

ARTICLE 1.14: TYPE G PREMIUMS: CERTIFICATIONS AND LICENSES

SECTION 1.14.1: TYPE G PREMIUMS: CERTIFICATIONS AND LICENSES.

- (a) Definition. Type G Premiums compensates eligible employees a premium above the employee's base pay.
- (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. Premiums are paid for time worked only and shall not apply toward paid time off or terminal payoff.
- (c) Eligibility. Employees must be in a class designated as an eligible class.

(Added 06/28/22, Ord. No. 10798)

SECTION 1.14.2: CLASSIFICATION PREMIUM – 4%.

Effective July 1, 2022, an employee in the following classifications shall be paid a premium of four percent (4%) above the employee's base pay. This premium shall apply to time worked only and shall not apply toward paid time off or terminal payoff.

<u>Eligible Classes:</u>	
004525	Psychiatric Nurse
004565	Public Health Nurse
004567	Senior Public Health Nurse
004570	Public Health Nurse Supervisor
005102	Licensed Mental Health Clinician

(Added 06/28/22, Ord. No. 10798)

SECTION 1.14.3: CLASSIFICATION PREMIUM – 3%.

An employee in the following classifications shall be paid a premium of three percent (3%) above the employee's base pay. This premium shall apply to time worked only and shall not apply toward paid time off or terminal payoff.

<u>Eligible Classes:</u>	
002941	Child Support Officer
002942	Supervising Child Support Officer

<u>Eligible Classes:</u>	
004538	Staff Nurse
005050	Correctional Counselor
005720	Public Assistance Investigator Manager
005726	Public Assistance Investigator Trainee
005727	Public Assistance Investigator I
005728	Public Assistance Investigator II
005729	Public Assistance Investigator Supervisor
006332	Park Ranger
006342	Sr. Park Ranger
006343	Supervising Park Ranger

The removal of the Protective Services Worker (005253) as an eligible class is effective June 29, 2023. The Public Assistance Investigator series (005720, 005726, 005727, 005728, 005729) will receive a 3% premium effective June 30, 2023.

(Added 06/28/22, Ord. No. 10798)  
(Added 06/13/23, Ord. No. 10853)

**SECTION 1.14.4: HUMAN SERVICES SPECIALIST PREMIUM.**

Effective July 1, 2022, an employee in the following classification shall be paid a premium of three percent (3%) above the employee's base pay effective when the employee reaches step 3. This premium shall apply to time worked only and shall not apply toward paid time off or terminal payoff.

<u>Eligible Classes:</u>	
005223	Human Services Specialist

(Added 06/28/22, Ord. No. 10798)

**SECTION 1.14.5: SHERIFF'S DETENTIONS PREMIUM.**

Effective July 1, 2022, employees in the following classification shall be paid a premium of five percent (5%) above the employee's base pay effective five years after their service date. To qualify, employees must have five years of service as a regular employee in any classification. This premium shall apply to time worked only and shall not apply toward paid time off or terminal payoff.

<u>Eligible Classes:</u>	
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<u>Eligible Classes:</u>	
004626	Sheriff's Detentions Licensed Vocational Nurse
004548	Sheriff's Detentions Nurse
004546	Sheriff's Detentions Supervising Nurse
005279	Sheriff's Detentions, Mental Health Clinician
005280	Sheriff's Detentions, Chief Mental Health Clinician

(Added 06/28/22, Ord. No.10798)

SECTION 1.14.6: SHERIFF'S DETENTIONS CLASSIFICATION PREMIUM.

Employees in classes designated below who occupy positions which are assigned to institutional work locations and who are assigned to a work station located within the specified institution, facility, locked ward or unit, or other specifically identified site, as the employee's principal workstation, shall receive additional compensation of approximately ten percent (10%) above their regular base pay rate for such assignment. This premium shall apply to time worked and shall not apply toward paid time off or to terminal payoff.

<u>Eligible Classes:</u>	
004626	Sheriff's Detentions Licensed Vocational Nurse
004546	Sheriff's Detentions Supervising Nurse
004548	Sheriff's Detentions Nurse
005279	Sheriff's Detentions, Mental Health Clinician
005280	Sheriff's Detentions, Chief Mental Health Clinician

(Added 08/30/22, Ord. No.10805)

SECTION 1.14.7: ENGINEER PREMIUM.

Employees in classes designated below shall receive additional compensation of approximately five percent (5%) above the employee's base pay. This premium shall apply to time worked only and shall not apply toward paid time off or to terminal payoff.

<u>Eligible Classes:</u>	
003615	Asst Engineer
003635	Civil Engineer
003720	Sr. Civil Engineer

(Added 08/30/22, Ord. No.10805)

**SECTION 1.14.8: CALIFORNIA – LICENSED PROFESSIONAL ENGINEER PREMIUM.**

Employees in classes designated below shall receive additional compensation of approximately five percent (5%) above the employee’s base pay for those who are registered with the state of California as a Professional Engineer. This premium shall apply to time worked only and shall not apply toward paid time off or to terminal payoff.

<u>Eligible Classes:</u>	
003706	Project Manager, Public Works
004725	Water Resource Manager

(Added 12/13/22, Ord. No. 10814)

**SECTION 1.14.9: PROTECTIVE SERVICES WORKER CLASSIFICATION PREMIUM.**

Effective June 30, 2023, employees in the following classification shall receive a five percent (5%) classification premium above the employee’s base pay. This premium shall apply to time worked and paid time off, but not terminal payoff.

Eligible Classes:

005253 Protective Services Worker

Both the five percent (5%) and ten percent (10%) premiums shall apply to time worked and paid time off, but not for terminal payoff.

Effective June 28, 2024, employees in the following classification shall receive an additional five percent (5%) classification premium (total of ten percent 10%) above the employee’s base pay. This premium shall apply to time worked and paid time off, but not terminal payoff.

Eligible Classes:

005253 Protective Services Worker

Both the five percent (5%) and ten percent (10%) premiums shall apply to time worked and paid time off, but not for terminal payoff.

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