

Chapter 8 – Professional License Expenses

Professional Exams, Licenses, and Dues

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Professional Exams, Licenses, and Dues

References: [Bargaining Unit Contracts](#), [California Code of Regulations, Administration, Title 2 Sections 599.922 and 599.922.2](#), [California Department of Human Resources \(CalHR\) State Bar Dues Section 2007](#), [Project Management Directive 17R1](#), and [Labor Relations Alert 24](#)

OVERVIEW

In recognition of the professional nature of employees, the State may reimburse employees for professional exams, licenses, and dues in job-related professional organizations, societies, or associations of the employee's choice. Employees in Bargaining Units 1, 2, 4, 9, 11, 12, 14, 15, and 21 and non-represented employees are currently the only employees eligible for professional exam, license, and dues reimbursement.

Bargaining Unit 2 and non-represented attorneys may elect to be reimbursed or to participate in the direct payment process for the cost of annual bar dues.

For employees who work less than one year, the Department shall prorate reimbursement at the rate of one twelfth per month of the actual cost incurred by the employee or the maximum reimbursement, whichever is lesser, from the month of hire through January of the following calendar year. The month of hire shall only be included in the calculation if it is a qualifying pay period. A "qualifying" pay period for full-time employees is at least 11 work days; for half-time employees it's 5.5 work days; and for permanent intermittent employees it's 160 hours.

Reimbursement or direct payments for professional exams, licenses, and dues will not include any late fees or penalties due to untimely renewal. Late fees and penalties are the responsibility of the employee.

The purchase of a rubber stamp identifying an employee as a Registered Professional Engineer/Registered Geologist may be ordered through Form [AS-201](#) via the Business Services Section for the [Division of Engineering Services/TransLab](#).

ALLOWANCES

Collective Bargaining Unit	Allowances
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Units 1, 4, 11, 14 and 15	Full reimbursement of renewal cost of professional and/or technical licenses, certificates, or credentials required as a condition of employment. Up to \$50.00 per year for membership dues in job-related professional societies or associations of the employee's choice or a job-related professional license fee.
Unit 2	Reimbursement or direct payment of state bar dues for full-time employees, pro-rated dues for part-time employees or employees who work less than a full year. Membership in one local job-related bar association or for one job-related specialty section of the state or a local bar, if state bar membership is required as a condition of employment. Amount is not to exceed \$100 annually (effective January 2024, the reimbursement rate increases to \$200) and is pro-rated for part-time employees or employees who work less than a full year.
Unit 9	Full cost of application fees *upon successful completion* of the examination and renewal fees for Engineer, Architect, Landscape Architect, Engineering Geologist, Land Surveyor, Engineer-in-Training, Land Surveyor-in-Training and Geologist professional licenses. *Effective immediately, all Bargaining Unit 9 TECs for the reimbursement of professional licensing examination fees are to be routed through the Division of Design, Office of Professional Development prior to submission to the Division of Accounting. *Per the MOU effective July 2013, BU 9 employees may request reimbursement of examination and application fees for portions of exam that have been successfully passed without the requirement to wait until all portions of the exam have been passed.

	Effective July 01, 2022, Membership in one job-related professional society or organization, maximum \$250 per fiscal year. Membership in the Project Management Institute for full-time project management positions, maximum \$164 per fiscal year. *Per the MOU, effective July 1, 2022, full-time represented employees in bargaining Unit 09 may be reimbursed for the application and/or examination fees that have been successfully completed for the Certified Professional in Erosion and Sediment Control (CPESC), the Qualified Storm Water Pollution Prevention Plan (SWPPP), Developer (QSD), or the Qualified SWPPP Practitioner (QSP) certificates. Full-time bargaining Unit 09 employees may also be reimbursed renewal fee once every three years. For more reimbursement details, please refer to the link below: https://design.onramp.dot.ca.gov/professional-licensing-assistance-program Effective immediately, Landscape Architect employees may receive Architect Registration Exam (ARE) courses reimbursement. Employees are required to submit their courses to PLAP mailbox (DOTProfLic@dot.ca.gov) to validate the examination and proof of payment prior to forwarding to the Accounting TEC mailbox (Division.Of.Accounting.TEC.Mailbox@dot.ca.gov) to process the reimbursement. For more information about the Architect Registration Exam (ARE) courses reimbursement, please visit the PLAP website: https://design.onramp.dot.ca.gov/professional-licensing-assistance-program
Unit 10	A total of up to \$100.00 per year for membership dues in one or more job-related professional societies or associations of the employee's choice.
Unit 12	Cost of filing, examination, and renewal fees for obtaining an agricultural pest control license (Qualified Applicator's Certificate and/or Pest Control Advisor Certificate) or

