

**PAY DIFFERENTIAL 44
EDUCATIONAL INCENTIVE PAY – BARGAINING UNIT 06
AND EXCLUDED EMPLOYEES**

Established: 05/01/98

Revised: 07/01/98, 01/01/00, 07/01/02, 07/01/03, 09/01/04*, 10/01/04*, 01/01/05*, 07/01/05*, 12/01/05, 06/30/06, 07/01/06, 01/01/07, 07/01/13, 10/01/14, 01/01/15, 06/01/16, 07/01/17, 07/01/18, 07/01/19, 07/01/21, 07/01/22, 07/01/23, 10/01/23, 07/01/24, 07/01/25

CLASS TITLE	CLASS CODE	CB/ID	RATE	EARNINGS ID	DEPARTMENT
Correctional Counselor I	9904	R06	\$202 per pay period	8E6 (Full-time, Part-time)	California Department of Corrections and Rehabilitation (CDCR)
Correctional Counselor II (Specialist)	9901			8E7 (Intermittent)	
Correctional Officer	9662				
Fire Fighter, Correctional Institution	9001				
Parole Agent I, Adult Parole	9765				
Parole Agent II, Adult Parole (Specialist)	9762				
Parole Service Associate (Range A)****	9776		\$134 per pay period	8E3 (Full-time, Part-time)	
Parole Service Associate (Range B)****	9776		\$152 per pay period	8E4 (Full-time, Part-time)	
Parole Service Associate (Range C)****	9776		\$174 per pay period	8E5 (Full-time, Part-time)	
Confidential Designated Employees	Various	C06	\$159 per pay period	8E6 (Full-time, Part-time)	California Department of Corrections and Rehabilitation (CDCR)
Correctional Lieutenant	9656	S06		8E7 (Intermittent)	
Correctional Sergeant	9659				
Fire Chief, Correctional Facility	8976				

CRITERIA

- Correctional Officers; Group Supervisors, Fire Fighters, Correctional Institution; Correctional Facility; Fire Chief, Correctional Facility; Correctional Lieutenants; Correctional Sergeants; and Parole Service Associates who have attained an associate of arts, bachelors degree, a higher degree, or sixty (60) semester units, or the equivalent quarter units from an accredited community college or university, shall be eligible for the Educational Incentive Pay. Employees are not eligible while attending the Basic Academy.
- Correctional Counselors and Parole Agents who have attained a masters degree shall be eligible for the Educational Incentive Pay.
- Upon movement to another classification in the employee's vertical class series, the employee shall move from their combined salary rate (base salary plus Educational Incentive Pay) only if the to classification is not also eligible for an educational incentive. The salary rate shall not exceed the maximum of the new classification when computing the appointment salary rate.
- If an employee has an additional position, the primary position is used to determine eligibility for the differential.

CRITERIA CONTINUED

- Employees on a training and development or out-of-class assignment to an eligible classification are not eligible because eligibility is based on the employee's actual classification. If an eligible employee is on a training and development or out-of-class assignment to an ineligible classification, they shall continue to be eligible based on their actual classification.

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/No**
SUBJECT TO QUALIFYING PAY PERIOD	Yes/No**
ALL TIME BASE AND TENURE ELIGIBLE	Yes/No***
SUBJECT TO PERS DEDUCTION	
	CLASSIC Yes
	PEPRA Yes

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:

OVERTIME	Yes
IDL	Yes
EIDL	Yes
NDI	Yes
LUMP SUM VACATION/SICK/EXTRA	Yes

- * Pursuant to Decision #03-06-0234, #04-06-0071, #05-065-0197, dated 10/25/05, Education Incentive Pay (Pay Differential 44) shall be based on Range K effective 07/01/03. The rates shall be corrected as follows:

<u>Date</u>	<u>From</u>	<u>To</u>
07/01/03	\$102	\$107
07/01/04	\$107	\$113
01/01/05	\$113	\$118
07/01/05	\$119	\$125

- ** Permanent Intermittent employees must work 88 hours in a pay period to receive the pay differential, and any hours under 88 shall not receive a pro-rated amount of this differential.

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

- **** Parole Services Associate added effective 10/01/23.

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.