

Maricopa County Premium Pay Rates

Board of Supervisor's Approval Date: 11/15/2023

Premium pay is not required; application of premium pay is made at the discretion of the Appointing Authority and is subject to audit/approval of Human Resources. The same premium pay rates must be used for all similarly-situated employees. An Appointing Authority may impose additional limitations or business-related requirements if they do not conflict with these guidelines and are used fairly and consistently.

Eligibility: All full and part-time employees, except for individuals whose salaries are set by statute (e.g., *elected officials*), who meet the requirements of the applicable pay.

Effective Date: Unless otherwise specified, premium pay is effective the first day of the next pay period following approval. The County Manager or designee may approve exceptions.

Funding: Funding for premium pay comes from the department's budget appropriation.

Shift Differentials: Departments must identify eligible employees and remove ineligible employees. Employees must have in and out times entered on a timecard.

PREMIUM PAY RATES

Except for standby pay, the premium pay rates below only apply to actual time worked. They are not included on any non-productive time (e.g., *vacation, sick, holiday*).

A. Acting Supervisor Differential

Position	Description	Rate
Juvenile Probation	Juvenile Probation Community/Institutional Supervision Officers assigned to serve as acting supervisors.	\$2.00 per hour
Food Services	Juvenile Probation Food Services Workers assigned to serve as acting supervisors.	\$2.00 per hour

B. Arizona Court Security Officers Academy Training Differential

Judicial Branch employees who facilitate the Arizona Court Security Officers Certification Academy.

Time Spent Training	Monthly Differential
0-3.99 hours	\$80.00
4-5.99 hours	\$120.00
6-9.99 hours	\$180.00
10+ hours	\$300.00

C. Continuing Education Allowance

Position	Annual Cap (<i>Pro-rated For Part-time Employees</i>)
D.O. Medical Examiners	\$500 per 2 Year Renewal
Clinician (<i>Licensed</i>), Clinical Supervisor, Pharmacists, Veterinarians (<i>Veterinarian, Sr, and Chief</i>)	\$1,000
Dentist and Chief, Medical Director & Assistant, Mental Health Director, Nurse Practitioner/Physician Assistant & Psych, Physician, Psychiatrist and Chief, Psychologist & Sr	\$1,250

D. Correctional Healthcare Provider High Acuity Unit Differential

Exempt direct patient care providers in a correctional health environment who work in a high acuity unit (e.g., *Mental Health Unit, Infirmary, etc.*). Providers receiving this differential will not be eligible for shift, weekend, or holiday differentials.

Rate
\$12.00 per hour

E. Correctional Healthcare Shift Differential

Direct patient care employees in a correctional health environment. The County Manager or designee may approve additional direct patient care positions.

Position	2 nd Shift (3 pm – 11 pm)	3 rd Shift (11 pm – 7 am)
Behavioral Health Tech	\$1.25 per hour	\$2.00 per hour
Emergency Medical Tech		
Medical Assistant		
Licensed Practical Nurse	\$1.75 per hour	\$3.00 per hour
Social Worker		
Nurse	\$3.00 per hour	\$4.50 per hour
Clinician Associate		\$6.00 per hour
Clinician Licensed		
Clinical Supervisor		\$7.00 per hour
Nursing Supervisor		
Nursing Manager		\$8.50 per hour
Psychologist		
Nurse Practitioner/Physician Assistant & Psych		\$12.00 per hour
Physician		
Psychiatrist		

Weekend (3 pm Friday - 7 am Monday)/Holiday (12 am - 11:59 pm)		
1 st Shift (7 am – 3 pm)	2 nd Shift (3 pm – 11 pm)	3 rd Shift (11 pm – 7 am)
\$0.75 per hour	\$2.00 per hour	\$2.75 per hour
\$1.25 per hour	\$3.00 per hour	\$4.25 per hour
\$2.00 per hour	\$4.50 per hour	\$6.50 per hour
\$2.00 per hour	\$4.50 per hour	\$6.50 per hour
\$2.50 per hour	\$5.50 per hour	\$7.50 per hour
\$2.50 per hour	\$6.00 per hour	\$8.75 per hour
\$3.50 per hour	\$7.75 per hour	\$13.00 per hour

F. Court Reporting Differential

Court Reporters who provide real-time court reporting services.

Rate
\$1.50 per hour

G. Court Security Officer Differential

Judicial Branch Court Security Officers who are trained and authorized to carry a firearm.

Rate
\$2.00 per hour

H. Critical Staffing Differential

Employees in MRTs, typically with a minimum of 50 positions, where significant, extended recruitment and retention issues exist, during which a critical staffing shortage occurs that has a substantial and critical impact on the County (e.g., safety, risk, etc.).

Eligible MRTs	Vacancy Rate	Differential
Detention Officers, Licensed Practical Nurses, Nurses	15% and Up	Up to 5%
	20% and Up	Up to 10%

I. Day Off Differential

Position	Description	Rate
Correctional Health	Exempt direct patient care employees in a correctional health environment who work an extra shift	Regular hourly rate for hours worked on the extra shift
Courtroom Services	Courtroom Services Supervisors who work a shift on a Saturday to train employees	Regular hourly rate for hours worked on a Saturday shift
Medical Examiner	Licensed Medical Examiners who work an extra shift	\$800 per shift
Veterinarian	Licensed Veterinarians who work an extra shift	\$575 per shift

J. Elections Worker Differential

Temporary election workers.

