

SECTION 14. PROFESSIONAL CERTIFICATE AND LICENSE PAY

- A. Professional Certificate and License Pay for possession of the certificates and licenses listed below may be authorized for eligible employees at the sole discretion of the City Manager, City Attorney, or Retirement Administrator, or their designees, as appropriate for their respective areas of authority.

Pay for possession of more than one (1) certificate and/or license listed below is not stackable, meaning an employee with more than one (1) of the listed certificates and/or licenses may only receive pay for one (1) certificate or license regardless of the number of certificates and/or licenses they possess.

Professional Certificate and License Pay in this provision will be considered pensionable for retirement purposes for members in the Employee Retirement System.

1. Certified Public Accountant (CPA) License / Certified Internal Auditor (CIA) Certification

Employees who hold a permanent appointment to a position in Exhibit 2 who have been licensed as a CPA by the State of California or as a CIA by the Institute of Internal Auditors are eligible to receive \$300 per month.

2. Professional Engineer License

Employees who hold a permanent appointment to a position in Exhibit 2 who possess a Professional Engineer license are eligible to receive \$300 per month.

3. Investment Management Certification / Designation Employees who hold a permanent appointment to a position in Exhibit 2 who possess any of the following investment management certificates or designations are eligible to receive \$300 per month:

- a. Chartered Financial Analyst (CFA) designation
- b. Financial Risk Manager (FRM) certification
- c. Certified Treasury Professional (CTP) designation
- d. Certified Investment Manager Analyst (CIMA) certification

4. American Institute of Certified Planners (AICP) Certification

Employees who hold a permanent appointment to a position in Exhibit 2 who possess an AICP Certification are eligible to receive \$300 per month.

5. Doctor of Veterinary Medicine License

Employees who hold a permanent appointment to a position in Exhibit 2 who possess a Doctor of Veterinary Medicine license are eligible to receive \$300 per month.

- B. Employees who possess and maintain certification as a Certified Access Specialist (CASp) and are in a position identified by a department director as eligible for Certificate Pay shall receive \$200 per month.
- C. Employees who possess and maintain a Fundamental Payroll Certification (FPC) and are in a position identified by a department director as eligible shall receive \$100 per month in Certificate Pay.