	Backflow Tester certificate if required for employee's position. Must be authorized in advance by immediate supervisor and exam must be successfully completed and certificate issued.
Unit 21	Up to \$200 per year for membership dues in job-related professional societies or associations.
Non-Represented	Up to \$100 annually for membership dues of one professional organization or job-related license fee directly related to the employee's scientific or professional discipline. A professional license fee and professional dues to one organization may be reimbursed in combination for a total not to exceed \$100. (Effective July 1, 2022, employees in S09 and M09 may be reimbursed up to \$250) If job requires a professional license, may receive both professional dues and license fees not to exceed \$100 annually for each. (Effective July 1, 2022, employees in S09 and M09 may be reimbursed up to \$250) Full cost of application and renewal fees for Engineer, Architect, Landscape Architect, Engineering Geologist, Land Surveyor, and Engineer-in-Training licenses. Membership in the Project Management Institute for full-time project management positions, maximum \$164 per fiscal year (R09, S09 and M09 only). Cost of filing, examination, and renewal fees for obtaining an agricultural pest control license (Qualified Applicator's Certificate and/or Pest Control Advisor Certificate) if required for employee's position. Must be authorized in advance by immediate supervisor and exam must be successfully completed and certificate issued.

REIMBURSEMENT CLAIMS

Qualifying employees are required to submit a Travel Expense Claim (TEC) for reimbursement. Exams, licenses, and membership dues must be coded to Object Code 075 and proof of payment must be attached to the TEC.

Requirements for proof of payment is:

Professional Membership Dues:

Provide two (2) copies of the front and back sides of the canceled check or original receipt (with pre-printed amount) indicating the cost of the dues or membership.

Professional License Renewal:

Provide two (2) copies of one of the following options:

The Department of Consumer Affairs online renewal confirmation through Official Payments or,

Cash receipt provided by the Department of Consumer Affairs or,

The renewed license and proof of payment i.e. a copy of the invoice, cancelled check, or credit card statement, etc.

Exam Fees:

Represented employees must attach to the TEC a copy of the notification that the exam has been successfully completed. Both represented and non-represented employees must attach to the TEC two (2) copies of the canceled check or original receipt (with pre-printed amount) indicating the cost of the application and/or exam fee.

Employees must reference the license or exam title on the TEC. In addition, in the Remarks Section of the TEC, represented employees shall reference Article 3.3 of the Bargaining Unit 9 Contract and non-represented employees shall reference CCR Section 599.922.

Represented employees must code the TEC using the following Reporting IDs:

Examination	Reporting ID
Civil Engineer	6CE
Electrical Engineer	6ELEC
Engineer-in-Training	6EIT
Land Surveyor	6LS
Land Survey-in-Training	6LSIT
Structural Engineer	6STRUC
All Others	6REIMB

STATE, LOCAL, AND SPECIALTY BAR DUES

For the most recent allowance amounts and direct payment information for State bar dues, see the latest California Department of Human Resources (CalHR) Human Resources Manual Section [2007 – State Bar Dues](#).

The State of California does not pay or reimburse:

- The \$45 contribution for the Legal Services Assistance option;

- Optional donations for Justice Gap Fund, California Change Lawyers, Legislative (or Lobbying related) Activities Fund, or California Supreme Court Historical Society (CSCHS); nor

- Penalties resulting from late payment of dues, unless the state is responsible for the late payment.

All TECs submitted for reimbursement of state, local and specialty bar dues must include two (2) copies of proof of payment (canceled check or pre-printed receipt), two (2) copies of the annual fee statement issued by the Bar Association and two (2) copies of the employee's membership card.

For employees who work less than one year, the Department shall prorate reimbursement at the rate of one twelfth per month of the actual cost incurred by the employee or the maximum reimbursement, whichever is lesser, from the month of hire through January of the following calendar year. The month of hire shall only be included in the calculation if it is a qualifying pay period. A "qualifying" pay period for full-time employees is at least 11 work days; for half-time employees it's 5.5 work days; and for permanent intermittent employees it's 160 hours.

The state will pay up to \$200 annually for job-related local or specialty bar dues, if State Bar membership is required as a condition of employment. The employee may be reimbursed for more than one local or specialty bar as long as the total reimbursement does not exceed \$200. Excluded employees may be reimbursed for job-related local or specialty bar dues at the discretion of the department. In such cases, the department also determines the reimbursable amount. The department may prorate the amount for employees working less than full time.

