



## **Department of State Hospitals**

### **Report on Recruitment and Retention Fiscal Year 2014-15**

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Acting Director**

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**Department of State Hospitals  
Recruitment and Retention**

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## Executive Summary

### Introduction

The Department of State Hospitals (DSH) Recruitment and Retention Supplemental Report is enclosed. The report is prepared in accordance with the FY 2014-15 Budget, Supplemental Report, Item 4440-011-0001. The report provides a detailed account of DSH's compensation packages for clinical staff and supervisors, including medical and behavior health care providers at DSH, along with a comparison to California Department of Corrections and Rehabilitation (CDCR)'s compensation packages for comparable classifications. A high level comparison is also provided for comparable state and private providers for core treatment classifications. Included in the report are the annual average vacancy rates for FY 2013-14. Vacancy rates are provided for all DSH clinical staff, by classification and location.

### Data Collection

Classifications included in this report encompass all clinical, medical, and behavior health classifications utilized by DSH, CDCR, or California Correctional Health Care Services (CCHCS). The Management Information Retrieval System (MIRS) was utilized to obtain a comprehensive listing of all clinical, medical, and behavior health classifications utilized by DSH and CDCR, their corresponding bargaining units, and their minimum and maximum salaries. Benefit rates are calculated based on actual expenditures, as well as category ratios and appropriate retirement rates identified by Department of Finance. Pay differentials, recruitment and retention deferential pay, and other bonus payments are based on the criteria outlined by California Department of Human Resources; pay differentials may vary based on geographic location of the facility.

DSH utilized data provided by the University of California (UC) Institutional Research & Academic Planning Department (IRAP), private providers' bargaining unit contracts, the Warren Survey, Salary.com, and other internet resources to gather compensation data for comparable private providers.

### DSH and CDCR Comparison

The DSH and CDCR Comparison, Attachment A, provides a side-by-side display of compensation packages provided for clinical staff and supervisors (including medical and behavior health care classes) within DSH and CDCR. Through collaboration with CDCR and CCHCS, DSH obtained a detailed accounting of the full compensation packages, including salary, benefits, and any other forms of compensation available to CDCR and CCHCS clinical staff and supervisors.

### State and Private Provider Comparison

The State and Private Provider Comparison, Attachment B, provides a side-by-side display of compensation packages through DSH, CDCR, Kaiser Permanente, and the UC Medical System. Compensation packages at these four entities have been compared for Psychiatrists, Psychologists, Licensed Clinical Social Workers, Registered Nurses, and Psychiatric Technicians. Initially over thirty private providers were contacted and researched in an attempt to collect compensation information; all

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of which either declined to provide information or failed to respond at all. Ultimately, Kaiser Permanente and the UC Medical System were selected as comparable private providers due to the availability of their compensation information through collective bargaining unit contracts and public information displayed online. The UC IRAP department provided data on behalf of the UC Medical Centers.

Salary data gathered by The Warren Surveys and Salary.com is provided as a benchmarking tool. The Warren Survey is compiled on a semi-annual basis from over 365 organizations representing over 1,400 locations nationwide and a total of 255,962 incumbents. To maintain the integrity of their data, it is submitted by the human resources departments of the participating organizations not by the individual employees.

#### **Average Annual Vacancy Rates**

The Average Annual Vacancy Rates, Attachment C, provides the FY 2013-14 average annual vacancy rates for DSH's treatment team and nurses, by classification and location. Average vacancy rates for the five State Hospitals were computed using five data points throughout FY 2013-14 and are offset by contractor usage. To accurately represent the vacancies and positions at the psychiatric programs, three data points were used in the calculation of vacancy rates. Vacancy rates for the psychiatric programs include vacancies associated with Stockton facility activation, position reductions at the psychiatric programs in accordance with the CDCR Blueprint, as well as positions newly authorized throughout the state hospital system in FY 2013-14. Contractor usage is converted from hours to position value and applied as an offset to the authorized position vacancy rate.

If you have further questions regarding the content of these reports, please contact Mark Beckley, Deputy Director, Administration Division, at (916) 654-2655.

Attachments

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## Sources

### Psychiatrist

#### UC Medical System

Composite of Management and Senior Professional (MSP) salary grades for retirement eligible base pay for Assoc Physcn (0771) and Assoc Physcn Deplomate (0770) established at each medical center, and as provided by UCOP Compensation Programs and Strategy Dept.

University of California Davis Health System - Compensation Plan for Staff Physicians (July 2011)  
Retrieved on 10/31/14, from  
[http://www.ucdmc.ucdavis.edu/hr/hrdepts/compensation/ucdhs\\_staff\\_physician\\_comp.pdf](http://www.ucdmc.ucdavis.edu/hr/hrdepts/compensation/ucdhs_staff_physician_comp.pdf)

Benefits: General information as posted online under Personnel Policies for Staff Members (PPSM),  
<http://policy.ucop.edu/manuals/personnel-policies-for-staff-members.html>

Benefit Rate: As provided by University of California Institutional Research & Academic Planning Dept (IRAP)

#### Kaiser Permanente

Southern California Physician's Total Rewards document, prepared by the Permanente Total Compensation Department (October 2009 with Jan 1, 2011 updates) Retrieved on 9/9/14, from  
<https://physiciancareers.kp.org/scal/benefits-overview.html>

Press Release: Kaiser Permanente Southern California Invites Students to Apply for \$300,000 in Scholarships (January 27, 2010) Retrieved on 9/9/2014, from  
<http://share.kaiserpermanente.org/article/kaiser-permanente-southern-california-invites-students-to-apply-for-300000-in-scholarships/>

### Psychologist

#### UC Medical System

Composite of salary rates for Psychologist 2 (9383), established at each medical center.  
<https://tcs.ucop.edu/tcs/jsp/homePage.htm>

University Professional and Technical Employees (UPTe) Agreement - Healthcare Professionals Unit (effective 12/20/13 - 10/31/17) Retrieved on 9/10/14, from  
<http://ucnet.universityofcalifornia.edu/labor/bargaining-units/hx/contract.html>

Benefit Rate: As provided by University of California Institutional Research & Academic Planning Dept (IRAP)

#### Kaiser Permanente

Collective Bargaining Agreement between the Integrated Behavioral Health Services Chapter of the National Union of Healthcare Workers (NUHW) and Kaiser Permanente-Northern California (Effective October 1, 2005) Retrieved on 10/29/14, from <http://nuhw.org/workplaces/kaiser-ibhs/>

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## **Licensed Clinical Social Worker**

### UC Medical System

Composite of salary rates for Clinical Social Worker 2 & 3 (9314 & 9313), established at each medical center. <https://tcs.ucop.edu/tcs/jsp/homePage.htm>

University Professional and Technical Employees (UPTe) Agreement - Healthcare Professionals Unit (effective 12/20/13 - 10/31/17). Retrieved on 9/10/14, from <http://ucnet.universityofcalifornia.edu/labor/bargaining-units/hx/contract.html>

Benefit Rate: As provided by University of California Institutional Research & Academic Planning Dept (IRAP)

### Kaiser Permanente

Collective Bargaining Agreement between the Integrated Behavioral Health Services Chapter of the National Union of Healthcare Workers (NUHW) and Kaiser Permanente-Northern California (Effective October 1, 2005). Retrieved on 10/29/14, from <http://nuhw.org/workplaces/kaiser-ibhs/>

## **Registered Nurse**

### UC Medical System

Composite of salary rates for Clinical Nurse 1-4 (9140, 9139, 9138, 9137), established at each medical center. <https://tcs.ucop.edu/tcs/jsp/homePage.htm>

California Nurses Association Agreement - Registered Nurse Unit (effective 11/26/13 - 7/31/17). Retrieved on 10/30/14, from <http://ucnet.universityofcalifornia.edu/labor/bargaining-units/nx/contract.html>

Benefit Rate: As provided by University of California Institutional Research & Academic Planning Dept (IRAP)

### Kaiser Permanente

Labor-Management Agreement between Southern California Kaiser Permanente Medical Care Programs and Kaiser Registered Nurses Association & Medical Professionals; in association with the United Nurses Associations of California and the Union of Health Care Professionals (effective October 1, 2012 - September 30, 2015). Retrieved on 10/30/14, from [http://www.abetterocunac.com/downloads/UNAC\\_contract.pdf](http://www.abetterocunac.com/downloads/UNAC_contract.pdf)

