

**PAY DIFFERENTIAL 451
RETENTION INCENTIVE DIFFERENTIAL PAY – CALIFORNIA DEPARTMENT OF
CORRECTIONS AND REHABILITATION – DIVISION OF JUVENILE
JUSTICE - VARIOUS R06 and S06 EXCLUDED CLASSES**

Established: 01/01/2021

CLASS TITLE	Class Code	CBID	RATE	EARNINGS ID	DEPARTMENT/LOCATION
Rank and File:					California Department of Corrections and Rehabilitation - Division of Juvenile Justice
Youth Correctional Officer	9579	R06	\$5,000 Annually	9K	
Youth Correctional Counselor	9581				
Parole Agent II, Youth Authority (Specialist)	9696				
Parole Agent I Youth Authority	9701				
Casework Specialist, Youth Authority	9911				
Supervisory:					
Senior Youth Correctional Counselor	9580	S06	\$5,000 Annually	9K	
Parole Agent III Youth Authority	9695				
Supervising Casework Specialist I, Youth Authority	9910				
Program Administrator, Correctional School (Supervisory)	9560				
Captain, Youth Authority	9569				
Treatment Team Supervisor	9570				
Lieutenant, Youth Authority	9574				
Sergeant, Youth Authority	9577				

CRITERIA**Department of Juvenile Justice (DJJ)**

- Effective January 1, 2021, current DJJ employees in eligible classifications may accrue a Retention Incentive stipend.
 - The accrued Retention Incentive stipend earned will be paid as follows:
 - The stipend earned for the period of January 1, 2021 through December 31, 2021 will be paid in January 2022.
 - The stipend earned for the period of January 1, 2022 through December 31, 2022 will be paid in January 2023.
 - The stipend earned for the period of January 1, 2023 through June 30, 2023 will be paid in July 2023.
- Newly eligible DJJ employees hired after January 1, 2021, will begin accruing the Retention Incentive stipend starting with the first qualifying pay period after date of hire and be compensated according to the schedule listed above. Compensation will be calculated by multiplying \$416.66 by the number of qualifying pay periods worked in the calendar year.
- This Retention Incentive stipend will sunset effective July 1, 2023.
- Eligible employees may accrue up to \$5,000 for each 12 qualifying pay periods worked during calendar years 2021 and 2022.

SECTION 14:**PAY DIFFERENTIALS**

5. Eligible employees may receive \$2,500 for each six (6) qualifying pay periods worked during the final year of the stipend if retained through June 30, 2023, and be compensated according to the schedule listed in items 1 and 2.
6. Eligible employees shall not accrue more than \$12,500 for the period of January 1, 2021 through, June 30, 2023.
7. Eligible employees working less than full time may accrue the Retention Incentive stipend according to their time base.
8. Eligible employees forfeit the accrued Retention Incentive stipend if they, move to an ineligible classification or separate from DJJ before December 31 of the eligible calendar year or June 30, 2023. Separation includes retirements and transfers outside of DJJ. Eligible employees will not forfeit the accrued Retention Incentive stipend if their services are no longer needed before June 30, 2023. Eligible employees will be paid the accrued Retention Incentive stipend up to the date services are no longer needed in the amount of \$416.66 per qualifying pay period worked.
9. For the purpose of the Retention Incentive stipend, a full calendar year is January through December, of each calendar year in which an employee has been compensated a minimum of 11 workdays during each month of the full year.
10. Employees who are on an unpaid leave of absence or have a disqualifying pay period(s) during the accrual pay period forfeit the accrued stipend during the month(s) of the effective dates of the unpaid leave of absence or disqualifying pay period(s). The stipend will resume at the end of the unpaid leave of absence or upon completion of the next qualifying pay period based on the schedule above.
11. Employees who are dismissed for cause by the Department or who are AWOL separated forfeit any and all accrued stipend not yet issued in accordance with the schedule.
12. Under no circumstance will an employee receive duplicate payment for a full calendar year in which the employee has already received payment. If an employee separates from DJJ and is paid for the accrued Retention Incentive stipend and the employee subsequently returns to DJJ, the employee will begin accruing the Retention Incentive stipend effective as of the return date.

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

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