

**PAY DIFFERENTIAL 154  
RECRUITMENT AND RETENTION PAY - EXCLUDED EMPLOYEES**

Established: 07/01/84

Revised: 01/01/00, 07/01/00, 08/31/00, 01/01/01, 07/01/01; 08/17/01, 10/01/01, 03/02/04, 05/01/02, 07/01/02, 01/01/03, 03/01/04, 07/01/04, 09/01/04, 01/01/05, 12/01/05, 02/01/06, 02/24/06, 03/02/06, 07/01/06, 10/01/06, 09/01/06, 01/01/07, 03/01/07, 04/01/07, 07/01/07, 01/01/08, 07/01/21, 09/01/25, 04/01/26

CLASS TITLE	CLASS CODE	CBID	PER PAY PERIOD	EARNINGS ID	EFFEC. DATE	CRITERIA	DEPT
Nurse Surveyor Supervisor I	8051	S17	\$200	8K	01/01/03	1	W
Nurse Surveyor Supervisor II	8050	S17	\$200	8K	7/1/2021	1	W
Nurse Surveyor Manager	7993	S17	\$200	8K	7/1/2021	1	W
Senior Psychiatrist, CF (Supervisor)	9271	S16	\$2700	8K35	07/01/01 01/01/00 01/01/03	1	V A, AD, AC H
			\$3950	8K52	01/01/00		
Nurse Consultant III (Supervisor)	8179	S17	\$300	8K54	01/01/03	1	W*
Nurse Evaluator III, Health Services	8145		\$200	8K	01/01/03	1	W
Nurse Evaluator IV, Health Services	8149		\$100	8K76	01/01/03	1	W
Psychiatric Nursing Education Director	8155		\$300	8K54	01/01/03	1	I
Supervising Registered Nurse	8161		\$450	8K75	01/01/03	1	W*
Supervising Registered Nurse II, CF	9318		S17	\$400	8K2	01/01/03	1
Supervising Registered Nurse III, CF	9319	\$400		8K2	01/01/03	1	G
Supervising Psychiatric Social Worker I, Correctional Facility	9291	S19	\$600	8K15	10/01/01	1	AJ
CEA III (Assistant Warden, Psychiatric Services, CMC)	7500	M01	\$200	8K	07/01/84 01/01/94	1	A G
Chief of Protective Services and Security	1934	M07	\$500	8K39	01/01/00	1	I

\* Employees in the Department of Corrections and Rehabilitation, Health Care Services Division and Adult Institutions; and Departments of State Hospitals, Developmental Services, and Veterans Affairs, are not eligible for compensation under this differential.

**SECTION 14:**

**PAY DIFFERENTIALS**

CLASS TITLE	CLASS CODE	CB/ID	PER PAY PERIOD	EARNINGS ID	EFFEC. DATE	CRITERIA	DEPT
Chief Medical Officer, Correctional Facility	7547	M16	\$200	8K	01/01/94	1	G
			\$2700	8K35	07/01/02	2	X
Chief Physician and Surgeon (Correctional Facility)	9267		\$200	8K	03/02/06	1	I
Chief Psychiatrist, CF**	7612		\$2700	8K35	01/01/00	1	A
					07/01/01		V
					12/02/98		G
			\$3950	8K52	01/01/00		H
Office of Program Review Consultant (Medical) State Hospitals	7606		\$200	8K	01/01/95	1	J, K, L, AF
					09/01/04		

\*\* Prior to 01/01/00 Department of Corrections and Rehabilitation, all institutions rate was \$1000, effective 12/02/98, and Department of Corrections and Rehabilitation, Pelican Bay rate was \$1250, effective 12/01/95.

DEPARTMENT	
A	Department of Corrections and Rehabilitation, All Institutions
B	Department of Corrections and Rehabilitation, California Medical Facility – Abolished 04/16/15
C	Department of Corrections and Rehabilitation, California Men’s Colony – Abolished 04/16/15
D	Abolished 03/01/07
E	Abolished 03/01/07
F	Abolished 03/01/07
G	Department of Corrections and Rehabilitation, Parole Outpatient Clinics
H	Department of Correction and Rehabilitation, Pelican Bay
I	Department of State Hospitals, All Hospitals, unless class receives an existing, higher recruitment and retention rate.
J	Department of State Hospitals, Atascadero
K	Department of State Hospitals, Napa
L	Department of State Hospitals, Patton
M	Abolished
N	Abolished 01/01/08
O	Abolished 03/01/07
P	Department of the Youth Authority, Headquarters – Abolished 04/16/15
Q	Abolished 03/01/07
R	Abolished 01/01/08
S	N/A
T	Department of Mental Health, Metropolitan State Hospital – Abolished 04/16/15
U	Department of Corrections and Rehabilitation, Division of Juvenile Justice All Locations
V	Department of Corrections and Rehabilitation, Division of Juvenile Justice All Locations
W	All departments/locations unless class receives an existing higher recruitment and retention rate. (Except Department of Corrections and Rehabilitation; and Departments of State Hospitals, Developmental Services, and Veterans Affairs)
X	Department of Corrections and Rehabilitation, Correctional Training Facility (one incumbent only)
Y	N/A
Z	Abolished 01/01/08
AA	N/A
AB	Abolished 01/01/08
AC	Department of Corrections and Rehabilitation, Correctional Training Facility
AD	Department of Corrections and Rehabilitation, Salinas Valley State Prison

**SECTION 14:****PAY DIFFERENTIALS**

AE	Abolished 03/01/07
AF	Department of State Hospitals - Coalinga State Hospital
AG	Abolished 03/01/07
AH	Abolished 03/01/07
AI	Abolished 03/01/07
AJ	Department of Corrections and Rehabilitation, Division of Adult Institutions – Female Offender Programs and Services

**CRITERIA**

1. Employees in the above classes and employed in the above locations shall receive the differential.
2. Incumbent only; **MUST BE APPROVED BY** California Department of Human Resources; incumbent must have a valid certificate in psychiatry issued by the American Board of Psychiatry and Neurology or the American Osteopathic Board of Neurology and Psychiatry and carry a psychiatric caseload at the institution.

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
PEPRA	Yes
IF SUBJECT TO PERS DEDUCTIONS	
CATEGORY	Special Assignment Pay (SAP)
TYPE	Branch Assignment Premium (BAP)

**INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY**

OVERTIME	No/Yes (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 sections 7522.02, 7522.04, and 7522.34.