Press Release: Kaiser Permanente Southern California Invites Students to Apply for \$300,000 in Scholarships (January 27, 2010). Retrieved on 9/9/2014, from <http://share.kaiserpermanente.org/article/kaiser-permanente-southern-california-invites-students-to-apply-for-300000-in-scholarships/>

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## **Psychiatric Technician**

### UC Medical System

Composite of salary rates for Psychiatric Technician (8926), established at each medical center.  
<https://tcs.ucop.edu/tcs/jsp/homePage.htm>

Patient Care Technical Unit (EX) bargaining agreement between the University of California and the American Federation of State, County and Municipal Employees (AFSCME)  
<http://ucnet.universityofcalifornia.edu/labor/bargaining-units/ex/contract.html>

Benefit Rate: As provided by University of California Institutional Research & Academic Planning Dept (IRAP)

### Kaiser Permanente

Northern California information from the United Healthcare Workers-West Collective Bargaining Agreement for Kaiser Permanente Northern & Southern California (effective through September 30, 2016) Retrieved on 10/30/14, from [http://www.seiu-uhw.org/files/2013/06/UHW-Kaiser-Local-Agreement-2012-2016-04152013\\_with-cover.pdf](http://www.seiu-uhw.org/files/2013/06/UHW-Kaiser-Local-Agreement-2012-2016-04152013_with-cover.pdf)

### **Non Classification Specific**

California Department of Human Resources – Pay Differentials found at: <http://www.calhr.ca.gov/state-hr-professionals/pages/pay-differentials.aspx>

Salary.com - U.S. Salary Wizard Tool, found at: <http://www.salary.com/category/salary/>

U.S. Department of Health & Human Services - National Health Service Corps: Loan Repayment Programs. Retrieved on 10/30/14, from <http://nhsc.hrsa.gov/loanrepayment/index.htm>

The Warren Survey (Spring 2014 edition) - Based on data collected as of March 1, 2014 (ISSN 2164-1897)

Attachment A: DSH and CDCR Comparison

		Department of State Hospitals							Department of State Hospitals - Psychiatric Programs							California Department of Corrections & Rehabilitation / California Correctional Health Care Services							
CLASSIFICATION	Bargaining Unit	Minimum Salary	Maximum Salary	Average Salary	Benefits Rate	Pay Differential	Recruitment & Retention	Other Payments	Minimum Salary	Maximum Salary	Average Salary	Benefits Rate	Pay Differential	Recruitment & Retention	Other Payments	Minimum Salary	Maximum Salary	Average Salary	Benefits Rate	Pay Differential	Recruitment & Retention	Other Payments	
Audiologist I	R19	4,080	5,620	4,850	42%	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Behavior Specialist I	R19	4,795	6,119	5,457	51%	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Behavior Specialist II	R19	5,035	6,425	5,730	51%	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Clinical Lab Technologist (Supervising)	S20	4,622	6,032	5,327	51%	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	4,714	6,153	5,434	44%	No	132 & 135: \$2,400 paid annually to eligible employees at ASP, CVSP, ISP, CAL, & CEN.	No	
Clinical Laboratory Technologist (Senior)	R20	4,211	6074	5,143	51%	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Clinical Laboratory Technologist	R20	4,016	5,028	4,522	42%	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	4,096	5,129	4,613	48%	No	132 & 135: \$2,400 paid annually to eligible employees at ASP, CVSP, ISP, CAL, & CEN.	No	
Clinical Psychology Intern	R19	3,395	4,434	3,915	42%	No	No	No	3,395	4,434	3,915	42%	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Coordinator of Nursing Services	M17	6,096	9,304	7,700	51%	No	No	No	6,096	9,304	7,700	51%	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Coordinator of Nursing Services (Assistant)	S17	7,116	8,911	8,014	51%	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Dental Assistant	R20	2,571	4,993	3,782	42%	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2,865	5,336	4,101	51%	38: \$25/month Coronal Polishing, or \$25/month Ultra Sonic Scaling Certification, or both.	132 & 135: \$2,400 paid annually to eligible employees at ASP, CVSP, ISP, CAL, & CEN.	No	
Dental Assistant (Supervising)	S20	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	4,772	5,974	5,373	45%	No	132 & 135: \$2,400 paid annually to eligible employees at ASP, CVSP, ISP, CAL, & CEN.	No	
Dental Hygienist	R20	5,366	6,720	6,043	42%	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	5,734	7,180	6,457	41%	No	132 & 135: \$2,400 paid annually to eligible employees at ASP, CVSP, ISP, CAL, & CEN.	No	
Dentist	R16	14,460	21,816	18,138	42%	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	15,487	21,790	18,639	29%	No	132 & 135: \$2,400 paid annually to eligible employees at ASP, CVSP, ISP, CAL, & CEN.	No	
Dentist (Chief)	M16	19,251	26,074	22,663	42%	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	25,760	29,254	27,507	27%	No	132 & 135: \$2,400 paid annually to eligible employees at ASP, CVSP, ISP, CAL, & CEN.	No	

Attachment A: DSH and CDCR Comparison

CLASSIFICATION	Bargaining Unit	Department of State Hospitals							Department of State Hospitals - Psychiatric Programs							California Department of Corrections & Rehabilitation / California Correctional Health Care Services							
		Minimum Salary	Maximum Salary	Average Salary	Benefits Rate	Pay Differential	Recruitment & Retention	Other Payments	Minimum Salary	Maximum Salary	Average Salary	Benefits Rate	Pay Differential	Recruitment & Retention	Other Payments	Minimum Salary	Maximum Salary	Average Salary	Benefits Rate	Pay Differential	Recruitment & Retention	Other Payments	
Dentist (Supervising)	S16	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	20,972	25,271	23,122	28%	No	132 & 135: \$2,400 paid annually to eligible employees at ASP, CVSP, ISP, CAL, & CEN.	No		
Health Program Coordinator	S06	N/A	N/A	N/A	N/A	N/A	N/A	N/A	6,389	8,072	7,231	51%	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Health Services Specialist	R17	6,939	8,271	7,605	42%	43: \$50/pay period for various nursing classes upon completion of 15 qualifying units.	No	No	6,939	8,271	7,605	42%	43: \$50/pay period for various nursing classes upon completion of 15 qualifying units.	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Industrial Therapist	R19	3,094	4,045	3,570	42%	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Laboratory Assistant	R11	2,153	2,891	2,522	51%	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	2,196	2,949	2,573	68%	296: \$125/pay period for Phlebotomy Certification.	132 & 135: \$2,400 paid annually to eligible employees at ASP, CVSP, ISP, CAL, & CEN.	No		
Licensed Vocational Nurse	R20	2,612	4,173	3,393	42%	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	3,878	4,920	4,399	49%	No	132 & 135: \$2,400 paid annually to eligible employees at ASP, CVSP, ISP, CAL, & CEN. 258: \$200/ month for LVNs not eligible for the \$2,400 R&R.	No		
Medical Director	E99 / M16	20,357	25,230	22,794	51%	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Medical Resident	R16	5,058	6,714	5,886	51%	No	No	No	5,058	6,714	5,886	51%	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Medical Supply Technician	R11	2,153	2,891	2,522	51%	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	2,196	2,745	2,471	71%	No	132 & 135: \$2,400 paid annually to eligible employees at ASP, CVSP, ISP, CAL, & CEN.	No		
Medical Technical Assistant	R06	N/A	N/A	N/A	N/A	N/A	N/A	N/A	4,416	6,389	5,403	55%	44: \$100/pay period to MTAs with a BA in Nursing or Associate in Criminal Justice. 164: 1% pay increase after 17 years in BU06 and up to 8% pay increase after 25 years in BU06. 270: \$1,000/pay period R&R to MTA in classes (SVPP). 380: \$130/pay period for physical fitness incentive pay and \$175/pay period for R&R housing stipend (SVPP). 77: \$1,500 one-time payment to MTAs that upgrade license to RNs (SVPP & VPP). 108: \$65/pay period to MTAs with 60 or more qualifying pay periods. 156: \$175/ month housing stipend (SVPP).	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Attachment A: DSH and CDCR Comparison

