

**PAY DIFFERENTIAL 476
RETENTION INCENTIVE DIFFERENTIAL PAY FOR HARD-TO-KEEP/FILL
INSTITUTIONS – CALIFORNIA DEPARTMENT OF
CORRECTIONS AND REHABILITATION – BARGAINING UNIT 06 AND
EXCLUDED EMPLOYEES**

Established: 10/01/23

Revised: 07/01/25

CLASS TITLE	RATE	EARNINGS ID	DEPARTMENT/LOCATION
Rank and File	\$416.66 per qualifying pay period (paid annually)	9K9	California Department of Corrections and Rehabilitation (CDCR) Salinas Valley State Prison California State Prison - Sacramento Richard J. Donovan Correctional Facility
R06			
Excluded			
M06, S06			
Classifications tied to Unit 06: E97, E98, and E99			
M01 – CEA positions in class code 7500 tied to BU 06***			

CRITERIA

- Employees who work at Salinas Valley State Prison, California State Prison - Sacramento, or Richard J. Donovan Correctional Facility, will be eligible to start accruing up to a \$10,000 retention differential, payable in two (2) annual payments as follows:
- Employees designated E97, E98, or E99 must be tied to BU 06 at the time of payment to receive this pay differential.
- For the first payment, employees shall receive \$416.66 for each qualifying pay period worked between July 2025 and June 2026 payable in a single lump sum during the month of July 2026.
- Pursuant to and consistent with prior MOU, qualifying BU 6 employees shall still receive the July 2025 lump sum payment for each qualifying pay period worked (i.e., \$416.66 per qualifying pay period) between July 2024 and June 2025.
- For the second payment, employees shall receive \$416.66 for each qualifying pay period worked between July 2026 and June 2027 payable in a single lump sum during the month of July 2027.
- An employee who transfers from one of the institutions listed above to another institution listed above, the qualifying time shall be cumulative.
- An employee voluntarily terminates, retires, or transfers to a facility not listed above, or is terminated prior to completing all the requirements listed above, the employee will forfeit any and all accrued differential.
- The pay differential shall not be part of the employee's base salary for the purpose of computing salary adjustments.

SECTION 14:**PAY DIFFERENTIALS**

- This pay differential stipend will sunset upon the final payment in July 2027.

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	Yes
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/EXTRA	No

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

**The rate is included in the overtime calculation for overtime hours worked in each qualifying pay period the employee is eligible for the differential.

*** Refer to the current CEA Delegation Spreadsheet.

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.