

PAY DIFFERENTIAL 501
COLEMAN – MENTAL HEALTH CLINICIANS RECRUITMENT
AND RETENTION STIPEND DIFFERENTIAL
BARGAINING UNITS 16, 19, 20 AND EXCLUDED EMPLOYEES

Established: 10/31/24

CLASS TITLE	CLASS CODE	CBID	RATE	EARNINGS ID	DEPARTMENT
Rank and File:			\$10,000 one-time payment	9K14	California Department of Corrections and Rehabilitation (CDCR) – California Correctional Health Care Services (CCHCS)
Staff Psychiatrist, Correctional and Rehabilitative Services (Safety)	9758	R16			
Senior Psychiatrist (Specialist), Correctional and Rehabilitative Services (Safety)	9759				
Psychologist-Clinical, Correctional Facility	9283	R19			
Recreation Therapist, Correctional Facility	9286				
Senior Psychologist, Correctional Facility (Specialist)	9287				
Clinical Social Worker (Health/Correctional Facility) – Safety	9872				
Clinical Social Worker (Health Facility)	9877				
Medical Assistant	7374	R20			
Excluded:					
Career Executive Assignment	7500	M01			
Receiver’s Clinical Executive (Safety)	8200	M16			
Receiver’s Medical Executive (Safety)	8239				
Chief Psychiatrist, Correctional and Rehabilitative Services (Safety)	9774				
Senior Psychiatrist (Supervisor), Correctional and Rehabilitative Services (Safety)	9761	S16			
Program Director (Mental Disabilities-Safety)	8103	M18			
Program Assistant (Mental Disabilities-Safety)	8102	S18			
Mental Health Administrator, CEA (Safety)	9249	M19			
Mental Health Administrator (Safety)	9250				
Senior Psychologist, Correctional Facility (Supervisor)	9288	S19			
Supervising Psychiatric Social Worker I, Correctional Facility	9291				
Supervising Psychiatric Social Worker II, Correctional Facility	9292				
Chief Psychologist, Correctional Facility	9859				
Supervising Psychiatric Social Worker I	9867				

CRITERIA

- Rate and criteria are based on the Joint Submission of Plan for Expenditure of Staffing Contempt Fines and Order, pursuant to the Coleman Court's Order, ECF No. 8381, filed on August 29, 2024.
- Current employees as of October 31, 2024, appointed to CDCR/CCHCS in one of the eligible classifications identified above covered by the 2009 Mental Health staffing plan, shall receive this court-ordered differential at the later of 90 days of the Coleman Court approval date, or first qualifying pay period following implementation.
- Employees appointed after October 31, 2024, to CDCR/CCHCS in one of the eligible classifications identified above covered by the 2009 Mental Health staffing plan, may be eligible to receive this court-ordered differential after successful completion of six qualifying pay periods if they meet one of the eligibility criteria below:
 - New civil service employee; or
 - Current civil service employee appointed to one of the eligible classifications, and new to CDCR/CCHCS (excluding employees from the Department of State Hospitals) who has never been appointed to one of the eligible classifications within CDCR/CCHCS; or
 - Current (excluding employees from the Department of State Hospitals) or prior civil service employees, appointed from an ineligible civil service classification to one of the eligible classifications which would be considered a change in occupation (outside of behavioral health).
- If the employee voluntarily separates or is discharged, they will no longer be eligible for this differential. There will be no pro rata payment for the pay period in which they separate CDCR/CCHCS.
- If an employee who is appointed after October 31, 2024, transfers or promotes to another eligible classification without a break in service prior to completion of six qualifying pay periods, they will continue to be considered eligible for this differential and time shall be cumulative.
- If an employee transfers or promotes to a non-eligible classification; or transfers or promotes to a different department, regardless of the classification they will no longer be eligible for this differential. There will be no pro rata payment for the pay period in which they separate CDCR/CCHCS.
- Part-time and intermittent employees shall receive a pro rata share of the recruitment differential based on the total number of hours worked during the completion of the qualifying pay periods.
- For the purposes of counting qualifying time towards eligibility for payment of the pay differential, approved leaves of absence such as maternity/paternity leave, medical leave, FMLA or military leave shall not be considered a break in service.
- This differential shall not be subject to the grievance or arbitration processes.
- Any adjustment to this differential will be made pursuant to updated Coleman Court directive (if any), and notice will be provided to the exclusive representative of each bargaining unit impacted.
- Individuals may only receive payment related to this differential once.

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:

PRO RATED	No
SUBJECT TO QUALIFYING PAY PERIOD	No
ALL TIME BASES AND TENURE ELIGIBLE	Yes/No*
SUBJECT TO PERS DEDUCTION	
CLASSIC	No
PEPRA	No

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

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

**The rate is included in the overtime calculation for hours worked in the same month the pay differential issued.

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.