

**PAY DIFFERENTIAL 325
DEPARTMENT OF CORRECTIONS AND REHABILITATION -
PSYCHIATRIST LONGEVITY DIFFERENTIAL PAY - UNIT 16 AND EXCLUDED**

Established: 07/01/06

CLASS TITLE	CLASS CODE	CB/ID	DEPARTMENT
Rank and File:			Department of Corrections and Rehabilitation
Senior Psychiatrist (Specialist), Correctional and Rehabilitative Services (Safety)	9759	R16	
Staff Psychiatrist, Correctional and Rehabilitative Services (Safety)	9758	R16	Department of Mental Health
Excluded:			<ul style="list-style-type: none"> Salinas Valley Psychiatric Program Vacaville Psychiatric Facility
Senior Psychiatrist (Supervisor), Correctional and Rehabilitative Services (Safety)	9761	S16	
Chief Psychiatrist, Correctional and Rehabilitative Services (Safety)	9774	M16	

RATE	EARNINGS ID
2 years - 5% of base salary	8LG6
4 years - 7.5% of base salary	8LG8
6 years - 12.5% of base salary	8LG9
8 years - 15% of base salary	8LGA
10 years - 17.5% of base salary	8LGB

CRITERIA
<ul style="list-style-type: none"> Employees in the above classes, and employed with the Department of Corrections and Rehabilitation or the Department of Mental Health, Salinas Valley Psychiatric Program or Vacaville Psychiatric Facility, shall be eligible for this differential. All time spent in State service in the classes listed above shall count towards this differential and shall be cumulative. State service shall be based on qualifying pay periods as follows: <ul style="list-style-type: none"> Qualifying pay periods as defined in Department of Personnel Administration Rules 599.608 and 599.609. Qualifying pay periods immediately preceding and following a break(s) in service shall be cumulative. Only those qualifying pay periods served in classes listed above shall count. The above percentages are non-cumulative; i.e., an employee who has been in State service for eight (8) years is eligible for a pay differential of fifteen percent (15%) above base salary, not the cumulative total of years 2, 4, 6, 8 (e.g., 42.5%). The Psychiatrist Longevity Differential Pay shall be eliminated upon movement to a classification other than the classes listed above.

CRITERIA - Continued

- The pay differential shall not be part of the employee's base salary for the purpose of computing Merit Salary Adjustments.
- Part-time employees shall receive a pro-rata share of the monthly differential based on their time base. (This does not apply to additional positions.)
- Intermittent employees shall receive a pro-rata share of the monthly differential based on the number of hours worked in the monthly pay period, excluding overtime. (This does not apply to additional positions.)
- Upon movement to another class, the employee shall move from his/her base salary only.
- This differential is a result of the Coleman vs. Schwarzenegger Court Order.
- This differential shall not be subject to the grievance or arbitration processes.
- The State reserves the discretion to adjust or terminate this differential by providing a 30-day notice to the exclusive representative of the unit impacted.

FOR ALL CLASSES: IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:

PRO RATED	Yes
SUBJECT TO QUALIFYING PAY PERIOD	No
ALL TIME BASES AND TENURES ARE ELIGIBLE	Yes
SUBJECT TO PERS DEDUCTION	No

FOR ALL CLASSES: INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY

OVERTIME	No
IDL	Yes
EIDL	Yes
NDI	Yes
LUMP SUM VACATION	Yes
LUMP SUM SICK	Yes
LUMP SUM EXTRA	Yes