

RB

supervisor no later than 60 days after the last day of the month being claimed in order for a non-taxable reimbursement.

(c)d. EDUCATION REIMBURSEMENT

The County will provide education reimbursement for education costs incurred by regular employees who apply for such reimbursement in accordance with the policies and procedures governing the education reimbursement program. The maximum reimbursement shall be \$1,500 per year.

(d)e. OTHER COMPENSATION BENEFIT MAINTENANCE

~~Other compensation listed below will remain the same during the term of this agreement:~~

- ~~• Management Time (2-100-080)~~
- ~~• Management Sick Leave Compensation (2-100-100)~~
- ~~• 401(a) Plan 1% match (Resolution 2007-0822)~~
- ~~• Minimum Car Allowance (Resolution 82-1287)~~
- ~~• 3.35% Management Differential (Section 45[G])~~
- ~~• Management Vacation Cash In (Section 45 [M])~~
- ~~• Bilingual/Cultural Pay (Section 45 [K])~~
- ~~• Salary Ordinance Section 43~~
- ~~• Salary Ordinance Section 44~~

During the term of this Memorandum of Understanding, any benefits specifically referred to in the provisions of this memorandum shall not be reduced. The following management benefits shall not be reduced:

1. Management Time: Management employees are authorized, subject to approval of their immediate supervisors, to take reasonable time off for personal use during normal working hours without loss of compensation.
2. Sick Leave Payoff: Upon retirement, employees may cash-in one-half (50%) accrued sick leave. The remaining balance of sick leave will be credited as service towards retirement. In the event of an active employee's death prior to retirement from the County, the beneficiary will be paid the monetary value of all accrued sick leave at the time of death.
3. 401 (a) Deferred Compensation: The County will provide a 401 (a) plan 1% match.
4. Management Differential: 3.35% of salary.

5. Vacation Cash-in: Employees can "cash-in" up to forty (40) hours/year vacation after ten (10) years of service and 240 hours accrued vacation.

6. Bilingual/Cultural Pay:

a) Management employees shall be approved for bilingual/cultural pay if:

- 1) The department head determines that bilingual/ cultural skill is a requirement of the employee's position; and
- 2) The employee agrees to utilize his or her bilingual ability on the job; and
- 3) The employee is able to demonstrate bilingual proficiency that is satisfactory to the County.

b) The assignment shall be in writing and reviewed on an annual basis.

c) Sign language may be treated as bilingual skill.

d) Employees who qualify pursuant to the above shall be paid bilingual/culture skills differential of either:

- 1) Oral (bilingual/cultural) differential of \$.30 (thirty cents) per paid hour per pay period; or
- 2) Oral/written (bilingual only) skills differential of \$.35 (thirty-five cents) per paid hour per pay period.

e) The Department of Personnel Services shall determine if the employee is qualified to receive either:

- 1) Oral skills differential, or
- 2) Oral/written skills differential.

f) Such a determination of proficiency is not subject to the grievance and arbitration procedure.

7. Nurses Differential:

Supervising Registered Nurses, Supervising Public Health Nurses, Supervising Registered Nurses D/CF, and Supervising Medical Case Management Nurses shall receive a:

- a) 1. 5% PM shift differential when at least half of the workday occurs after 4 p.m.
- b) 10% Night differential when at least half of the workday occurs between the hours of midnight and 6 a.m.

Weekend shift differential pay for hours worked on Saturday and Sunday, except in the case of a night shift, it means Friday and Saturday. Weekend shift differential pay shall be \$1.00 per hour.

8. Treatment Center Program Coordinators Differential:

- a) 5% PM shift differential when at least half of the workday occurs after 4 p.m.
- b) 10% Night differential when at least half of the workday occurs between the hours of midnight and 6 a.m.

PA B



~~f. DEFERRED COMPENSATION PLAN~~

~~Sacramento County Code, Deferred Compensation Plans, Sections 2.83.061, and 2.83.200 through 2.83.360 will continue to be available to employees in Representation Unit 032 during the term of this Agreement, as consistent with State and Federal law.~~

(e)g. OUT OF CLASS PAY

Employees assigned to work in a higher classification shall be paid a differential only if the following conditions are met:

