

**Placer County Deputy Sheriff's Association/County of Placer  
Labor Negotiations - 2021**

**County Proposal No. 3  
November 30, 2021**

Amend Article 8, Section 8.3:

**CAREER AND EDUCATION INCENTIVE**

It is the objective of Placer County to assure high quality law enforcement services by encouraging career law enforcement officers to continue to broaden their career development and educational background.

Full-time permanent employees in the following classes shall be eligible for the career and education incentive:

- Deputy Sheriff I
- Deputy Sheriff II
- Sheriff's Sergeant
- Investigator – District Attorney
- Investigator-Welfare Fraud
- Investigator – Welfare Fraud Supervising

a. Effective the beginning of the pay period following adoption of this Agreement, incentive pay for possession of a POST Intermediate certificate shall be as follows:

- i. Deputy Sheriff I - \$735 per month.
- ii. Deputy Sheriff II - \$1,030 per month.
- iii. Sheriff's Sergeant - \$1,225 per month.
- iv. Investigator – District Attorney - \$1,285 per month.
- v. Investigator-Welfare Fraud - \$1,285 per month.
- vi. Investigator – Welfare Fraud Supervising - \$1,385 per month.

b. Effective the beginning of the pay period following adoption of this agreement, incentive pay for possession of a POST Advanced certificate shall be as follows:

- i. Deputy Sheriff I - \$1040 per month.
- ii. Deputy Sheriff II - \$1,460 per month.
- iii. Sheriff's Sergeant - \$1,735 per month.
- iv. Investigator – District Attorney - \$1,825 per month.
- v. Investigator-Welfare Fraud - \$1,825 per month.
- vi. Investigator – Welfare Fraud Supervising - \$1,960 per month.

The above incentive amounts are not cumulative or compounded and employees will receive only one rate of incentive pay for POST certification.

c. For the Investigator – Welfare Fraud series, employees certified as eligible to earn POST Intermediate or POST Advanced certificate pay prior to December 1, 2021 using an equivalency standard will continue to be eligible for the certificate pay while filling a classification in the series, until separated from County service.

d. Full-time permanent employees in the above listed classifications will be eligible for Educational Incentive pay of:

- \$100.00 per pay period for an Associate's degree (AA) or
- \$125.00 per pay period for a Bachelor's degree (BA) or
- \$175.00 per pay period for a Master's degree (MA)

To be eligible for Educational Incentive pay, the degree must be from an accredited college, consistent with the Human Resources Department practices for determining the validity of the college and degree. Employees must present evidence of successful completion of a qualifying degree, consistent with this section to their department head, who shall determine and certify whether employees are eligible to receive educational incentive pay.

Employees may not receive Educational Incentive pay for more than one degree (Associate's, Bachelor's or Master's). Incentive amounts are not cumulative and employees will only receive Educational Incentive pay for one degree.