

LOS ANGELES COMMUNITY COLLEGE DISTRICT
PERSONNEL COMMISSION

587 SALARY DIFFERENTIAL FOR INTERMITTENT LEAD ASSIGNMENTS

Education Code Section 88080

88080. Power of personnel commission to prescribe, amend and interpret rules.

(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 other 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 days in duration.
- B. The Payroll Branch shall send a report to the Personnel Director each calendar month summarizing all intermittent lead assignments by class, name of incumbent, and number of hours paid as a lead.
- C. An employee who exercises intermittent lead responsibilities shall receive 2.75% above his/her regular rate of pay for any day he/she meets the requirement of a lead for four hours or more, in addition to his/her regular wages.

CHANGES:

Changes to the title and additional revisions were made to remove the term Crew Leader from the rule. Changes to text in paragraph A. Paragraph B. was removed and the paragraphs were renumbered. Paragraph C. was revised to increase the current differential of \$1.00 a day to a crew leader differential of 2.75% above an employee's regular rate of pay for the days he/she works as a crew leader.

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LAW AND RULES

November 15, 2007

- D. 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.
- E. 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.
- F. Intermittent lead assignments shall not affect salary step advancement, promotion, or classification status nor be applicable to any paid absences.

CHANGES:

Changes to text in paragraphs D. and F. Paragraph E. was added to clarify that this rule does not apply if there is an existing vacant position or absent employee and in such instances, a limited term assignment shall be processed.

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