1. Requests for approval of out-of-class assignment must be approved in writing by the "appointing authority." For the purpose of this application, the "appointing authority" is the Department Head or his/her designee. Such written authorization shall identify the anticipated period of the temporary assignment.
2. The position to which the employee is temporarily assigned must be vacant or the incumbent must be absent from duty.
3. The higher class to which the employee is assigned must have a salary range at least 5% higher than the salary range of the employee's class who is being temporarily assigned.
4. Out-of-class pay will be 5%.
5. The minimum duration for an out-of-class assignment is one full work shift.
6. Out-of-class pay will be applied to all hours within the duration of the assignment. The out-of-class pay shall continue until either the absent employee returns to duty, the vacant position is filled, or the assignment is terminated by the appointing authority, whichever occurs first.
7. Out-of-class pay shall not continue (nor is any compensation authorized) in excess of five months and twenty-nine days in a rolling calendar period, which begins on the first day of the out-of-class assignment.
8. In rare circumstances, extension of an out-of-class assignment may be approved based on specific operational needs and must be consistent with the application of this agreement. Extension of an out-of-class assignment beyond five months and twenty-nine days requires the



approval of the Appointing Authority and the Director of Personnel Services.

(f)h. CONTROL AND ELECTRICAL SYSTEMS COORDINATOR

A Senior Engineer assigned in writing to serve as the Control and Electrical Systems Coordinator at the Sacramento Regional County Sanitation District (SRCSD) shall receive a five percent (5%) differential.

(g)i EDUCATION INCENTIVE PAY

a. Effective July 2014, employees in the class of Battalion Chief shall become eligible for Education Incentive Pay. Education Incentive Pay is as follows to a maximum of five percent (5%) of base salary:

1. Employees who have earned an Associate's degree from an accredited, recognized college or university—as verified by the Department of Personnel Services—in a course of study consistent with the minimum requirements of Firefighter classifications shall be entitled to an additional two and one half percent (2.5%) of base salary pay.
2. Employees who have earned a Fire Officers Certificate from the Office of the California State Fire Marshal, as verified by the Department of Personnel Services, shall be entitled to an additional two and one half percent (2.5%) of base salary pay.
3. Employees who have earned a Fire Science Certificate from an accredited, recognized college or university, as verified by the Department of Personnel Services, shall be entitled to an additional two and one half percent (2.5%) of base salary pay.
4. Employees who have earned a Bachelor's Degree from an accredited, recognized college or university—as verified by the Department of Personnel Services—in a course of study consistent with the minimum requirements of Firefighter classifications shall be entitled to an additional five percent (5%) of base salary pay.
5. Dispute Resolution: The determination of approved accredited, recognized colleges or universities and approved course of study is not subject to the arbitration provision of this Agreement.

b. Effective the first pay period after Board approval, employees in the class of Chief Investigator shall become eligible for Education Incentive Pay.

111 115

Education Incentive Pay is as follows to a maximum of ten percent (10%) of base salary

1. Employees who have earned a Bachelor's Degree from and accredited, recognized college or university—as verified by the Department of Personnel Services—in a course of study consistent with the minimum requirements of Criminal Investigator classifications shall be entitled to an additional five percent (5%) of base salary pay.
2. Employees who have earned a Master's Degree from and accredited, recognized college or university—as verified by the Department of Personnel Services—in a course of study consistent with the minimum requirements of Criminal Investigator classifications shall be entitled to an additional five percent (5%) of base salary pay.
3. Dispute Resolution: The determination of approved accredited, recognized colleges or universities and approved course of study is not subject to the arbitration provision of this Agreement.

~~i. BATTALION CHIEF SALARY SPREAD~~

~~—The County agrees to maintain the current salary spread between Fire Captains and Battalion Chiefs if Fire Captains salaries are adjusted upward as a result of the 2015 Labor Market Survey.~~

(h)j. LICENSING DIFFERENTIAL

If the duties of a Mental Health Program Coordinator requires the use of licenses or specified degrees (PhD, LCSW, MFT, RN, or LPCC), they will receive a 5% differential. If there is any dispute over whether particular positions require the use of the licenses or specified degrees identified above, the County and SCMA agree to meet and confer to resolve the dispute.

(i)k. RETENTION DIFFERENTIAL

Effective July 1, 2014, the classifications of Health Program Coordinator Range (A), Senior Health Program Coordinator (A) or (B), Health Program Manager, and Treatment Center Program Coordinator in the nursing series who have five (5) year's service since attaining the top salary step will receive a 5% retention differential. In addition, the above classifications who have ten (10) years of service since attaining the top salary step will receive a 5% differential. This second 5% differential is in addition to the 5% after five (5) years at the top step. Both differentials shall be considered part of the hourly rate and applied to all hours paid. Upon Board of Supervisors approval of the Nursing Manager classification study, the parties agree to meet and confer as to whether these differentials should be eliminated as part of the overall compensation plan.

