

Regulation 6- Pay Plan

6.14 - PAY DIFFERENTIAL CATEGORIES

6.14-56 - LUMP SUM BONUS FOR EMPLOYEES IN THE STREETS DEPARTMENT SERVING IN THE ROLE OF RESIDENTIAL SERVICES MANAGER FOR SNOW REMOVAL DURING A SNOW EVENT. Effective December 1, 2020, all permanent full-time employees in classes in the Streets Department below pay range N24 shall receive a two hundred fifty dollar (\$250) lump sum bonus for each snow event for which they fulfill their Residential Services Manager role. No prorated portion of the bonus shall be paid for any portion of the snow event worked.

The payment of the bonus will be made within thirty (30) days of written notification of the event and the duties fulfilled. The lump sum bonus shall not be added to the employee's base salary rates. Pension contributions shall not be made on lump sum payments and the lump sum payment shall not affect pension benefits. The bonus shall only be paid for the snow event and will cease immediately if the employee is relieved of the Residential Services Manager responsibility.

6.14-57 – STREETS ASSISTANT CHIEF ENGINEER PERFORMING HIGHWAY OPERATIONS ASSIGNMENT AND RIGHT OF WAY ASSIGNMENT. The Streets Department employee permanently allocated to the class of Streets Assistant Chief Engineer (3C47) who has been assigned responsibility for managing both the Highway Operations Assignment and the Right of Way Assignment due to a temporary vacancy shall be compensated at the rate of pay of the corresponding pay step in the pay range one range higher than their regular rate of pay for the duration of the assignment. The additional compensation shall be discontinued or suspended at the discretion of the Director if the duties and responsibilities performed by the class no longer justify the additional compensation, or if the vacancy in the Right of Way Assignment is filled. The additional compensation is in recognition of the expanded range of duties and responsibilities assumed by the employee. The salary differential authorized by this regulation shall be considered full compensation for the expanded range of duties and responsibilities and no additional compensation shall be provided for the performance of any duties that have served as the basis for the salary differential authorized by this regulation. This additional compensation is not eligible for inclusion in terminal leave pay.