

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
004193	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)

- (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.

Eligible Classes:

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
004193	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)

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).

- (1) An employee in an eligible class shall be paid fifty dollars (\$50) biweekly upon furnishing satisfactory evidence that they possess 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 welfare 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
005253	Protective Services Worker
005254	Sr Protective Services Worker

Eligible Classes:

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

(Amended 10/05/12, Ord. No. 10225)
(Amended 01/10/14, Ord. No. 10314)
(Amended 08/05/16, Ord. No. 10432)
(Amended 06/28/22, Ord. No.10798)

- (2) 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)
(Amended 06/28/22, Ord. No. 10798)

- (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	Premium Percent Effective 6/30/23	Premium Percent Effective 6/28/24	Premium Percent Effective 6/27/25
Deputy Sheriff	Intermediate	5%	5%	5%
	Intermediate & Advanced	9½%	11½%	13½%
Sheriff's Sergeant	Intermediate	5%	5%	5%
	Intermediate & Advanced	9½%	11½%	13½%
Sheriff's Lieutenant	Intermediate & Advanced	7%	9%	11%
	Intermediate, Advanced & Management	12%	14%	16%

(Amended 06/27/23, Ord. No. 10855)

- (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 premium by receiving a college degree shall furnish satisfactory evidence that they possess such degree.
- (c) A Sheriff's Captain (Class 005775), or a Sheriff's Commander (Class 005778), who possesses a Peace Officer Standards and Training (POST) Management Certificate shall be compensated on the following effective dates and at the specific rates listed below:

Classification	POST Certificate	Premium Percent Effective 6/30/23	Premium Percent Effective 6/28/24	Premium Percent Effective 6/27/25
Sheriff's Captain	Management	13%	15%	17%
Sheriff's Commander	Management	13%	15%	17%

(Amended 10/02/15, Ord. No. 10391)
 (Amended 06/27/23, Ord. No. 10855)

- (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.

(Amended 06/27/23, Ord. No. 10855)

- (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 on the following effective dates and at the specific rates below. This premium is calculated at the percent listed below above the base hourly rates established in the Salary Schedule. Such employees becoming eligible for this

bonus shall furnish satisfactory evidence that they possess such degree.

Classification	POST Certificate	Premium Percent Effective 6/30/23	Premium Percent Effective 6/28/24	Premium Percent Effective 6/27/25
Sheriff's Detention Captain	Bachelor's degree	8%	10%	12%
Sheriff's (Detentions) Commander	Bachelor's degree	8%	10%	12%

(Amended 10/02/15, Ord. No. 10391)
 (Amended 06/27/23, Ord. No. 10855)

- (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 (POST), an Advanced POST certificate shall be compensated at seven and one-half percent (7½%) 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 (8½%), and effective June 24, 2016, to nine and one-half percent (9½%).

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)
 (Amended 06/27/23, Ord. No. 10855)

- (f) Effective June 30, 2023, employees in classes designated DM shall receive an education premium of two percent (2%) above the employee's base pay for those who possess a Supervisory Peace Officer Standards and Training (POST) certificate.

Effective June 30, 2023, employees in classes designated DM shall receive an education premium of two percent (2%) above the employee's base pay for those who possess a Management Peace Officer Standards

and Training (POST) certificate.

An employee that possesses a Supervisory POST and a Management POST certificate is eligible for both two percent (2%) premiums for a total of four percent (4%). The premiums shall be applied to the employee's base pay. These premiums shall apply to time worked and paid time off, but not terminal payoff.

(Added 06/13/23, Ord. No. 10853)

(g) Deputy Sheriff one-time payment:

Effective June 30, 2023. A one-time lump sum payment of \$3,000 shall be paid to all regular employees in the Deputy Sheriff (005746) classification who possess a Basic or Intermediate Peace Officer Standards and Training (POST) certificate. The one-time lump sum payment will be in addition to the regular compensation for work performed during the payout pay period.

