

**PAY DIFFERENTIAL 412
RECRUITMENT AND RETENTION DIFFERENTIAL PAY – MULTIPLE
DEPARTMENTS WITHIN CALIFORNIA HEALTH AND HUMAN SERVICES AGENCY
– BARGAINING UNIT 01 AND EXCLUDED EMPLOYEES**

Established: 07/01/15

Revised: 07/01/15, 04/01/17, 08/01/18, 10/01/23, 01/01/26

CLASS TITLE	CLASS CODE	CBID	DEPARTMENTS
Rank and File:			
Health Program Specialist II	8336	R01	Department of Health Care Services
Analyst I	5157	R01	Department of Child Support Services Department of Developmental Services Department of Health Care Services Department of State Hospitals Department of Rehabilitation Department of Social Services
Analyst II	5393		
Research Data Analyst I	5729		
Research Data Analyst II	5731		
Research Data Specialist I	5742		
Research Data Specialist II	5758		
Research Data Specialist III	5770		
Health Program Specialist I	8338		
Excluded:			
Supervisor I	4800	S01	
Supervisor II	4801		
Manager II	4802	M01	
Career Executive Assignment	7500		

RATE (Refer to appropriate rate criteria to determine eligibility)	EARNINGS ID
1. 5% per pay period (Non-PERSable)	8HH1
2. 10% per pay period (5% Non-PERSable and 5% PERSable)	8HH1 (Non-PERSable) 8HH2 (PERSable)
3. 10% per pay period (PERSable)	8HH3

CRITERIA
<p>The purpose of this Recruitment and Retention Differential for multiple departments within the California Health and Human Services Agency (CHHSA) is to attract and retain qualified staff in the critical and legislatively mandated functions of developing the local assistance portion of the State budget for all state welfare programs.</p> <p>The pay differential shall apply only to those employees within CHHSA departments who are <u>directly</u> involved in the preparation of their respective local assistance cost and caseload estimates and estimate methodologies submitted as part of the Governor's Budget and May revision.</p>

CRITERIA (continued)**Rate Criteria:**

1. Effective July 1, 2015, employees who are currently employed at one of the departments listed above in eligible classifications shall receive 5% per pay period (Non-PERSable). Employees hired after July 1, 2015, shall be eligible the first day of the first full calendar month.
2. Effective July 1, 2016, employees who are employed at one of the departments listed above in eligible classifications for 12 months shall receive 10% per pay period (5% PERSable and 5% Non-PERSable).
3. Effective July 1, 2017, employees who are employed at one of the departments listed above in eligible classifications for 24 months shall receive 10% per pay period (PERSable).
4. Effective October 1, 2023, employees who are employed at the Department of Health Care Services in the Health Program Specialist II (8336) classification shall be eligible to receive this pay differential.

Compensation Terms:

- An employee in a classification receiving a differential under these criteria, who is then promoted to a higher classification (defined by California Code of Regulations 599.666), within the same location shall move by California Code of Regulations 599.676 from their base salary to compute the appointment rate. Only the maximum base salary rates for the classifications are to be used when determining salary relationships between classifications.
- An employee serving on a Training and Development Assignment to one of the above listed classifications, is not eligible to receive this pay differential.
- If an employee terminates, transfers out of an eligible classification, or is dismissed, the pay differential shall be discontinued.
- If an employee transfers or promotes from one identified classification to another identified classification in the same department, the employee's pay differential anniversary date shall not change.
- If an employee transfer or promotes from an identified classification in one department to an identified classification in a different department, the employee's pay differential anniversary date shall be reestablished in accordance with the new appointment date.

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 See Rates
	PEPRA See Rates
IF SUBJECT TO PERS DEDUCTIONS	
	CATEGORY Special Assignment Pay (SAP)
	TYPE Accountant Premium (AAP)

SECTION 14:**PAY DIFFERENTIALS**

INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY	
OVERTIME	No/Yes (FLSA)
IDL	Yes
EIDL	N/A
NDI	Yes – Excluded
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 sections 7522.02, 7522.04, and 7522.34.