

PAY DIFFERENTIAL 420
CALIFORNIA DEPARTMENT OF CORRECTIONS AND REHABILITATION AND
CORRECTIONAL HEALTH CARE SERVICES RETENTION INCENTIVE
DIFFERENTIAL

Established: 07/01/17

Revised: 04/01/20, 02/01/22, 01/01/24

CLASS TITLE	CLASS CODE	CBID	DEPARTMENTS
Correctional Administrator, Department of Corrections	9645	M06	California Department of Corrections and Rehabilitation (CDCR) California Correctional Health Care Services (CCHCS)
Captain (Adult Institution)	9646		
Chief Deputy Administrator, Correctional Program, C.E.A	9691		
Parole Administrator I Adult Parole	9754		
Special Agent-In-Charge, Department of Corrections	9764	E99	
Career Executive Assignment (C.E.A.) (Designated Peace Officer/Firefighter)* *CEAs Designated Peace Officer/Firefighter can be verified using the Exempt Excluded OPEB list found on CalHR's website.	7500	M01	

RATE (Refer to appropriate rate criteria to determine eligibility)	EARNINGS ID
1. 2% Non-PERSable	8HS1
2. 4% Non-PERSable	8HS2
3. 6% Non-PERSable	8HS3
4. 6% PERSable	8HS4

CRITERIA
Effective July 1, 2017, employees appointed to an eligible classification who meet the service criteria listed below shall be eligible to receive this Pay Differential based on qualifying time in the classifications identified above. Time served in eligible classifications prior to July 1, 2017, does not count towards eligibility for this pay differential. Employees are not eligible to receive more than one rate. - Employees in one of the eligible classifications identified above as of July 1, 2017, shall receive 2% of base salary (non-PERSable) per pay period for the first 12 cumulative qualifying pay periods. Employees hired into an eligible classification after July 1, 2017, shall be eligible upon the first qualifying pay period. - Employees in an eligible classification shall receive 4% of base salary (non-PERSable) per pay period if they have worked 13 to 24 cumulative qualifying pay periods in any of the classifications identified above.

3. Employees in an eligible classification shall receive 6% of base salary (non-PERSable) per pay period if they have worked more than 24 cumulative qualifying pay periods in any of the classifications identified above.
4. Employees in an eligible classification shall receive 6% of base salary (PERSable) per pay period after 24 cumulative qualifying pay periods in the same eligible classifications.

Effective January 1, 2024, employees in an eligible classification who have obtained 24 cumulative qualifying pay periods in any one of the eligible classifications identified above or in Exempt Pay Differential 2.2, and upon movement to another eligible classification shall retain their PERSability.

Compensation Terms:

- PERSability begins the first day of the 25th cumulative qualifying pay period after the employee has attained 24 cumulative qualifying pay periods in any one of the eligible classifications identified above or in Exempt Pay Differential 2.2.
- An employee serving on a Training and Development, Out of Class, Compelling Management Needs, or Acting assignment from an ineligible classification to an eligible classification, is not eligible to receive this pay differential.
- The pay differential shall not be part of the employee's base salary for the purpose of computing salary adjustments.
- Qualifying time in eligible classifications shall be based on qualifying pay periods as defined in the California Code of Regulations, title 2, section 599.608 and 599.609.
- If an employee is placed on a leave of absence, the qualifying pay periods immediately preceding and following a break in service shall be accumulated toward the pay differential. However, no time will be accumulated toward the pay differential during the leave of absence.

Upon movement from one eligible classification to another eligible classification:

- Salary determinations shall be calculated using base salary only.
- An employee moving from one eligible classification to another eligible classification will retain qualifying time accrued toward this pay differential, however, an employee must accrue more than 24 cumulative qualifying pay periods in a single eligible classification to initially attain PERSability.
- Effective January 1, 2024, once an employee has accrued more than 24 cumulative qualifying pay periods in an eligible classification to receive the 6% PERSable rate, the employee will retain PERSability upon transfer, promotion, or reinstatement to any other classification eligible for either Pay Differential 420 or Exempt Pay Differential 2.2.

Upon return to an eligible classification from an ineligible classification:

- Salary determinations shall be calculated using base salary only.
- Employees moving from one eligible classification to an ineligible classification will retain qualifying time accrued toward this pay differential if later returned to an eligible classification as a promotion, transfer, reinstatement, or former position. If the employee has not yet reached the required qualifying time in **one** eligible classification to be eligible for the PERSable rate, qualifying time towards PERSability will only be retained when returning to the same eligible classification. If the employee returns to a different eligible classification without having attained initial PERSability, qualifying time towards PERSability will reset until the employee attains more than 24 cumulative qualifying pay periods in any **one** of the eligible classifications identified above or in Exempt Pay Differential 2.2.

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	See Rates

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

*Retired Annuitants are not eligible unless appointed under Government Code section 21232.