

PAY DIFFERENTIAL 455
PSYCHIATRIC INPATIENT PROGRAM AND MENTAL HEALTH CRISIS BED UNITS
MENTAL HEALTH CLINICIANS RECRUITMENT AND RETENTION DIFFERENTIAL –
BARGAINING UNITS 16, 18, 19, AND EXCLUDED EMPLOYEES

Established: 05/01/22

Revised: 04/03/23

CLASS TITLE	CLASS CODE	CBID	RATE	EARNINGS ID	DEPARTMENT
Rank and File:					
Staff Psychiatrist, Correctional and Rehabilitative Services (Safety)	9758	R16	15% of monthly base pay	8CHC	Department of Corrections and Rehabilitation - Psychiatric Inpatient Programs and Mental Health Crisis Bed Units at: California Health Care Facility, California Medical Facility, San Quentin State Prison, California Institution for Women, Salinas Valley State Prison
Senior Psychiatrist (Specialist), Correctional and Rehabilitative Services (Safety)	9759				
Psychiatric Technician (Safety)	8253	R18			
Senior Psychiatric Technician (Safety)	8252				
Rehabilitation Therapist, State Facilities (Music-Safety)	8321	R19			
Rehabilitation Therapist, State Facilities (Occupational-Safety)	8323				
Rehabilitation Therapist, State Facilities (Recreation-Safety)	8324				
Rehabilitation Therapist, State Facilities (Art-Safety)	8420				
Psychologist-Clinical, Correctional Facility	9283				
Recreation Therapist, Correctional Facility	9286				
Senior Psychologist, Correctional Facility (Specialist)	9287				
Clinical Social Worker (Health/Correctional Facility)-Safety	9872				
Excluded:					
Chief Psychiatrist, Correctional and Rehabilitative Services (Safety)	9774	M16			
Senior Psychiatrist (Supervisor), Correctional and Rehabilitative Services (Safety)	9761	S16			
Supervising Rehabilitation Therapist	8316	S19			
Senior Psychologist, Correctional Facility (Supervisor)	9288				
Supervising Psychiatric Social Worker I, Correctional Facility	9291				
Senior Psychologist (Health Facility) (Supervisor)	9831				
Chief Psychologist, Correctional Facility	9859				
Supervising Psychiatric Social Worker I	9867				

CRITERIA	
•	Effective May 1, 2022, employees in the above classes, employed within the California Department of Corrections and Rehabilitation Psychiatric Inpatient Programs and who are physically located at and assigned to the specific locations listed above, shall receive this pay differential.
•	Effective April 3, 2023, employees in the above classes employed within the California Department of Corrections and Rehabilitation Mental Health Crisis Bed Units and who are physically located at and assigned to the specific locations listed above, shall receive this pay differential.
•	Only employees who provide direct patient care, treating patients in-person, on grounds or at a facility more than 50% of the pay period, are eligible for this pay differential.
•	Employees who do not provide direct patient care, or who provide services via telemedicine and telepsychiatry more than 50% of the pay period do not qualify for this pay differential.
•	This differential shall not be subject to the grievance or arbitration processes.
•	The State reserves the discretion to adjust or terminate this pay differential by providing a 30-day notice to the exclusive representative of each unit impacted.
•	This pay differential is in addition to any other pay differentials that the above classes may be receiving.

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:	
PRO RATED IF PAID LESS THAN A FULL PAY PERIOD	Yes
PRO RATED FOR PART-TIME AND INTERMITTENT EMPLOYEES	Yes
SUBJECT TO QUALIFYING PAY PERIOD	Yes
ALL TIME BASES AND TENURE ELIGIBLE	Yes/No*
SUBJECT TO PERS DEDUCTION	
CLASSIC	No
PEPRA	No
IF SUBJECT TO PERS DEDUCTIONS	
CATEGORY	State Only
TYPE	Not Reportable Classic or PEPRA

INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY	
OVERTIME	Yes/No (FLSA)
IDL	Yes
EIDL	Yes
NDI	Yes
LUMP SUM VACATION/SICK/EXTRA	Yes

*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 section 7522.02, 7522.04, and 7522.34.