**9.13 ICC Differentials**

9.13.1 Payment of Differential for Obtaining and Maintaining ICC Certifications: Effective November 20, 1994, an employee in one of the classifications named below shall receive a differential to base salary for obtaining and maintaining a valid certification(s) issued by the International Code Council (ICC) or equivalent as determined by the building official. In order to obtain and maintain the differential to base salary, the employee will submit the original certification to the appropriate departmental supervisor who will verify the certification and return it to the employee. The duration of the differential will correspond to the duration of the ICC certification or equivalent as determined by the building official. The employee is responsible for submitting documentation of renewal of the appropriate ICC certification or equivalent as determined by the building official in order to maintain the differential. Payment of the differential will be effective at the beginning of the first pay period after the employee submits the ICC certification or equivalent as determined by the building official for verification. The employee shall receive the certification based on the specific certification or equivalent as determined by the building official regardless of the order the certification is obtained.

**9.13.5 Bonus:** After December 1, ~~1998~~**2024**, once the employee has reached the maximum four percent (4%) or equivalent differential payment limit as provided in Sections 9.17.3.1 through 9.17.3.5, the City will pay an employee a one-time bonus of ~~$600~~ **$1200** for each new certificate or equivalent as determined by the building official listed above that the employee has attained through examination. This provision will only apply to ICC certificates or equivalent as determined by the building official as notated in Sections 9.17.3.1 through 9.17.3.5 obtained while in the employ of the City of Berkeley. Employees receiving the CASp differential noted in Section 9.17.2 shall not be eligible for the bonus as provided in this Section 9.17.5 (Bonus). If an employee moves to a classification other than those listed in Sections 9.17.2 and 9.17.3, the differential to base salary discussed in this section shall terminate and the certification differential shall not be used as a part of base salary for the purpose of future salary adjustments. If the International Code Council or equivalent certifying agency as determined by the building official changes the requirements of any of the certifications listed above and this change affects an employee in one of the classifications listed above, the parties agree to meet and confer on the impact of the change but only to the extent of the change promulgated by ICC or the equivalent certifying agency.

**9.13.9 Bonus:** After December 1, ~~1998~~ **2024**, once the employee has reached the maximum four percent (4%) ICC or equivalent differential payment limit, the City will pay an employee a one-time bonus of ~~$600~~ **$1200** for each new ICC or equivalent certificate listed above that the employee has attained through examination. This provision will only apply to ICC or equivalent certificates obtained while in the employ of the City of Berkeley. If an employee moves to a classification other than those listed above, the differential to base salary discussed in this section shall terminate and the certification differential shall not be used as a part of base salary for the purpose of future salary adjustments. If the International Code Council or equivalent certifying agency as determined by the building official changes the requirements of any of the certifications listed above and this change affects an employee in one of the classifications listed above, the parties agree to meet and confer on the impact of the change but only to the extent of the change promulgated by ICC or equivalent certifying agency.

**9.13.11 Hazardous Materials Specialist II:**

9.13.11.1 Employees who are hired or promoted into the classification of Hazardous Materials Specialist II on or after September 1, 2005 must first obtain and maintain all necessary certifications and any other International Code Council (ICC) certifications, or equivalent certifications, as required to perform their job responsibilities and as a condition of continued employment.

~~9.13.11.2 Incumbent Hazardous Materials Specialist II employees who do not possess valid ICC certifications for programs specified in Chapter 6.11 of Division 20 of the California Health and Safety Code are not required to comply with the terms and conditions in the preceding paragraph. Effective September 1, 2005, Hazardous Materials Specialist II’s, who successfully obtain valid certification as a California Underground Storage Tank (UST) Inspector or future certifications, must maintain the certifications as a condition of continued employment.   
[jc2] 9.13.11.3 A salary differential for Hazardous Materials Specialist II of two percent (2.0%) of the base rate will be paid to all employees who possess valid certificates necessary for conducting their job.  
9.13.11.4 New state-mandated certifications may be added as necessary. Hazardous Materials Specialist II’s who do not receive the new certification will no longer receive the above 2.0% differential.~~ [jc3]   
9.13.11.2 The classification specification for Hazardous Materials Specialist II is modified to reflect the requirement that possession and maintenance of all certifications necessary for conducting inspections specified in Chapter 6.11 of Division 20 of the California Health and Safety Code and storm water inspections are a condition of continued employment.  
9.13.11.3 The City will move to terminate an employee who fails to maintain the ICC certifications. Hazardous Materials Specialist II’s who fail to maintain the certifications will be given reasonable time to recertify.

**9.13.11.4 An employee in the classification of Hazardous Materials Specialist II shall receive a maximum differential to base salary of six percent (6%) under this section.**

**9.13.11.4.1 ICC or equivalent as determined by the Hazardous Materials Manager California UST Inspector - 4%  
9.13.11.4.2 ICC or equivalent as determined by the Hazardous Materials Manager Aboveground Storage Tank Inspector - 2%**

**9.13.11.4.3 ICC or equivalent as determined by the Hazardous Materials Manager Certified Hazardous Materials Manager – 2 %  
9.13.11.4.4 ICC or equivalent as determined by the Hazardous Materials Manager Hazardous Waste Operations 40 hour - 1%**

**9.13.11.4.5 ICC or equivalent as determined by the Hazardous Materials Manager Certified Industrial Hygienist - 1%.**

**Source on inflation 1998-2024:** [**https://abag.ca.gov/tools-resources/data-tools/consumer-price-index**](https://abag.ca.gov/tools-resources/data-tools/consumer-price-index)