

PAY DIFFERENTIAL 377**CALIFORNIA PRISON HEALTH CARE SERVICES (RECEIVER'S OFFICE) TEMPORARY
PAY DIFFERENTIAL FOR CEA APPOINTMENTS IN LIEU OF EXEMPT APPOINTMENTS**

Established: 09/01/2008

CLASS TITLE	CLASS CODE	CB/ID	EFFECTIVE DATE	DEPARTMENT
Career Executive Assignment	7500	M01	9/1/08	Corrections and Rehabilitation - Receiver's Office

RATE	EARNINGS ID
0.1 percent	8R10
0.2 percent	8R11
0.3 percent	8R12
0.4 percent	8R13
0.5 percent	8R14
1.0 percent	8R15
2.0 percent	8R16
3.0 percent	8R17
4.0 percent	8R18
5.0 percent	8R19
6.0 percent	8R20
7.0 percent	8R21
8.0 percent	8R22
9.0 percent	8R23
10.0 percent	8R24
11.0 percent	8R25
12.0 percent	8R26
13.0 percent	8R27
14.0 percent	8R28
15.0 percent	8R29

CRITERIA
<ul style="list-style-type: none"> At the discretion of the Federal Receiver, persons appointed to CEA positions in lieu of exempt appointments, may be granted compensation beyond the maximum salary rate established for non-attorney, physician and engineers CEA positions. This pay differential shall be approved only for employees who would suffer a loss in compensation by accepting an appointment to a CEA position in the California Prison Health Care Services (CPHCS). Implementation of any compensation rate under this pay differential requires the Receiver to notice Department of Personnel Administration at least 14 days prior to the employee's appointment effective date. The notice shall contain the appointee's name, exempt pay rate, CEA level, the Receiver's identified percentage rate under this differential, and the effective date of appointment. Persons being compensated at the maximum rate of their exempt position may be granted a combination of percentage rates not to exceed a maximum combined total of 29%. (DPA will use the exempt salary schedule to verify compensation rates established by the Governor's Office.)

- Persons not at the maximum range of the established exempt salary rate, but whose salary exceeds the maximum range of the appropriate CEA level, may receive a percentage increase equal to their current rate of compensation.
- Person receiving this differential that transfer to a different CEA position in CPHCS, promote to a higher level CEA position in CPHCS, or accepting a lower level CEA position in CPHCS shall have this pay differential re-evaluated by DPA. DPA will notify the CPHCS if the pay differential will continue or change.
- This differential shall be discontinued for persons who accept employment in a CEA position outside of the CPHCS.
- Upon promotion, transfer, or reinstatement, this pay differential compensation shall not be used to compute the new appointment salary rate. The new appointment rate shall be computed on the person's base salary rate.
- These rates are effective through the duration of the Receivership or until exempt entitlements are established for CPHCS as the appointing authority, which ever comes first.
- Upon establishment of the new department and the exempt entitlements, no additional employees will be approved for this pay differential.
- Persons receiving this pay differential shall not be eligible for compensation under any other pay differentials.
- This differential shall not be subject to the complaint process.

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:

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

INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY

OVERTIME	N/A
IDL	Yes
EIDL	Yes, if applicable
NDI	Yes
SDI	N/A
LUMP SUM VACATION	No
LUMP SUM SICK	No
LUMP SUM EXTRA	No