

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>	
0304	EMS Medical Director
0335	Clinical Director, Mental Health Services
0340	Medical Director
0918	Temporary Expert Professional Employee – Psychiatrist Special Assignment
0919	Temporary Expert Professional Employee, M.D., D.O., D.V.M.
0922	Deputy Public Health Officer
2213	Deputy Director, Mental Health Services
2221	Public Health Officer

Eligible Classes:

2227	Deputy Director, Behavioral Health
4124	Chief, Maternal & Child Health
4127	Chief, Community Epidemiology Control
4128	Chief, Tuberculosis Control & Border Health
4132	Medical Director, Sheriff's Detentions
4162	Medical Consultant
4184	Radiologist
4185	Pediatrician
4192	Senior Physician
4193	Physician
4195	Supervising Psychiatrist
4196	Psychiatrist
4199	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)

- (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:

0304	EMS Medical Director
0335	Clinical Director, Mental Health Services
0340	Medical Director
0918	Temporary Expert Professional Employee – Psychiatrist Special Assignment
0919	Temporary Expert Professional Employee, M.D., D.O., D.V.M.
0922	Deputy Public Health Officer
2213	Deputy Director, Mental Health Services
2221	Public Health Officer
2227	Deputy Director, Behavioral Health
2285	Chief Dep Medical Examiner
4124	Chief, Maternal & Child Health
4127	Chief, Community Epidemiology Control
4132	Medical Director, Sheriff's Detentions
4162	Medical Consultant
4192	Senior Physician
4193	Physician
4195	Supervising Psychiatrist
4196	Psychiatrist
4199	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)

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 5270, Social Work Supervisor, and 5289, Health & Human Services Admin III must be performing either adult protective services work or children protective services work to be eligible for this premium.

Eligible Classes:

5203	Aging Program Specialist I
5204	Aging Program Specialist II
5205	Aging Program Specialist III
5237	Adult Protective Services Specialist
5238	Senior Adult Protective Services Specialist
5239	Adult Protective Services Supervisor
5242	Child Welfare Services Policy Analyst
5253	Protective Services Worker
5254	Senior Protective Services Worker
5259	Protective Services Supervisor
5270	Social Work Supervisor (in adult protective services work or children protective services)
5289	Health & Human Svcs Admin III (in adult protective services work or children protective services)
5290	Child Welfare Services Manager

- (2) Notwithstanding (a)(1) above, employees employed as of December 12, 1988, as Protective Services Supervisor, class 5259, or Aging Program Specialist III, class 5205, 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 5259, Protective Services Supervisor, or, class 5205, 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 5253, or, Senior Protective Services Worker, class 5254, 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)

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

Eligible employees shall be paid approximately seven and one-half percent (7-1/2%) above their regular base rate upon furnishing satisfactory evidence that they possess a doctoral or medical doctor degree in a field determined by the Director to be especially suited to the position held.

Eligible Classes:

4315 Chief, Public Health Lab

(Amended 06/25/04, Ord. No. 9656)  
(Amended 08/01/08, Ord. No. 9946)  
(Amended 06/17/11, Ord. No. 10153)

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:

<b>Classification</b>	<b>POST Certificate</b>	<b>Bonus Percent</b>
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 5757), Sheriff's Detention Lieutenant (Class 5767), Sheriff's Sergeant-Detentions (Class 5781), 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 5757, 5767, 5781, 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 5775), or a Sheriff's Commander (Class 5778), who possesses a Peace Officer Standards and Training Management Certificate shall be compensated at ten percent (10%) above the base hourly wage rate established for the Captain or Commander in the Salary Schedule.
- (d) Sheriff's Detentions Captain (Class 5783).
  - (1) A Sheriff's Detentions Captain (Class 5783) who possesses a Post Management Certificate shall be compensated at five percent (5%) 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 Detentions Captain (Class 5783) who possesses a Bachelor of Arts or Bachelor of Science degree from an accredited college/university shall be compensated at five percent (5%) 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.
- (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.

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)

SECTION 1.12.8: REGISTERED ENGINEERS, ARCHITECTS, SURVEYORS, AND

ENVIRONMENTAL HEALTH SPECIALISTS AND HYGIENISTS.

(a) Registered Engineers.

- (1) Engineers. An employee in classes 3615, 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 3505, 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 3779, Junior Surveyor (T), or, 3780, 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.

Eligible Classes:

4721	Environmental Health Specialist I
4722	Environmental Health Specialist II
4723	Environmental Health Specialist III
4726	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>	
3161	Supervising Industrial Hygienist
3162	Industrial Hygienist III
3163	Industrial Hygienist I
3857	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 RECORDS ADMINISTRATOR CREDENTIAL. Eligible employees shall be paid approximately five percent (5%) upon furnishing satisfactory evidence that they possess the Registered Records Administrator (RRA) credential from the American Medical Records Association.

Eligible Class: 3042 Medical Records Manager

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

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>	
4025	Librarian I
4024	Librarian II

Eligible Classes:

4023	Librarian III
4026	Librarian Substitute
4048	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: EDUCATION BONUS.

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

SECTION 1.12.12: ANNUAL PROFESSIONAL STIPEND. Eligible employees in the Deputy County Counsel classifications shall receive an annual six hundred dollar (\$600) stipend for professional expenses. The County shall, on the payday for Payroll 05 of each year, pay such a stipend 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)

SECTION 1.12.13: EDUCATIONAL/PROFESSIONAL STIPEND. Eligible employees shall receive an annual seven hundred and seventy dollars (\$770) stipend for professional expenses. The County shall, on the payday for Payroll 03 of each year, pay such a stipend to employees who are in job classifications in the AM, AS, DA, 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)

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.

Eligible Classes:

5502	Appraiser IV
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5503	Appraiser III
5504	Appraiser II
5505	Appraiser I
5512	Supervising Appraiser I
5513	Supervising Appraiser II
5514	Division Chief I Assessor/Recd/CC
5515	Division Chief II, Assessor/Recd/CC
5526	Audit Appraiser III
5527	Audit Appraiser II
5528	Audit Appraiser I
5529	Supervising Audit Appraiser
5530	Audit-Appraiser IV

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

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