

2022-2023 Salary Administration Guide & Pay Plan

Revised and Adopted January 26, 2023

This 2022-2023 Salary Administration Guide & Pay Plan was revised and adopted by the Personnel Board on **January 26, 2023**. This document provides administrative guidance on the application of salary policies within the Merit System of Jefferson County, Alabama. Administration of the *Pay Plan* is compliant with the *Enabling Act of the State of Alabama* (hereafter, the *Enabling Act*) and Rule 7 and Rule 8 of the *Rules and Regulations of the Personnel Board of Jefferson County* (hereafter, the *Rules and Regulations*). The *Pay Plan* is not intended in any way to circumvent, substitute and/or replace any of the requirements of the *Enabling Act*, as executed through the *Rules and Regulations*, and to the extent there is a direct conflict, the *Enabling Act* shall prevail. This document, as well as amendments in the interim, is subject to changes (as approved by the Three Member Board) on an in accordance with Rules 8.3 and 8.4 of the *Rules and Regulations*.

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Section 1: General Pay Plan

I. OVERVIEW

The Personnel Board Classification and Compensation Department is responsible for maintaining a compensation program, on behalf of the Personnel Board Director, to be used by all Agencies within the Merit System, that includes a *Classification Plan and Pay Plan* as set forth in Rules 7 and 8 of the *Rules and Regulations*. In accordance with Section 12 of the *Enabling Act*, the Pay Plan and Salary Schedule should contain necessary pay rates and premium rates and allow for salary advancement. The compensation program should attract and retain employees through competitive elements that align with budgets, the corresponding job-market, and internal equity, and should ensure that pay reflects the worth of a job, that similar jobs receive similar pay, and allow Merit System agencies to compensate more qualified/experienced people with appropriate wages.

II. SALARY SCHEDULES

Salary Schedules for each Merit System agency are created by the Personnel Board based on resolutions from each agency's governing body setting forth any applicable adjustments. All rates in the salary schedules represent gross compensation. Official payroll computations are based on the approved salary schedules. In accordance with Rule 8.4 of the *Rules and Regulations*, salary schedules may be adjusted in whole, as with a COLA (Cost of Living Adjustment), or in part, as with a separate salary schedule (e.g., a Public Safety Salary Schedule) for a defined job class or a number of job classes.

III. WORKING HOURS

Pay rates in the base salary schedules are established using a standard, full-time 40-hour work week (2080 annual hours). If an agency desires to establish a work schedule that defines full-time as other than 40 hours per week (2080 hours annually), the work schedule must be established by resolution of the governing body and submitted to the Personnel Board. Firefighter pay rates are based on the number of hours firefighters work in any particular agency as established by resolution of the agency's governing body and are calculated by dividing the annual salary established in the base schedule for the assigned grade by this average number of hours. Work being performed in excess of the standard work week shall be recognized in accordance with the provisions of Rule 13.11 of the

Rules and Regulations. Any adjustment to the number of annual hours worked by firefighting personnel must be adopted through resolution of the governing body and provided to the Personnel Board and shall serve as the basis for a re-calculated schedule for such personnel.

IV. SALARY RANGES AND STARTING PAY RATE

1. Each job class is assigned to a specified grade in the pay plan with a minimum and maximum pay rate and such intermediate steps as may be set for the respective class. The minimum rate shall be designated as step 1, with such intermediate steps numbered consecutively, up to the maximum rate designated as Step 10. Movement from step to step in the range may be allowed by the Appointing Authority for full-time and part-time regular employees after the completion of each year of satisfactory service until the maximum step in the range is reached.
2. In accordance with Rule 8.2 of the *Rules and Regulations*, with the exception of job classes requiring state certification or licensure (discussed in the paragraph below), the Appointing Authority may approve an appointment up to Step 4 or, for existing Merit System employees, up to a step in the applicable Pay Grade that is no more than 10% above the Classified Employee's current rate of pay. Appointments above these aforementioned thresholds are based on the candidate's education and experience, a lack of candidates or a former satisfactory employee is being reemployed in the job class they previously held and must be approved by the Personnel Board.

