

APT BROAD BAND CLASSIFICATION & COMPENSATION SYSTEM
APPLICATION OF ARTICLE 18A - TEMPORARY ASSIGNMENT
(From MOA - JULY 1, 2000 to JUNE 30, 2002)

- A. Employees may be temporarily assigned to perform the duties and responsibilities of a position at a higher pay band than their own on an "acting" basis.
- B. When it is expedient to assign an Employee to perform the duties and responsibilities of a position at a higher pay band than the Employee's own on an "acting" basis, temporary compensation will be awarded as follows:
 - 1. If the duration of the assignment to a higher pay band position is for six (6) months or less, the temporarily assigned Employee shall receive a stipend which will be effective the first whole day of such temporary assignment.

The monthly stipend amount shall be the following:

for Employees in Band A	\$225
for Employees in Band B	\$250
for Employees in Bands C and D	\$275

Example: The incumbent of a position assigned to Band A is temporarily assigned to perform the duties of vacant Band B position and is awarded the applicable monthly stipend for the first six (6) months. For a temporary assignment of six (6) months or less, the employee would be compensated with a stipend of \$225 per month.

- 2. If the duration of the assignment to a position at a higher pay band is for more than six (6) months, the Employee shall be temporarily compensated as if the position were rebanded upward (an increase of at least 8% effective the first day following the initial six (6) month period of temporary assignment).

Example: The incumbent of a position assigned to Band A is temporarily assigned to assume the duties and responsibilities of a vacant Band B position. Such temporary assignment exceeds six months, during which he/she is awarded the stipend of \$225. Effective on the first whole day following the initial six (6) month period of continuous temporary assignment, the employee shall be compensated as follows:

Band A Base Pay =	\$3,691
+ 8% increase	295 (\$3,691 * 8%)
Total	\$3,986

The closest "step" in Band A that reflects an increase of at least 8% is \$3,995. Therefore, the employee's base pay will remain at \$3,691, and the employee will receive a stipend of \$304 (\$3,995 - \$3,691) until such time that the continuous temporary assignment is terminated.

Note: Should the temporary assignment stipend received for the initial six (6) month period represent an increase greater than eight percent (8%), the employee will retain the previous stipend amount supplemented by an amount, as appropriate which is equivalent to that applicable to placement on the closest step which is not less than the sum of the base pay and temporary assignment stipend.

3. Upon completion of the temporary assignment, the stipend will be terminated.
4. Compensation for temporary assignment shall not apply to an Employee who is filling a "deputy" or "assistant" position before such assignment, which inherently requires the assumption of the duties and responsibilities of the higher level position during the absence of the incumbent of the higher level position.
5. The temporary assignment must be made by and approved by the Employer's authorized designee.