(4)

Additionally, if, during the term of this Agreement, the subordinate classifications to those identified above, cease to receive a retention differential, the parties agree to meet and confer as to whether these differentials should be eliminated for any of the classes identified above whose subordinate classification had the differential eliminated.

(j)l. PROFESSIONAL REIMBURSEMENT

a. Employees in the Attorney classification shall be reimbursed for expenses related to professional development, which shall include tuition, fees, travel expenses, and other necessary incidental expenses related to attendance at educational courses, workshops, seminars, and conferences. This may also include online internet continuing legal education and/or continuing education courses, reference materials, and equipment. Reimbursement shall be in accordance with the policies and procedures developed by the hiring authority for the professional reimbursement program.

b. Expenditures shall be at the employee's discretion, but must be related to the employee's work as an attorney employed by Sacramento County, subject to approval by the department. Reimbursement shall be limited to one thousand two hundred dollars (\$1200) per fiscal year.

c. Employees can choose to utilize either this current article or article 7.4 Tuition Reimbursement but not both.

(k)m. ATTORNEY BAR DUES

Upon timely submission of his/her bar dues bill, the County will pay directly to the California State Bar the dues (minus any optional payment, which if paid, must be paid by the Attorney).

(l)n. CHIEF CRIMINAL INVESTIGATOR DIFFERENTIAL – POST MANAGEMENT CERTIFICATE

Effective the first pay period in July 2014, individuals within the Chief Criminal Investigator classification who possess a valid POST Management Certificate shall receive a 5% pay incentive, which shall be part of the hourly rate and applied to all hours paid.

(m)o. MENTAL HEALTH PROGRAM COORDINATOR YDF DIFFERENTIAL

A Mental Health Program Coordinator assigned in writing to work at the Probation Department's Youth Detention Facility (YDF) shall receive a ten percent (10%) fifteen percent (15%) differential.

(n). MENTAL HEALTH TREATMENT CENTER DIFFERENTIAL

A Health Program Manager or Human Services Division Manager Range B regularly assigned to the Mental Health Treatment Center shall receive a five percent (5%) differential effective the first pay period after Board approval.

(o). NURSING LICENSE DIFFERENTIAL

Effective the first pay period after Board approval the classifications of Health Program Coordinator Range A and Sr. Health Program Coordinator Range B shall receive a seven and half percent (7.5%) differential for maintaining a nursing license.

(g). CORRECTIONAL FACILITY DIFFERENTIAL

The Sr. Health Program Coordinator Range B and Health Program Manager assigned in writing to work in Correctional Institutions shall receive a fifteen percent (15%) differential.

(r). ACCOUNTING EDUCATIONAL INCENTIVE

Beginning the pay period immediately following approval by the Board of Supervisors, Accounting and Auditing classifications within the Management Unit shall be eligible for the following:

- a. A differential of 5% for receipt and maintenance of the following certificates: Certified Public Accountant (CPA); Certified Internal Auditor (CIA); and Certified Information System Auditor (CISA). Employees must provide proof of maintenance at the beginning of each fiscal year to continue receipt of the incentive.
- b. The incentives in a. above shall not be combined, and employees will not be eligible for more than 5% for multiple certifications.

Sections 43, 44, and 45 of the County Personnel Ordinance and the County Code provisions for Deferred Compensation Plans shall no longer apply to Representation Units 032 and 033. However, there shall be no diminution of benefits provided by Sections 43, 44, and 45, as of the effective date of this MOU, for the term of the MOU. The parties agree to meet during the term of 2018-2021 MOU to identify compensation related to the County Personnel Ordinance and County Code for the exclusive purpose of including such benefits in the MOU.

COUNTY OF SACRAMENTO
AND
SACRAMENTO COUNTY MANAGEMENT ASSOCIATION
APPENDIX B

RSB
11-27-18

JJ
11/28/18

Appendix B contains a summary of benefits applicable to the Sacramento County Management Association (032) reflected in the Sacramento County Salary Ordinance, Section 45, referenced in the tentative agreement for Section 7.5

