

587 SALARY DIFFERENTIAL FOR INTERMITTENT LEAD ASSIGNMENTS
Education Code Section

88080. (a) The commission shall prescribe and, amend, and interpret subject to this article, such rules as may be necessary to insure the efficiency of the service and the selection and retention of employees upon a basis of merit and fitness. The rules shall not apply to bargaining unit members if the subject matter is within the scope of representation, as defined in Section 3543.2 of the Government Code, and is included in a negotiated agreement between the governing board and that unit. The rules shall be binding upon the governing board, but shall not restrict the authority of the governing board provided pursuant to other sections of this code.

(b) No rule or amendment which would affect classified employees who are represented by a certified or recognized exclusive bargaining representative shall be adopted by the commission until the exclusive bargaining representative and the community college employer of the classified employees who would be affected have been given reasonable notice of the proposal.

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- A. An intermittent lead assignment is an assignment given to an employee who temporarily provides lead responsibilities to a group of three or more employees. An employee may not receive the additional compensation provided below for lead responsibilities if the employee leads only employees in those classes for which the employee's class normally has lead responsibility. Intermittent lead assignments for any one employee shall not exceed 90 working days in duration within a fiscal year.
 - B. An employee who exercises intermittent lead responsibilities shall receive 2.75% above their regular rate of pay for any day they meet the requirement of a lead for four hours or more, in addition to their regular wages.
 - C. An employee will be designated by the division head or college president to exercise intermittent lead responsibilities; therefore, no assignment order will be required. Whenever practicable, leaders shall be selected from the appropriate eligibility list which shall be determined on the basis of the next higher level class of supervision.
 - D. Excluded from this rule are assignments to perform duties of an existing vacant position or of an absent employee. In such instances, a limited-term assignment shall be processed in accordance with the provisions of Rule 671, LIMITED TERM ASSIGNMENTS.
 - E. If it is determined that there is an ongoing need for a lead assignment and a new job classification is necessary, the Personnel Director shall recommend the appropriate classification and salary allocation to the Personnel Commission for approval.
 - F. Intermittent lead assignments shall not affect salary step advancement, promotion, or classification status nor be applicable to any paid absences.
 - G. This rule shall have no force and effect upon employees of any collective bargaining unit to the extent that the provisions of this rule are negotiable.