

2007 MARICOPA COUNTY BOARD-APPROVED PREMIUM PAY SCHEDULE

The use of premium pay for a particular market range is subject to the approval of the OMB/Employee Compensation Division, and is subject to audit.

1. Shift Differential

Payment to a **non-exempt** employee for working a shift that is outside the 1st shift (between 7 a.m. and 6 p.m.).

2nd shift - \$.50 per hour
3rd shift - \$.75 per hour

The use of a shift differential for a particular market range is subject to the approval of the OMB/Employee Compensation Division.

2. Health Care Shift Differential – (NP/PA, RN, LPN, and MA Market Ranges only; Direct patient care only)

Payment to a **non-exempt** employee for working a shift that is outside the 1st shift (between 7 a.m. and 6 p.m.).

2nd shift - 8%
3rd shift - 13%

3. Standby Pay

Payment to a **non-exempt** employee for being in an on-call status for emergency situations, when the market indicates it is appropriate. Ordinarily, the employee carries a pager and is not restricted in his or her normal activities, but must be available to respond or return to work, whichever may be appropriate, in a reasonable amount of time when paged.

Two rates are available. Subject to OMB/Employee Compensation approval, departments have the option of paying \$1.50 per hour or \$1.75 per hour.

4. Multi-lingual Pay

Payment to an **exempt** or **non-exempt** employee with multi-lingual capabilities where the use of multi-lingual skills is relevant to the position.

Associate level - \$.30 per hour
Journey level - \$1.00 per hour (This level requires certification of competency)

5. Court Services Multi-Lingual Pay (Judicial Branch only)

Associate level - \$.50 per hour
Journey level - \$1.00 per hour

Approved 4/4/07

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(Both levels requires certification of competency)

6. Weekend Premium – (MA, NP/PA, RN and LPN Market Ranges only; Direct patient care only)

Payment to a **non-exempt** employee for working weekend shifts. The rates are \$2.00 per hour for RNs, and \$1.00 per hour for LPNs. Weekend premium pay may be paid in addition to other forms of premium pay.

7. Day Off Differential — Correctional Health Services (Physician, NP/PA, RN, LPN, and MA Market Ranges only; Direct patient care only)

Flat rate payment per shift to an **exempt** or **non-exempt** employee for working an extra shift beyond the employee's regular 40 hour per week schedule. Day Off Differentials may be paid in addition to other forms of premium pay.

Payment per shift as follows:

	Own Unit 12 hr.	Float Unit 12 hr.	Own Unit 8 hr.	Float Unit 8 hr.
RN	\$75	\$100	\$50	\$66.66
LPN	\$50	\$75	\$33.34	\$50
Med. Asst.	\$25	\$37.50	\$16.66	\$25
NP/PA	\$100		\$100	
Physician	\$150		\$150	

8. E-Court Differential (Judicial Branch Only)

Payment to courtroom Bailiffs and Judicial Assistants assigned to, and trained to perform additional duties associated with e-courtrooms. The rate is \$1.00 per hour.

9. Acting Supervisor Differential (Juvenile Probation Only)

Payment to Community/Institutional Supervision Officers in the Juvenile Probation department assigned to serve as an acting supervisor. The rate is \$2.00 per hour.

This schedule is **inclusive** of all forms of premium pay authorized by the Maricopa County Board of Supervisors for personnel paid through the Maricopa County Human Resources Department's payroll system.