197

Salary Ordinance Section, #	Description	Affected Class	Location
Section 43 (A)	<p>In the absence of any bargaining unit agreement provisions, and for unrepresented employees, a shift differential shall be paid to employees in the following classes in accordance with the provisions of the Personnel Ordinance. Unless otherwise indicated, the differential shall be 7 1/2 % of the employee's regular rate of pay for the class.</p> <p>Supervising Registered Nurses, Supervising Public Health Nurses, Supervising Registered Nurses D/CF, and Supervising Medical Case Management Nurses shall receive a : 1. 5% PM shift differential when at least half of the workday occurs after 4 p.m. 2. 10% Night differential when at least half of the workday occurs between the hours of midnight and 6 a.m. Weekend shift differential pay for hours worked on Saturday and Sunday, except in the case of a night shift, it means Friday and Saturday. Weekend shift differential pay shall be \$1.00 per hour.</p>	Custodial Services Manager	Not Specified
Section 43 (B)	<p>Treatment Center Program Coordinators 1. 5% PM shift differential when at least half of the workday occurs after 4 p.m. 2. 10% Night differential when at least half of the workday occurs between the hours of midnight and 6 a.m.</p>	SRN, Sup. PHN, SRN DC/F, Sup. MCM	Not Specified
Section 43 (C)		TCPC	MHTC

12

<p>Section 44 (A)</p>	<p>Uniform Allowances - "In the absence of any bargaining unit agreement provisions for unrepresented employees, a uniform allowance shall be paid by a department appointing authority to furnish and maintain uniforms. The allowance shall be paid in equal semi-annual payments in arrears. If an employee is eligible for uniform allowance for less than 6 months, the allowance shall be pro-rated.</p>	<p>Unknown</p>
<p>Section 45 (E)</p>	<p>Pay Differential for Out of Class Assignment 1. Unrepresented, confidential, administrative, or management employees assigned to work in a higher classification shall be paid a differential only if the following conditions are met: a) the position to which the employee is temporarily assigned must be vacant or the incumbent must be absent from duty. b) the higher class to which the employee is assigned must have a salary range at least 5% higher than the salary range of the employee's class who is being temporarily assigned. c) the assignment shall be made by the appointing authority in writing formally specifying the period of the temporary assignment. 2. The differential shall be five percent. 3. The five percent differential shall cease when any of the following occur: a) the absent incumbent returns to duty, or b) the vacant position is filled or c) the assignment is terminated by the appointing authority. 4. No temporary assignment under these provisions shall continue nor is any compensation authorized in excess of 5 months and 29 days. 5. This pay differential shall not be utilized to circumvent the civil service appointment process.</p>	<p>All 032 & 033 members All Locations</p>

RSJ

Section 45 (G)	<p>Management Pay Differential For each management employee, the County will contribute 3.35% of salary in lieu of previous County contributions of one-half of the employee's normal contribution to the retirement system and certain reimbursement of tuition and professional dues and fees. The supplemental benefit contribution will result in an increase in gross salary and be considered as compensation for retirement purposes, vacation duty back, and terminal vacation and sick pay</p>	All 032 & 033 members	All Locations
Section 45 (H)	<p>Management Retirement Offset for managers who were in permanent classes on July 1, 1990, and who are in Tier 1 Retirement System, there shall be an individual percentage differential to offset the individual additional cost in excess of 2.35% resulting from assuming the full employee's share of the retirement contribution. This benefit will be based on the employee's bi-weekly salary. The supplemental benefit contribution will result in an increase in gross salary and be considered as compensation for retirement purposes, vacation buy back, and terminal vacation and sick leave pay. The retirement offset differential shall be paid to the employee as long as he/she is in a management class and is contributing to the Tier 1 Retirement System.</p>	All 032 & 033 members	All Locations

2

Section 45 (I)	<p>Two salary levels are established for the classes of Senior Administrative Analyst and Senior Administrative Analyst (confidential). Initial appointments may be made at either Range "A" or Range "B". Whichever is deemed most appropriate by the appointment authority, based on the appointee's personal qualification and the relative difficulty of the duties if the position compared to those of the other position in the class. A position may remain at Range "A" indefinitely if the relative difficulty of the duties, in the judgment of the appointing authority, do not warrant Range "B".</p>	Sr. Admin Analyst Range A & Range B	
Section 45 (J)	<p>Two salary ranges are established for the class of Senior Health program Coordinator. Range A is the applicable for all positions in the class with the exception of the position assigned by the Director of Medical Systems to be in charge of the Medical Services unit in the adult detention facilities, and the position assigned to be in charge of the County's Emergency Medical Services Program. These two positions shall be compensated at the salary of range "B".</p>	Sr. HPC range A & B	Main Jail & RCCC

