

Bargaining Unit employees should review their appropriate Collective Bargaining Agreement (CBA) to determine if this policy applies to them. In case of a conflict between the applicable CBA and these policies, the provision in the CBA controls.

Policy No.: 5-27

Revision No.: 1

Effective: 12/01/08

Review Date: 12/01/09

Supervisory Incentive

SCOPE: This policy applies to all persons employed by the Board of County Commissioners.

PROVISIONS:

1. When an employee is in a classification that does not normally have supervisory duties, and that employee is assigned the supervision of the equivalency of two full-time permanent positions, the employee's salary shall be increased by 10% effective the first day of assignment of the supervisory duties. When the supervisory responsibilities of the position are reduced so that the employee supervises fewer than two full-time employees, or the supervisory responsibility is removed entirely, the supervisory incentive will be removed from the employee's rate of pay. If the employee promotes or transfers from the position, or receives an across the board increase or a pay adjustment, the supervisory incentive amount will be removed prior to calculating the employee's new salary.

County Manager

County Attorney