

**PAY DIFFERENTIAL 477
PSYCHIATRISTS ADDITIONAL CASELOAD PAY –
BARGAINING UNIT 16**

Established: 10/01/23

Revised: 03/01/24, 07/01/25, 07/01/26

CLASS TITLE	CLASS CODE	RATE	EARNINGS ID	DEPARTMENT
Senior Psychiatrist (Specialist)	7616	135% of base hourly rate	GPC2	California Department of Corrections and Rehabilitation
Staff Psychiatrist	7618			
Staff Psychiatrist (Safety)	7619			California Correctional Health Care Services
Staff Psychiatrist, Correctional and Rehabilitative Services (Safety)	9758			Department of State Hospitals
Senior Psychiatrist (Specialist), Correctional and Rehabilitative Services (Safety)	9759			

CRITERIA

- Effective April 1, 2024, employees in the above classifications shall be compensated at 135% of their base hourly rate when assigned additional caseload beyond their normal workload.
- Employees shall receive the rate of pay in increments of not less than one (1) hour for the additional caseload responsibilities.
- All assigned additional hours worked shall be recorded on the employees' regular timesheet even if the assigned work may be at another work location within the department.
- Approval to work an additional caseload at a different facility or institution must be approved in advance by management.
- Payments for additional hours worked will be processed after the close of the pay period and submission and approval of the timesheet.
- Arduous pay shall not be paid in addition to compensation allowed by this pay differential.
- It is recognized that Psychiatrists are statutorily exempted from the FLSA, the extra hours assigned pursuant to this section are in recognition of the additional caseload assignments and beyond the normal caseload.
- Employees shall only be eligible to be approved to work extra hours while in good standing, i.e., not serving out a formal Adverse Action, under a complaint-initiated Peer Review or has been denied their most recent Merit Salary Adjustment.
- This pay differential expires June 30, 2028.

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

SECTION 14:**PAY DIFFERENTIALS**

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:	
PRO RATED IF PAID LESS THAN A FULL PAY PERIOD	No
PRO RATED FOR PART-TIME AND INTERMITTENT	No
SUBJECT TO QUALIFYING PAY PERIOD	No
ALL TIME BASES AND TENURES ARE ELIGIBLE	Yes/No*
SUBJECT TO PERS DEDUCTION	
	CLASSIC No
	PEPRA No
IF SUBJECT TO PERS DEDUCTIONS:	
	CATEGORY N/A
	TYPE N/A

INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY	
OVERTIME	N/A
IDL	No
EIDL	No
NDI	No
LUMP SUM VACATION/SICK/EXTRA	No

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

*Intermittent employees are not eligible for this differential pay as they are paid for all hours worked.

PEPRA MEMBERSHIP:

Applicable to all employees newly hired on or after January 1, 2023, pursuant to Government Code sections 7522.02, 7522.04, and 7522.34.