



Maricopa County Premium Pay Rates

Initiating Department: Human Resources

Board of Supervisor's Approval Date: 12/07/2022

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. When applied, the same premium pay rates must be used for all similarly-situated employees. An Appointing Authority may impose additional limitations or business-related requirements, as long as 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 for a shift differential, and employees must have in and out times entered on a timecard.
- An employee must work at least two (2) consecutive hours in a shift other than the first shift (*any combination of 2nd and/or 3rd shift*) to be eligible for shift differential pay.
- The department is responsible for removing the shift eligibility flag in the HRIS if an employee is no longer eligible for the differential.

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. Arizona Court Security Officers Academy Training Differential

For Judicial Branch employees, identified by the Judicial Branch HR department, who facilitate (*develop and present*) training courses for the Arizona Court Security Officers Certification Academy.

Time Spent Conducting 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

B. Correctional Healthcare Provider High Acuity Unit Differential

For 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

C. Correctional Healthcare Shift Differential

For direct patient care employees in a correctional health environment. Weekend differentials begin at the start of the regularly scheduled shift on Friday night to the end of the regularly scheduled shift on Monday morning. Holiday differentials are paid from 12:00 am to 11:59 pm on the day of the holiday.

Position	2 nd Shift (3 pm – 11 pm)	3 rd Shift (11 pm – 7 am)	Weekend/Holiday Shifts		
			1 st Shift (7 am – 3 pm)	2 nd Shift (3 pm – 11 pm)	3 rd Shift (11 pm – 7 am)
Behavioral Health Technician	\$1.25 per hour	\$2.00 per hour	\$0.75 per hour	\$2.00 per hour	\$2.75 per hour
Emergency Medical Technician					
Medical Assistant					
Licensed Practical Nurse	\$1.75 per hour	\$3.00 per hour	\$1.25 per hour	\$3.00 per hour	\$4.25 per hour
Social Worker					
Nurse	\$3.00 per hour	\$4.50 per hour	\$2.00 per hour	\$4.50 per hour	\$6.50 per hour
Clinician Associate					
Clinician Licensed		\$6.00 per hour	\$2.00 per hour	\$4.50 per hour	\$6.50 per hour
Clinical Supervisor		\$7.00 per hour	\$2.50 per hour	\$5.50 per hour	\$7.50 per hour
Nursing Supervisor		\$8.50 per hour	\$2.50 per hour	\$6.00 per hour	\$8.75 per hour
Nursing Manager		\$8.50 per hour	\$2.50 per hour	\$6.00 per hour	\$8.75 per hour
Psychologist		\$8.50 per hour	\$2.50 per hour	\$6.00 per hour	\$8.75 per hour
Nurse Practitioner & Psych		\$12.00 per hour	\$3.50 per hour	\$7.75 per hour	\$13.00 per hour
Physician's Assistant & Psych		\$12.00 per hour			
Physician		\$12.00 per hour			
Psychiatrist		\$12.00 per hour			

The County Manager or designee may approve the use of Correctional Healthcare Shift Differentials for other similar direct patient care employees in related Market Range Titles.

D. Court Reporting Differential

For Court Reporters who provide real-time court reporting services.

Rate
\$1.50 per hour

E. Critical Staffing Differential

For 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%

F. Day Off Differential

Position	Description	Rate
Correctional Health	For exempt direct patient care employees in a correctional health environment who work an extra shift beyond their regular schedule	Employee's regular hourly rate for hours worked on the extra shift
Courtroom Services	For 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	For licensed Medical Examiners who work an extra shift beyond their regular schedule	\$800 per shift
Veterinarian	For licensed Veterinarians who work an extra shift beyond their regular schedule	\$450 per shift

G. Elections Worker Differential

For 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

H. Emergency Dispatcher and Operator Training Differential

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

Rate
\$1.25 per hour

I. Emergency Dispatch Acting Supervisor Differential

For Emergency Dispatchers assigned to serve as acting supervisors.

Rate
\$2.00 per hour

J. Environmental Services Special Event Unit Differential

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

Rate
\$1.00 per hour

K. Equipment Services Tool Allowance Pay

For 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

L. Field Training Officer Differential

For 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

M. Float Differential

Position	Description	Rate
Correctional Health Care	For 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	For Judicial Assistants and Courtroom Assistants who float to different divisions and judicial officers.	\$1.00 per hour

N. Juvenile Probation Acting Supervisor Differential

For Community/Institutional Supervision Officers in the Juvenile Probation Department assigned to serve as acting supervisors.

Rate
\$2.00 per hour

O. Multilingual Pay

For **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

P. OIC/Warrants/SIMS Differential

For Justice System Clerks 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>)

Q. 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
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
Registered Nurse	\$750 after candidate is hired for 90 days and \$750 after candidate is hired for 6 months

R. Shift Differential

For **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

S. 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
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

T. Standby Pay

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

Rate
\$3.00 per hour

U. Surveillance Officer Differential

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

Rate
\$0.50 per hour