		Department of State Hospitals							Department of State Hospitals - Psychiatric Programs							California Department of Corrections & Rehabilitation / California Correctional Health Care Services						
CLASSIFICATION	Bargaining Unit	Minimum Salary	Maximum Salary	Average Salary	Benefits Rate	Pay Differential	Recruitment & Retention	Other Payments	Minimum Salary	Maximum Salary	Average Salary	Benefits Rate	Pay Differential	Recruitment & Retention	Other Payments	Minimum Salary	Maximum Salary	Average Salary	Benefits Rate	Pay Differential	Recruitment & Retention	Other Payments
Medical Technical Assistant (Senior)	S06	N/A	N/A	N/A	N/A	N/A	N/A	N/A	5,675	7,168	6,422	55%	No	270: \$1,000/pay period R&R to MTA classes (SVFP). 300: \$130/pay period for physical fitness incentive pay and \$175/pay period for R&R housing stipend (SVFP).	108: \$130/pay period to Sr. MTAs with 60 or more qualifying pay periods. 156: \$175/month housing stipend (SVFP).	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Nurse Evaluator II	R17	4,917	6,457	5,687	51%	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Nurse Practitioner	R17	8,632	9,758	9,195	42%	HAM \$352/month at PSI	No	No	8,632	9,758	9,195	42%	No	No	No	9,064	10,639	9,852	35%	No	266: \$1,500 at end of 1 qualifying pay period; \$1,500 at end of 6 qualifying pay periods; \$1,000 at end of 18 consecutive qualifying pay periods (CCHCS only).	No
Nursing Assistant (Certified)	R20	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2,275	3,058	2,667	66%	N/A	N/A	N/A
Nursing Coordinator	S17	7,116	9,821	8,469	42%	No	No	No	7,116	9,821	8,469	42%	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Occupational Therapist	R19	5,408	6,367	5,888	42%	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	5,489	6,463	5,976	42%	No	132 & 135: \$2,400 paid annually to eligible employees at ASP, CVSP, ISP, CAL, & CEN.	No
Occupational Therapist (Senior)	R19	5,949	7,005	6,477	51%	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Pathologist	S16	8,957	13,249	11,103	42%	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Pharmacist (Pre-Licensed)	R19	4,677	5,578	5,128	51%	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Pharmacist I	R19	8,806	9,708	9,257	42%	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	9,385	10,346	9,866	39%	No	214: \$2,400 one time payment at end of 12 consecutive qualifying pay periods.	No
Pharmacist II	S19	9,245	9,999	9,622	42%	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	10,373	11,219	10,796	38%	No	214: \$2,400 one time payment at end of 12 consecutive qualifying pay periods.	No
Pharmacy Services Manager	S19	6,126	8,437	7,282	51%	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	10,373	11,219	10,796	38%	No	214: \$2,400 one time payment at end of 12 consecutive qualifying pay periods.	No
Pharmacy Technician	R20	2,638	3,570	3,104	51%	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3,052	3,823	3,438	59%	No	No	No

Attachment A: DSH and CDCR Comparison

CLASSIFICATION	Bargaining Unit	Department of State Hospitals							Department of State Hospitals - Psychiatric Programs							California Department of Corrections & Rehabilitation / California Correctional Health Care Services						
		Minimum Salary	Maximum Salary	Average Salary	Benefits Rate	Pay Differential	Recruitment & Retention	Other Payments	Minimum Salary	Maximum Salary	Average Salary	Benefits Rate	Pay Differential	Recruitment & Retention	Other Payments	Minimum Salary	Maximum Salary	Average Salary	Benefits Rate	Pay Differential	Recruitment & Retention	Other Payments
Physical Therapist I	R19	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3,607	4,956	4,282	50%	150: \$1,000/pay period for eligible employees at CTF & SVSP.	132 & 135: \$2,400 paid annually to eligible employees at ASP, CVSP, ISP, CAL, & CEN.	No
Physical Therapist II	R19	4,080	5,620	4,850	51%	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	4,141	5,704	4,923	46%	No	132 & 135: \$2,400 paid annually to eligible employees at ASP, CVSP, ISP, CAL, & CEN.	No	
Physical Therapy Assistant	R20	2,542	3,184	2,863	51%	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Physician & Surgeon	R16	13,886	17,234	15,560	42%	No	No	No	14,771	17,234	16,003	42%	No	No	No	18,984	22,149	19,620	29%	291: \$200/pay period to employees in the Telemedicine program at HQ.	No	No
Physician & Surgeon (Chief)	M16	14,883	16,944	15,914	42%	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	25,760	29,254	27,507	27%	No	132 & 135: \$2,400 paid annually to eligible employees at ASP, CVSP, ISP, CAL, & CEN.	No	
Physician Assistant	R19	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	9,064	10,845	9,955	35%	No	266: \$1,500 at end of 1 qualifying pay period; \$1,500 at end of 6 qualifying pay periods; \$1,000 at end of 18 consecutive qualifying pay periods (CCHCS only)	No	
Podiatrist	R16	9,367	15,190	12,279	42%	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	8,502	13,786	11,144	38%	No	No	No	
Program Assistant	S18	6,553	7,815	7,184	42%	No	No	No	6,553	7,815	7,184	42%	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Program Director	M18	6,882	8,206	7,544	42%	62: \$300/work week, up to \$1,200/pay period to FLSA exempt employees performing arduous work that exceeds normal demands of State service employment.	No	No	6,882	8,206	7,544	42%	62: \$300/work week, up to \$1,200/pay period to FLSA exempt employees performing arduous work that exceeds normal demands of State service employment.	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Psychiatric Technician	R18	4,476	5,419	4,948	42%	43: \$50/pay period for various nursing classes upon completion of 15 qualifying units.	No	250: \$840 one-time payment at end of probationary period, for reimbursement of tuition, books, and fees required to obtain licensure.	4,700	5,419	5,060	42%	43: \$50/pay period for various nursing classes upon completion of 15 qualifying units.	No	250: \$840 one-time payment at end of probationary period, for reimbursement of tuition, books, and fees required to obtain licensure.	4,700	5,225	4,963	46%	No	No	250: \$840 one-time payment at end of probationary period, for reimbursement of tuition, books, and fees required to obtain licensure.

Attachment A: DSH and CDCR Comparison

		Department of State Hospitals							Department of State Hospitals - Psychiatric Programs							California Department of Corrections & Rehabilitation / California Correctional Health Care Services						
CLASSIFICATION	Bargaining Unit	Minimum Salary	Maximum Salary	Average Salary	Benefits Rate	Pay Differential	Recruitment & Retention	Other Payments	Minimum Salary	Maximum Salary	Average Salary	Benefits Rate	Pay Differential	Recruitment & Retention	Other Payments	Minimum Salary	Maximum Salary	Average Salary	Benefits Rate	Pay Differential	Recruitment & Retention	Other Payments
Psychiatric Technician (Pre-Licensed)	R18	2,727	3,146	2,937	42%	No	No	No	2,727	3,146	2,937	42%	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Psychiatric Technician (Apprentice)	R18	2,186	2,906	2,546	42%	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Psychiatric Technician (Assistant)	R18	2,453	3,014	2,734	42%	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Psychiatric Technician (Instructor)	R18	4,620	6,188	5,404	51%	HAM \$5,612 at CSH \$300/month at PSH	No	No	4,620	6,188	5,404	51%	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Psychiatric Technician (Senior)	R18	4,937	6,151	5,544	42%	No	No	250: \$840 one-time payment at end of probationary period, for reimbursement of tuition, books, and fees required to obtain licensure.	5,184	6,151	5,668	42%	No	No	250: \$840 one-time payment at end of probationary period, for reimbursement of tuition, books, and fees required to obtain licensure.	5,184	5,858	5,521	44%	322: 3% of base pay for eligible HQ management & policy development positions (Coleman).	No	No
Psychiatric Technician (Trainee)	R19	2,385	2,741	2,563	51%	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Psychiatric Technician (Training Candidate)	R19	2,186	2,508	2,347	51%	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Psychiatrist (Chief)	M16	21,375	26,492	23,934	42%	No	No	No	21,375	26,492	23,934	42%	No	No	No	21,375	26,492	23,934	28%	322: 3% of base pay for eligible HQ management & policy development positions (Coleman).	324: \$5,000 one time payment at end of 6 qualifying pay period; \$5,000 at end of 24 consecutive qualifying pay periods.	No
Psychiatrist (Senior)	R16	18,324	23,496	20,910	42%	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	19,240	24,671	21,956	29%	322: 3% of base pay for eligible HQ management & policy development positions (Coleman).	324: \$5,000 one time payment at end of 6 qualifying pay period; \$5,000 at end of 24 consecutive qualifying pay periods.	No
Psychiatrist (Senior, Supervisor)	S16	18,324	23,624	20,974	42%	No	No	No	20,383	24,805	22,594	42%	No	No	No	20,383	24,805	22,594	28%	322: 3% of base pay for eligible HQ management & policy development positions (Coleman).	324: \$5,000 one time payment at end of 6 qualifying pay period; \$5,000 at end of 24 consecutive qualifying pay periods.	No
Psychiatrist (Staff)	R19	18,146	22,377	20,262	42%	No	No	No	19,052	23,496	21,274	42%	HAM \$23,496 at SPP	324: \$5,000 one time payment at end of 6 qualifying pay period; \$5,000 at end of 24 consecutive qualifying pay periods.	No	19,554	23,496	21,525	29%	322: 3% of base pay for eligible HQ management & policy development positions (Coleman).	324: \$5,000 one time payment at end of 6 qualifying pay period; \$5,000 at end of 24 consecutive qualifying pay periods.	No

