

**PAY DIFFERENTIAL 482
RECRUITMENT AND RETENTION DIFFERENTIAL PAY-
BARGAINING UNIT 19 AND EXCLUDED EMPLOYEES**

Established: 10/01/23

Revised: 10/01/25, 07/01/26

CLASS TITLE	CLASS CODE	CBID	RATE	EARNINGS ID	DEPARTMENT
Rank and File:					
Occupational Therapist	8288	R19	10% of base pay	8KM	California State Special Schools or Diagnostic Centers
Audiologist I, Departments of Mental Health and Developmental Services	8299	R19	\$1,000 per month	8KJ	Department of Development Services, Porterville Development Center
Senior Psychologist (Health Facility) (Specialist), Range U	9839	R19			
Psychologist (Health Facility-Clinical-Safety), Range V	9873	R19			
Psychologist (Health Facility-Clinical-Safety), Range U	9873	R19	\$800 per month	8KK	
Registered Dietitian (Safety)	2172	R19	\$400 per month	8KL	
Excluded:					
Senior Psychologist (Health Facility) (Supervisor), Range U	9831	S19	\$1000 per month	8KJ	Development Services, Porterville Development Center
Dietetics Director	2146	S19	10% of base pay	8KM	California State Special Schools or Diagnostic Centers

CRITERIA

Any California State Special School or Diagnostic Center – Occupational Therapist and Dietetics Director:

- Effective October 1, 2025, each employee shall receive a monthly differential of ten percent (10%) of their base pay.
- If an employee transfers to a different classification where this differential is not authorized, then the differential discontinues.

Porterville Developmental Center – Audiologist:

- Effective October 1, 2023, each employee shall receive a monthly differential of one thousand dollars (\$1,000).
- If an employee transfers to a different classification where this differential is not authorized, then the differential discontinues.

Porterville Developmental Center – Psychologist (Health Facility-Clinical-Safety) (Range U):

- Effective October 1, 2023, each employee shall receive a monthly differential of eight hundred dollars (\$800).

CRITERIA CONTINUED

- If an employee transfers to a different classification where this differential is not authorized, then the differential discontinues.

Porterville Developmental Center – Psychologist (Health Facility-Clinical-Safety) (Range V), Senior Psychologist (Health Facility) (Specialist) (Range U), and Senior Psychologist (Health Facility) (Supervisor) (Range U):

- Effective October 1, 2023, each employee shall receive a monthly differential of one thousand dollars (\$1,000).
- If an employee transfers to a different classification where this differential is not authorized, then the differential discontinues.

Porterville Developmental Center – Registered Dietician (Safety):

- Effective October 1, 2023, each employee shall receive a monthly differential of four hundred dollars (\$400).
- If an employee transfers to a different classification where this differential is not authorized, then the differential discontinues.

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:

PRORATED IF PAID LESS THAN A FULL PAY PERIOD	Yes
PRORATED FOR PART-TIME AND INTERMITTENT EMPLOYEES	Yes
SUBJECT TO QUALIFYING PAY PERIOD	No
ALL TIME BASES AND TENURE ARE ELIGIBLE	Yes/No*
SUBJECT TO PERS DEDUCTION	
	CLASSIC
	No
	Yes (class code 2146/8288)
	PEPRA
	No
	Yes (class code 2146/8288)
IF SUBJECT TO PERS DEDUCTIONS:	
	CATEGORY
	Educational Pay (EDP) Class codes 2146/8288
	TYPE
	Educational Incentive (EEI) Class codes 2146/8288

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 7552.02, 7522.04, and 7522.34.