

Human Resources Department

**Human Resources
Administrative Policy**

Revised: October 27, 2009

City of Tempe Personnel Rule 2, Section 204 provides for the payment of additional compensation. Additional compensation may also be specified under a Memorandum of Understanding (MOU). This administrative policy establishes rates for the following types of additional compensation not otherwise addressed by an MOU:

Stand-by Pay

Based on the number of hours an employee is on stand-by, which is defined as being "on-call" outside of their normal work schedule, the rate is \$3.20 per hour.

Expedited Plan Review Pay


Exempt Development Services Department employees who perform additional weekend work that satisfies established department criteria may receive a stipend up to \$350 per day.

Bi-lingual Pay

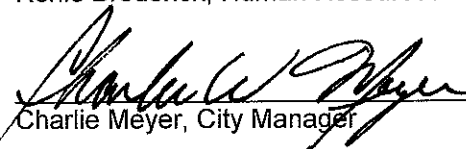
For significant interaction with the public, the rate is \$125 per month. For occasional interaction with the public, the rate is \$50 per month.

Hazardous Material Pay

For positions that require a response to hazardous material calls, the rate is \$217 per month.

Approved: 
Renie Broderick, Human Resources Manager

11/5/09
Date

Approved: 
Charlie Meyer, City Manager

12/9/09
Date

Revisions effective 10/27/09:

- Holiday Worked-Sworn Exempt removed – updated via separate memos.
- Shift Differential removed – covered via MOUs.