

ARTICLE 1.10: TYPE D PREMIUMS: ASSIGNED EXERCISE OF RESPONSIBILITY

SECTION 1.10.1: TYPE D PREMIUMS: ASSIGNED EXERCISE OF RESPONSIBILITY.

- (a) Definition. Type D Premiums compensate eligible employees for the exercise of responsibility described herein which is additional to the level of responsibility established by the County for the employee's class, when the exercise of this responsibility is authorized and assigned by the appointing authority.
- (b) Method of Calculation. Premiums are paid in addition to the employee's base wage rate. Premiums designated as a percentage are calculated as a percentage of the employee's base rate for each individual premium. Premiums are not compounded or pyramided. Premiums are paid for time worked only and not for paid time off or terminal payoff unless specifically provided herein.
- (c) Eligibility. Employees must be in a class designated as eligible and must possess the necessary skills and abilities as determined by the appointing authority for the proper exercise of responsibility described herein below.

(Amended 01/18/08, Ord. No. 9912)

SECTION 1.10.2: ACTING AND UNIT CHARGE NURSE.

- (a) Acting Charge Nurse. Eligible employees at Edgemoor and the Psychiatric Security Unit at the Jail shall be paid approximately four percent (4%) while acting as Charge Nurse on a shift in the absence of a Head Nurse. Such higher rate of compensation shall be paid only for those hours worked under such assignment.

<u>Eligible Classes:</u>	
004618	Psychiatric Technician
004625	Licensed Vocational Nurse

- (b) Unit Charge Nurse. Eligible employees shall be paid at a rate five percent (5%) higher than prescribed for his/her class, for each hour worked when assigned by the appointing authority as Charge Nurse on a shift in a unit. Such higher rate of compensation shall be paid only for those hours worked under such assignment and shall not apply toward paid time off or to terminal payoff.

<u>Eligible Classes:</u>	
004525	Psychiatric Nurse
004538	Staff Nurse
004548	Sheriff's Detention Nurse

(Amended 12/19/86, Ord. No. 7254)  
 (Amended 01/13/89, Ord. No. 7582)  
 (Amended 05/19/89, Ord. No. 7628)  
 (Amended 12/28/90, Ord. No. 7839)  
 (Amended 07/12/91, Ord. No. 7904)  
 (Amended 06/25/04, Ord. No. 9656)  
 (Amended 04/01/05, Ord. No. 9708)  
 (Amended 01/19/07, Ord. No. 9821)  
 (Amended 01/18/08, Ord. No. 9912)

SECTION 1.10.3: EDP Audit Unit.

(Repealed 06/22/07, Ord. No. 9871)

SECTION 1.10.4: (Repealed 03/17/95, Ord. No. 8510)

SECTION 1.10.5: INSTITUTIONAL CHARGE NURSE.

- (a) An employee in an eligible class (listed below) employed at eligible locations (listed below) shall be paid at a rate approximately five percent (5%) higher than prescribed for his/her class, for each hour worked as the assigned Institutional Charge Nurse on a shift in the absence of a Supervising Nurse, when the appointing authority determines that an employee in an eligible class at a facility designated below is assigned Charge Nurse institution-wide administrative responsibilities. Such higher rate of compensation shall be paid for only those hours worked under such assignments and shall not apply toward paid time off or to terminal payoff.
- (b) Employees in the classes listed below are also eligible to receive the five percent (5%) Acting and Unit Charge Nurse premium (Section 1.10.2(b) if the eligibility conditions for that premium are met at the same time the employee is assigned institution-wide administrative responsibility as determined by the appointing authority. Such higher rate of compensation shall be paid for only those hours worked under such assignments and shall not apply toward paid time off or to terminal payoff.

Eligible Classes:

004525	Psychiatric Nurse
004527	Psychiatric Clinical Nurse Specialist
004533	Inservice Education Coordinator
004538	Staff Nurse

Eligible Locations:

East Mesa Juvenile Detention Facility
Edgemoor
Kearny Mesa Juvenile Detention Facility
Polinsky Children's Center
Psychiatric Security Units at Detention Facilities
San Diego Psychiatric Hospital

(Added 07/12/91, Ord. No. 7904)  
(Amended 02/17/95, Ord. No. 8504)  
(Amended 03/15/96, Ord. No. 8650)  
(Amended 06/25/04, Ord. No. 9656)  
(Amended 10/01/04, Ord. No. 9677)  
(Amended 04/01/05, Ord. No. 9708)  
(Amended 01/19/07, Ord. No. 9821)  
(Amended 01/18/08, Ord. No. 9912)  
(Amended 09/25/09, Ord. No. 10008)  
(Amended 03/26/10, Ord. No. 10043)  
(Amended 01/10/14, Ord. No. 10314)