As outlined in Rule 8.2(a)1 of the *Rules and Regulations* appointments into job classes requiring state certification or licensure (e.g., appointments of new recruits entering the Police or Fire Service) shall be compensated at Step 1 of the pay grade established for the class unless fully certified or otherwise eligible for premium pay pursuant to this pay plan. Those individuals who possess the state required certification or license may be appointed consistent with the paragraph above.

V. PAY GRADES AND PAY GRADE CHANGES

1. As new jobs are created by the Personnel Board, they are graded using both internal and external (market) equity as deemed appropriate by the Personnel Board.
2. In the event a job grade is increased, the Appointing Authority will have the

option to implement the changes using one of the methods listed below. It is important to note that the Appointing Authority must apply a consistent approach across all positions within the affected job class(es):

- A. Maintain the existing rate of pay upon implementation – The grade change may be implemented with no change to an employee’s rate of pay, noting that the grade will increase while the step will be adjusted to the rate of pay currently received (e.g., an employee at a grade 20, step 8, whose job is upgraded to a grade 22, would be placed at a step 6 under the new grade). Under this approach any employee whose current rate of pay is below the range of the new grade must be adjusted to the minimum pay step of the new pay grade. Also with this approach, , the Appointing Authority may, at his or her discretion, grant a one-step (5%) increase to employees who are at the maximum step (i.e., step 10) at the time of implementation and who had not received a merit increase within one year of the grade change. Granting such an increase will result in a change to the employee’s merit date to the effective of the grade change and step increase.

- B. Maintain the existing step – The grade change may be implemented with the employee moving to the new grade at the same step she or he holds at the time of implementation (e.g., an employee at a grade 20, step 8, whose job is upgraded to a grade 22, will be at a step 8). Under this option, the employee’s merit date will not change.

- C. Adjust the pay rate above the existing rate of pay but below the existing step – The grade change may be implemented with an increase to an employee’s existing rate of pay but less than the rate of pay associated with maintaining the same step in the new grade (e.g., an employee at a grade 20, step 8, whose job is upgraded to a grade 22, may be moved to a step 7). Under this option, the employee’s merit date will not change. The rate of adjustment must be consistently applied across all employees in the affected job class(es).

VI. STEP ADJUSTMENTS

1. Merit Increase

Employees may be eligible for a step increase upon their annual merit increase date after one full year of service. The granting of step increases in any

particular year shall be at the discretion of the Appointing Authority.

2. Other Step Adjustments

A step adjustment for an employee may be requested by an Appointing Authority in certain instances where such adjustment is necessary for appropriate and effective business operations.

- A. Retention Step Adjustment – A retention step adjustment is a step increase not otherwise covered by other salary administration policies that may be necessary in cases of key employee retention issues related to critical and unusual labor market conditions. Retention step adjustments are not permissible where the intent or result would violate or circumvent the provisions of other salary administration policies or rules. A retention step adjustment must be requested in writing by the Appointing Authority and approved by the Personnel Board prior to implementation. Approval of such an increase will result in a change to the employee's merit date to the effective date of the retention step increase.

For a retention step adjustment request to be considered for approval by the Personnel Board, the Appointing Authority must have an established policy related to retention step adjustments on file with the Personnel Board and the retention step adjustment request must be accompanied by written justification addressing the criteria listed below.

- There is a bona fide written job offer from an employer outside the agency.
- The duties performed by the employee are highly critical to agency or program mission accomplishment; and the knowledge, skills and abilities required of an incumbent are clearly identified as difficult to recruit or the occupational group has a critical labor market shortage.
- Assurance that the use of other established management alternatives is not feasible to retain the employee (e.g., realignment of duties; allocation of additional equipment or other resources; commitment to professional development needs; or other actions meeting mutually perceived needs that are not currently available, but are perceived by the employee as being better satisfied by the external job offer).
- Performance of the employee is at a level that meets or exceeds expectations and the employee's education and experience level is reasonably sufficient to warrant the requested step.

