classifications within CDCR/CCHCS; or</li> <li>Current (excluding employees from the Department of State Hospitals) or prior civil service employees appointed from an ineligible civil service classification to one of the eligible classifications which would be considered a change in occupation (outside of behavioral health).</li> </ul> </li> <li>If the employee voluntarily terminates or is discharged, they will no longer be eligible for this differential. There will be no pro rata payment for the pay period in which they separate from CDCR/CCHCS.</li> <li>If an employee transfers or promotes to a non-eligible classification; or transfers or promotes to a different department, regardless of the classification they will no longer be eligible for this differential. There will be no pro rata payment for the pay period in which they separate from CDCR/CCHCS.</li> </ul>					

- If an employee transfers or promotes to another eligible classification without a break in service, they will continue to be eligible for the differential, however payments shall be cumulative for all classifications not to exceed \$5,000 in total payments for Rates A, B, C and D; or \$20,000 in total payments for Rates E, F, G and H.
- For the purposes of this differential, an individual shall not be eligible to receive more than \$5,000 in total payments, or \$20,000 in total payments dependent upon the rate criteria identified.
- Part-time and intermittent employees shall receive a pro rata share of the recruitment and retention differential based on the total number of hours worked during the completion of each qualifying pay period.
- For the purposes of counting qualifying time towards eligibility for payment of the pay differential, approved leaves of absence such as maternity/paternity leave, medical leave, FMLA or military leave shall not be considered a break in service.
- This differential shall not be subject to the grievance or arbitration processes.
- Any adjustment to this differential will be made pursuant to updated Coleman Court directive (if any), and notice will be provided to the exclusive representative of each bargaining unit impacted.

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	
CLASSIC	No
PEPRA	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 issued.

**PEPRA MEMBERSHIP:** Applicable to all employees newly hired on or after January 1, 2013, pursuant to Government Code sections 7522.02, 7522.04, and 7522.34.