

**PAY DIFFERENTIAL 67
INSTITUTIONAL WORKER SUPERVISION PAY (IWSP) DIFFERENTIAL –
BARGAINING UNITS 01, 04, 15, 19, AND EXCLUDED EMPLOYEES**

Established: 07/01/92

Revised: 02/01/94, 07/01/98, 05/02/01, 07/01/01, 01/01/02, 05/31/02, 08/30/02, 12/04/02, 10/31/03, 07/20/04, 07/01/05, 10/01/06, 09/01/06, 07/08/08, 01/01/15, 07/01/2016, 04/01/17, 01/01/26

CLASS TITLE	CB/ID	RATE	CRITERIA	EARNINGS ID	DEPARTMENT
Rank and File:					
Per Attached List in the Following Units: Units 01, 04, 15, and 19	R01	\$325	A	8IWS	See Attached
	R04	\$190	B		
	R15				
	R19	\$325	A		
Excluded Classes:					
Per Attached List in the Following Units: Units S01, S04, S15, S17, S19 designated classes, and employees designated Confidential	S01	\$360	A	8IWS	See Attached
	S04	\$210	B		
	S15				
	S17	\$400			
	S19	\$360	A		
E48 Designated Employees Employees designated E48 must meet the criteria which corresponds to the class in which they are appointed.	E48	\$360	A	8IWA	
		\$210	B	8IWB	
		\$400		8IWD	

CRITERIA

A	<p>THE FOLLOWING CRITERIA A IS FOR R01, R19, S01, and S19 EMPLOYEES ONLY</p> <p>Employees having regular, direct responsibility for work supervision, on-the-job training, and work performance evaluation of at least two inmates, wards, or resident workers who substantially replace civil service employees for a total of at least 173 hours per pay period. This pay differential may also apply to employees having direct supervisory responsibility over incumbents who meet the conditions stated above. Employees must have valid, approved medical clearance on file in accordance with current laws, rules, and policies.</p> <p>Upon promotion to a higher classification in state service, an employee receiving compensation under this pay differential shall move from their combined salary rate (base salary plus Institutional Worker Supervision Pay [IWSP]) to compute the appointment rate.</p>
B	<p>THE FOLLOWING CRITERIA B IS FOR R04, R15, S04, S15, AND S17 EMPLOYEES ONLY, effective 04/01/17.</p> <p>Employees having regular, direct responsibility for work supervision, on-the-job training, and work performance evaluation of at least two inmates, wards, or resident workers who substantially replace civil service employees for a total of at least 120 hours per pay period. This pay differential may also apply to employees having direct supervisory responsibility over incumbents who meet the conditions stated above. Employees must have valid, approved medical clearance on file in accordance with current laws, rules, and policies.</p>

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Upon promotion to a higher classification in state service, an employee receiving compensation under this pay differential shall move from their combined salary rate (base salary plus Institutional Worker Supervision Pay [IWSP]) to compute the appointment rate.

Note: If the employee's CBID differs from the classification CBID, the employee shall be eligible to receive the pay differential.

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	No
ALL TIME BASES AND TENURES ARE ELIGIBLE	Yes/No*
SUBJECT TO PERS DEDUCTION	
CLASSIC	Yes/No (Yes for Units R15, S15, R04, and S04 classes; and effective 10/01/06 for R19, S19, and U19 classes)
PEPRA	Yes/No (Yes for Units R15, S15, R04, and S04 classes; and effective 10/01/06 for R19, S19, and U19 classes)
IF SUBJECT TO PERS DEDUCTION	
CATEGORY	Special Assignment Pay (SAP)
TYPE	Lead Worker/Supervisor Premium (LWP)

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

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

**The pay differential shall only be included in overtime calculations for FLSA eligible classes, and shall not be included to calculate NDI or lump-sum vacation, sick leave, and excess hours due to fluctuating work schedules.

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.

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RANK-AND-FILE CLASSIFICATIONS ELIGIBLE FOR IWSP

Pursuant to Personnel Management Policy and Procedures Manual, Section 375 (Medical Clearance), employees must have valid, approved medical on file to receive IWSP.

CLASS TITLE	CLASS CODE	DEPARTMENT	DATE AMENDED
R01			
Accountant I (Specialist)	4177	All Departments	07/01/92
Audio-Visual Assistant	2819		
Audio-Visual (Specialist) (Technical)	2838		
Business Service Officer I (Specialist)	4720	Prison Industry Authority	07/01/00
Business Services Assistant (Specialist)	4707	Prison Industry Authority Only Duel Vocational Institution Only	09/01/97 10/31/97
Correctional Case Records Analyst	1152	All Departments	07/01/98
Institution Artist/Facilitator	5658		
Management Services Technician	5278		
Analyst I	5157	California State Prison, Sacramento, Plant Operations Only; and Folsom State Prison, Plant Operations Only	02/01/99
		California Men's Colony, Plant Operations Only; and California Rehabilitation Center, Plant Operations Only	07/01/01
		Department of Corrections and Rehabilitation (Braille Program Coordinator)	01/01/15
Television Specialist	5571	All Departments	07/01/92