- B. Equity Step Adjustment – An equity step adjustment is a step increase made for the purpose of establishing or maintaining pay equity within the agency. At times, certain factors may create potential inequity among employees in the agency within an established job class prompting a need to request a step adjustment for certain employees or groups of employees. While an exhaustive listing of the circumstances that may drive the need for such a request is difficult, examples of such situations may include:
- Competitive market pressures or forces lead to newer employees being paid at a step equivalent or higher than more tenured employees.
 - Government regulations (e.g., changes to minimum wage law).
 - Pay rate for a managing employee is lower than pay rate for a direct report(s).

An equity step adjustment must be requested in writing by the Appointing Authority and approved by the Personnel Board prior to implementation. Each request for an equity pay adjustment must be supported by a written justification that includes a review and analysis of the salary relationships between the subject employee(s) and other agency employees who receive salaries under the same job class and perform the same type and level of work. The written submission must justify the need for an equity adjustment. The Personnel Board will review responsive requests and, where appropriate, approve the step adjustment. Approval of such an adjustment will result in a change to the employee's merit date to the effective date of the retention step increase.

- C. Corrective Step Adjustment – In rare instances, an employee's pay step may require adjustment stemming from an error in the processing of the employee's pay step and rate. In such instances, a corrective step adjustment may be appropriate to correct the error. A request for a corrective step adjustment must be made in writing by the Appointing Authority to the Personnel Board and must outline the circumstances surrounding the request. The Personnel Board will review the request and, if appropriate based on the rationale provided, provide approval of the adjustment. In some instances where corrective step adjustments are approved, backpay may be required to correct any past pay discrepancies.

VII. FAIR LABOR STANDARDS ACT COMPLIANCE

It shall be the responsibility of each agency to determine whether a position is

subject to the provisions of the Fair Labor Standards Act (FLSA) and to administer pay accordingly.

VIII. PAY ENHANCEMENTS/PAY INCENTIVES

1. Longevity Pay

Longevity pay is generally defined as a payment to employees within established job classes based on length of continuous service paid in addition to the employee's regular salary. Longevity pay is not required. Longevity payment shall be based on total years of service within the employing agency. If an employing agency wishes to provide longevity pay, the agency must set forth any applicable criteria for application of the longevity pay through a duly established resolution through the agency's governing body and submit the resolution to the Personnel Board for review and approval *prior* to implementation. The resolution should clearly establish the job class(es) for which the longevity pay will apply, the amount of the longevity pay for defined total service years, and any other criteria that must be met by employees to receive the longevity pay. The amount of the longevity payment may be based on either a percentage(s) of the employee annual salary rate or a defined flat rate(s) according to years of service. The resolution must establish the longevity as a lump sum payment paid through a check issued separately from the employees' normal payroll check.

2. Retention Bonus

A retention bonus/payment is generally defined as a one-time payment provided to employees who maintain employment for a defined period that is intended to encourage retention of employees in a target job class(es). Retention bonuses are not required. If an employing agency wishes to provide a retention bonus, the agency must set forth any applicable criteria for application of the retention bonus through a duly established resolution through the agency's governing body and submit the resolution to the Personnel Board for review and approval *prior* to implementation. The resolution should clearly establish the job class(es) for which the retention bonus will apply, the amount of the retention bonus for each established job class, the employment time period for which the retention bonus will provided, and any other criteria that must be met by employees to receive the retention bonus. The resolution must also establish the payment as a check issued separately from the employees' normal payroll check.

3. Recruitment/Sign-on Bonus

A recruitment/sign-on bonus is generally defined as a payment (either one time or paid out through a series of payments over a defined period of time) intended to attract candidates and incentivize acceptance of employment within the defined agency. Recruitment/sign-on bonuses are not required. If an employing agency wishes to provide a recruitment/sign-on bonus, the agency must set forth any applicable criteria for application of the recruitment/sign-on bonus through a duly established resolution through the agency's governing body and submit the resolution to the Personnel Board for review and approval *prior* to implementation. The resolution should clearly establish the job class(es) for which the recruitment/sign-on bonus will apply, the amount of the recruitment/sign-on bonus for each established job class, the employment time period for which the employee must work in order to retain the provided recruitment/sign-on, and any other criteria that must be met by employees to receive the retention bonus. The resolution must also establish the payment(s) as a check issued separately from the employees' normal payroll check. Recouping any provided sign-on bonus, in part or in whole, from any employee who is not retained or who separates from the agency prior to any required employment period specified in the resolution shall be the sole responsibility of the employing agency.

