

# CAPS PROPOSAL

**Bargaining Unit:** 10

**Date:** April 17, 2018

**Exclusive Representative:** CAPS

**Article:** 2

**Subject:** Recruitment and Retention Differentials

## 2.10 Recruitment and Retention Differentials

- A. Avenal, Ironwood, Calipatria, Centinela, and Chuckawalla Valley, Pelican Bay, California Correctional Center and High Desert State Prisons.
1. Employees who are employed at Avenal, Ironwood, Calipatria, Centinela, ~~or~~ Chuckawalla Valley, Pelican Bay, California Correctional Center and High Desert State Prisons, Department of Corrections for twelve (12) consecutive qualifying pay periods, shall be eligible for a recruitment and retention bonus of \$2,400, payable thirty (30) days following the completion of the twelve (12) consecutive qualifying pay periods.
  2. If an employee voluntarily terminates, transfers, or is discharged prior to completing twelve (12) consecutive pay periods at Avenal, Ironwood, Calipatria, Centinela, ~~or~~ Chuckawalla Valley, Pelican Bay, California Correctional Center and High Desert State Prisons, there will be no pro rata payment for those months at any facility.
  3. If an employee is mandatorily transferred by the Department, he/she shall be eligible for a pro rata share for those months served.
  4. If an employee promotes to a different facility, or department other than at Avenal, Ironwood, Calipatria, Centinela, ~~or~~ Chuckawalla Valley, Pelican Bay, California Correctional Center and High Desert State Prisons prior to completion of the twelve (12) consecutive qualifying pay periods, there shall be no pro rata to this recruitment and retention bonus. After completing the twelve (12) consecutive qualifying pay periods, an employee who promotes within the Department will be entitled to a pro rata share of the existing retention bonus.
  5. Part-time and intermittent employees shall receive a pro rata share of the annual recruitment and retention differential based on the total number of hours worked excluding overtime during the twelve (12) consecutive qualifying pay periods.
  6. Annual recruitment and retention payments shall not be considered as compensation for purposes of retirement contributions.
  7. Employees on IDL shall continue to receive this stipend.
  8. If an employee is granted a leave of absence, the employee will not accrue time towards the twelve (12) qualifying pay periods, but the employee shall not be required to start the calculation of the twelve (12) qualifying pay periods all over. For example, if an employee has worked four (4) months at a qualifying institution and then takes six (6) months parental leave, the employee will have only eight (8) additional qualifying pay periods before receiving the initial payment of \$2,400.