

**APPENDIX B-2**

Special Compensation Categories

Ref: Article 17 Classification Procedures

Pursuant to California Code of Regulations §571 the following is a list of special compensation categories for which unit members may request special compensation pay as outlined in Article 17. This list serves as a sample of special compensation categories which may apply to unit members. The work forming the basis for the request must not be part of the duties and essential functions of the assigned job classification. As other CCR §571 categories are added, these will be added to this Appendix.

GENERAL CATEGORIES

**Audio Visual Premium** - Compensation to miscellaneous employees who are routinely and consistently responsible for operating audio-visual equipment.

**Bilingual Premium** - Compensation to employees who are routinely and consistently assigned to positions requiring communication skills in languages other than English. The stipend amount shall be for each qualifying language separate from base salary.

Type 1: Conversational only – information communicated verbally in real-time conversation. $50 per month of assignment

Type 2: Conversational and written – business communication ordinarily carried out by written memo or letter. $75 per month of assignment

The following languages are currently recognized as qualifying under this category:

ASL (American Sign Language)

Spanish

Mandarin

Arabic

Japanese

Farsi

Vietnamese

Tagalog

Korean

Samoan

Tongan

Hindi

**Computer Operations Premium** - Compensation to employees who have special knowledge of computer processes and applications. This applies to those unit members who have been required to learn, and maintain elevated knowledge of, a campus hardware and/or software system not specified in their job description.

**Severely Disabled Premium** - Compensation to school instructional aides who are routinely and consistently assigned to work with severely disabled students.

**Training Premium** - Compensation to employees who are routinely and consistently assigned to train employees. Employees who receive this premium are designated by the district as trainers for operationally necessary skills such as emergency operations, campus software packages, etc.

**Height Premium** - Compensation to employees who are routinely and consistently required to work on ladders or mechanical devices at heights over 40 feet.

**School Yard Premium** - Compensation to part-time school district employees who are routinely and consistently assigned to supervise students during recreation in the child development center.

**Safety Officer** Training/Coordinator Premium - Compensation to employees who are routinely and consistently assigned to instruct personnel in safety procedures.

**Uniform Allowance** – The District shall report the monetary value for the purchase and maintenance of required clothing (uniforms) to the California Public Employees’ Retirement System (CalPERS) as special compensation in accordance with CCR § 571(a)(5). Clothing items which are a ready substitute for personal attire a unit member would otherwise have to acquire and maintain shall be included in the monetary value. Clothing items that are solely for personal health and safety are excluded from the monetary value reported. Uniform allowances are not reportable for new members of CalPERS as defined by Government Code § 7522.04(f). Unit members and the District shall be responsible for paying CalPERS contributions on the reported monetary value of uniforms. Monthly monetary value (uniform allowance) by classification:

Public Safety Officer $80

Parking Officer $80

New Public Safety Classifications (Dispatcher and Public Safety Officer II) $80

PUBLIC SAFETY CATEGORIES

**Police Administrative Officer** - Compensation to rank and file police officers, county peace officers, and school police or security officers who are routinely and consistently assigned to police administration to provide support for the police chief and command staff in the operation of the police department.

**Police Investigator Premium** - Compensation to rank and file local police officers, county peace officers, and school police or security officers who are routinely and consistently assigned to analyze crimes or investigative accidents.

**Rangemaster Premium** - Compensation to local police officers, county peace officers, and school police or security officers who are routinely and consistently assigned to supervise the target range facilities and all related activities.