4. Uniform/Equipment Allowance

A uniform/equipment allowance is generally defined as payment to employees within a defined job class(es) who are required as a part of their job to wear a uniform or carry certain equipment, whereby the payment is intended to be an allowance equivalent to all reasonable expenses incurred by the employee in the purchase and maintenance of the uniform/equipment. Uniform/equipment allowances are not required. If an employing agency wishes to provide a uniform/equipment allowance, the agency must set forth any applicable criteria for allowance through a duly established resolution through the agency's governing body and submit the resolution to the Personnel Board for review and approval *prior* to implementation. The resolution should clearly establish the job class(es) for which the allowance will apply and the amount of the allowance for each established job class. The resolution must also establish the allowance payment(s) as a check issued separately from the employees' normal payroll check.

IX. PREMIUM PAY

Eligible employees may be paid up to a three step increase above the regular rate of pay as premium pay. Each premium pay step approximates 5%. No employee shall receive more than a three step pay increase or approximately 15% above the regular rate of pay, except if otherwise noted in any premium set forth below. It is the responsibility of Appointing Authorities to assure that employees who receive premium pay for renewable certifications, registration, or licensure maintain current credentialing, including required C.E.U.'s. Premium pay is specific to the job class and/or position. Any change to an employee's assigned job class, position held, or employing agency (e.g., promotion to a new job, reassignment of duties upon which premium is based, or transfer from one agency to another) will end the premium pay and a new request to the Personnel Board will be required for the premium to be considered for approval and allocated to the employee. It is the responsibility of the Appointing Authority to notify the Personnel Board if there are changes to the duties assigned to the employee's position that was the basis of premium pay approval.

Premium pay may be awarded by an agency at the discretion of an Appointing Authority and approval by the Personnel Board. It is not mandatory that a premium be provided pursuant to this Pay Plan. If premium pay is awarded by an agency, it must be applied consistently within a given job class for similarly situated positions, or pursuant to an approved Resolution for an agency. Premium pay may only be administered based on established premium pay definitions (also referred to as premium pay codes). The premium pay codes, their definitions, their applicability to given jobs, and any criteria that must be met for approval of application of the given premium pay code are presented below. Note that some premium pay codes may be applied to positions in any job class, whereas other premium pay codes are only applicable to certain sets of job classes within defined job categories. Regardless of the defined job class, *premium pay codes may only be applied to positions for which the established rationale or criteria for the premium pay is applicable to the given position (or employee occupying the position)*. **All premium pay must be approved by the Appointing Authority and the Director of the Personnel Board prior to the effective date.**

Premium Pay Applicable to All Job Classes

A. *Lead Worker (Premium Code #01) – one step*

An employee *regularly assigned* as a "lead worker" may be eligible for one step above the regular pay step. A lead worker is assigned responsibilities by an Appointing Authority or Department Head to lead one or more

employees who are in the same or closely related job class. Typically, the lead worker performs the duties of the other workers in the group or otherwise performs closely associated work, but performs additional administrative or quasi-supervisory duties, such as assigning work, monitoring work quality, scheduling, maintaining pay records, and training employees. Supervisory responsibilities are incidental to the normal duties performed. Request must be made by an Appointing Authority to the Personnel Board documenting the justification and outlining the nature and duration of the assignment. *NOTE: This premium cannot be applied to job classes where lead or supervisory responsibility is already outlined in the classification specification.*

B. Minor-Level Project Lead (Premium Code #28) – one step

An employee who, for a defined duration, is assigned to lead a minor-level project(s) or function(s) beyond his or her normal job scope, may be eligible for one step above the regular pay step. The duties must be temporary and vital and assigned by the Appointing Authority, Manager, or Department Head. Request must be made by an Appointing Authority to the Personnel Board documenting the justification and outlining the nature and duration of the assignment.