Attachment A: DSH and CDCR Comparison

CLASSIFICATION	Bargaining Unit	Department of State Hospitals							Department of State Hospitals - Psychiatric Programs							California Department of Corrections & Rehabilitation / California Correctional Health Care Services						
		Minimum Salary	Maximum Salary	Average Salary	Benefits Rate	Pay Differential	Recruitment & Retention	Other Payments	Minimum Salary	Maximum Salary	Average Salary	Benefits Rate	Pay Differential	Recruitment & Retention	Other Payments	Minimum Salary	Maximum Salary	Average Salary	Benefits Rate	Pay Differential	Recruitment & Retention	Other Payments
Psychologist	R19	6,777	9,377	8,077	42%	No	No	241: \$100/pay period to employees providing clinical supervision to a pre-licensed Psychologist.	7,116	9,377	8,247	42%	340: \$486/pay period for eligible employees, so no loss of compensation is experienced with implementation of salaries (Coleman Equity Adjustment SVPP & SPP)	No	241: \$100/pay period to employees providing clinical supervision to a pre-licensed Psychologist.	8,400	9,377	8,889	36%	322: 3% of base pay for eligible HQ management & policy development positions (Coleman). 340: \$486/pay period for eligible employees, so no loss of compensation is experienced with implementation of salaries (Coleman Equity Adjustment).	No	241: \$100/pay period to employees providing clinical supervision to a pre-licensed Psychologist.
Psychologist (Chief)	S19	10,848	12,152	11,500	42%	No	No	No	11,391	12,152	11,772	42%	No	No	No	11,391	12,152	11,772	37%	322: 3% of base pay for eligible HQ management & policy development positions (Coleman).	No	No
Psychologist (Consulting)	R19	8,811	9,616	9,214	51%	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Psychologist (Senior)	R19	8,015	9,845	8,930	42%	No	No	241: \$100/pay period to employees providing clinical supervision to a pre-licensed Psychologist.	8,416	9,845	9,131	42%	No	No	241: \$100/pay period to employees providing clinical supervision to a pre-licensed Psychologist.	8,416	9,845	9,131	36%	322: 3% of base pay for eligible HQ management & policy development positions (Coleman).	No	241: \$100/pay period to employees providing clinical supervision to a pre-licensed Psychologist.
Psychologist (Senior, Supervisor)	S19	9,252	9,904	9,578	42%	No	No	No	9,252	9,904	9,578	42%	No	No	No	9,252	9,904	9,578	39%	322: 3% of base pay for eligible HQ management & policy development positions (Coleman).	No	No
Psychology Associate	R19	3,894	4,643	4,269	42%	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Public Health Nurse I	R17	N/A	N/A	N/A	N/A	N/A	N/A	N/A	6,632	8,304	7,468	51%	No	No	No	7,103	9,803	8,453	37%	No	266: \$1,500 at end of 1 qualifying pay period; \$1,500 at end of 6 qualifying pay periods; \$1,000 at end of 18 consecutive qualifying pay periods (CCHCS only).	No
Public Health Nurse II	R17	7,079	8,862	7,971	51%	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	7,582	10,463	9,023	36%	No	266: \$1,500 at end of 1 qualifying pay period; \$1,500 at end of 6 qualifying pay periods; \$1,000 at end of 18 consecutive qualifying pay periods (CCHCS only).	No

Attachment A: DSH and CDCR Comparison

		Department of State Hospitals							Department of State Hospitals - Psychiatric Programs							California Department of Corrections & Rehabilitation / California Correctional Health Care Services							
CLASSIFICATION	Bargaining Unit	Minimum Salary	Maximum Salary	Average Salary	Benefits Rate	Pay Differential	Recruitment & Retention	Other Payments	Minimum Salary	Maximum Salary	Average Salary	Benefits Rate	Pay Differential	Recruitment & Retention	Other Payments	Minimum Salary	Maximum Salary	Average Salary	Benefits Rate	Pay Differential	Recruitment & Retention	Other Payments	
Radiologic Technologist	R20	4,531	5,278	4,905	42%	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	4,853	5,652	5,253	45%	32: \$1,200/pay period for employees with current Mammographic certifications (CCWF & VSP).	No	No	
Radiologic Technologist (Senior)	R20	4,713	5,489	5,101	42%	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Radiologic Technologist (Senior, Supervisor)	S20	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	5,350	6,114	5,732	43%	No	No	No	
Recreational Therapist	R19	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	5,764	6,785	6,275	41%	No	No	No	
Registered Nurse	R17	6,938	9,119	8,029	42%	43: \$50/pay period for various nursing classes upon completion of 15 qualifying units. 181: \$150/pay period to RNs designated as shift leads.	No	No	6,938	9,119	8,029	42%	43: \$50/pay period for various nursing classes upon completion of 15 qualifying units. 181: \$150/pay period to RNs designated as shift leads.	No	No	7,285	9,575	8,430	37%	181: \$150/pay period to RNs designated as shift leads.	266: \$1,500 at end of 1 qualifying pay period; \$1,500 at end of 6 qualifying pay periods; \$1,000 at end of 18 consecutive qualifying pay periods (CCHCS only).	No	
Registered Nurse (Supervising)	S17	7,166	9,821	8,469	42%	No	No	No	7,166	9,821	8,494	42%	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Registered Nurse II (Supervising)	S17	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	7,828	10,803	9,316	36%	No	266: \$1,500 at end of 1 qualifying pay period; \$1,500 at end of 6 qualifying pay periods; \$1,000 at end of 18 consecutive qualifying pay periods (CCHCS only).	No	
Registered Nurse III (Supervising)	S17	N/A	N/A	N/A	N/A	N/A	N/A	N/A	8,174	10,234	9,204	42%	No	No	No	8,174	11,282	9,728	35%	No	266: \$1,500 at end of 1 qualifying pay period; \$1,500 at end of 6 qualifying pay periods; \$1,000 at end of 18 consecutive qualifying pay periods (CCHCS only).	No	
Rehabilitation Therapist	R19	5,408	6,685	6,047	42%	No	No	No	5,408	6,685	6,047	42%	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Rehabilitation Therapist (Supervising)	S19	5,679	6,558	6,119	42%	No	No	No	5,679	6,558	6,119	42%	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Respiratory Care Practitioner	R20	3,050	4,582	3,816	51%	HAM A: \$3,227, B: \$3,364, C: \$3,512 at CSH	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3,395	4,674	4,035	52%	No	No	No	

Attachment A: DSH and CDCR Comparison

CLASSIFICATION	Bargaining Unit	Department of State Hospitals							Department of State Hospitals - Psychiatric Programs							California Department of Corrections & Rehabilitation / California Correctional Health Care Services						
		Minimum Salary	Maximum Salary	Average Salary	Benefits Rate	Pay Differential	Recruitment & Retention	Other Payments	Minimum Salary	Maximum Salary	Average Salary	Benefits Rate	Pay Differential	Recruitment & Retention	Other Payments	Minimum Salary	Maximum Salary	Average Salary	Benefits Rate	Pay Differential	Recruitment & Retention	Other Payments
Social Worker (Clinical)	R19	5,286	7,595	6,441	42%	No	No	242: \$100/pay period to employees providing clinical supervision to a pre-licensed Clinical Social Worker.	5,551	7,595	6,573	42%	No	No	242: \$100/pay period to employees providing clinical supervision to a pre-licensed Clinical Social Worker.	5,971	7,595	6,783	40%	322: 3% of base pay for eligible HQ management & policy development positions (Coleman).	No	242: \$100/pay period to employees providing clinical supervision to a pre-licensed Clinical Social Worker.
Social Worker Associate	R19	2,854	3,702	3,278	51%	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Social Worker I (Psychiatric, Supervising)	S19	6,477	7,971	7,224	42%	No	No	No	6,801	7,971	7,386	42%	No	No	No	6,801	7,971	7,386	42%	154: \$600/pay period for eligible employees.	No	No
Speech Pathologist I	R19	4,080	5,353	4,717	42%	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Speech Pathologist II	R19	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	4,544	5,966	5,255	45%	No	132 & 135: \$2,400 paid annually to eligible employees at ASP, CVSP, ISP, CAL, & CEN.	No
Surgical Nurse I	R17	6,419	8,035	7,227	42%	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Surgical Nurse II	R17	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	7,322	10,106	8,714	36%	No	266: \$1,500 at end of 1 qualifying pay period; \$1,500 at end of 6 qualifying pay periods; \$1,000 at end of 18 consecutive qualifying pay periods (CCHCS only).	No
Unit Supervisor	S18	6,527	7,444	6,986	42%	No	No	No	6,853	7,444	7,149	42%	No	No	No	6,990	7,593	7,292	39%	No	No	No
Vocational Rehabilitation Counselor (Senior)	R19	2,738	5,110	3,924	42%	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Vocational Services (Supervising)	S19	3,829	4,794	4,312	51%	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Attachment B: State and Private Provider Comparison

