

AGREEMENT

BETWEEN

SANTA MONICA COMMUNITY  
COLLEGE DISTRICT



AND

SANTA MONICA COLLEGE POLICE  
OFFICERS ASSOCIATION



July 1, 2014 — June 30, 2016

by law, the District will make available payroll deductions at pre-tax dollars to employees who purchase SMC staff parking permits.

11.9 Special Skills Differential Pay

11.9.1 The following additional pay shall be receive for any of the following assignments:

Access Control/CCTV	5%
Field Training Officer	5% for hours with trainee
Investigator	5%
Motorcycle	5%
Range Master	5%
Training Coordinator	5%

If an employee has more than one of the above assignments, the maximum stipend shall be 7.5%.

11.9.2 An employee assigned to a regular position designated by the District requiring bilingual or multi-lingual skills consisting of speaking and interpreting one or more foreign languages who meets the proficiency standards required by the District, shall receive a pay differential of \$25 above his/her regular monthly rate on the salary schedule.

11.9.3 An employee assigned to a regular position designated by the District as requiring bilingual or multi-lingual skills consisting of speaking, reading and writing one or more foreign languages who meets the proficiency standards required by the District, shall receive a pay differential of \$35 above his/her regular monthly rate on the salary schedule.

11.9.4 The special skills differential shall be pro-rated for part time employees according to the number of hours per week of the regular assignment.

11.10 Educational Pay Differential

11.10.1 General Policy: In order to encourage active participation on the part of the permanent classified employees of the District in upgrading their skills, knowledge, and abilities through continued education, the District will provide an educational pay differential for successful completion of approved educational training as specified in 11.10.2 through 11.10.3. The educational training must directly relate to the employee's job definition as described in the job specification except for the educational training for degrees listed in Article 11.10.3.1 through 11.10.3.3.

11.10.2 Requirements

- 11.10.2.1 In order to be approved for an educational pay differential (1), the employee must have a satisfactory evaluation; (2) at least one-half of the educational training must be completed during the current employment of the employee and must be above and beyond the certificate, degree, or license requirement(s) which are all or part of the training and experience of the employee's present position; (3) the certificate or degree must be granted by an institution approved by the American Council on Education; and (4) the professional license must be granted by an authorized licensing board of the State of California.
- 11.10.2.2 Employees will receive one educational pay differential based on the completion of the most recent certificate, degree or license held as of October 1, 1984. The educational pay differential shall be pro-rated for part-time employees according to the number of hours per week of their regular assignment.
- 11.10.2.3 No employee shall retain an awarded educational pay differential as specified in 11.10.2 through 11.10.3 upon a change of position to a non-related job classification, except for differentials awarded for degrees listed in 11.10.3.1 through 11.10.3.3.
- 11.10.2.4 Upon receipt of a degree, certificate or license, the employee must submit a request accompanied by an official transcript or license to the District's Office of Human Resources for approval and verification by October 1. If approved, the educational pay differentials shall be effective commencing on the following November 1, pay period.
- 11.10.2.5 If approval is denied, a committee shall be appointed upon the employee's request to review whether an employee's degree, certificate, or license is directly related to the employee's job definition. The decision of this committee is final and cannot be appealed through the grievance procedure. The committee shall consist of four persons, each serving a minimum of two-year terms: two persons appointed by the Association and two persons appointed by the Vice President, Human Resources. The Director of Classified Personnel shall serve as the advisor and shall schedule meetings.

11.10.3 Degrees, Certificates, Licenses

11.10.3.1 Associate of Arts/Science Degree

Each permanent employee shall receive a 1.5% differential above his/her regular rate of pay on the salary schedule upon receipt of an Associate of Arts/Science degree.

11.10.3.2 Bachelor of Arts/Science Degree

Each permanent employee shall receive a 1.5% differential above his/her regular rate of pay on the salary schedule upon receipt of a Bachelor of Arts/Science degree.

11.10.3.3 Master of Arts/Science Degree

Each permanent employee shall receive a 1.5% differential above his/her regular rate of pay on the salary schedule upon receipt of a Master of Arts/ Science degree.

11.10.3.4 Post Certificates

Each permanent employee shall receive a 2.0% differential above his/her regular rate of pay on the salary schedule upon receipt of a Intermediate POST Certificate.

# Each permanent employee shall receive a 3.0% differential above his/her regular rate of pay on the salary schedule upon receipt of a Advanced POST Certificate. Any differential for an Intermediate POST Certificate shall terminate upon receipt of this differential.

11.10.3.5 An employee may receive an educational pay differential for no more than one Associate of Arts or Science degree, no more than one Bachelor of Arts/Science degree, or no more than one Master of Arts/Science degree.

11.10.3.6 An employee may receive educational pay differentials for no more than a combination of any two of the following: educational certificates, professional licenses, or degrees.

11.11 Classes, Conferences and Workshops Reimbursement

11.11.1 In accord with the following provisions, permanent employees in the bargaining unit may apply for and receive reimbursement of tuition, registration, and/or cost of books or materials for classes, conferences or workshops taken during the employee's non-work hours. This provision is in addition to AB1725 funds.

11.11.2 General Provisions

All classes, conferences, or workshops for which an employee may be reimbursed, shall be directly related to the employee's current classification or an approved classification within the same job family of