C. Mid-Level Project Lead (Premium Code #26) – two steps

An employee who, for a defined duration, is assigned to lead a mid-level project(s) or function(s) beyond his or her normal job scope, may be eligible for two steps above the regular pay step. The duties must be temporary and vital and assigned by the Appointing Authority, Manager, or Department Head. Request must be made by an Appointing Authority to the Personnel Board documenting the justification and outlining the nature and duration of the assignment.

D. High-Level Project Lead (Premium Code #90) – three steps

An employee who, for a defined duration, is assigned to lead a high-level, multi-faceted project(s) of a managerial nature or who assumes responsibility for the management of a large or complex department(s), program(s), or function(s) beyond his or her normal job scope, may be eligible for three steps above the regular pay step. The duties must be temporary and vital and assigned by the Appointing Authority, Manager, or Department Head. Request must be made by an Appointing Authority to the Personnel Board documenting the justification and outlining the nature and duration of the assignment.

E. *Professional Certification (Premium Code #27) – one step*

An employee who possesses a certification directly related to his or her profession may be eligible for one step above the regular pay step. The maximum premium allowed under this premium is one step, regardless of the number of certifications an employee possesses or obtains. The professional certification cannot be included as a compensable factor of the job and must:

- Be directly related to the responsibilities and duties of the position held by the employee. This relationship should be thoroughly documented in the premium pay request submission.
- Be issued by a professional organization or oversight body that is considered within the field to be the industry standard.
- Require recipients to take and pass a test to demonstrate acquisition of the targeted knowledge and/or skills.
- Require continuing educational hours be performed for maintenance of the certification.
- Provide knowledge and/or skill above and beyond the minimum qualifications for the job.

F. *Managing Multiple Units (Premium Code #30) – two steps*

A Department Head or Manager regularly assigned to manage multiple units may be eligible for two steps above the regular pay step. Request must be made by an Appointing Authority to the Personnel Board documenting the justification and outlining the departments managed and the duration of the assignment.

G. *Educational Degree Premium Pay (Premium Code #06 – one step; Premium Code #21 – two steps; Premium Code #31 – three steps)*

NOTE: *Eligible employees may only receive one of the educational degree premiums; the premiums may not be combined.*

An employee may be eligible for premium pay based on the possession of an educational degree. Education premium pay is designed to provide the opportunity to allocate additional pay to employees who have attained a college degree that is beyond any degree for which a job is compensated. Depending on the assigned job class, applicable degrees for premium pay may include an Associate's Degree, Bachelor's Degree, or Graduate Degree (Master's, Juris Doctorate, or Ph.D.). In order to be eligible for education

premium pay, the degree possessed must be:

- From an accredited college as indicated by the Council for Higher Education Accreditation (CHEA) attained with a minimum grade point average equivalent to a "C" or higher.¹
- Verified by submission of an official copy of the college transcript to the appropriate Appointing Authority and to the Personnel Board.
- Beyond (i.e., higher level) any degree factored into the compensation for the given job. The compensable qualifications from the job description indicate the educational degree level at which the position is compensated.²
- Directly related to the responsibilities and duties of the position held by the employee, unless a Resolution is on file with the Personnel Board stating differently as described in the last paragraph of Section G. It is the responsibility of the Appointing Authority to submit any supporting documentation of the relationship between the degree major and the duties of the job (or position).

Educational degree premium pay may be one step, two steps or three steps depending on the degree possessed as compared to any educational degrees factored into the compensation of the job (i.e., the established pay grade). For the purposes of premium pay determinations, educational degrees are grouped into one of the following categories:

- Associate's degree or equivalent (i.e., completed 60 semester hours of college level coursework, with at least 18 of those credit hours directly related to the job)
- Bachelor's degree
- Graduate/Professional degree (e.g., MBA, Juris Doctorate, Ph.D.)