AB



Section 45 (K)	<p>Bilingual/Cultural Pay</p> <p>1. Unrepresented, confidential, administrative, or management employees shall be approved for bilingual/cultural pay if: a) the department head determines that bilingual/cultural skill is a requirement of the employee's position; and b) the employee agrees to utilize his or her bilingual ability on the job, and c) the employee is able to demonstrate bilingual proficiency that is satisfactory to the County.</p> <p>2. The assignment shall be in writing and reviewed on an annual basis. 3. Sign language may be treated as a bilingual skill. 4. Employees who qualify pursuant to the above shall be paid bilingual/culture skills differential of either: a) oral (bilingual/cultural) differential of \$.30 (thirty cents) per paid hour per pay period; or b) oral/written (bilingual only) skills differential of \$.35 (thirty five cents) per paid hour per pay period.</p>	All 032 & 033 members	
Section 45 (K) cont.	<p>5. The Department of Personnel Services shall determine if the employee is qualified to receive either : a) oral skills differential, or b) oral/written skills differential. Such a determination of proficiency is not subject to the grievance and arbitration procedure.</p>	All 032 & 033 members	

<p>Section 45 (L)</p>	<p>Attorney IV - Range B Civil This salary range is assigned attorneys with at least six years in the practice of civil law within the State of California, at least three years of which must have been in a county counsel's office, a civil division of a district attorney's office, a city attorney's office, or a legal office of a school district, fire district, municipal utility district, or the local public agency in California. Attorneys at this level are given difficult and complex civil law assignments under a minimum of direction. Attorneys at this level are considered advanced journeymen.</p>	<p>033 members</p>	<p>All Locations</p>
<p>Section 45 (M)</p>	<p>Management Vacation Cash-in a) a management employee who has 240 hours or more accumulated vacation and the equivalent of 10 years or more full time continuous service, may elect to reduce his/her accumulated vacation by up to 40 hours in a calendar year and to receive cash payment in lieu of the vacation. The County Executive is not subject to the years-of-service requirement for eligibility. Such as election may be made during two periods each year, around the first of June and the first of December. Eligibility for cash-in shall be based on accumulated vacation and service shown on the pay records applicable to the first payday in May and the first payday in November, respectively. The payment shall be based on the salary rate in effect on whichever of the two dates is applicable to the request. Elections for cash-in of accumulated vacation shall be made in accordance with much administrative procedures as the County Executive may prescribe. The election may be made only once in fiscal year 1985-86.</p>	<p>All 032 & 033 members</p>	<p>All Locations</p>

<p>Section 45 (Q)</p>	<p>Two Salary ranges are established for the class of Health Program Coordinator. The salary range for Health Program Coordinator is applicable to all positions in the class except the position the is assigned by the Director of Medical Systems to be in charge of the Health Services unit in the Juvenile Hall Health Services program which may be compensated at Range A and identified as Health Program Coordinator Range A.</p>	<p>HPC - Range A</p>	<p>Juvenile Hall/YDF</p>
<p>Section 45 (S)</p>	<p>Human Services Program Planner - Range A Positions assigned to Range A perform program specific planning, development and/or evaluation. Programs may be established or new, division-wide or county-wide. Such programs usually deal with single or multiple closely related subjects, and are typically regulated and/or have established theoretical and operational precedents. Positions at this level typically focus on specific technical issues relating to program implementation and development. Human Services Program Planner -</p>	<p>HSP - Range A</p>	<p>Not Specified</p>

RS

<p>Section 45 (S) cont.</p>	<p>Range B Positions assigned to Range B are limited to those responsible for planning, development and evaluation of programs at the highest level of scope and complexity. Such programs are typically county-wide, multi-disciplinary, new or pilot programs which are largely unregulated and may set new precedents in concept and design; for example, a program which integrates multiple unrelated services involving different county departments. Positions at this level typically have a significant focus on broad based community organization and development and coalition-building among diverse groups with competing interests; and deal with the most sensitive programs and issues.</p>		
<p>Section 45 (CC)</p>	<p>Human Services Division Manager - Range A Positions assigned to Range A typically manage a division of average size, budget and/or complexity. Positions assigned to Range A may involve some of the attributes of Range B positions, but do not in sum equal the overall "strength" of positions at Range B. Human Services Division - Range B Positions assigned to Range B are characterized for the largest budgets, largest total subordinates staff size, managing a large group of higher level professionals requiring advanced degrees, and/or the most complex or sensitive program areas.</p>		
<p>Section 45 (NN)</p>	<p>A 10% pay differential shall be paid to the Risk Manager. This differential is effective only while the current incumbent occupies the position.</p>	<p>Incumbent in the position as of 5/9/99</p>	



