

ARTICLE 1.12: TYPE F PREMIUMS: CERTIFICATIONS AND LICENSES

SECTION 1.12.1: TYPE F PREMIUMS: CERTIFICATIONS AND LICENSES.

- (a) Definition. Type F Premiums compensate eligible employees for possessing certificates or licenses identified herein which have been determined by the County to be applicable to the employees' class; or, for the renewal of job-required licenses.
- (b) Method of Calculation. Premiums are paid in addition to the employee's base wage rate. Premiums designated as a percentage are calculated as a percentage of the employee's base rate for each individual premium. Premiums are not compounded or pyramided. These premiums are paid for paid time off, but not for terminal payoff, unless specifically provided herein.
- (c) Eligibility. Employees must be in a class designated as eligible and must furnish satisfactory evidence that he/she possesses the certificate or license described herein below.

(Amended 07/03/87, Ord. No. 7333)
(Amended 01/18/08, Ord. No. 9912)

SECTION 1.12.2: PHYSICIAN CLASSES BOARD CERTIFICATION BONUSES.

- (a) Board Certification. Eligible employees shall be paid at a rate approximately ten percent (10%) higher than prescribed for his/her class upon furnishing satisfactory evidence that he/she has earned a valid certificate issued by the American Board in the medical specialty determined by the Director to be especially suited to the position he/she holds.

<u>Eligible Classes:</u>	
000304	EMS Medical Director
000335	Clinical Director, Behavioral Health Services
000340	Medical Director
000376	Chief Medical Officer
000918	Temporary Expert Professional – Psychiatrist Special Assignment
000919	Temporary Expert Professional Employee, M.D., D.O., D.V.M.
000922	Deputy Public Health Officer
002221	Public Health Officer

Eligible Classes:

002239	Dir, Behavioral Health Services
004128	Public Health Medical Officer
004132	Sheriff's Chief Medical Officer
004162	Medical Consultant
004184	Radiologist
004185	Pediatrician
004190	Sheriff's Detentions Physician
004195	Supervising Psychiatrist
004196	Psychiatrist
004199	Psychiatrist-Specialist

(Amended 02/28/86, Ord. No. 7079)
(Amended 04/11/86, Ord. No. 7097)
(Amended 11/21/86, Ord. No. 7217)
(Amended 06/15/90, Ord. No. 7766)
(Amended 04/19/91, Ord. No. 7891)
(Amended 05/17/91, Ord. No. 7902)
(Amended 10/01/93, Ord. No. 8305)
(Amended 11/12/93, Ord. No. 8322)
(Amended 03/04/94, Ord. No. 8366)
(Amended 12/09/94, Ord. No. 8484)
(Amended 09/29/95, Ord. No. 8589)
(Amended 12/22/95, Ord. No. 8620)
(Amended 02/02/96, Ord. No. 8639)
(Amended 06/07/96, Ord. No. 8686)
(Amended 08/15/97, Ord. No. 8822)
(Amended 09/26/97, Ord. No. 8832)
(Amended 05/08/01, Ord. No. 9336)
(Amended 07/13/01, Ord. No. 9354)
(Amended 06/25/04, Ord. No. 9656)
(Amended 10/01/04, Ord. No. 9677)
(Amended 04/28/06, Ord. No. 9761)
(Amended 09/29/06, Ord. No. 9799)
(Amended 01/19/07, Ord. No. 9821)
(Amended 04/27/07, Ord. No. 9838)
(Amended 08/03/07, Ord. No. 9876)
(Amended 01/18/08, Ord. No. 9912)
(Amended 04/25/08, Ord. No. 9928)
(Amended 11/05/10, Ord. No. 10079)
(Amended 02/11/11, Ord. No. 10106)
(Amended 10/05/12, Ord. No. 10225)
(Amended 01/10/14, Ord. No. 10314)
(Amended 10/31/14, Ord. No. 10354)

(Amended 08/05/16, Ord. No. 10432)
 (Amended 10/14/16, Ord. No. 10439)
 (Amended 06/09/17, Ord. No. 10483)
 (Amended 09/28/18, Ord. No. 10564)
 (Amended 11/22/19, Ord. No. 10627)

- (b) Board Certification and Subspecialty. Eligible employees shall be paid at a rate approximately fifteen percent (15%) higher than prescribed for his/her class upon furnishing satisfactory evidence that he/she has earned a valid certificate issued by the American Board in the medical subspecialty determined by the Director to be especially suited to the position he/she holds.