¹ To be eligible for premium pay, a degree/coursework must be from a college or university accredited by an accrediting body recognized by the Council of Higher Education Accreditation (CHEA). Technical/vocational coursework must be taken at a school recognized by the Alabama and/or U.S. Department of Education. Refer to the CHEA website or the U.S. Department of Education website for accreditation information, <http://www.chea.org/> or <https://www.ed.gov/accreditation>. For a list of approved nursing programs, refer to the Alabama Board of Nursing website, www.abn.state.al.us

² It is important to note that the applicability of a premium to a given position or job may change based on adjustments to the compensable factors and/or minimum qualifications. In such instances where a premium is requested by an Appointing Authority and approved by the Personnel Board and, at some later date, the compensable factors or minimum qualifications associated with that job change such that the premium is no longer applicable, the employee(s) who were receiving the premium prior to the change may continue to receive the premium at the discretion of the Appointing Authority; however, any future requests for premiums for similarly situated employees shall not be approved by the Personnel Board.

The amount of premium pay allowable for a given job depends on the degree level, if any, used to establish the pay grade for the job (see Table 1). The job descriptions (available on our website – www.pbjcal.org) presents the degree-level, if any, used to establish the pay grade for the job under the section “Compensable Factors.”

Table 1. Application of Premium Pay for Degree based on Compensable Factors of the Job

Degree Compensated in Job’s Pay Grade (Compensable Factor)	Eligible Premium Based on Degree Possessed		
	Associate’s	Bachelor’s	Graduate/Professional
No degree	One step	Two steps	Three steps
Associate’s	No premium	One step	Two steps
Bachelor’s	No premium	No premium	One step
Graduate/Professional	No premium	No premium	No premium

NOTE: The level of degree considered a “Compensable Factor” for the job determines the level of premium, if any, allowable for a possessed degree. The compensable factors for a job can be found on the job description for the given class located on the Personnel Board’s website.

NOTE: A doctoral-level degree may be eligible for a one step (5%) increase above the regular pay step, subject to the requirements outlined in this section, within a job class compensated at the Master’s degree level.

Any job class may be eligible for educational degree premium pay so long as the requirements outlined above are met and the educational degree premium pay request is approved by the Appointing Authority and the Director of the Personnel Board. *However*, the Appointing Authority has the discretion to determine the job class(es) for which educational premium pay requests will be considered by the agency. In other words, an Appointing Authority may elect to pay educational premium for all job classes or he/she may elect to provide premium to a specific job class or group of jobs based on the needs of the agency.

In order for educational premium pay to be approved by the Director of the Personnel Board, the degree major area of study must be determined by the Director to be related to the job (or position) held. *However*, the Appointing Authority has the discretion to waive the condition requiring an educational degree to be job-related. In other words, an Appointing Authority may elect to pay educational premium for all areas of study.

Should the Appointing Authority decide to limit the job classes that are eligible or waive the condition requiring the education to be job-related, the

Governing Body will pass a resolution so indicating.³The resolution should indicate that educational premium pay may be applied within the given agency irrespective to the major area of study and specify the job classes to which the resolution will apply. Such a resolution must be submitted to and approved by the Personnel Board in order to take effect for the given agency.

H. Shift Differential (Premium Code #60) – one step

Employees regularly assigned to work second shift, third shift and/or weekends may be eligible for one step above the regular pay step.

Premium Pay Applicable to Public Safety Job Classes

I. Hazardous Materials(Fire) (Premium Code #4) – one step

Fire personnel possessing a *Hazardous Materials Technician Certification* and **regularly assigned** to the Hazardous Materials Unit may be paid one step above the regular pay step.

J. Methamphetamine/Clandestine Lab (Law Enforcement) (Premium Code #20) – one step

Law enforcement officers (Police Officer, Police Sergeant, Sheriff Deputy, and Sheriff Sergeant) **regularly assigned** to methamphetamine lab investigations who possess an OSHA certification as a *Hazardous Materials Technician/Basic Clandestine Lab Safety Course* may be paid one step above the regular pay step.

