



## Maricopa County Premium Pay Rates

**Initiating Department:** Human Resources

**Board of Supervisor's Approval Date:** 06/07/2017

Premium pay is not required; application of premium pay is made at the discretion of the Appointing Authority and is subject to audit/approval of Human Resources. When applied, Appointing Authorities must use the same premium pay rates for all similarly-situated employees. An Appointing Authority may impose additional limitations or business-related requirements, as long as they are not in conflict with these guidelines and are applied fairly and consistently.

This schedule includes all forms of premium pay authorized by the Board of Supervisors for personnel paid through the County's payroll system.

**Eligibility:** Full and part-time probationary, contract, classified, unclassified, and temporary employees, except for individuals whose salaries are defined by statute such as elected officials, who meet the requirements of the applicable pay.

**Effective Date:** Unless otherwise specified, premium pay is effective the first day of the next pay period following approval. Exceptions may be approved by the County Manager or designee.

**Funding:** Funding for premium pay comes from the department's budget appropriation.

### **Shift Differentials:**

- Departments must identify employees who are eligible for a shift differential and employees must have in and out times entered on a time card.
- An employee must work at least 2 hours in a shift other than the first shift (any combination of 2<sup>nd</sup> and/or 3<sup>rd</sup> shift) to be eligible for shift differential pay.
- The department is responsible for removing the shift eligibility flag in the ADP system in the event that an employee is no longer eligible for the differential.

### **PREMIUM PAY RATES**

With the exception of standby pay, the premium pay rates below only apply to actual time worked and are not included in the calculation of pay for any non-productive time (e.g. vacation, sick, holiday).

#### **A. Correctional Healthcare Day Off Differential**

For exempt employees in a correctional health environment who work an extra shift beyond their regular schedule providing direct patient care.

Rate
Employee's regular hourly rate for the hours worked on the extra shift

#### **B. Correctional Healthcare Provider High Acuity Unit Differential**

For exempt direct patient care providers in a correctional health environment who work in a high acuity unit (e.g., Mental Health Unit, Infirmary, etc.).

Rate
\$12.00 per hour

**C. Correctional Healthcare Shift Differential**

For direct patient care employees in a correctional health environment.

<b>Position</b>	<b>2nd Shift (2:30 pm – 10:30 pm)</b>	<b>3rd Shift (10:30 pm – 6:30 am)</b>
Medical Assistant	\$1.15 per hour	\$1.95 per hour
Mental Health Associate	\$1.70 per hour	\$2.80 per hour
Licensed Practical Nurse	\$1.75 per hour	\$2.90 per hour
Nurse and Nurse-Psychiatric	\$2.60 per hour	\$4.30 per hour

The dollar amounts below are per shift. Weekend (start of the regularly scheduled shift on Friday night to the end of the regularly scheduled shift on Monday morning) and Holiday differentials may be paid in addition to the 2<sup>nd</sup> shift and 3<sup>rd</sup> shift differentials.

<b>Position</b>	<b>2<sup>nd</sup> Shift (2:30 pm – 10:30 pm)</b>			<b>3<sup>rd</sup> Shift (10:30 pm – 6:30 am)</b>			<b>Weekend and Holiday</b>		
	<b>8 hr</b>	<b>10 hr</b>	<b>12 hr</b>	<b>8 hr</b>	<b>10 hr</b>	<b>12 hr</b>	<b>8 hr</b>	<b>10 hr</b>	<b>12 hr</b>
Medical Assistant							\$6.00	\$8.00	\$9.00
Mental Health Associate							\$9.00	\$11.00	\$14.00
Licensed Practical Nurse							\$9.00	\$12.00	\$14.00
Nurse and Nurse-Psychiatric							\$14.00	\$17.00	\$21.00
Clinician Associate and Clinician (Licensed)	\$19.00	\$24.00	\$29.00	\$32.00	\$40.00	\$48.00	\$13.00	\$16.00	\$19.00
Clinical Supervisor	\$22.00	\$28.00	\$33.00	\$37.00	\$46.00	\$55.00	\$15.00	\$18.00	\$22.00
Nursing Supervisor									
Nurse Manager	\$27.00	\$33.00	\$40.00	\$45.00	\$56.00	\$67.00	\$18.00	\$22.00	\$27.00
Psychologist									
Physician's Assistant	\$39.00	\$48.00	\$58.00	\$64.00	\$80.00	\$96.00	\$26.00	\$32.00	\$39.00
Physician's Assistant Psych									
Nurse Practitioner									
Nurse Practitioner Psych									
Physician									
Psychiatrist									

The County Manager or designee may approve the use of Correctional Healthcare Shift Differentials for other similar direct patient care employees in related Market Range Titles.

**D. Courtroom Services Supervisor Training Day Off Differential**

For Courtroom Services Supervisors who are scheduled and work a shift on a Saturday for the purpose of training employees.

<b>Rate</b>
Regular hourly rate for the hours worked on a Saturday shift

**E. Elections Worker Differential**

For temporary election workers.

<b>Rate</b>	<b>Description</b>
\$0.50 per hour	Early Voting Clerk who worked at least two prior elections
\$2.00 per hour	Warehouse Driver who drove for at least two prior elections, who has professional driving experience, or a Warehouse Worker assigned as a driver.

**F. Emergency Dispatcher and Operator Training Differential**

For Emergency Dispatchers and Operators who provide on-the-job training.

<b>Rate</b>
\$1.17 per hour

**G. Environmental Services Special Event Unit Differential**

For Environmental Health Specialists assigned to the Special Event Unit who work 10 hour shifts Thursday through Sunday.

Rate
\$1.00 per hour

**H. Field Training Officer Differential**

For Detention Officers, Deputy Sheriffs, and Law Enforcement Investigators who serve as Field Training Officers (train and evaluate a junior or probationary employee).

Rate
\$1.50 per hour

**I. Juvenile Probation Acting Supervisor Differential**

For Community/Institutional Supervision Officers in the Juvenile Probation Department assigned to serve as acting supervisors.

Rate
\$2.00 per hour

**J. Medical Examiner’s Day Off Differential**

For Medical Examiners (licensed physicians) who work an extra shift beyond their regular 40 hour per week schedule.

Rate
\$400 per shift

**K. Multilingual Pay**

For **exempt** or **non-exempt** employees with multilingual capabilities where the use of multilingual skills is relevant to the position. Refer to the County’s Multilingual Pay Policy.

Level	Schedule A	Schedule B
Associate	\$0.25 per hour	\$0.30 per hour
Journey	\$0.50 per hour	\$1.00 per hour

**L. OIC/Warrants/SIMS Differential**

For Justice System Clerks during hours worked from Friday at 6 pm to Monday at 6:30 am within the Sheriff’s Office Operations Information Center and Warrants Section and Sheriff’s Information Management Systems Section.

Rate	Positions
\$1.00 per hour	Justice System Clerk (Associates, Clerks, Seniors, and Leads)

**M. Shift Differential**

For **non-exempt** employees who work outside the County’s 1<sup>st</sup> shift (6:30 am to 2:30 pm).

Shift	Schedule A	Schedule B
2 <sup>nd</sup> Shift (2:30 pm – 10:30 pm)	\$0.25 per hour	\$0.50 per hour
3 <sup>rd</sup> Shift (10:30 pm – 6:30 am)	\$0.50 per hour	\$0.75 per hour

**N. Standby Pay**

For **non-exempt** employees in an on-call status when the market indicates it is appropriate.

Rate
\$1.50 per hour