

**Department of Developmental Services (DDS),
Sonoma Developmental Center (SDC)
Retention Incentive**

1. Effective July 1, 2016, newly hired and current SDC excluded employees are eligible to accrue a Retention Incentive stipend. Retired Annuitants are not eligible for this Retention Incentive stipend.
2. For each full quarter worked during the fiscal year 2016/2017 employees will accrue two hundred and fifty dollars (\$250).
3. Effective July 1, 2017, each employee will accrue five hundred dollars (\$500) per full quarter worked.
4. Employees shall not accrue more than six thousand dollars (\$6,000) for the period of July 1, 2016 through December 31, 2018 or closure, whichever occurs first.
5. Employees are eligible to be paid the accrued Retention Incentive stipend upon separation from DDS, if that separation occurs after December 31, 2017, or when the current June 29, 2016 census of three hundred and forty-eight (348) residents (total population) at SDC decreases by 50%, whichever occurs first. Separation includes retirement, layoff, transfer to another State department, or voluntary separation. If an employee transfers to another Developmental Center which is accruing a Retention Incentive stipend the employee will continue to accrue the Retention Incentive stipend, according to that Center's agreement. If an employee transfers to another Developmental Center or a Community Facility that is not receiving the Retention Incentive stipend, the employee will be paid the accrued Retention Incentive stipend accrued up to the date of transfer.
6. Employees forfeit the accrued Retention Incentive stipend if they separate from DDS before December 31, 2017, or before if the current June 29, 2016 census of residents (total population) at SDC decreases by 50%, whichever occurs first.
7. For the purpose of the Retention Incentive stipend, a full quarter is January through March, April through June, July through September and October through December of each calendar year in which an employee has physically worked a minimum of eleven (11) work days during each month of the full quarter.
8. Employees working less than full time shall be eligible to accrue the Retention Incentive stipend according to their time base.
9. Employees who are terminated by the Department or who are AWOL separated forfeit any and all accrued stipend.

10. Employees who receive a sustained adverse action during the accrual period forfeit the accrued stipend during the effective dates of the adverse action.
11. Under no circumstances will an employee receive duplicate payment for a full quarter in which he/she has already received payment. If an employee separates from SDC and is paid for the accrued Retention Incentive stipend and the employee subsequently returns to SDC, or any other Developmental Center receiving a Retention Incentive stipend, the employee may begin accruing the Retention Incentive stipend effective as of the return date.
12. The Retention Incentive stipend is not PERSable and does not count towards compensation for the purposes of retirement.
13. This agreement expires upon the closure of the SDC.