

PAY DIFFERENTIAL 502
COLEMAN – MENTAL HEALTH CLINICIANS MONTHLY
RECRUITMENT AND RETENTION DIFFERENTIAL – BARGAINING UNITS 16, 17, 19,
20 AND EXCLUDED EMPLOYEES

Established: 10/31/24

Revised: 06/01/25

CLASS TITLE	CLASS CODE	CBID	RATE	DEPARTMENT
Rank and File:				California Department of Corrections and Rehabilitation (CDCR) – California Correctional Health Care Services (CCHCS)
Staff Psychiatrist, Correctional and Rehabilitative Services (Safety)	9758	R16	A, B	
Senior Psychiatrist (Specialist), Correctional and Rehabilitative Services (Safety)	9759		A, B	
Nurse Practitioner, Correctional Facility	9278	R17	A, B	
Clinical Counselor	0050	R19	C, D	
Marriage and Family Therapist	0472		C, D	
Rehabilitation Therapist, State Facilities (Music-Safety)	8321		A, B	
Rehabilitation Therapist, State Facilities (Occupational-Safety)	8323		A, B	
Rehabilitation Therapist, State Facilities (Recreation-Safety)	8324		A, B	
Rehabilitation Therapist, State Facilities (Art-Safety)	8420		A, B	
Rehabilitation Therapist, State Facilities (Dance-Safety)	8422		A, B	
Psychologist-Clinical, Correctional Facility	9283		C, D	
Recreation Therapist, Correctional Facility	9286		A, B	
Senior Psychologist, Correctional Facility (Specialist)	9287		C,D	
Clinical Social Worker (Health/Correctional Facility) – Safety	9872		C, D	
Clinical Social Worker (Health Facility)	9877		C, D	
Medical Assistant	7374	R20	A, B	
Excluded:				
Career Executive Assignment*	7500	M01	A, B, C, D	
Receiver's Clinical Executive (Safety)*	8200	M16	A, B, C, D	
Receiver's Medical Executive (Safety)*	8239		A, B, C, D	
Chief Psychiatrist, Correctional and Rehabilitative Services (Safety)	9774		A, B	
Senior Psychiatrist (Supervisor), Correctional and Rehabilitative Services (Safety) Facility	9761	S16	A, B	
Program Director (Mental Disabilities-Safety)	8103	M18	C, D	

Program Assistant (Mental Disabilities-Safety)	8102	S18	C, D
Mental Health Administrator, CEA (Safety)	9249	M19	C, D
Mental Health Administrator (Safety)	9250		C, D
Clinical Counselor Supervisor I	0051	S19	C, D
Clinical Counselor Supervisor II	0052		C, D
Marriage and Family Therapist Supervisor I	0473		C, D
Marriage and Family Therapist Supervisor II	0474		C, D
Supervising Rehabilitation Therapist	8316		A, B
Senior Psychologist, Correctional Facility (Supervisor)	9288		C, D
Supervising Psychiatric Social Worker I, Correctional Facility	9291		C, D
Supervising Psychiatric Social Worker II, Correctional Facility	9292		C, D
Senior Psychologist (Health Facility) (Supervisor)	9831		C, D
Chief Psychologist, Correctional Facility	9859		C, D
Supervising Psychiatric Social Worker I	9867		C, D

RATE		EARNINGS ID
A	\$416.67 –upon completion of 1, 2, 3, 4, 5, 6, 7, 8, 9, 10 and 11 pay periods following implementation.	9K15
B	\$416.63 (one-time payment) – upon completion of 12 pay periods.	9K16
C	\$1,666.67 – upon completion of 1, 2, 3, 4, 5, 6, 7, 8, 9, 10 and 11 pay periods following implementation.	9K15
D	\$1,666.63 (one-time payment) – upon completion of 12 pay periods.	9K16

CRITERIA	
<ul style="list-style-type: none">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. The listing of eligible classifications was expanded, pursuant to the Coleman Court's Order, ECF No. 8633, filed on May 8, 2025; as well as, ECF No. 8643, filed on May 16, 2025.	
*For the classifications identified, the Rate for which the employee would be eligible would be consistent with the licensure that they possess:	
Rate A, B	Psychiatry License
Rate C, D	Psychology License
<ul style="list-style-type: none">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 within 60 days following of the Coleman Court approval date, beginning with the first pay period following approval.	

- 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 the first pay period following their start date, if they meet one of the eligibility criteria below:
 - New civil service employee (hired from outside state service); or
 - 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
 - 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).
- 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.
- If an employee transfers or promotes to a non-eligible position; 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.
- If an employee transfers or promotes to another eligible classification/position 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 and B; or \$20,000 in total payments for Rates C and D.
- 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.
- 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 IF PAID LESS THAN A FULL PAY PERIOD	No
PRO RATED FOR PART-TIME AND INTERMITTENT EMPLOYEES	No
SUBJECT TO QUALIFYING PAY PERIOD	No
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, SICK, and 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.