<p>Section 45 (QQ)</p>	<p>A 10% pay differential shall be paid to the Administrative Services Officer III who serves as the Office of the District Attorney's Administrator/Financial Officer. This differential is effective only while the current incumbent occupies the position.</p>	<p>Incumbent in the position as of 6/13/99</p>	
<p>Section 45 (DDD)</p>	<p>A 5% pay differential shall be paid to a Senior Civil Engineer who is assigned to serve as the Traffic Engineer in the Department of Transportation. This differential pay shall be paid only if the following conditions are met: 1. The employee possesses and maintains a valid California Professional Traffic Engineer's license. 2. The employee is assigned to serve as the Traffic Engineer of the Traffic Engineering Section of the Department of Transportation. 3. The assignment as Traffic Engineer is made in writing at the sole discretion of the Director of the Department of Transportation. 4. The differential shall be five (5) percent of the employee's base pay. 5. The differential shall cease when the assignment is terminated by the Director of the Department of Transportation.</p>	<p>Sr. Civil Engineer DOT</p>	
<p>Section 45 (GGG)</p>	<p>A 7.5% pay differential shall be paid to the Principal Administrative Analyst currently assigned to the Community Development & Neighborhood Assistance Agency. This differential is effective only while incumbent occupies this position</p>	<p>incumbent in the position as of 9/7/03</p>	
<p>Section 45 (OOO)</p>	<p>A 10% pay differential shall be paid to the Manager, Special District Services assigned to the duties of Executive Director of the Sacramento Metropolitan Cable Television Commission.</p>	<p>Manager of Special Districts</p>	

RSJ

<p>Section 45 (XXX)</p>	<p>A 7.5% pay differential shall be paid to Health Program Coordinator, Senior Health Program Coordinator (Range A), and Health Program Manager positions requiring a current valid Public Health Nurse Certificate and/or Registered Nurse license issued by the State of California. A 7.5% pay differential shall be paid to Human Services Division Manager (Range B) position assigned to serve as the County Director of Public Health Nursing, as required under the California Code of Regulations Title 17. A 15% pay differential shall be paid to Health Program Coordinator (Range A) positions assigned to work in correctional institutions. A 10% pay differential shall be paid to Senior Health Program Coordinator (Range B) positions assigned to work in correctional institutions.</p>	<p>Pamela Harris - bold type HPC, Sr. HPC, HPM</p>	<p>Correctional Facilities</p>
<p>Section 45 (YYY)</p>	<p>Supervising Registered Nurses, Supervising Public Health Nurses, Supervising Registered Nurses D/CF, and Supervising Medical Case Management Nurses shall receive 1. \$2,500 recruitment bonus for all employees hired after July 1, 2006. 2. 5% retention differential for being a permanent employee at step 9 for five consecutive years without a break in service. 3. 10% retention differential for being a permanent employee at step 9 for ten consecutive years without a break in service. 4. A correctional recruitment incentive of 15% for nurses assigned to work in correctional facility. 5. 15% differential for nurses assigned to work in the Sacramento Mental Health Treatment Center.</p>	<p>SRN, Sup. PHN, SRN DC/F, Sup. MCM</p>	<p>Multiple Locations</p>

<p>Section 45 (FFFF)</p>	<p>A 5% pay differential shall be paid to the Administrative Services Officer 3 assigned to the Department of Finance to recognize additional responsibility undertaken by the incumbent for countywide and agency - wide projects and policies. This special pay allowance will terminate when the incumbent leaves the position or when the department director or agency administrator determines the special assignment to be complete.</p>	<p>ASO 3</p>	<p>DOF</p>
<p>Section 45 (XXXX)</p>	<p>A 5% pay differential shall be paid to employees in the classes of Senior Civil Engineer and Principal Civil Engineer who possess and utilize dual professional engineering licenses and assigned by the County as part of their daily work assignment. The differential shall remain in place while the incumbent is assigned these dual duties and can be terminated at the discretion of the appointing authority.</p>	<p>Sr. Civil Engineer & Principal Engineer</p>	<p>Not Specified</p>
<p>Section 45 (FFFFF)</p>	<p>A 5% pay differential shall be paid to the Principal Administrative Analyst assigned the Sacramento Local Agency Formation Commission while serving as Executive Officer.</p>	<p>Principal Admin Analyst</p>	<p>Sac. Local Agency Formation Comm.</p>