NOTARY PUBLIC

Employees who have been authorized to become a Notary Public may be reimbursed for Notary Public expenses limited to those expenses required by law to obtain a Notary Public Commission. The expenses required by law are:

1. The California Notary Bond
2. Notary Seal/Stamp
3. Notary Journal
4. Background Check
5. Photograph
6. Thumb Printer
7. Notary Forms

Note: The Department will not reimburse employees for Errors & Omissions insurance claims. There is no requirement, nor any real benefit, for the Department to obtain and /or pay for errors and omissions insurance for a notary public who provides services to the Department. Errors and Omissions insurance (aka, "malpractice insurance") is separate and distinct from the surety bond and is not a mandatory requirement by law to obtain a Notary Public commission.

REIMBURSEMENT CLAIMS

Qualifying employees are required to submit a TEC for reimbursement. Proof of payment with itemized receipt must be attached to the TEC and coded to object code 075.

Professional Organizations

ACCOUNTING/AUDITING

American Accounting Association
American Institute of Certified Public Accountants
American Society of Women Accountants
Association of Accounting Administrators
Association of Certified Fraud Examiners
Association of Certified Fraud Specialists
Association of Chartered Certified Accountants
Association of Inspectors General (AIG)
Association of Government Accountants
California Society of Certified Public Accountants
Institute of Internal Auditors
National Association of Accountants
National Society of Public Accountants

ADMINISTRATIVE

Association of Executive and Administrative Professionals
International Association of Administrative Professionals
California Association of Public Purchasing Offices (CAPPO)

AFFIRMATIVE ACTION/EQUAL EMPLOYMENT OPPORTUNITY

Equal Opportunity Compliance Officers Association
National Forum for Black Public Administrators

ARCHAEOLOGY

American Institute for Archaeological Research
California Preservation Foundation
Society for California Archaeology
Society for Industrial Archaeology

Society of American Archaeology
Society of Historical Archaeology
Society of Professional Archaeologists

ARCHITECTS

American Institute of Architects
Association for Preservation Technology
Construction Specifications Institute
National Council of Architectural Registration Boards (NCARB)
National Organization for Minority Architects
Society of Architectural Historians

AVIATION

Aircraft Owners Pilot Association
American Association of Airport Executives
California Association of Aerospace Educators
California Aviation Council
National Association of Flight Instructors
Southwest Chapter of American Association of Airport Executives
The Association of California Airports

DESIGN AND DRAFTING

American Institute for Design and Drafting
American Institute of Technical Illustrators Association
Association of Pedestrian and Bicycle Professionals
National Graphic Artists Guild

ELECTRICITY AND ELECTRONICS

American Electronics Association
Institute of Electrical and Electronics Engineers

ENGINEERS AND CONSTRUCTION

Acoustical Society of America
American Academy of Environmental Engineers and Scientists (AAEES)
American Association of Engineering Societies
American Associations of Bangladeshi Engineers and Architects (AABEA)
American Chemical Society
American Concrete Institute
American Geophysical Union (AGU)
American Institute of Chemical Engineers
American Institute of Steel Construction Inc
American Public Works Association
American Railway Engineering Association
American Road and Transportation Builders Association
American Society of Automotive Engineer (SAE)
American Society for Concrete Construction
American Society for Engineering Management
American Society for Nondestructive Testing
American Society for Testing and Materials
American Society of Civil Engineers
American Society of Mechanical Engineers
American Traffic Safety Services Association
American Water Works Association
American Welding Association
Association of Asphalt Paving Technologists (AAPT)
Association for Bridge Construction and Design
Association of Consulting Chemists and Chemical Engineers
Association of Engineering Geologists
Association for Professional Engineers and Geoscientists of British Columbia, Canada
Association of Soil and Foundation Engineers
Association of State Floodplain Managers (ASFPM)

CA2RS Organization
California Stormwater Quality Association
California Water Environment Association (CWEA)
Certified Floodplain Manager (CFM)
Construction Management Association of America
Construction Specification Institute
Deep Foundation Institute
Dispute Resolution Board Foundation (DRB)
Earthquake Engineering Research Institute (EERI)
Environmental Engineering Geophysical Society (EEGS)
Floodplain Management Association
Geological Society of America (GSA)
Institute for Sustainable Infrastructure (ISI)
Institute of Transportation Engineers
Institute of Noise Control Engineering
International Code Council (ICC)
International Society for Concrete Pavements (ISCP)
International Society of Explosives Engineers
Korean-American Scientists and Engineers Association
National Association of Corrosion Engineers
National Society of Professional Engineers
National Society of Black Engineers
National Water Well Association
Precast/Prestressed Concrete Institute (PCI)
San Diego Association of Geologists (SDAG)
Seismological Society of America (SSA)
Society of American Value Engineers
Society of Exploration Geophysicists (SEG)
Society of Hispanic Professional Engineers
Society of Manufacturing Engineers
Society of Mining Engineers

Society of Women Engineers

Structural Engineers Association of California (SEAOC)

The American Society of Heating, Refrigerating and Air Conditioning Engineers

The Institute of Electrical and Electronics Engineers, Inc.

