

Regulation 6 – Pay Plan

6.14 Pay differential

6.14-19

Salary differential for employees designated to serve as mentors in an approved apprenticeship program

Employees permanently allocated to one of the classes in the Labor and Trades series of classes (classes with a class code beginning with 7) or in the Engineering Aide series (classes with a class code beginning with 3A) who have been designated by the appointing authority to serve as a mentor to an apprentice shall be compensated at the same pay step of the pay range one range higher than the standard pay range for the employee's permanent class. The apprenticeship program must be approved, in advance, by the Director.

Employees working as mentors must have at least four years experience in their occupation. Employees must have a current overall performance rating of no less than satisfactory 30 days prior to beginning and for the duration of the assignment as a mentor.

The differential received will be considered full compensation for any additional duties and responsibilities performed as a result of this assignment. The differential will only be paid for the duration of the assignment and will cease immediately if the employee is relieved of his or her responsibility for performing as a mentor, or if the apprentice leaves the apprenticeship program for any reason.