



Maricopa County Premium Pay Rates

Initiating Department: Human Resources

Board of Supervisor's Approval Date: 4/6/2022

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. The same premium pay rates must be applied for all similarly-situated employees when applied. An Appointing Authority may impose additional limitations or business-related requirements, as long as they are not in 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. Exceptions may be approved by the County Manager or designee.

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 time card.
- To be eligible for shift differential pay, an employee must work at least 2 hours in a shift other than the first shift (*any combination of 2nd and/or 3rd shift*).
- 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

With the exception of standby pay, the premium pay rates below only apply to actual time worked and are not included in the calculation of pay for 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 Day Off Differential

For exempt direct patient care employees in a correctional health environment who work an extra shift beyond their regular schedule.

Rate
Employee's regular hourly rate for the hours worked on the extra shift

C. 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.).

Rate
\$12.00 per hour

D. Correctional Healthcare Shift Differential

For direct patient care employees in a correctional health environment.

Position	2nd Shift (2:30 pm – 10:30 pm)	3rd Shift (10:30 pm – 6:30 am)
Behavioral Health Technician	\$1.15 per hour	\$1.95 per hour
Emergency Medical Technician	\$1.15 per hour	\$1.95 per hour
Medical Assistant	\$1.15 per hour	\$1.95 per hour
Mental Health Associate	\$1.70 per hour	\$2.80 per hour
Licensed Practical Nurse	\$1.75 per hour	\$2.90 per hour
Nurse and Nurse-Psychiatric	\$2.60 per hour	\$4.30 per hour

The dollar amounts below are per shift. Weekend (start of the regularly scheduled shift on Friday night to the end of the regularly scheduled shift on Monday morning) and Holiday differentials may be paid in addition to the 2nd shift and 3rd shift differentials.

Position	2 nd Shift (2:30 pm – 10:30 pm)			3 rd Shift (10:30 pm – 6:30 am)			Weekend and Holiday		
	8 hr	10 hr	12 hr	8 hr	10 hr	12 hr	8 hr	10 hr	12 hr
Behavioral Health Technician							\$6.00	\$8.00	\$9.00
Emergency Medical Technician							\$6.00	\$8.00	\$9.00
Medical Assistant							\$6.00	\$8.00	\$9.00
Mental Health Associate							\$9.00	\$11.00	\$14.00
Licensed Practical Nurse							\$9.00	\$12.00	\$14.00
Nurse and Nurse-Psychiatric							\$14.00	\$17.00	\$21.00
Clinician Associate and Clinician (Licensed)	\$19.00	\$24.00	\$29.00	\$32.00	\$40.00	\$48.00	\$13.00	\$16.00	\$19.00
Clinical Supervisor	\$22.00	\$28.00	\$33.00	\$37.00	\$46.00	\$55.00	\$15.00	\$18.00	\$22.00
Nursing Supervisor									
Nurse Manager	\$27.00	\$33.00	\$40.00	\$45.00	\$56.00	\$67.00	\$18.00	\$22.00	\$27.00
Psychologist									
Physician's Assistant									
Physician's Assistant Psych									
Nurse Practitioner	\$39.00	\$48.00	\$58.00	\$64.00	\$80.00	\$96.00	\$26.00	\$32.00	\$39.00
Nurse Practitioner Psych									
Physician									
Psychiatrist									

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.

E. Court Reporting Differential

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

Rate
\$1.50 per hour

F. Courtroom Services Supervisor Training Day Off Differential

For Courtroom Services Supervisors who work a shift on a Saturday for the purpose of training employees.

Rate
Regular hourly rate for the hours worked on a Saturday 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
\$1.17 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. 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

N. Medical Examiner's Day Off Differential

For licensed Medical Examiners who work an extra shift beyond their regular 40 hour per week schedule.

Rate
\$400 per shift

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 (Associates, Clerks, Seniors, and Leads)

Q. 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

R. 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
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
Law Enforcement Officer – Lateral	\$2,500	After: Field training and 1 year
Registered Nurse	\$3,000	After: 3 months and 1 year

S. Standby Pay

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

Rate
\$3.00 per hour