K. Assigned Rescue Unit (Fire) (Premium Code #5) – one step

Fire personnel (excluding those in the job class of Firefighter Paramedic) who are **regularly assigned** to a rescue may be eligible for one step above the regular pay step. Firefighter Paramedics are not eligible due to the assignment to a rescue unit being a job requirement. NOTE: Assistant Fire Chiefs, Deputy Fire Chiefs and Fire Chiefs are not eligible.

L. Tactical & Specialty Assignment (Law Enforcement) (Premium Code #8) – one step

Police Officers and Sheriff's Deputies in the rank of Sergeant and below who are **regularly assigned** to any of the following may be eligible for one step

³ Section 12 of the *Enabling Act* states "Changes in the salary schedule on one class or a number of classes less than all may also be made by order or resolution of a governing body as follows: A certified copy of such order or resolution shall be filed with the Personnel Board, and unless the said resolution or order be disapproved by said Personnel Board within thirty days after the date of filing of such certified copy the same shall be valid and operative according to its terms."

above the regular pay step:

- Bomb/Explosives
- Complex Investigations (criminal, evidence collection or detective functions)
- Highway Interdiction
- Jail Corrections Emergency Response Team (CERT/ERT)
- K9
- Special Weapons and Tactics unit (SWAT)
- Two-wheeled motorcycle
- Vice/Narcotics

NOTE: Premiums for assignment cannot be combined for purposes of additional premium pay under Premium Code 8.

M. Paramedic (Fire) (Premium Code #9) – one step

Fire personnel (excluding those in the job class of Firefighter or Firefighter Paramedic) who possess a Paramedic Certification and are registered to the National Registry of Emergency Medical Technicians may be eligible for one step above the regular pay step.

N. Field Training Officer (FTO) or Corporal (Law Enforcement) (Premium Code #12) – one step

Law enforcement officers (Police Officer or Deputy Sheriff) who are regularly assigned as Field Training Officers or Corporals may be eligible for one step above the regular pay step.

O. Master Police Officer (MPO) (Law Enforcement) (Premium Code #13) – one step

Law enforcement officers who have satisfactorily completed a Personnel Board approved MPO program⁴ may be eligible for one step above the regular pay step. Entry into an approved MPO program shall not be before the officer has attained one year with his or her police department and has a total of three years' experience as a police officer.

Note: Given the hierarchical nature of the police rank structure, police departments that establish and utilize an MPO program must utilize MPO as a prerequisite for future Field Training Officer or Corporal premium requests (i.e., Officers requested to be FTOs or Corporals must have successfully completed the MPO program). In such instances, the MPO and Corporal/FTO

⁴ Approved programs will be developed in collaboration with the Personnel Board. Employees receiving the MPO premium may, in certain instances, be allowed up to a total of 4 premium steps.

premium may be combined for a total of two premium steps.

- P. *Administrative Assignment (Fire) (Premium Code #16) – one step*
A Fire Lieutenant, Captain, or Battalion Chief assigned to an administrative staff position (40-hour shift) within a fire department may be eligible for one step above the regular pay step.
- Q. *Precinct Commander (Law Enforcement) (Premium Code #29) – one step*
Police Captains designated as Precinct Commanders may be eligible for one step above the regular pay step.
- R. *English & Spanish Proficiency (Law Enforcement and Fire) (Premium Code #62) – one step*
An employee who is a native English speaker (or achieved an English speaking proficiency equivalent to that of a native speaker) and has proficiency in Spanish at or above Interagency Language Roundtable (ILR) scale S-2 (limited working proficiency) may be eligible for one step above the regular pay step. This premium is not available to employees occupying job classes in which being bilingual in English and Spanish is a minimum qualification.
- S. *Honor Guard (Law Enforcement) (Premium Code #64) – one step*
Law Enforcement ranks of Deputy Sheriff, Sheriff's Sergeant, Sheriff's Lieutenant, Police Officer, Police Sergeant, and Police Lieutenant assigned to a Departmental Honor Guard may be eligible for one step above the regular pay step. The Honor Guard will be comprised of no more than twenty members and one supervisor, who is either a Sergeant or a Lieutenant.