PSYCHIATRIST																		
	DSH			DSH-Psych Programs			CDCR			Kaiser Permanente			UC Medical System			Salary.com		
Annual Base Salary	Min	Max	Mid	Min	Max	Mid	Min	Max	Mid	Min	Max	Mid	Min	Max	Mid	Min	Max	Mid
Annual Base Salary	\$ 217,752	\$ 268,524	\$ 243,138	\$ 228,624	\$ 281,952	\$ 255,288	\$ 234,648	\$ 281,952	\$ 258,300	N/A	N/A	N/A	\$ 97,100	\$ 277,400	\$ 187,250	\$ 221,032	\$ 275,151	\$ 248,092
Additional Pay	No			* (#824) \$5,000 after 6 qualifying pay periods, additional \$5,000 after 24 consecutive pay periods.			* (#824) \$5,000 after 6 qualifying pay periods, additional \$5,000 after 24 consecutive pay periods. * (#822) 3% of base pay for eligible HQ management & policy development positions regarding Coleman.			2 tiered flexible compensation plan to ensure market competitive salary rates; plus additional salary increased upon attainment of partnership status.			* Salary range is for retirement eligible base pay only * UC medical centers individually maintain a tiered compensation plan based on local market conditions that includes retirement eligible base pay, and may include non-retirement eligible base pay, and incentive pay (i.e. UCDCM maximum combined salary for base and non-base pay is \$400,300)			N/A		
Benefits	Yes			Yes			Yes			Yes			Yes			Yes		
Benefit Rate	41.52%			41.52%			29%			N/A			40.33%			18%		
Healthcare	Yes			Yes			Yes			Yes			Yes			Yes		
Post Retirement Healthcare	Yes			Yes			Yes			Yes			Yes			N/A		
Social Security	Yes			Yes			Yes			Yes			Yes			Yes		
Disability	Yes			Yes			Yes			Yes			Yes			Yes		
401 (K)	Yes			Yes			Yes			Yes			Yes			Yes		
Defined Benefit Retirement Plan	Varies based on hire date & retirement tier			Varies based on hire date & retirement tier			Varies based on hire date & retirement tier			2% x Highest Avg Salary x Years of Service for the first 20 years; next 20 years are at 1% x Highest Avg Salary x Years of Service			Varies based on hire date & retirement tier					
Paid Time Off	Yes			Yes			Yes			Yes			Yes			Yes		
Vacation	Initial 5.25 days bonus credit 10.5 - 21 days per year			Initial 5.25 days bonus credit 10.5 - 21 days per year			Initial 5.25 days bonus credit 10.5 - 21 days per year			Associate: 18-28 days per year Partner: 23-33 days per year			18 - 24 days per year max accrual 36 - 48 days					
Sick Leave	12 days per year (unlimited accrual)			12 days per year (unlimited accrual)			12 days per year (unlimited accrual)			Acute SL: 22days/yr, max accrual 22 days Partner: max accrual is 22 days Acute SL + 44 days Accumulated Acute SL			12 days per year (unlimited accrual)			Yes 32.5 days per year of paid time off		
Paid Holidays	12 days per year + 2 Personal Development Days			12 days per year + 2 Personal Development Days			12 days per year + 2 Personal Development Days			6 days per year			13 days per year					
Educational Leave	7 days/year, 15 day max accrual			7 days/year, 15 day max accrual			7 days/year, 15 day max accrual			5 days/year, 20 day max accrual			N/A					
Bonuses	No			No			No			Stipends, Merit Bonuses, Quality of Care Awards...etc.			Compensation plan allows for but does not guarantee participation in location-specific incentive plans.			Yes \$ 4,079		
Loan Repayment	* Possible Federal Student Loan Forgiveness for 10 years of public sector service. * COALINGA ONLY: Possible National Health Service Corps Loan Repayment Program for service in a Health Professional Shortage Area-Coalinga State Hospital			* Possible Federal Student Loan Forgiveness for 10 years of public sector service. * Possible National Health Service Corps Loan Repayment Program for service in a Health Professional Shortage Area--most CDCR Institutions qualify			* Possible Federal Student Loan Forgiveness for 10 years of public sector service. * Possible National Health Service Corps Loan Repayment Program for service in a Health Professional Shortage Area--most CDCR Institutions qualify			* Possible National Health Service Corps Loan Repayment Program for service in a Health Professional Shortage Area			* Possible Federal Student Loan Forgiveness for 10 years of public sector service. * Possible National Health Service Corps Loan Repayment Program for service in a Health Professional Shortage Area			N/A		
Malpractice Insurance	Yes			Yes			Yes			Yes			Yes			N/A		
Residency, Fellowship, & Internship Programs	Yes			No			N/A			Yes			Yes			N/A		
The Warren Survey	Method of Segmentation	Geographical Area Surveyed			# of Organizations Surveyed	Total # of Persons Surveyed		25th Percentile	Average		Median		75th Percentile					
	Farwest	CA, HI, AK, Guam			12	17		\$ 187,607	\$ 199,221		\$ 197,832		\$ 205,700					
	Hospital Based	United States			16	94		\$ 183,538	\$ 205,263		\$ 199,760		\$ 225,806					
	Group Practice	United States			8	41		\$ 202,444	\$ 208,787		\$ 210,068		\$ 211,920					
	HMO	United States			7	47		\$ 246,241	\$ 269,595		\$ 264,172		\$ 273,231					

\* Kaiser Permanente and UC Medical System psychiatrists are not under collective bargaining unit agreements