<u>Eligible Classes:</u>	
000304	EMS Medical Director
000335	Clinical Director, Behavioral Health Services
000340	Medical Director
000376	Chief Medical Officer
000918	Temporary Expert Professional – Psychiatrist Special Assignment
000919	Temporary Expert Professional Employee, M.D., D.O., D.V.M.
000922	Deputy Public Health Officer
002221	Public Health Officer
002239	Dir, Behavioral Health Services
002285	Chief Dep Medical Examiner
004128	Public Health Medical Officer
004132	Sheriff's Chief Medical Officer
004162	Medical Consultant
004190	Sheriff's Detentions Physician
004195	Supervising Psychiatrist
004196	Psychiatrist
004199	Psychiatrist-Specialist

(Amended 06/15/90, Ord. No. 7766)
 (Amended 04/19/91, Ord. No. 7891)
 (Amended 03/04/94, Ord. No. 8366)
 (Amended 09/29/95, Ord. No. 8589)
 (Amended 03/15/96, Ord. No. 8650)
 (Amended 06/07/96, Ord. No. 8686)
 (Amended 06/27/03, Ord. No. 9562)
 (Amended 06/25/04, Ord. No. 9656)
 (Amended 10/01/04, Ord. No. 9677)
 (Amended 09/30/05, Ord. No. 9734)
 (Amended 04/28/06, Ord. No. 9761)

(Amended 09/29/06, Ord. No. 9799)
 (Amended 01/19/07, Ord. No. 9821)
 (Amended 04/27/07, Ord. No. 9838)
 (Amended 08/03/07, Ord. No. 9876)
 (Amended 01/18/08, Ord. No. 9912)
 (Amended 04/25/08, Ord. No. 9928)
 (Amended 11/05/10, Ord. No. 10079)
 (Amended 02/11/11, Ord. No. 10106)
 (Amended 10/05/12, Ord. No. 10225)
 (Amended 01/10/14, Ord. No. 10314)
 (Amended 10/31/14, Ord. No. 10354)
 (Amended 08/05/16, Ord. No. 10432)
 (Amended 10/14/16, Ord. No. 10439)
 (Amended 06/09/17, Ord. No. 10483)
 (Amended 09/28/18, Ord. No. 10564)
 (Amended 11/22/19, Ord. No. 10627)

SECTION 1.12.3: AMERICAN COLLEGE OF HOSPITAL ADMINISTRATORS FELLOWSHIP.

(Repealed 06/11/93, Ord. No. 8248)

SECTION 1.12.4: MASTER OF SOCIAL WORK (MSW).

(a) Application.

- (1) An employee in an eligible class shall be paid fifty dollars (\$50) biweekly upon furnishing satisfactory evidence that he/she possesses a Master of Social Work (MSW) degree. Employees in classes 005270, Social Work Supervisor, 005297, Human Services Program Manager, and 005298 Human Services Operations Manager must be performing either adult protective services work or children protective services work to be eligible for this premium.

Eligible Classes:

005203	Aging Program Specialist I
005204	Aging Program Specialist II
005205	Aging Program Specialist III
005237	Adult Protective Services Specialist
005238	Sr Adult Protective Services Specialist
005239	Adult Protective Services Supervisor
005242	Child Welfare Services Policy Analyst

Eligible Classes:

005253	Protective Services Worker
005254	Sr Protective Services Worker
005259	Protective Services Supervisor
005270	Social Work Supervisor (in adult protective services work or children protective services)
005290	Protective Services Program Manager
005297	Human Services Program Mgr (in adult protective services work or children protective services)
005298	Human Services Operations Mgr (in adult protective services work or children protective services)

(Amended 10/05/12, Ord. No. 10225)

(Amended 01/10/14, Ord. No. 10314)

(Amended 08/05/16, Ord. No. 10432)

(2) Notwithstanding (a)(1) above, employees employed as of December 12, 1988, as Protective Services Supervisor, class 005259, or Aging Program Specialist III, class 005205, will be eligible for the MSW premium herein, provided that the employee possesses either a Master of Counseling Degree based on a two-year program or a Master's Degree with an M.F.C.T. Employees in classes 005259, Protective Services Supervisor, or, class 005205, Aging Program Specialist III, appointed after December 12, 1988 must possess an MSW Degree in order to be eligible for the MSW premium.

(3) This premium is paid for paid time off, but not for terminal payoff.

