

**PAY DIFFERENTIAL 91**  
**OUT-OF-CLASS ASSIGNMENT PAY – UNITS 01, 02, 03, 04, 11, 15\*, 20, AND 21**

Established: 07/01/85

Revised: 07/01/99, 10/31/01, 03/01/02, 01/31/02

CLASS TITLE	CB/ID	RATE	DEPARTMENT
All Classes	R01, R02, R03, R04, R11, R 15, R20, R21	See Criteria	All Departments

CRITERIA	EARNINGS ID
<ul style="list-style-type: none"> <li>When an employee is assigned out-of-class work for two (2) consecutive work weeks or more, he/she shall receive the rate of pay he/she would have received pursuant to Rule Sections 599.673, 599.674, or 599.676 (difference between the classes) if appointed to the higher classification.</li> <li>Out-of-class pay shall not be considered as part of the employee's base pay when computing the rate due upon promotion to the higher level.</li> <li>Pay shall be limited to out-of-class work performed (a) during the one (1) year calendar period before the employee's grievance was filed; and (b) the time between the grievance was filed and finally decided by an arbitrator.</li> </ul>	SI

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:	
PRO RATED	Yes*
SUBJECT TO QUALIFYING PAY PERIOD	No
ALL TIME BASES AND TENURE ELIGIBLE	Yes
SUBJECT TO PERS DEDUCTION	Yes

INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY	
OVERTIME	No/Yes (FLSA)
IDL	No
EIDL	No
NDI	No
LUMP SUM VACATION	No
LUMP SUM SICK	No
LUMP SUM EXTRA	No

\* See page 14.97 for exceptions.

## NOTE:

R01, R03, R04, R11, R20, and R21 are effective 02/01/99

R02 is effective 03/01/02 (prior to 03/01/02 refer to Pay Differential 90)

R15 effective 01/31/02 (prior to 01/31/02 refer to Pay Differential 90 or exceptions on 14.97)