Rate	Description
\$0.50 per hour	Early Voting Clerk who worked at least two prior elections
\$2.00 per hour	Warehouse Driver who drove for at least two prior elections, who has professional driving experience, or a Warehouse Worker assigned as a driver

K. Emergency Dispatcher and Operator Training Differential

Emergency Dispatchers and Operators who provide on-the-job training.

Rate
\$1.25 per hour

L. Emergency Dispatch Acting Supervisor Differential

Emergency Dispatchers assigned to serve as acting supervisors.

Rate
\$2.00 per hour

M. Environmental Services Special Event Unit Differential

Environmental Specialists working 10 hours shifts Thursday through Sunday in the Special Event Unit.

Rate
\$1.00 per hour

N. Equipment Services Tool Allowance Pay

Equipment Services Technicians required to provide and maintain their own tool inventory to perform specified repair and maintenance services on County vehicles and equipment.

Rate	Description
\$0.35 per hour	For approved required tool usage

O. Field Training Officer Differential

Detention Officers, Deputy Sheriffs, and Law Enforcement Investigators who serve as Field Training Officers (*train and evaluate a junior or probationary employee*).

Rate
\$1.50 per hour

P. Float Differential

Position	Description	Rate
Correctional Health Care	Medical Assistants, Licensed Practical Nurses, and Registered Nurses who provide direct patient care in a correctional health environment who float to different units based on the department's needs.	\$4.00 per hour
Judicial Assistant and Courtroom Assistants	Judicial Assistants and Courtroom Assistants who float to different divisions and judicial officers.	\$1.00 per hour

Q. Multilingual Pay

Exempt or non-exempt employees with multilingual capabilities where the use of multilingual skills is relevant to the position. Refer to the County's Compensation Policy.

Level	Schedule A	Schedule B
Associate	\$0.25 per hour	\$0.30 per hour
Journey	\$0.50 per hour	\$1.00 per hour

R. OIC/Warrants/SIMS Differential

During hours worked from Friday at 6 pm to Monday at 6:30 am within the Sheriff's Office Operations Information Center and Warrants Section and Sheriff's Information Management Systems Section.

Rate	Positions
\$1.00 per hour	Justice System Clerk (<i>Associates, Clerks, Seniors, and Leads</i>)

S. Referral Incentive

Hard-To-Fill Position	Incentive
Detention Officer - Trainee	\$500 after candidate is hired for 90 days and \$500 after candidate successfully passes initial probation
Court Reporter	\$750 after candidate is hired for 90 days and \$750 after candidate is hired for 6 months
Detention Officer – Lateral	\$750 after candidate is hired for 90 days and \$750 after candidate successfully passes initial probation
Licensed Practical Nurse	\$750 after candidate is hired for 90 days and \$750 after candidate is hired for 6 months
Probation Officer	\$750 after candidate is hired for 90 days and \$750 after candidate is hired for 6 months
Registered Nurse	\$750 after candidate is hired for 90 days and \$750 after candidate is hired for 6 months

T. Shift Differential

Non-exempt employees who work outside the County's 1st shift (6:30 am to 2:30 pm).

Shift	Schedule A	Schedule B
2 nd Shift (2:30 pm – 10:30 pm)	\$0.25 per hour	\$0.50 per hour
3 rd Shift (10:30 pm – 6:30 am)	\$0.50 per hour	\$0.75 per hour

U. Sign-On Incentive

Position	Incentive	Implementation Date
Human Services' Early Education Division <ul style="list-style-type: none"> Teacher's Assistants Other Education Employees 	\$500 \$1,000	After: 30 days and 6 months After: 30 days and 6 months
Court Reporter	\$1,500	After: 3 months and 1 year
Detention Officer	\$1,500	After passing academy and 1 year after passing academy
Licensed Practical Nurse	\$1,500	After: 3 months and 1 year
Probation Officer	\$1,500	After: 6 months and 18 months
Law Enforcement Officer	\$1,750	After passing academy and 1 year after passing academy
Law Enforcement Officer – Lateral	\$2,500	After field training and 1 year after completion of field training
Registered Nurse	\$3,000	After: 3 months and 1 year
Medical Examiner and Veterinarian: <ul style="list-style-type: none"> Participating in Loan Repayment Not Participating In Loan Repayment 	\$7,500 \$12,500	After: 3 months and 1 year After: 3 months and 1 year

V. Standby Pay

Non-exempt employees in an on-call status when the market indicates it is appropriate.

Rate
\$3.00 per hour

W. Surveillance Officer Differential

Surveillance Officers who perform the duties of Detention Officers in a detention setting.

Vacancy Rate	Differential
< 15%	\$0.50 per hour
15 – 29.9%	\$1.50 per hour
30% or Higher	\$3.00 per hour