

Environmental Health Incentive

Human Resources Policy- #323

Policy:

Upon completion of inspections, Certified and other Environmental Health Employees as outlined below will be eligible to receive the following incentives:

ONSITE WASTEWATER (OSWW) INCENTIVE	
Application Type	Bonus/Application "Cleared"
CA ONLY	\$75
IP ONLY	\$75
IPCA	\$100
MH OR BA	\$50
NEW WELL	\$25
PRIVATE OPTION	\$25
REPAIR	\$100
FINAL INSPECTION (PRIVATE OPTION)	\$25
WELL ABANDONMENT	\$0
Water Sample	\$0
Supervisor Bonus (30% of Avg) Max	
Administrative Staff Bonus Quarter (10% of Avg) Max	

The Environmental Health Director may take in to account the following exceptions which may include but are not limited to: Bereavement Leave, Workers Compensation, Military Duty, FMLA, or Jury Duty when determining goal achievement and incentive payments.

The Environmental Health Director will maintain records regarding inspections completed and will report the incentive payment for each employee to Human Resources at the end of each quarter for payroll processing. The incentive payment will be paid to employees on the second pay check of the following quarter.

An Employee that leaves the County's employment regardless of reason will be paid their incentive up to their last day worked.

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Scope:

This policy applies to all eligible Environmental Health employees.

Deleted 6/30/2024

Document Change Record

Revision	Description
6-27-23	Administrative Incentive was mistakenly left out. Does not change the effective date.
5-9-2023	Removed incentive for Food and Lodging and changed when the incentive is paid from the first pay check following the quarter to the second pay check.
4-11-2023	Replaces HRP#321, Environmental Health Shift Premium