Attachment B: State and Private Provider Comparison

PSYCHOLOGIST																		
	DSH			DSH-Psych Programs			CDCR			Kaiser Permanente			UC Medical System			Salary.com		
Annual Base Salary	Min	Max	Mid	Min	Max	Mid	Min	Max	Mid	Min	Max	Mid	Min	Max	Mid	Min	Max	Mid
Annual Base Salary	\$ 81,324	\$ 112,524	\$ 96,924	\$ 85,392	\$ 112,524	\$ 98,958	\$ 100,800	\$ 112,524	\$ 106,662	\$ 87,379	\$ 113,607	\$ 100,493	\$ 80,880	\$ 128,712	\$ 104,796	\$ 95,246	\$ 121,609	\$ 108,428
Additional Pay	* (#241) \$100 per pay period when providing clinical supervision to a pre-licensed psychologist.			* (#241) \$100 per pay period when providing clinical supervision to a pre-licensed psychologist. STOCKTON & SALINAS VALLEY ONLY: * (#340) Coleman Equity Adjustment—\$486 per pay period for eligible employees.			* (#241) \$100 per pay period when providing clinical supervision to a pre-licensed psychologist. * (#340) Coleman Equity Adjustment—\$486 per pay period for eligible employees (DHCS, CTF & SVSP). * (#322) 3% of base pay for eligible HQ management & policy development positions regarding Coleman.			N/A			N/A			N/A		
Benefits	41.52%			41.52%			36%			N/A			40.33%			25%		
Benefit Rate	Yes			Yes			Yes			Yes			Yes			Yes		
Healthcare	Yes			Yes			Yes			Yes			Yes			N/A		
Post Retirement Healthcare	Yes			Yes			Yes			Yes			Yes			Yes		
Social Security	Yes			Yes			Yes			Yes			Yes			Yes		
Disability	Yes			Yes			Yes			Yes			Yes			Yes		
401 (K)	Yes			Yes			Yes			Yes			Yes			Yes		
Defined Benefit Retirement Plan	Varies based on hire date & retirement tier			Varies based on hire date & retirement tier			Varies based on hire date & retirement tier			1.45% at 65			Varies based on hire date & retirement tier					
Paid Time Off	Yes			Yes			Yes			Yes			Yes					
Vacation	10.5 - 21 days per year			10.5 - 21 days per year			10.5 - 21 days per year			In the form of Paid Time Off (PTO) 19 - 34 days/year, max of 500 hours			15 - 24 days per year max accrual 30 - 48 days					
Sick Leave	12 days per year (unlimited accrual)			12 days per year (unlimited accrual)			12 days per year (unlimited accrual)			PTO for short-term sick leave Extended Sick Leave: 6 days/year, no max			12 days per year (unlimited accrual)			Yes 32.4 days per year of paid time off		
Paid Holidays	12 days per year + 2 Personal Development Days			12 days per year + 2 Personal Development Days			12 days per year + 2 Personal Development Days			7 days per year			13 days per year					
Educational Leave	5 days per year, no accumulation			5 days per year, no accumulation			5 days per year, no accumulation			5 days/year, max accrual 10 days			5 days per year, no accumulation					
Bonuses	No			No			No			Various recruitment incentives may be utilized including sign on bonuses & employee referral & award programs			N/A			Yes \$ 1,420		
Loan Repayment	*Possible Federal Student Loan Forgiveness for 10 years of public sector service. *COALINGA ONLY: Possible National Health Service Corps Loan Repayment Program for service in a Health Professional Shortage Area—Coalinga State Hospital			*Possible Federal Student Loan Forgiveness for 10 years of public sector service. *Possible National Health Service Corps Loan Repayment Program for service in a Health Professional Shortage Area—most CDCR Institutions qualify			*Possible Federal Student Loan Forgiveness for 10 years of public sector service. *Possible National Health Service Corps Loan Repayment Program for service in a Health Professional Shortage Area—most CDCR Institutions qualify			*Possible National Health Service Corps Loan Repayment Program for service in a Health Professional Shortage Area			*Possible Federal Student Loan Forgiveness for 10 years of public sector service. *Possible National Health Service Corps Loan Repayment Program for service in a Health Professional Shortage Area			N/A		
Malpractice Insurance	N/A			N/A			N/A			N/A			N/A			N/A		
Residency, Fellowship, & Internship Programs	Yes			Yes			N/A			Yes			Yes					
The Warren Survey	Method of Segmentation	Geographical Area Surveyed			# of Organizations Surveyed	Total # of Persons Surveyed	25th Percentile			Average			Median			75th Percentile		
	Farwest	CA, HI, AK, Guam			27	142	\$	83,531	\$	105,746	\$	103,847	\$	113,566				
	Hospital Based	United States			27	94	\$	83,540	\$	92,055	\$	89,814	\$	96,003				
	Group Practice	United States			15	130	\$	89,394	\$	97,573	\$	94,854	\$	100,654				
	HMO	United States			12	127	\$	85,553	\$	99,472	\$	98,199	\$	118,289				

Attachment B: State and Private Provider Comparison

LICENSED CLINICAL SOCIAL WORKER																																																		
	DSH			DSH-Psych Programs			CDCR			Kaiser Permanente			UC Medical System			Salary.com																																		
Annual Base Salary	Min	Max	Mid	Min	Max	Mid	Min	Max	Mid	Min	Max	Mid	Min	Max	Mid	Min	Max	Mid																																
Annual Base Salary	\$ 63,432	\$ 91,140	\$ 77,286	\$ 66,612	\$ 91,140	\$ 78,876	\$ 71,652	\$ 91,140	\$ 81,396	\$ 74,650	\$ 97,113	\$ 85,882	\$ 63,336	\$ 101,916	\$ 82,626	\$ 69,703	\$ 78,998	\$ 74,351																																
Additional Pay	* (#242) \$100 per pay period when providing clinical supervision to a pre-licensed CSW.			* (#242) \$100 per pay period when providing clinical supervision to a pre-licensed CSW.			* (#242) \$100 per pay period when providing clinical supervision to pre-licensed CSW. * (#322) 3% of base pay for eligible HQ management & policy development positions regarding Coleman.			N/A			* Ranges are for Clinical Social Worker levels 2 & 3 respectively			N/A																																		
Benefits																																																		
Benefit Rate	41.52%			41.52%			40%			N/A			40.33%			27%																																		
Healthcare	Yes			Yes			Yes			Yes			Yes			Yes																																		
Post Retirement Healthcare	Yes			Yes			Yes			Yes			Yes			N/A																																		
Social Security	Yes			Yes			Yes			Yes			Yes			Yes																																		
Disability	Yes			Yes			Yes			Yes			Yes			Yes																																		
401 (K)	Yes			Yes			Yes			Yes			Yes			Yes																																		
Defined Benefit Retirement Plan	Varies based on hire date & retirement tier			Varies based on hire date & retirement tier			Varies based on hire date & retirement tier			1.45% at 65			Varies based on hire date & retirement tier			Yes																																		
Paid Time Off																																																		
Vacation	Yes 10.5 - 21 days per year			Yes 10.5 - 21 days per year			Yes 10.5 - 21 days per year			Yes In the form of Paid Time Off (PTO) 19 - 34 days/year, max of 500 hours			Yes 15 - 24 days per year max accrual 30 - 48 days																																					
Sick Leave	Yes 12 days per year (unlimited accrual)			Yes 12 days per year (unlimited accrual)			Yes 12 days per year (unlimited accrual)			Yes PTO for short-term sick leave Extended Sick Leave: 6 days/year, no max			Yes 12 days per year (unlimited accrual)			Yes 32.5 days per year of paid time off																																		
Paid Holidays	Yes 12 days per year + 2 Personal Development Days			Yes 12 days per year + 2 Personal Development Days			Yes 12 days per year + 2 Personal Development Days			Yes 7 days per year			Yes 13 days per year																																					
Educational Leave	Yes 5 days per year, no accumulation			Yes 5 days per year, no accumulation			Yes 5 days per year, no accumulation			Yes 5 days/year, max accrual 10 days			Yes 5 days per year, no accumulation																																					
Bonuses	No			No			No			Various recruitment incentives may be utilized including sign on bonuses & employee referral & award programs			N/A			Yes \$ 1,097																																		
Loan Repayment	*Possible Federal Student Loan Forgiveness for 10 years of public sector service. *COALINGA ONLY: Possible National Health Service Corps Loan Repayment Program for service in a Health Professional Shortage Area--Coalinga State Hospital			*Possible Federal Student Loan Forgiveness for 10 years of public sector service. *Possible National Health Service Corps Loan Repayment Program for service in a Health Professional Shortage Area--most CDCR Institutions qualify			*Possible Federal Student Loan Forgiveness for 10 years of public sector service. *Possible National Health Service Corps Loan Repayment Program for service in a Health Professional Shortage Area--most CDCR Institutions qualify			*Possible National Health Service Corps Loan Repayment Program for service in a Health Professional Shortage Area			*Possible Federal Student Loan Forgiveness for 10 years of public sector service. *Possible National Health Service Corps Loan Repayment Program for service in a Health Professional Shortage Area			N/A																																		
Malpractice Insurance	N/A			N/A			N/A			N/A			N/A			N/A																																		
Residency, Fellowship, & Internship Programs	Yes			No			N/A			Yes			Yes			N/A																																		
The Warren Survey	<table border="1"> <thead> <tr> <th>Method of Segmentation</th> <th>Geographical Area Surveyed</th> <th># of Organizations Surveyed</th> <th>Total # of Persons Surveyed</th> <th>25th Percentile</th> <th>Average</th> <th>Median</th> <th>75th Percentile</th> </tr> </thead> <tbody> <tr> <td>Farwest</td> <td>CA, HI, AK, Guam</td> <td>40</td> <td>159</td> <td>\$ 54,382</td> <td>\$ 63,031</td> <td>\$ 59,842</td> <td>\$ 69,410</td> </tr> <tr> <td>Hospital Based</td> <td>United States</td> <td>344</td> <td>1,919</td> <td>\$ 48,048</td> <td>\$ 54,515</td> <td>\$ 53,532</td> <td>\$ 58,522</td> </tr> <tr> <td>Group Practice</td> <td>United States</td> <td>8</td> <td>38</td> <td>\$ 55,775</td> <td>\$ 66,884</td> <td>\$ 65,257</td> <td>\$ 72,800</td> </tr> </tbody> </table>																		Method of Segmentation	Geographical Area Surveyed	# of Organizations Surveyed	Total # of Persons Surveyed	25th Percentile	Average	Median	75th Percentile	Farwest	CA, HI, AK, Guam	40	159	\$ 54,382	\$ 63,031	\$ 59,842	\$ 69,410	Hospital Based	United States	344	1,919	\$ 48,048	\$ 54,515	\$ 53,532	\$ 58,522	Group Practice	United States	8	38	\$ 55,775	\$ 66,884	\$ 65,257	\$ 72,800
Method of Segmentation	Geographical Area Surveyed	# of Organizations Surveyed	Total # of Persons Surveyed	25th Percentile	Average	Median	75th Percentile																																											
Farwest	CA, HI, AK, Guam	40	159	\$ 54,382	\$ 63,031	\$ 59,842	\$ 69,410																																											
Hospital Based	United States	344	1,919	\$ 48,048	\$ 54,515	\$ 53,532	\$ 58,522																																											
Group Practice	United States	8	38	\$ 55,775	\$ 66,884	\$ 65,257	\$ 72,800																																											