(Amended 07/03/98, Ord. No. 8925)

(Amended 07/03/98, Ord. No. 8932)

(Amended 12/01/00, Ord. No. 9262)

(Amended 04/02/04, Ord. No. 9630)

(Amended 09/30/05, Ord. No. 9734)

(Amended 06/23/06, Ord. No. 9783; 9786)

(Amended 09/29/06, Ord. No. 9799)

(Amended 04/27/07, Ord. No. 9838)

(Amended 01/18/08, Ord. No. 9912)

(Amended 04/25/08, Ord. No. 9928)

(b) Notwithstanding (a)(1) above, employees employed as of August 5, 1988 as Social Worker IV, or Social Worker V, and who are appointed to positions as Protective Services Worker, class 005253, or, Senior Protective Services Worker, class 005254, before December 30, 1988, will

be eligible for the MSW premium herein upon appointment, provided that the employee so appointed possesses either a Master of Counseling Degree based on a two-year program or a Master's Degree with an M.F.C.C. Employees hired after August 5, 1988 must possess an MSW Degree in order to be eligible for the MSW premium.

(Repealed 08/02/85, Ord. No. 6999)
 (Added 11/18/88, Ord. No. 7526)
 (Amended 03/24/89, Ord. No. 7605)
 (Amended 09/21/90, Ord. No. 7810)
 (Amended 06/06/97, Ord. No. 8788)
 (Amended 08/14/98, Ord. No. 8947)
 (Amended 12/01/00, Ord. No. 9262)
 (Amended 09/30/05, Ord. No. 9734)
 (Amended 01/18/08, Ord. No. 9912)
 (Amended 01/10/14, Ord. No. 10314)

SECTION 1.12.5: DOCTORAL DEGREE – CHIEF, PUBLIC HEALTH LABORATORY.

(Repealed 01/10/14, Ord. No. 10314)

SECTION 1.12.6: ASBESTOS HANDLING CERTIFICATION. A one-time certification bonus of twenty-five dollars (\$25.00) will be paid upon completion of certification by Department of General Services, Facilities Services Division, for proficiency and competency in the use of respirator and protective clothing, maintenance of equipment, and training in the maintenance and handling of asbestos. Certification will require approximately twenty-four (24) hours of instruction to qualify. Only permanent employees in the CR and CM Units can qualify for the bonus. Cost of training will be the responsibility of the County.

(Added 07/27/90, Ord. No. 7789)
 (Amended 12/09/03, Ord. No. 9618)
 (Amended 01/18/08, Ord. No. 9912)

SECTION 1.12.7: EDUCATION AND POST CERTIFICATE BONUS.

- (a) Deputy Sheriffs, Sergeants and Lieutenants who possess Peace Officer Standards and Training (POST) Certificate(s) shall be compensated above the base hourly wage rate established in the Salary Schedule as specified below:

Classification	POST Certificate	Bonus Percent
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Classification	POST Certificate	Bonus Percent
Deputy Sheriff	Intermediate	5%
	Intermediate & Advanced	7½%
Sheriff's Sergeant	Intermediate	5%
	Intermediate & Advanced	7½%
Sheriff's Lieutenant	Intermediate & Advanced	5%
	Intermediate, Advanced & Management	10%

(b) Deputy Sheriff-Detentions/Court Services (Class 005757), Sheriff's Detention Lieutenant (Class 005767), Sheriff's Sergeant-Detentions (Class 005781), who possess a Bachelor of Arts or Bachelor of Science degree from an accredited college/university and have four (4) years of service in Classes 005757, 005767, 005781, or any combination thereof, shall be compensated five percent (5%) above the base hourly wage rate established in the Salary Schedule. Such employees becoming eligible for this bonus by receiving a college degree shall furnish satisfactory evidence that he/she possesses such degree.

(c) A Sheriff's Captain (Class 005775), or a Sheriff's Commander (Class 005778), who possesses a Peace Officer Standards and Training Management Certificate shall be compensated at eleven percent (11%) above the base hourly wage rate established for the Captain or Commander in the Salary Schedule.

(Amended 10/02/15, Ord. No. 10391)

(d) Sheriff's Detentions Captain (Class 005783).

(1) A Sheriff's Detentions Captain (Class 005783) who possesses a Post Management Certificate shall be compensated at six percent (6%) above the base hourly rate established in the Salary Schedule. Such employees becoming eligible for this bonus shall furnish satisfactory evidence that he/she possesses such a certificate.

(2) A Sheriff's Commander assigned to Detentions or a Sheriff's Detentions Captain (Class 005783) who possesses a Bachelor of Arts or Bachelor of Science degree from an accredited college/university shall be compensated at six percent (6%) above the base hourly rate established in the Salary Schedule. Such employees becoming eligible for this bonus shall furnish satisfactory evidence that he/she possesses such degree.

