SEIU LOCAL 521 PROPOSALS TO Kern County

SEIU RESERVES THE RIGHT TO MODIFY, DELETE OR ADD TO THE FOLLOWING PROPOSALS

Proposal 21 8/20/24

Section 9. Air Quality Engineering Certification Pay

Bi-weekly certification pay in the amount of 7% of bi-weekly base salary shall be paid to all employees occupying a permanent County position in the following classifications, provided the employee possesses a license or registratic issued by the State of California as a Professional Engineer, Land Surveyor, Geologist, or Architect:

Air Quality Engineer I-C Air Quality Engineer II-C Air Quality Engineer III-C

Section 10. Accountant Certification Pay

Bi-weekly certification pay in the amount of 7% of bi-weekly base salary shall be paid to all employees occupying a permanent County position in the following classifications, provided the employee possesses one of the following certifications: Certified Public Accountant {CPA) certification, Certified Fraud Examiner {CFE) certification, Certified nternal Auditor (CIA) certification, or Certified Information Systems Auditor (CISA) certification. This certification pa only applies to those classifications listed below in the office of the Auditor/Controller/County Clerk. Additional certification pay shall not be paid for obtaining more than one certification:

Accountant I Accountant II Accountant Ill Senior Accountant

Section 11. Building Inspector Certification Pay

Bi-weekly certification pay in the amount of 7% of bi-weekly base salary shall be paid to all employees occupying a permanent County position in the following classifications, provided the employee possesses two of the following fi certifications: International Code Council (ICC) Certification in (a) building inspection, (b) electrical inspection, (c) mechanical inspection, or (d) plumbing inspection; OR (e) an Office of State Health Planning and Development OSHPD) Class A Certification. Additional certification pay shall not be paid for obtaining more than two certifications:

SEIU LOCAL 521 PROPOSALS TO Kern County

SEIU RESERVES THE RIGHT TO MODIFY, DELETE OR ADD TO THE FOLLOWING PROPOSALS

Proposal 21 8/20/24

Building Inspector

Building Inspector Specialist Principal Building Inspector Supervising Building Inspector

Bi-weekly certification pay in the amount of 7% of bi-weekly base salary shall be paid to all employees occupying a permanent County position in the following classi tications, provided the employee possesses one of the following certifications: International Code Council {ICC) Certification in (a) building inspection, (b) electrical inspection, (c) mechanical inspection, or (d) plumbing inspection: OR (e) an Office of State Health Planning and Development OSHPD) Class A Certification. Additional certification pay shall not be paid for obtaining more than one certificatio

Construction Project Inspector I Construction Project Inspector II Construction Project Inspector Ill Supervising Construction Project Inspector

Section 12. Road Maintenance Worker Certification Pay

Bi-weekly certification pay in the amount of 7% of bi-weekly base salary shall be paid to all employees occupying a permanent County position in the classification of Road Maintenance Worker Ill, provided the employee possesses Pesticide/Herbicide Certificate issued by the State of California.

Section 14. Evidence Technician Certification Pay

The following classifications, designated with a "C" are for employees who possess a Latent Print Examiner (LPE) Certification issued by the International Association for Identification (IA!). Certification pay for possession of the LP Certification is 7% of bi-weekly base salary:

Evidence Technician I - C Evidence Technician II - C

Section 15. Other Certification Pay

SEIU LOCAL 521 PROPOSALS TO Kern County

SEIU RESERVES THE RIGHT TO MODIFY, DELETE OR ADD TO THE FOLLOWING PROPOSALS

Proposal 21 8/20/24

The County agrees to meet and confer with the Union regarding the County's certification pay practices and to consider possible additional certification and/or incentive pay programs

Section 17. Nurse Certification Pay

Registered Nurses employed by the County shall receive premium pay equal to 8% of their regular base salary for possessing and maintaining a nationally recognized certificate in the medical specialty in which they are working.

Employees who are officially assigned the role of "Charge" by their supervisor or designee, on any given shift or any position shall receive a premium pay in addition to their regular rate for every hour worked during that shift as follow

- RN rate= $3.00 per hour
- LVN, MA or other approved "Charge:= $2.00 per hour

Section 19.

Section 18.

A.

B.

SEIU LOCAL 521 PROPOSALS TO Kern County

SEIU RESERVES THE RIGHT TO MODIFY, DELETE OR ADD TO THE FOLLOWING PROPOSALS

Proposal 21 8/20/24

Sheriffs Dispatcher Training Officer Pay — shall receive assignment pay equal to 7% of their base salary.

Nurse Practitioner Certification Pa

The Sheriff-Coroner, in its sole discretion, may maintain a training program for Dispatchers and Dispatch Assistants. As part of the program, the Sheriff-Coroner will assign, in its sole discretion, personnel in the Dispatcher Assistant and Dispatcher I/II classifications to serve as Dispatcher Training Officers.

While assigned as a Dispatcher Training Officer, employees

SEIU LOCAL 521 PROPOSALS TO Kern County

SEIU RESERVES THE RIGHT TO MODIFY, DELETE OR ADD TO THE FOLLOWING PROPOSALS

Proposal 21 8/20/24

Nurse Practitioners shall receive a special certification pay equivalent to 15% of their regular biweekly base salary for possessing and maintaining a Psychiatric-Mental Health Nurse Practitioner (Across the Lifespan) Certification (PMHNP- BC), FNP Family Nurse Practitioner while employed in a pemanent position by the Behavioral Health and Recovery Services Department.

Section 20. Workforce Development Apprenticeship Pay

Employees of Employers' Training Resource shall receive a special apprenticeship pay equivalent to 7% of their regular biweekly base salary upon successful completion of the Workforce Development Apprenticeship Program (WDAP), while employed in a permanent position by the Employers' Training Resource Department.

Probation Program Specialist Trainer Pay

Probation Program Specialist trainer pay of 7% of base hourly pay will be paid to those Kem County Probation Department employees who are actively engaged in training other employees in curricula of validated, evidence-based programming for youth and adults. To receive the training incentive pay, employees must receive approval by the Chief Probation Officer or their designee to conduct the subject training. The 5% trainer pay will be paid on an hourly basis and shall be paid only for the hours spent providing the training.

Public Defender Investigators Certification Pay

Bi-weekly certification pay in the amount of 8% of bi-weekly base salary shall be paid to all employees occupying a permanent County position in the following classifications, provided the employee possesses a license or certification of the following Private Investigator License through the state of California, Certificate in Criminial Defense Investigations through California Defense Investigators Training Academy,

SEIU LOCAL 521 PROPOSALS TO Kern County

SEIU RESERVES THE RIGHT TO MODIFY, DELETE OR ADD TO THE FOLLOWING PROPOSALS

Proposal 21 8/20/24

Public Defender Investigator series.