Premium Pay Applicable to Automotive Job Classes

- T. *Automotive Service Excellence (ASE) (Premium Code #15) – one step*
Automotive Technicians, Equipment Service Writers, Auto Shop Supervisors, Equipment Structural Mechanics, Auto/Heavy Equipment Shop Supervisors and Automotive Shop Operations Superintendents who possess and maintain the ASE Certification administered by the National Institute for Automotive Service Excellence in each of the areas indicated below may be eligible for one step above the regular pay step:

NOTE: For ASE premium, either one step or two steps may be granted depending on the certification. Premiums may not be combined.

Automobiles

Automatic Transmission/Transaxle	Brakes
Electrical Systems	Engine Performance
Engine Repair	Heating and Air Conditioning
Manual Drive Train and Axles	Suspensions and Steering

Trucks

Brakes	Diesel Engines
Drive Train	Electrical Systems
Heating and Air Conditioning	Suspension and Steering

U. Automotive Service Excellence (ASE) More than 1 Year (Premium Code #25) – two steps

Automotive Technicians, Equipment Service Writers, Auto Shop Supervisors, Equipment Structural Mechanics, Auto/Heavy Equipment Shop Supervisors and Automotive Shop Operations Superintendents who have possessed and maintained the Automotive Service Excellence (ASE) Certification for **more than one year** may be eligible for two steps above the regular pay step. NOTE: Employees receiving this premium are not also eligible for the premium pay outlined in premium "Q" above.

Premium Pay Applicable to Environmental Services Job Classes

V. Alabama Dept of Environmental Management (ADEM) (Premium Code #17) – one step

NOTE: For ADEM premium, either one step or two steps may be granted depending on the certification. Premiums may not be combined.

Water Utility Service Helpers, Water Utility Service Workers, Senior Water Utility Service Workers, Water Utility Inspectors, Water Distribution Supervisors and Water Utility Service Supervisors who possess and maintain an Alabama Department of Environmental Management (ADEM) Grade I or II Certification may be eligible for one step above the regular pay step.

W. Alabama Dept of Environmental Management (ADEM) (Premium Code #39) – two steps

Water Utility Service Helpers, Water Utility Service Workers, Senior Water Utility Service Workers, Water Utility Inspectors, Water Distribution Supervisors and Water Utility Service Supervisors who possess and maintain an Alabama Department of Environmental Management (ADEM) Grade III or

IV Certification may be eligible for two steps above the regular pay step.

Premium Pay Applicable to Building Inspections Job Classes

- X. *Residential Combination Inspector, Commercial Combination Inspector, or Combination Plans Examiner Certification Premium Pay (Premium Code #35 – two steps)*

NOTE: Eligible employees may receive premium pay under Premium Code #35 for only one of the Combination Certifications.

An inspector in the Building Inspections job family, who possesses a Residential Combination Inspector, Commercial Combination Inspector, or Combination Plans Examiner certification from the International Code Council (ICC), may be eligible for two steps above the regular pay step. The maximum allowed under Premium Code #35 is two steps, regardless of the number of combination certifications an employee possesses or obtains. None of these certifications can be included as a compensable factor of the job. Applicable ICC certification designations are R5, C5, and C3, each of which requires successful completion of 4 related exams/certifications.

- Y. *Combination Inspector Certification Premium Pay (Premium Code #37 – three steps).*

An inspector in the Building Inspections job family, who possesses the Combination Inspector certification from the International Code Council (ICC), may be eligible for three steps above the regular pay step. This certification cannot be included as a compensable factor of the job. The applicable ICC certification designation is C8, which requires successful completion of 8 related exams/certifications.

Section 2 Job Descriptions

Job descriptions are located on the website, www.pbjcal.org, under Job Information > Job Descriptions.

Section 3 Salary Schedules

Salary schedules and rate sheets by agency are located on the website, www.pbjcal.org, under Job Information > Salary Schedules.