The International Association of Foundation Drillers

The Society of American Military Engineers

INFORMATION TECHNOLOGY

Association for Information & Image Management International

Association for Systems Management

Association of Information Systems Professionals

Association of Public Safety Communications Officials

Certified Information Systems Security Professional (CISSP)

Data Processing Management Association

HTML Writers Guild

Information Systems Audit and Control Association and Foundation

Information Systems Security Association

International Information System Security Certification Consortium (ISC2)

The Instrumentation, Systems and Automation Society

LANDSCAPE

American Society of Irrigation Consultants

American Society of Landscape Architects

California Invasive Plant Council

California Native Grass Association

California Native Plant Society

Certified Professional in Erosion and Sediment Control (CPESC)

International Erosion Control Association

International Society of Arboriculture

Irrigation Association

The California Association of Pest Control Advisers (CAPCA)
The California Society for Ecological Restoration (SERCAL)

LAW

American Bar Association
American Board of Trial Advocates (ABOTA)
American Inns of Court
Association of Legal Administrators
Association of Transportation Practitioners
Bar Association of San Francisco
California Academy of Appellate Lawyers
Los Angeles County Bar Association
Orange County Bar Association
Pasadena Bar Association
Sacramento County Bar Association
San Diego County Bar Association
San Francisco Association for Docket, Calendar and Court Services
Transportation Lawyers Association
Women Lawyers Association of Los Angeles

LIBRARY

California Library Association
Special Libraries Association

MAINTENANCE

American Trucking Association - Maintenance Council
Locomotive Maintenance Officers Association
Maintenance Superintendents Association of California
Pesticide Applicator's Professional Association
Steel Structures Painting Council

MANAGEMENT

Academy of Management
American Association of State Highway & Transportation Officials
American Management Association
American Society for Personnel Administration
American Society for Public Administration
American Society for Quality Control
Association of Management Analysts in State and Local Government
Association of Records Managers and Administrators
Building Owners and Managers Association (BOMA)
California Public Employees Labor Relations Association
International Facility Management Association
International Personnel Management Association
National Contract Management Association (NCMA)
Project Management Institute
Public Equipment Manager's Association
Redwood Empire Personnel Management Association
Sacramento Area Council for Total Quality (SACT-Q)
Sacramento Area Human Resources Association (SAHRA)
Society of Government Meeting Professionals
Society for Human Resource Management

MISCELLANEOUS

American Society of Notaries
California Chamber of Commerce
California Diversity Council (CADC)
California Historical Society
Mathematical Association of America
National Council on Public History
National Notary Association
National Trust for Historic Preservation

North American Cartographic Information Society (NACIS)
Toastmaster

PHOTOGRAPHY

American Society of Photographers
Professional Photographers of America

PLANNING

Air Pollution Control Association
American Institute of Certified Planners
American Planning Association
American Public Transit Association
Association of Environmental Planners
Association of Environmental Professionals
Association of State Wetland Managers
Association of State Planning Agencies
California Geographic Information Association (CGIA)
California Emergency Services Association (CESA)
Community Transportation Association of America (CTAA)
High Speed Rail Association
Northern California Botanists
Orange County Traffic Engineering Council (OCTEC)
Society for Ecological Restoration and Management
The California Council for the Promotion of History
Urban and Regional Information Systems Association (URISA)
Wildlife Society
Women's Transportation Seminar

PUBLIC RELATIONS

Association of Railroad Advertising and Marketing
California Association of Public Information Officers (CAPIO)

Public Relations Society of America
Railroad Public Relations Association
San Francisco Public Relations Round Table

RIGHT OF WAY

American Real Estate and Urban Economic Association
American Society of Appraisers
Appraisal Institute
GIS Certification Institute (GISCI)
Institute of Real Estate Management
International Real Estate Federation
International Right of Way Association
National Association of Real Estate Appraisers
National Property Management Association
Property Management Association of America
Relocation Assistance Association of America

SAFETY

American Society of Safety Engineers
California Hazardous Material Investigation Association (CHMIA)
National Safety Council
Public Agency Risk Manager's Association
Public Agency Safety Management Association

SECURITY

International Advancing Security Worldwide (ASIS)

SCIENCE

American Industrial Hygiene Association
American Conference of Governmental Industrial Hygienist

SECRETARIES

National Association of Executive Secretaries

National Association of Executive Secretaries and Administrative Assistants

Professional Secretaries International

SURVEYORS

American Association for Geodetic Surveying

American Cartographic Association

American Congress of Surveying and Mapping

American Society of Photogrammetry & Remote Sensing

California Land Surveyors Association, Inc.

National Association of Professional Surveyors

TRAINING

American Society for Training and Development

Organization Development Network