(Amended 10/02/15, Ord. No. 10391)

- (e) Permanent employees designated as DI or DM who possess, based on level of proficiency demonstrated by the acquisition of certificates issued by the California Commission on Peace Officers' Standards and Training (P.O.S.T.), an Advanced P.O.S.T. certificate shall be compensated at seven and one-half percent (7-1/2%) above the base hourly wage rate established for their designated classification in the Salary Schedule. Effective June 26, 2015 the rate will increase to eight and one-half percent (8.5%), and effective June 24, 2016, to nine and one-half percent (9.5%).

Eligible Classes: Classes designated DI and DM.

(Amended 06/21/85, Ord. No. 6982)
(Amended 06/21/85, Ord. No. 7013)
(Amended 07/03/87, Ord. No. 7333)
(Amended 04/07/89, Ord. No. 7616)
(Amended 07/26/91, Ord. No. 7777)
(Amended 07/05/96, Ord. No. 8650)
(Amended 12/15/00, Ord. No. 9286)
(Amended 09/30/05, Ord. No. 9734)
(Amended 01/18/08, Ord. No. 9912)
(Amended 02/03/15, Ord. No. 10374)

SECTION 1.12.8: REGISTERED ENGINEERS, ARCHITECTS, SURVEYORS, AND ENVIRONMENTAL HEALTH SPECIALISTS AND HYGIENISTS.

(a) Registered Engineers.

- (1) Engineers. An employee in class 003615, Assistant Engineer, shall be paid at a rate approximately five percent (5%) higher than prescribed for said class upon furnishing satisfactory evidence that he/she possesses a current valid State of California registration as a civil or structural engineer or architect.

(Amended 09/25/09, Ord. No. 10008)

- (2) Architects. An employee in class 003505, Landscape Architect, shall be paid at a rate approximately five percent (5%) higher than prescribed for said class upon furnishing satisfactory evidence that he/she possesses a current valid State of California registration as a civil engineer or architect.

- (3) Surveyors. An employee in classes 003779, Junior Surveyor (T), or, 003780, Assistant Surveyor, shall be paid at a rate approximately five percent (5%) higher than prescribed for said

class upon furnishing satisfactory evidence that he/she possesses a current valid State of California registration as a civil engineer or holds a valid California State Land Surveyor's License.

(b) Registered Environmental Health Specialists.

- (1) An employee in an eligible class listed below shall be paid at a rate approximately five percent (5.0%) higher than prescribed for his/her class upon furnishing satisfactory evidence that he/she possesses a current valid registration as a Registered Environmental Health Specialist (REHS), and;
- (2) Employees in the classes listed below shall be reimbursed for the cost of the biennial renewal fee for the REHS.

<u>Eligible Classes:</u>	
004721	Environmental Health Specialist I
004722	Environmental Health Specialist II
004723	Environmental Health Specialist III
004726	Supervising Environmental Health Specialist

(c) Certification in Industrial Hygiene. An employee in an eligible class shall be paid at a rate approximately five percent (5%) higher than prescribed for his/her class upon furnishing satisfactory evidence that he/she possesses a current valid state Certification in Industrial Hygiene (CIH).

<u>Eligible Classes:</u>	
003161	Supervising Industrial Hygienist
003162	Industrial Hygienist III
003163	Industrial Hygienist I
003857	Industrial Hygienist II

- (Amended 10/24/86, Ord. No. 7199)
- (Amended 12/19/86, Ord. No. 7230)
- (Amended 02/27/87, Ord. No. 7273)
- (Amended 03/13/87, Ord. No. 7279)
- (Amended 01/13/89, Ord. No. 7582)
- (Amended 08/02/96, Ord. No. 8707)
- (Amended 12/06/96, Ord. No. 8749)
- (Amended 02/28/97, Ord. No. 8771)
- (Amended 04/25/97, Ord. No. 8782)
- (Amended 07/17/01, Ord. No. 9356)
- (Amended 10/08/02, Ord. No. 9507)

(Amended 12/09/03, Ord. No. 9618)
(Amended 04/02/04, Ord. No. 9630)
(Amended 04/27/07, Ord. No. 9838)
(Amended 01/18/08, Ord. No. 9912)

SECTION 1.12.9: REGISTERED HEALTH INFORMATION ADMINISTRATOR CREDENTIAL. Eligible employees shall be paid approximately five percent (5%) upon furnishing satisfactory evidence that they possess the Registered Health Information Administrator (HIA) credential from the American Health Information Management Association.

