

PAY DIFFERENTIAL 324
MENTAL HEALTH RECRUITMENT RETENTION BONUS – BARGAINING UNITS 16,
19, AND EXCLUDEDS

Established: 07/01/06

Revised: 10/31/13, 07/01/21, 05/01/22, 10/01/23, 07/31/25

CLASS TITLE	CLASS CODE	CBID	DEPARTMENT
Rank and File:			Department of Corrections and Rehabilitation (CDCR)/California Correctional Health Care Services (CCHCS) Department of State Hospitals (DSH)
Senior Psychiatrist (Specialist)	7616	R16	
Staff Psychiatrist	7618	R16	
Staff Psychiatrist (Safety)	7619	R16	
Senior Psychiatrist (Specialist), Correctional and Rehabilitative Services (Safety)	9759	R16	
Staff Psychiatrist, Correctional and Rehabilitative Services (Safety)	9758	R16	
Psychologist-Clinical, Correctional Facility	9283	R19	
Senior Psychologist, Correctional Facility (Specialist)	9287	R19	
Senior Psychologist (Health Facility) (Specialist)	9839	R19	
Clinical Social Worker (Health/Correctional Facility) - Safety	9872	R19	
Psychologist (Health Facility-Clinical-Safety)	9873	R19	
Clinical Social Worker (Health Facility)	9877	R19	
Excluded:			
Chief Physician and Surgeon	7561	M16	
Senior Psychiatrist (Supervisor)	7609	S16	
Senior Psychiatrist (Supervisor), Correctional and Rehabilitative Services (Safety)	9761	S16	
Chief Psychiatrist, Correctional and Rehabilitative Services (Safety)	9774	M16	
Senior Psychologist, Correctional Facility (Supervisor)	9288	S19	
Senior Psychologist (Health Facility) (Supervisor)	9831	S19	
Chief Psychologist, Correctional Facility	9859	S19	
Supervising Psychiatric Social Worker I	9867	S19	
Supervising Psychiatric Social Worker I, Correctional Facility	9291	S19	
Supervising Psychiatric Social Worker II, Correctional Facility	9292	S19	

SECTION 14:**PAY DIFFERENTIALS**

RATE	EARNINGS ID	DEPARTMENT
1% of base salary – Upon completion of 12 consecutive qualifying pay periods.	9K	CDCR/CCHCS and DSH
2% of base salary – Upon completion of 24 consecutive qualifying pay periods.		
3% of base salary – Upon completion of 36 consecutive qualifying pay periods.		
4% of base salary – Upon completion of 48 consecutive qualifying pay periods.		
5% of base salary – Upon completion of 60 consecutive qualifying pay periods.		
6% of base salary – Upon completion of 72 consecutive qualifying pay periods.		
7% of base salary – Upon completion of 84 consecutive qualifying pay periods.		
CRITERIA		
Employees appointed to a classification listed above and employed with the CDCR, CCHCS or DSH, performing satisfactorily, shall be eligible to receive this differential upon completion of the specific consecutive qualifying pay periods and department specific criteria.		
<u>Unit 16 and Unit 16 Related Excludes:</u> Note: This criteria only applies to eligible employees hired before October 1, 2023, and have not received full payment. Eligible employees who have less than 84 consecutive qualifying pay periods as of October 1, 2023, shall be entitled to the bonus amount(s) as specified upon completion of the next qualifying bonus criteria e.g., employee had 62 consecutive qualifying pay periods, employee will be eligible for the next payment criteria after accumulating 72 consecutive pay periods in an eligible classification.		
For the purpose of calculating the bonus payment amount, the calculation will be based on the employee's annualized base pay as of the first day of the pay period following completion of each payment's criteria.		
Employees must remain in good standing (i.e. no formal adverse action, overall negative performance review, or under a complaint initiated peer review) for the duration of the eligibility period to receive the bonus.		
<u>Unit 19 and Unit 19 Related Excludes:</u> Eligible employees who have less than 84 consecutive qualifying pay periods as of October 1, 2023, shall be entitled to the bonus amount(s) as specified upon completion of the next qualifying bonus criteria e.g., employee had 62 consecutive qualifying pay periods, employee will be eligible for the next payment criteria after accumulating 72 consecutive pay periods in an eligible classification.		
Employees who have more than 84 consecutive qualifying pay periods in an eligible classification are not entitled to any additional payment.		
Eligible employees in class codes 9291, 9292, 9831, 9839, 9859, 9867, 9872, 9873, 9877 not receiving prior payments under this differential and hired prior to 08/01/2016 in these classifications and departments shall receive a one-time payment of \$10,000.		
For the purpose of calculating the bonus payment amount, the calculation will be based on the employee's annualized base pay as of the first day of the pay period following completion of each payment's criteria.		
Employees must remain in good standing (i.e. no formal adverse action, overall negative performance		

review, or under a complaint initiated peer review) for the duration of the eligibility period to receive the bonus.

Eligibility Criteria:

- Employee must be treating patients in-person, on grounds or at a facility more than 50% of each qualifying pay period.
- If the employee voluntarily terminates or is discharged prior to completing the consecutive qualifying pay periods required for eligibility for this differential, there will be no pro rata payment of those months served.
- If an employee transfers to another eligible location in an eligible classification without a break in service, the qualifying consecutive pay periods at each location shall be cumulative.
- If an employee promotes without a break in service from a classification listed above to another classification listed above from an eligible location/department to an eligible location/department the qualifying consecutive pay periods shall be cumulative.
- If an employee transfers or promotes to a different department, regardless of the classification, there will be no pro rata payment of those months served.
- Management initiated redirections or changes in assignment will not disqualify the employee from receiving the pay differential.
- For the purposes of counting qualifying time towards eligibility for payment of the pay differential, approved leaves of absence such as maternity/paternity leave, medical leave, FMLA or military leave shall not be considered a break in service or considered to break the consecutive month requirement.
- 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.

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	Yes
SUBJECT TO QUALIFYING PAY PERIOD	Yes
ALL TIME BASES AND TENURES ARE ELIGIBLE	Yes/No*
SUBJECT TO PERS DEDUCTION	
CLASSIC	No
PEPRA	No

INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY

OVERTIME	No
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.

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