

2024 Agreement Earning Code Recommendation Table

Agreement	New Code	Earn Code Description	Staff Recommendation	Compensation Earnable for Current Employees as of 1/1/2013	Pensionable Compensation for New Employees as of 1/1/2013
Local 721 2024-27	SPB	DSS License Pay		Y	Y
<p>Section 55: Licensed Pay: Effective as soon as practicable following Union ratification and approval by the Board of Supervisors, up to three employees in the Department of Social Services may be designated by the Department Head to receive 2.5% license incentive pay in addition to their base hourly rate of pay/salary. To be so designated, the employee must meet the minimum supervision qualifications for Licensed Marriage and Family Therapist (LMFT) or Licensed Clinical Social Worker (LCSW) as outlined by the Board of Behavioral Sciences, and be assigned by the Department to provide clinical supervision to approved employees. Determination as to which employees are so designated is at the sole discretion of the Department Head, or designee.</p>			<p>Similar to SPC, SPD, and SPE, Skill Assignment % of base salary earn codes, this is for qualified employees maintaining certifications and assignments to provide supervision to approved employees.</p>		
Local 721 2024-27	IPD	DITA and POST Incentive Pay		Y	Y
<p>SECTION 56. D.I.T.A. and P.O.S.T. Incentive Pay: Effective as soon as practicable following Union ratification, and approval of the Board of Supervisors, any Public Defender Investigator I who possesses a Defense Investigators Training Academy (DITA) Certificate, Peace Officer Standardization and Training (POST) Specialized Basic Investigators Certificate, or an equivalent, as determined by the County Human Resources Director and the Public Defender, shall receive a bi-weekly incentive pay of \$50.00 per pay period.</p>			<p>Similar to assignment pay, a Skill Assignment flat dollar amount similar to CPA, DIV, DOG.</p>		

Agreement	New Code	Earn Code Description	Staff Recommendation	Compensation Earnable for Current Employees as of 1/1/2013	Pensionable Compensation for New Employees as of 1/1/2013
SEIU Local 620, Section 27	TRI	Language Allowance: Trilingual		Y	Y

Similar to BLA, BLB, BLC, BLD and BLP, this is a Skill Assignment % of base salary earn codes

Effective as soon as practicable following Union ratification, and approval of the Board of Supervisors, up to three (3) employees in the Nutrition Services/WIC Unit of the Public Health Department whose duty assignments require regular and frequent use of trilingual language skills in English, Spanish and Mixtec may be designated by the department head to receive a trilingual allowance. The department head shall designate the employee in writing to the Human Resources Director prior to being effective. The employee shall retain such trilingual designation only until a change in assignments is reported in writing by the department head to the Human Resources Director. Additional compensation for trilingual duties is payable as an allowance and not as part of basic salary, but shall be payable at the same time as a regular compensation. When a full-time employee is assigned by a department head to duties requiring regular and frequent use of bilingual language skills he/she shall receive an allowance of \$135.00 per pay period. When a part-time employee is assigned to bilingual duties, the bilingual allowance shall be prorated and paid on the same basis that the part-time position is filled and compensated.