

A.9 SPECIAL PAY PRACTICES

A.9.5 Bilingual Skill Pay

A.9.5.1 Unit Z Bilingual Skill Pay

An employee in Unit Z, who meets specified conditions, shall be paid a bilingual skill pay differential as provided for in the applicable memorandum of understanding.

To be designated as “bilingual,” a position shall require the use of a second language on the average of at least thirty-three percent (33%) of the time. ~~In addition, up to a total of five (5) positions of Communications Dispatcher may be designated bilingual skill pay eligible by the department head.~~

A.9.5.2 Unit D and E Bilingual Skill Pay

An employee in Units D and E upon assignment by the Department Head, approval of the County Administrative Officer and successfully passing a proficiency test, shall be eligible for bilingual pay in the amount of twenty dollars (\$20) per pay period.

A.9.5.3 Unit ZX Bilingual Skill Pay

An employee in Unit ZX, upon assignment by the Department Head, approval of the County Administrative Officer and successfully passing a proficiency test, shall be eligible for bilingual pay in the amount of forty-five dollars (\$45) per month. Pursuant to the NMC HR MOU Regarding Delegation of HR Functions, the NMC Chief Executive Officer may approve such action for employees employed by Natividad Medical Center.

*Mgmt Paragraph added: 3/19/02; 02-096*

*Amended 4/29/08; 08-17*

*Amended 8/30/16; 16-230*

*Amended 1/24/23; 23-014*

*Amended 08/20/2024; RES 24-150*

A.49 EMPLOYEE INCENTIVE PROGRAMS

A.49.1 Employment Bonus Programs

- a) All positions except those at Natividad Medical Center

An employment bonus of up to \$10,000 may be paid to successful applicants or current ~~new, permanent~~ employees hired or promoted into eligible permanent positions designated as “difficult-to-fill”<sup>2</sup>, as determined by ~~subject to approval of the bonus by~~ ~~from~~ the County Administrative Officer or designee and upon recommendation from the Department Head or designee. Eligibility for and payment of this bonus shall be in accordance with the Administrative Procedure established by the County Administrative Officer.

- b) Natividad Medical Center

An employment bonus of up to \$20,000 may be paid for permanent ‘difficult-to-fill’ positions as determined by the NMC CEO. Eligibility for and payment of this bonus shall be in accordance with the Administrative Procedure established by the County Administrative Officer.

*Added 5/15/01; 01-194*

*Amended 4/29/08; 08-017*

*Amended 2/14/23; 23-036*

*Amended 10/17/23; RES 23-185*

*Amended 08/20/2024; RES 24-150*

A.49.2 Employee Referral Bonus Program

- a) All positions except those at Natividad Medical Center

A bonus of up to \$2,000 may be paid to permanent employees who refer successful candidates hired in the County. Paid bonus is subject to approval from the County Administrative Officer or designee, upon recommendation from the Department Head or designee. Eligibility for and payment of this bonus shall be in accordance with the Administrative Procedure established by the County Administrative Officer.

- b) Natividad Medical Center

A bonus of up to \$3,000 may be paid to permanent employees who refer successful candidates hired into “difficult-to-fill” positions as determined by the NMC CEO. Eligibility for and payment of this bonus shall be in accordance with Administrative Guidelines established by the County Administrative Officer.

*Added 5/15/01; 01-195*

*Amended 4/29/08; 08-017*

*Amended 10/17/23; RES 23-185*