- (1) Eligibility. All regular employees in the Deputy Sheriff (005746) class who have paid service during Fiscal Year 2022/2023. This payment will be included in their regular paycheck. An employee is not eligible to receive the one-time lump sum payment if they terminate before the first day of payroll 2 (July 21, 2023). An employee shall not be entitled to the one-time lump sum monetary payment above if they received a one-time payment under the terms of a different bargaining unit for the same fiscal year. If an eligible employee is on paid or unpaid leave, the payment will be made when the employee returns to active County service. Part-time employees shall receive a prorated amount according to their standard hours.
- (2) Payroll Calculation. Such one-time payment of \$3,000 shall:
 - (a) Be included in the employee's regular paycheck and subject to normal deductions;
 - (b) Not modify the salary base or computations of premiums or bonuses;
 - (c) Not continue beyond Fiscal Year 2023/24.
- (3) Payment Date. This payment shall be paid on the payday in payroll 02 (July 21, 2023) for all eligible classes.

Effective June 28, 2024. A one-time lump sum payment of \$2,000 shall be

paid to all regular employees in the Deputy Sheriff (005746) classification who possess a Basic or Intermediate Peace Officer Standards and Training (POST) certificate. The one-time lump sum payment will be in addition to the regular compensation for work performed during the payout pay period.

- (1) Eligibility. All regular employees in the Deputy Sheriff (005746) class who have paid service during Fiscal Year 2023/2024. This payment will be included in their regular paycheck. An employee is not eligible to receive the one-time lump sum payment if they terminate before the first day of payroll 2 (July 12, 2024). An employee shall not be entitled to the one-time lump sum monetary payment above if they received a one-time payment under the terms of a different bargaining unit for the same fiscal year. If an eligible employee is on paid or unpaid leave, the payment will be made when the employee returns to active County service. Part-time employees shall receive a prorated amount according to their standard hours.

- (2) Payroll Calculation. Such one-time payment of \$2,000 shall:
 - (a) Be included in the employee's regular paycheck and subject to normal deductions;

 - (b) Not modify the salary base or computations of premiums or bonuses;

 - (c) Not continue beyond Fiscal Year 2024/25.

- (3) Payment Date. This payment shall be paid on the payday in payroll 02 (July 19, 2024) for all eligible classes.

Effective June 27, 2025. A one-time lump sum payment of \$500 shall be paid to all regular employees in the Deputy Sheriff (005746) classification who possess a Basic or Intermediate Peace Officer Standards and Training (POST) certificate. The one-time lump sum payment will be in addition to the regular compensation for work performed during the payout pay period.

- (1) Eligibility. All regular employees in the Deputy Sheriff (005746) class who have paid service during Fiscal Year 2024/2025. This payment will be included in their regular paycheck. An employee is not eligible to receive the one-time lump sum payment if they terminate before the first day of payroll 2 (July 11, 2025). An employee shall not be entitled to the one-time lump sum monetary payment above if they received a one-time payment under the

terms of a different bargaining unit for the same fiscal year. If an eligible employee is on paid or unpaid leave, the payment will be made when the employee returns to active County service. Part-time employees shall receive a prorated amount according to their standard hours.

- (2) Payroll Calculation. Such one-time payment of \$500 shall:
 - (a) Be included in the employee's regular paycheck and subject to normal deductions;
 - (b) Not modify the salary base or computations of premiums or bonuses;
 - (c) Not continue beyond Fiscal Year 2025/26.
- (3) Payment Date. This payment shall be paid on the payday in payroll 02 (July 18, 2025) for all eligible classes.

(Added 06/27/23, Ord. No. 10855)

SECTION 1.12.8: REGISTERED ENGINEERS, ARCHITECTS, SURVEYORS, ENVIRONMENTAL HEALTH SPECIALISTS, ENVIRONMENTAL HEALTH PROGRAM COORDINATORS 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 their 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>	
002437	Program Coordinator (DEHQ employees only)
004721	Environmental Health Specialist I
004722	Environmental Health Specialist II
004723	Environmental Health Specialist III
004726	Supervising Environmental Health Specialist
(Amended 06/28/22, Ord. No. 10798)	

- (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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