R04

Account Clerk II	1733	All Departments	07/01/92
Accounting Technician	1741		
Case Records Technician	1155	Department of Corrections and Rehabilitation	07/08/08
Library Technical Assistant (Safety)	1318	All Departments	08/30/02
Office Assistant (General)	1441		
Office Assistant (Typing)	1379		
Office Technician (General)	1138		
Office Technician (Typing)	1139		
Program Technician	9927		
Program Technician II	9928		
Program Technician III	9929		
Property Controller I	1550		
Property Controller II	1549		
Secretary	1176		California Rehabilitation Center, Narcotic Addict Evaluation Authority, Only
Senior Account Clerk	1730	All Departments	07/01/92
Stock Clerk	1509		

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CLASS TITLE	CLASS CODE	DEPARTMENT	DATE AMENDED
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U04

Library Technical Assistant I*	1307	All Departments	07/01/92
Office Services Supervisor I (General)*	1141		
Office Services Supervisor I (Typing)*	1148		

R15

Assistant Seamer	2079	All Departments	07/01/92	
Baker I	2223			
Barber, CF	2086			
Barbershop Manager	2083			
Beauty Shop Manager	2091			
Food Service Technician I	2194			05/02/01
Food Service Technician II	2193			
Custodian	2011			07/20/04
Lead Custodian	2003			
Launderer	2119			07/01/92
Laundry Worker	2116			
Seamer	2076			

U15

Food Service Supervisor I *	2258	All Departments	07/01/92
Laundry Supervisor II, CF *	2111		

CLASS TITLE	CLASS CODE	DEPARTMENT	DATE AMENDED
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R19

Catholic Chaplain	9916	All Departments	07/01/92	
Registered Dietician	2167			
Jewish Chaplain	9919			
Jewish Chaplain (Intermittent)	9920			
Muslim Chaplain	9768			
Muslim Chaplain (Intermittent)	9769			
Native American Spiritual Leader	9912			
Native American Spiritual Leader (Intermittent)	9913			
Occupational Therapist	8288			
Occupational Therapist, CF	9280			
Protestant Chaplain	9922			07/01/92
Psychiatric Social Worker	9870			07/01/05
*Clinical Social Worker (Health/Correctional Facility) - Safety	9872			
*Clinical Social Worker (Health Facility)	9877			
Psychologist – Clinical, CF	9283			06/15/93
Psychologist (Health Facility – Educational)	9841	01/01/93		
Psychometrist	9855			

* **Split Classification:** Only employees designated rank and file who meet the criteria specified in the CalHR Pay Scales, Section 16, are eligible for IWSP; excluded employees who meet the criteria under the provisions of Alternate Range Criteria 40 are eligible for movement to the appropriate alternate range of their classification.

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Recreation Therapist, CF	9286		06/15/93
Rehabilitation Therapist, State Facilities (Art)	8414		07/01/92
Rehabilitation Therapist, State Facilities (Dance)	8423		06/15/93
Rehabilitation Therapist, State Facilities (Music)	8311		
Rehabilitation Therapist, State Facilities (Occupational)	8289		
Rehabilitation Therapist, State Facilities (Recreation)	8312		
Occupational Therapy Consultant	8281		
Senior Occupational Therapist, CF	9346		
Senior Psychologist, CF (Specialist)	9287		
Senior Psychologist (Health Facility) (Spec)	9839		07/01/92
Staff Psychologist – Clinical	9847		06/15/93

*Title change effective 07/01/05

CLASS TITLE	CLASS CODE	DEPARTMENT	DATE AMENDED
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U19

Senior Psychologist, CF *	9289	All Departments	06/15/93
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EXCLUDED CLASSIFICATIONS ELIGIBLE FOR IWSP

Pursuant to Personnel Management Policy and Procedures Manual, Section 375 (Medical Clearance), employees must have valid, approved medical on file to receive IWSP.

CLASS TITLE	CLASS CODE	DEPARTMENT	DATE AMENDED
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S01

Accountant I (Supervisor)	4180	All Departments	02/01/94
Correctional Case Records Manager	1146		
Correctional Case Records Supervisor	1149		
Hospital General Services Administrator I	4755		
Hospital General Services Administrator II	4754		

S04

Office Services Supervisor II (General)	1150	All Departments	02/01/94
Supervising Program Technician I	9924		
Supervising Program Technician II	9925		
Supervising Case Records Technician	1154	Department of Corrections and Rehabilitation	07/08/08

U04

Library Technical Assistant I	1307	All Departments	02/01/94
Office Services Supervisor I (General)	1141		
Office Services Supervisor I (Typing)	1148		

S15

Clothing Center Manager	2066	All Departments	02/01/94
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U15

Food Service Supervisor I	2258	All Departments	02/01/94
Food Service Supervisor II	2256		
Custodian Supervisor II, CF	2004		07/20/04
Custodian Supervisor III, CF	2000		
Custodian Supervisor II	2002		
Custodian Supervisor III	2001		02/01/94
Laundry Supervisor I	2113		
Laundry Supervisor II	2110		
Laundry Supervisor II, CF	2111		
Supervising Housekeeper I	2040		
Supervising Housekeeper II	2039		

S17

Supervising Registered Nurse (Safety)	8096	All Departments	02/01/94
Supervising Registered Nurse	8161		

S19

Senior Psychologist (HF) Supervisor	9831	All Departments	02/01/94
Senior Psychologist, CF (Supervisor)	9288		
Chief Psychologist, CF	9859		

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U19

Senior Psychologist, CF	9289	All Departments	02/01/94	—
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