Eligible Class: 003042 Manager, Health Information Management Services

(Amended 12/19/86, Ord. No. 7230)
(Amended 01/18/08, Ord. No. 9912)
(Amended 09/28/18, Ord. No. 10564)

SECTION 1.12.10: MASTER OF LIBRARY SCIENCE (MLS) PREMIUM. An employee in an eligible class shall be paid \$50 (fifty dollars) biweekly upon furnishing satisfactory evidence that he/she possesses a Master of Library Science (MLS) degree.

<u>Eligible Classes:</u>	
004025	Librarian I
004024	Librarian II
004023	Librarian III
004026	Librarian Substitute
004048	Principal Librarian

This premium is paid for paid time off, but not for terminal payoff.

(Added 08/11/00, Ord. No. 9241)
(Amended 12/15/00, Ord. No. 9288)
(Amended 10/26/07, Ord. No. 9891)

SECTION 1.12.11: EDUCATIONAL/SECURITY STIPEND. Eligible employees in the AM, AS and DA units shall receive an annual two thousand five hundred dollars (\$2,500) stipend for professional and security expenses. The County shall, on the payday for Payroll 03 of each year, pay such a stipend, included within the payroll check for that time period, to employees who are in job classifications in the AM, AS, and DA units in Payroll 02 of that year.

(Repealed 01/18/08, Ord. No. 9912)

(Added 06/28/13, Ord. No. 10263)
(Amended 06/26/15, Ord. No. 10381)

SECTION 1.12.12: ANNUAL PROFESSIONAL STIPEND. Eligible employees in the Deputy County Counsel classifications shall receive an annual two thousand and five hundred dollars (\$2,500) stipend for professional expenses. The County shall, on the payday for Payroll 05 of each year, pay such a stipend, included within the payroll check, to employees who are in job classifications in the CC and CS units in Payroll 04 of that year.

(Added 07/17/01, Ord. No. 9360)
(Amended 06/23/06, Ord. No. 9786)
(Amended 01/18/08, Ord. No. 9912)
(Amended 06/28/13, Ord. No. 10263)
(Amended 10/04/13, Ord. No. 10290)
(Amended 06/26/15, Ord. No. 10381)

SECTION 1.12.13: EDUCATIONAL/PROFESSIONAL STIPEND. Eligible employees shall receive an annual two thousand and five hundred dollar (\$2,500) stipend for professional expenses. The County shall, on the payday for Payroll 03 of each year, pay such a stipend, by including it in the paycheck for that time period, to employees who are in job classifications in the PD and PM units in Payroll 02 of that year.

(Added 06/23/06, Ord. No. 9786)
(Amended 10/27/06, Ord. No. 9801)
(Amended 01/18/08, Ord. No. 9912)
(Amended 06/28/13, Ord. No. 10263)
(Amended 07/12/13, Ord. No. 10268)
(Amended 10/04/13, Ord. No. 10290)
(Amended 06/26/15, Ord. No. 10381)

SECTION 1.12.14: APPRAISER PREMIUM. An employee in an eligible class shall be paid fifty dollars (\$50) biweekly upon furnishing satisfactory evidence that he/she possesses an Advanced Property Tax Appraiser Certificate.

<u>Eligible Classes:</u>	
005502	Appraiser IV
005503	Appraiser III
005504	Appraiser II
005505	Appraiser I
005512	Supervising Appraiser I
005513	Supervising Appraiser II

005514	Division Chief I Assessor/Recd/CC
005515	Division Chief II, Assessor/Recd/CC
005526	Audit Appraiser III
005527	Audit Appraiser II
005528	Audit Appraiser I
005529	Supervising Audit Appraiser
005530	Audit-Appraiser IV

(Added 06/23/06, Ord. No. 9786)
(Amended 01/19/07, Ord. No. 9821)
(Amended 01/18/08, Ord. No. 9912)

SECTION 1.12.15: ASE CERTIFICATION/PREMIUM.

- (a) ASE Certification Testing. Employees in the eligible class shall be paid one-half of the cost of testing for ASE Certifications upon furnishing satisfactory evidence that he/she passed the ASE Certification.

Eligible Class:

006103 Fleet Technician

- (b) ASE Premium. Employees in the eligible class shall be paid twenty-five cents (\$0.25) per hour for each ASE Certification obtained through the ASE Certification process. The maximum number of ASE certifications will be twelve (12) for a maximum premium of \$3.00/per hour.

Eligible Class:

006103 Fleet Technician

(Added 06/28/13, Ord. No. 10266)

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