## Attachment B: State and Private Provider Comparison

HMO	United States	30	416	\$	57,463	\$	66,073	\$	61,770	\$	75,112
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Attachment B: State and Private Provider Comparison

REGISTERED NURSE																		
	DSH			DSH-Psych Programs			CDCR			Kaiser Permanente			UC Medical System			Salary.com		
Annual Base Salary	Min	Max	Mid	Min	Max	Mid	Min	Max	Mid	Min	Max	Mid	Min	Max	Mid	Min	Max	Mid
Annual Base Salary	\$ 83,256	\$ 109,428	\$ 96,342	\$ 83,256	\$ 109,428	\$ 96,342	\$ 87,420	\$ 114,900	\$ 101,160	\$ 82,470	\$ 144,120	\$ 113,295	\$ 78,718	\$ 116,176	\$ 97,447	\$ 75,480	\$ 92,690	\$ 84,085
Additional Pay	* (#43) Educational Differential Pay: \$50 per pay period for qualifying employees. * (#161) \$150 per pay period to RNs designated as shift leads.			* (#43) Educational Differential Pay: \$50 per pay period for qualifying employees. * (#161) \$150 per pay period to RNs designated as shift leads.			* (#266) Plata Recruitment Differential: (one time payments) \$1,500 after 1 pay period, \$1,500 after 6 pay periods, \$1,000 after 18 pay periods. * (#161) \$150 per pay period to RNs designated as shift leads.			N/A			* Ranges are for Clinical Nurse levels 1 - 4 respectively			N/A		
Benefits																		
Benefit Rate	41.52%			41.52%			37%			N/A			40.33%			26%		
Healthcare	Yes			Yes			Yes			Yes			Yes			Yes		
Post Retirement Healthcare	Yes			Yes			Yes			Yes			Yes			N/A		
Social Security	Yes			Yes			Yes			Yes			Yes			Yes		
Disability	Yes			Yes			Yes			Yes			Yes			Yes		
401 (K)	Yes			Yes			Yes			Yes			Yes			Yes		
Defined Benefit Retirement Plan	Varies based on hire date & retirement tier			Varies based on hire date & retirement tier			Varies based on hire date & retirement tier			1.45% at age 65			Varies based on hire date & retirement tier			Yes		
Paid Time Off																		
Vacation	Yes 10.5 - 21 days per year			Yes 10.5 - 21 days per year			Yes 10.5 - 21 days per year			Yes 10 - 25 days/year			Yes 15 - 24 days/year, 48 day max accrual			Yes 32.1 days per year of paid time off		
Sick Leave	Yes 12 days per year			Yes 12 days per year			Yes 12 days per year			Yes 15 days per year			Yes 12 days per year			Yes 32.1 days per year of paid time off		
Paid Holidays	Yes 12 days per year			Yes 12 days per year			Yes 12 days per year			Yes 6 days per year			Yes 13 days per year			Yes 32.1 days per year of paid time off		
Educational Leave	Yes 2 days per year			Yes 2 days per year			Yes 2 days per year			Yes 5 days/year, 6 day max accrual			Yes 5 days per year			Yes 32.1 days per year of paid time off		
Bonuses	No			No			No			N/A			N/A			Yes \$ 309		
Loan Repayment	Possible Federal Student Loan Forgiveness for 10 years of public sector service			Possible Federal Student Loan Forgiveness for 10 years of public sector service			Possible Federal Student Loan Forgiveness for 10 years of public sector service			Awarded by Kaiser, for a commitment of 2 years of service in a Kaiser hospital			Possible Federal Student Loan Forgiveness for 10 years of public sector service			N/A		
Malpractice Insurance	N/A			N/A			N/A			N/A			N/A			N/A		
Residency, Fellowship, & Internship Programs	Yes			No			N/A			Yes			Yes			N/A		
The Warren Survey	Method of Segmentation	Geographical Area Surveyed			# of Organizations Surveyed	Total # of Persons Surveyed		25th Percentile		Average		Median		75th Percentile				
	Farwest	CA, HI, AK, Guam			34	593		\$ 70,424		\$ 81,866		\$ 81,428		\$ 92,006				
	Hospital Based	United States			84	4,861		\$ 72,072		\$ 80,793		\$ 78,559		\$ 89,653				
	Group Practice	United States			14	304		\$ 56,854		\$ 74,164		\$ 76,666		\$ 88,355				
	HMO	United States			48	14,155		\$ 61,360		\$ 81,423		\$ 76,199		\$ 100,797				

Attachment B: State and Private Provider Comparison

PSYCHIATRIC TECHNICIAN																		
	DSH			DSH-Psych Programs			CDCR			Kaiser Permanente			UC Medical System			Salary.com		
Annual Base Salary	Min	Max	Mid	Min	Max	Mid	Min	Max	Mid	Min	Max	Mid	Min	Max	Mid	Min	Max	Mid
	\$ 53,712	\$ 65,028	\$ 59,370	\$ 56,400	\$ 65,028	\$ 60,714	\$ 56,400	\$ 62,700	\$ 59,550	\$ 64,597	\$ 74,488	\$ 69,542	\$ 44,558	\$ 80,346	\$ 62,452	\$ 32,505	\$ 42,664	\$ 37,585
Additional Pay	* (#43) Educational Differential Pay: \$50 per pay period for qualifying employees. * (#250) Educational Reimbursement: One-time payment of \$840 for newly licensed qualifying Psych Techs.			* (#43) Educational Differential Pay: \$50 per pay period for qualifying employees. * (#250) Educational Reimbursement: One-time payment of \$840 for newly licensed qualifying Psych Techs.			* (#250) Educational Reimbursement: One-time payment of \$840 for newly licensed qualifying Psych Techs.			* (#250) Educational Reimbursement: One-time payment of \$840 for newly licensed qualifying Psych Techs.			* Salary scales are intended to constitute minimum scales only; nothing in the governing bargaining agreement shall preclude the employer from paying in excess of such minimum rates.			N/A		
Benefits																		
Benefit Rate	41.52%			41.52%			46%			N/A			40.33%			36%		
Healthcare	Yes			Yes			Yes			Yes			Yes			Yes		
Post Retirement Healthcare	Yes			Yes			Yes			Yes			Yes			N/A		
Social Security	Yes			Yes			Yes			Yes			Yes			Yes		
Disability	Yes			Yes			Yes			Yes			Yes			Yes		
401 (K)	Yes			Yes			Yes			Yes			Yes			Yes		
Defined Benefit Retirement Plan	Yes			Yes			Yes			Yes			Yes			Yes		
	Varies based on hire date & retirement tier			Varies based on hire date & retirement tier			Varies based on hire date & retirement tier			1.45% at age 65			Varies based on hire date & retirement tier					
Paid Time Off																		
Vacation	Yes 10.5 -21 days per year			Yes 10.5 - 21 days per year			Yes 10.5 - 21 days per year			Yes 10 - 25 days per year			Yes 15 - 24 days per year					
Sick Leave	Yes 12 days per year			Yes 12 days per year			Yes 12 days per year			Yes 12 - 15 days per year			Yes 12 days per year			Yes		
Paid Holidays	Yes 12 days per year + 2 Personal Development Days			Yes 12 days per year + 2 Personal Development Days			Yes 12 days per year + 2 Personal Development Days			Yes 10 days per year			Yes 13 days per year			Yes 32 days per year of paid time off		
Educational Leave	No			No			No			Yes 5 days/year, 20 day max accrual			Yes 5 days per year					
Bonuses	No			No			No			No			No			Yes \$ 35		
Loan Repayment	Possible Federal Student Loan Forgiveness for 10 years of public sector service			Possible Federal Student Loan Forgiveness for 10 years of public sector service			Possible Federal Student Loan Forgiveness for 10 years of public sector service			N/A			Possible Federal Student Loan Forgiveness for 10 years of public sector service			N/A		
Malpractice Insurance	N/A			N/A			N/A			N/A			N/A			N/A		
Residency, Fellowship, & Internship Programs	Yes			No			N/A			N/A			N/A			N/A		
The Warren Survey	Method of Segmentation		Geographical Area Surveyed		# of Organizations Surveyed		Total # of Persons Surveyed		25th Percentile		Average		Median		75th Percentile			
	Farwest		CA, HI, AK, Guam		32		461		\$ 45,536		\$ 52,210		\$ 51,470		\$ 58,924			
	Hospital Based		United States		81		1,621		\$ 44,576		\$ 53,793		\$ 54,175		\$ 60,236			
	Group Practice		United States		21		308		\$ 42,827		\$ 47,621		\$ 45,408		\$ 50,024			
	HMO		United States		46		1,145		\$ 41,298		\$ 49,052		\$ 46,788		\$ 52,620			

