

PAY DIFFERENTIAL 503
COLEMAN – MENTAL HEALTH CLINICIANS REFERRAL BONUS
ALL BARGAINING UNITS AND EXCLUDED EMPLOYEES

Established: 10/31/24

Revised: 10/31/24

CLASS TITLE	CBID	RATE	EARNINGS ID	DEPARTMENT
All Classes	All	\$5,000 per referral	9K17	California Department of Corrections and Rehabilitation (CDCR) – California Correctional Health Care Services (CCHCS)

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.
- Any CDCR/CCHCS civil service employee that refers a mental health clinician who is successfully hired by the Statewide Mental Health Program, CCHCS, may be eligible to receive this court-ordered differential.

Eligible classifications identified by the 2009 Mental Health staffing plan, are listed below:

Class Code	Class Title
7374	Medical Assistant
7500	Career Executive Assignment
8102	Program Assistant (Mental Disabilities-Safety)
8103	Program Director (Mental Disabilities-Safety)
8200	Receiver's Clinical Executive (Safety)
8239	Receiver's Medical Executive (Safety)
9249	Mental Health Administrator, CEA (Safety)
9250	Mental Health Administrator (Safety)
9283	Psychologist-Clinical, Correctional Facility (CF)
9286	Recreation Therapist, CF
9287	Senior Psychologist, CF (Specialist)
9288	Senior Psychologist, CF (Supervisor)
9291	Supervising Psychiatric Social Worker I, CF
9292	Supervising Psychiatric Social Worker II, CF
9603	Deputy Director, Statewide Mental Health Program (Exempt)
9758	Staff Psychiatrist, Correctional and Rehabilitative Services (C&RS) (Safety)
9759	Senior Psychiatrist (Specialist), C&RS (Safety)
9761	Senior Psychiatrist (Supervisor), C&RS (Safety)
9774	Chief Psychiatrist, C&RS (Safety)
9859	Chief Psychologist, CF
9867	Supervising Psychiatric Social Worker I
9872	Clinical Social Worker (Health/CF)-Safety
9877	Clinical Social Worker (Health Facility)

- The referred mental health clinician must be appointed to a classification identified by the 2009 Mental Health staffing plan listed above October 31, 2024, and must meet one of the eligibility criteria below:
 - New civil service employee (hired from outside state service); 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 have never been appointed to one of the eligible classifications within CDCR/CCHCS; or

- Current, including those within CDCR/CCHCS or hired from another department (excluding employees from the Department of State Hospitals) or prior civil service employee, 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).
- Employees are eligible for payment 90 days after the appointment of the referred mental health clinician, and payable the following pay period after completion of the 90th day. Payment is contingent upon the referral being documented as part of the initial recruitment process, and/or upon submission of their application and remain employed by CDCR/CCHCS during that time-period.
- If the referring employee transfers or separates before the 90 days, the employee will remain eligible for payment.
- If the referred mental health clinician transfers or promotes to another eligible classification without a break in service prior to the 90 days, the CDCR/CCHCS employee responsible for the referral will continue to be eligible for the differential should the new hire remain employed for 90 days after the appointment to an eligible classification.
- If the referred mental health clinician transfers or promotes to a non-eligible classification; or transfers or promotes to a different department, regardless of the classification, the referring employee will no longer be eligible for this differential.
- Only one CDCR/CCHCS employee may be credited for the referral of a mental health clinician.
- There is no limit to the number of referrals an employee may be compensated for.
- This differential shall not be subject to the grievance or arbitration processes.
- Any adjustment to this differential will made pursuant to updated Coleman Court directive (if any), and notice will be provided to the exclusive representative of each bargaining unit impacted.

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:	
PRO RATED IF PAID LESS THAN A FULL PAY PERIOD	No
PRO RATED FOR PART-TIME AND INTERMITTENT EMPLOYEES	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 differential is 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.