



Personnel Policy Proposed Changes in Red Text
Article VIII. Compensation And Working Hours

Effective July 14, 2017, the Town of Wadesboro Personnel Policy shall be amended as follows:

Section 18. Premium Pay for Non-Supervisory Employees

Definition: Premium Pay is an addition to an employee's regular pay for obtaining and maintaining licenses, permits and other qualifications that have been determined to be of benefit to the Town in the provision of public services. Such pay is also awarded in situations where a non-supervisory employee is assigned and carries out responsibilities beyond the scope of usual duties. Only non-supervisory employees and non-department head level employees are eligible for premium pay.

Purpose: The purpose of Premium Pay is to encourage and reward non-supervisor employees to obtain qualifications to operate certain Town equipment, to perform certain tasks involving taking responsibility for on-going public service and to maintain certain certifications that allow Town work to be performed that require the certification. The goal is to create a flexible and efficient work force.

Application: The following is a list of how the Premium Pay will be implemented:

1. No more than two premium pay awards will be made to any one employee.
2. Each Premium Pay award will be \$600 a year.
3. Loss of the qualification for an award of Premium Pay will result in the loss of the award at the next pay period following disqualification.
4. The following list contains the items for which Premium Pay may be awarded. the list may be modified from time-to-time by the Town Council.

Commercial Driver's License

~~Driver's License with motorcycle endorsement~~

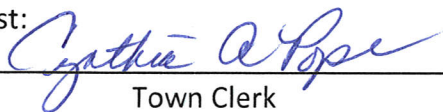
ATTACHMENT C
JULY 10, 2017 MINUTES

- Distribution and Collection Certification (Water & Sewer)
- ~~Competent Person Certification (ditching, construction)~~
- ~~Garbage Route Crew Chief~~
- ~~Radar Certification (Patrolman I & II)~~
- Intermediate Law Enforcement Certification
- Advanced Law Enforcement Certification
- NC DMV Inspection Certification
- NC Fire/Life Safety Certification (II and above)
- NC Fire Prevention & Code Enforcement Certification (II and above)

ADOPTED BY RESOLUTION AS AN ADDITION TO THE TOWN OF WADESBORO PERSONNEL POLICY. ADDITIONALLY, ANY EMPLOYEES CURRENTLY RECEIVING PREMIUM PAY FOR AN ELIMINATED CATEGORY WILL HAVE PREMIUM PAY ROLLED INTO BASE SALARY.



Mayor

Attest: 

Town Clerk

(Seal)

