

5.13 Temporary Supervisory Pay Differential:

In the absence of the Street, Water, or Park Superintendent/Manager, one employee within the respective department will be designated to assume the responsibilities of the lead supervisor. This acting supervisor will oversee daily operations and ensure the continuity of departmental duties during the absence.

As compensation for these additional responsibilities, the acting supervisor assigned by the department head will receive an additional \$2.00 per hour for the duration of the assignment.

5.14 Temporary Stipends:

a) Welder: Certified Welding Certificate or equivalent experience. In addition to the employee base pay, the welder will receive an additional \$4.00 per hour while performing welding duties when assigned by department head/superintendent.

b) Carpenter: Employees performing carpentry work shall receive an additional stipend based on their qualifications and experience. The stipend is as follows:

- \$2.00 per hour: For employees performing carpentry duties who possess relevant experience but do not have a formal carpentry certification.
- \$3.00 per hour: Rate for the employee performing the lead carpenter duties on a tasks requiring multiple team members
- \$4.00 per hour: For employees who hold a Certified Carpentry Certificate or have extensive, verifiable experience in carpentry.

The stipend will be applied during the period in which the employee is actively performing carpentry work and will be reflected in the employee's hourly wage. All carpentry duties and stipends will be assigned by the department head/superintendent.