**SECTION 1.10.6: TEMPORARY ASSIGNMENT TO HIGHER CLASS.**

- (a) When the appointing authority determines it is necessary to cover a position from which the incumbent is absent or which is temporarily vacant for any reason, the appointing authority may assign an employee in a lower class to temporarily perform the duties of the higher class position under the following conditions:
- (1) The Director has approved.
  - (2) For employees designated CM, CR, DS, and SM, the Director must approve a written request from the appointing authority prior to the appointment or within five (5) days after an emergency appointment.
  - (3) For employees designated AE, CL, CM, FS, HS, MM, PR, PS, RN, SS and SW, upon written assignment employees who are assigned

to perform the duties of a class which is compensated at a rate higher than such employee's class when such position is temporarily vacant or from which the incumbent is absent, shall be eligible to receive temporary assignment compensation.

- (4) The employee proposed to be assigned is qualified to perform the duties of the higher class.
  - (5) The employee will remain in his/her current class during the time so assigned.
  - (6) The assignment shall be for:
    - (a) Over four (4) weeks, but shall not exceed twenty-six (26) weeks for employees in classes designated AM, AS, DA, DI, DM, DS, PD, PM, and SM;
    - (b) Over three (3) weeks, but shall not exceed twenty-six (26) weeks for employees in classes designated CE, CEM, MA, PO, and SO.
    - (c) Over two (2) weeks, but not over twenty-six (26) weeks for employees in classes designated AE, CL, CM, CR, FS, HS, MM, PR, PS, RN, SS, and SW. Employees on temporary assignments, after two (2) weeks, will be compensated from the first day of appointment.
- (b) The employee so assigned shall be compensated by receiving a "bonus rate". This bonus rate shall be the difference between the rate of compensation for the employee's current class and that of the higher class, determined by utilizing the provisions of Section 1.3.5 (Promotion). At the conclusion of the temporary assignment, the employee's compensation shall return to the normal rate for the employee's current class. An employee temporarily assigned to the duties of a higher class who terminates or is terminated from County service during such assignment, shall be paid terminal benefits at the rate appropriate to such employee's current class.

(Amended 12/19/86, Ord. No. 7254)  
(Amended 07/27/90, Ord. No. 7789)  
(Amended 06/11/93, Ord. No. 8248)  
(Amended 09/27/96, Ord. No. 8720)  
(Amended 07/18/97, Ord. No. 8812)  
(Amended 07/31/98, Ord. No. 8948)  
(Amended 12/18/98, Ord. No. 8987)  
(Amended 10/31/03, Ord. No. 9605)

(Amended 01/18/08, Ord. No. 9912)  
 (Amended 10/08/13, Ord. No. 10293)  
 (Amended 12/03/13, Ord. No. 10303)  
 (Amended 01/10/14, Ord. No. 10316)

SECTION 1.10.7: HOSPITAL OUTSTATION PREMIUM:

Eligible employees regularly assigned to the Hospital Outstation Program in the Health & Human Services Agency shall receive additional compensation of approximately five percent (5%) above their regular base pay. This premium is paid for time off, but not for terminal payoff.

<u>Eligible Classes:</u>	
005223	Human Services Specialist
005222	Supervising Human Services Specialist

(Added 09/29/06, Ord. No. 9799)  
 (Amended 01/18/08, Ord. No. 9912)

SECTION 1.10.8: (Repealed 10/03/03, Ord. No. 9602)

SECTION 1.10.9: (Repealed 10/03/03, Ord. No. 9602)

SECTION 1.10.10: PART 139, AIRPORT MANAGER. An eligible employee shall be paid ten percent (10%) of his/her base pay when assigned as the Airport Manager, responsible for managing a Part 139, commercial airport listed below. This premium shall be paid only while the airport is designated a Part 139, commercial airport. This premium shall not apply to paid leave or terminal payoff.

<u>Location:</u>	
Palomar McClellan Airport	
<u>Eligible Classes:</u>	
005499	Principal Airport Manager
005500	Airport Manager

(Added 03/17/00, Ord. No. 9123)  
 (Amended 01/18/08, Ord. No. 9912)

SECTION 1.10.11: CAO SPONSORED SPECIAL TASK FORCE PREMIUM.

This premium may be paid to an employee for time assigned to work on a CAO sponsored special task force. Eligible employees, designated in writing by the Chief Administrative Officer or that Officer's designee and assigned full-time, may be paid a premium of up to ten percent (10%) of their base pay when specifically assigned to a Chief Administrative Officer sponsored special task force. Employees, assigned 50% or less, may be paid a premium of up to five percent (5%) of their base pay when specifically assigned to a Chief Administrative Officer sponsored special task force. The duration and amount of the premium for each designated employee shall be determined by the Chief Administrative Officer or that Officer's designee. This premium shall not apply to terminal payoff and paid leave.

Added 05/08/01, Ord. No. 9336)

This page is left blank to accommodate future changes.