Attachment C: Average Annual Vacancy Rates

Department of State Hospitals

FY 2013-14 Average Vacancy Rates

Pay Class	Classification	Atascadero		Coalinga		Metro		Napa		Patton		Salinas Valley		Stockton		Vacaville	
		Civil Service Vacancy Rate	Vacancy Rate With Contractors	Civil Service Vacancy Rate	Vacancy Rate With Contractors	Civil Service Vacancy Rate	Vacancy Rate With Contractors	Civil Service Vacancy Rate	Vacancy Rate With Contractors	Civil Service Vacancy Rate	Vacancy Rate With Contractors	Civil Service Vacancy Rate	Vacancy Rate With Contractors	Civil Service Vacancy Rate	Vacancy Rate With Contractors	Civil Service Vacancy Rate	Vacancy Rate With Contractors
7552	<sup>1</sup> PHYSICIAN AND SURGEON (SAFETY)	19%	19%	32%	14%	13%	13%	16%	16%	8%	8%	0%	0%			25%	25%
7561	CHIEF PHYSICIAN AND SURGEON	60%	60%	0%	0%	0%	0%	60%	60%	0%	0%						
7609	SENIOR PSYCHIATRIST (SUPERVISOR)	81%	81%	13%	13%	7%	7%	18%	18%	4%	4%						
7616	SENIOR PSYCHIATRIST (SPECIALIST)	0%	0%	100%	100%			20%	20%								
7619	<sup>1</sup> STAFF PSYCHIATRIST (SAFETY)	54%	39%	87%	0%	3%	3%	18%	18%	2%	2%						
8094	<sup>1</sup> REGISTERED NURSE (SAFETY)	15%	15%	16%	15%	7%	7%	9%	9%	9%	9%	33%	15%	8%	8%	12%	12%
8096	SUPERVISING REGISTERED NURSE (SAFETY)	8%	8%	20%	20%	0%	0%	0%	0%	5%	5%	19%	19%	23%	23%	8%	8%
8101	NURSING COORDINATOR (SAFETY)	22%	22%	0%	0%	36%	36%	0%	0%	10%	10%	50%	50%			57%	57%
8132	ASSISTANT COORDINATOR OF NURSING SERVICES	0%	0%	20%	20%	0%	0%	13%	13%								
8133	COORDINATOR OF NURSING SERVICES	0%	0%	0%	0%	31%	31%	0%	0%	0%	0%	0%	0%			100%	100%
8210	PUBLIC HEALTH NURSE II	0%	0%														
8221	MEDICAL TECHNICAL ASSISTANT (PSYCHIATRIC)											17%	17%			13%	13%
8225	SENIOR MEDICAL TECHNICAL ASSISTANT (PSYCH)											22%	22%			25%	25%
8229	PSYCHIATRIC TECHNICIAN APPRENTICE							30%	30%								
8236	PSYCHIATRIC TECHNICIAN ASSISTANT (SAFETY)	33%	33%	13%	13%	11%	11%	3%	3%	4%	4%						
8237	PSYCHIATRIC TECHNICIAN TRAINING CANDIDATE																
8238	PSYCHIATRIC TECHNICIAN TRAINEE (SAFETY)	0%	0%														
8252	SENIOR PSYCHIATRIC TECHNICIAN (SAFETY)	10%	10%	12%	12%	16%	16%	12%	12%	0%	0%			12%	12%		
8253	<sup>1</sup> PSYCHIATRIC TECHNICIAN (SAFETY)	15%	15%	10%	9%	9%	9%	6%	6%	8%	8%	72%	45%	14%	14%	47%	42%
8254	PRE-LICENSED PSYCHIATRIC TECHNICIAN (SAFETY)			14%	14%									8%	8%		
8274	<sup>1</sup> LICENSED VOCATIONAL NURSE (SAFETY)	0%	0%	8%	3%	8%	8%	5%	5%	2%	2%						
8316	SUPERVISING REHABILITATION THERAPIST	40%	40%	5%	5%	13%	13%	20%	20%	0%	0%			0%	0%		
8321	REHABILITATION THERAPIST - MUSIC (SAFETY)	15%	15%	46%	46%	13%	13%	16%	16%	1%	1%	50%	50%	19%	19%	10%	10%
8323	REHABILITATION THERAPIST - OCCUPATIONAL (SF)	0%	0%					0%	0%	4%	4%	0%	0%				
8324	REHABILITATION THERAPIST - RECREATION (SF)	20%	20%	45%	45%	9%	9%	9%	9%	3%	3%	39%	39%	51%	51%	17%	17%
8420	REHABILITATION THERAPIST - ART (SAFETY)	12%	12%	16%	16%	0%	0%	10%	10%	0%	0%	71%	71%	29%	29%	0%	0%
8422	REHABILITATION THERAPIST - DANCE (SAFETY)					0%	0%	10%	10%	0%	0%	100%	100%				
9319	SUPERVISING REGISTERED NURSE III, CF													0%	0%		
9700	NURSE PRACTITIONER (SAFETY)	23%	23%	8%	8%	0%	0%	3%	3%	0%	0%					8%	8%
9758	<sup>1</sup> STAFF PSYCHIATRIST, CF (SAFETY)											60%	34%	66%	62%	24%	5%
9761	SENIOR PSYCHIATRIST - SUPERVISOR, CF (SAFETY)											56%	56%	0%	0%	17%	17%
9774	CHIEF PSYCHIATRIST, CF (SAFETY)	20%	20%	0%	0%			0%	0%	60%	60%	0%	0%	0%	0%	67%	67%
9831	SENIOR PSYCHOLOGIST - SUPERVISOR	0%	0%	19%	19%	0%	0%	0%	0%	3%	3%	78%	78%	50%	50%	0%	0%
9839	SENIOR PSYCHOLOGIST - SPECIALIST	8%	8%	24%	24%			2%	2%	0%	0%			0%	0%	30%	30%
9851	CLINICAL PSYCHOLOGY INTERN	10%	10%	45%	45%											0%	0%
9859	CHIEF PSYCHOLOGIST, CF	0%	0%	0%	0%	100%	100%	0%	0%	0%	0%			0%	0%		
9867	SUPERVISING PSYCHIATRIC SOCIAL WORKER I	0%	0%	10%	10%	0%	0%	8%	8%	0%	0%			17%	17%		
9872	<sup>1</sup> CLINICAL SOCIAL WORKER, H/CF (SAFETY)	10%	10%	29%	13%	10%	10%	2%	2%	1%	1%	37%	37%	23%	23%	12%	12%
9873	<sup>1</sup> PSYCHOLOGIST, H/CF (SAFETY)	20%	20%	26%	12%	4%	4%	3%	3%	2%	2%	3%	3%	35%	35%	13%	13%

Attachment C: Average Annual Vacancy Rates

Department of State Hospitals

FY 2013-14 Average Vacancy Rates

Pay Class	Classification	Atascadero		Coalinga		Metro		Napa		Patton		Salinas Valley		Stockton		Vacaville	
		Civil Service Vacancy Rate	Vacancy Rate With Contractors														

<sup>1</sup> Contractors are used to offset vacancies in these classifications