



Personnel Policy 2.16

High Pay

Staff covered by this policy

This policy applies to Service Maintenance employees at South Bend.

A. High pay

1. The hazardous pay rate is *\$0.75 per hour or 15% of the employee's hourly rate, whichever is larger, in addition to the employee's existing wage*, for the time spent performing job duties under “hazardous” conditions.
2. “Hazardous conditions” for which pay is eligible will be in effect when:
 - a. Scaffold work is performed at a height of two (2) or more sections;
 - b. Work is performed away from any swinging stage, rope chair, or belt;
 - c. Extension ladders are used to accomplish work at a height equivalent to second floor level from ground level of a building; and
 - d. When such work is assigned by appropriate supervisory or administrative authority within the department.

B. Confined space

1. *Appointed employees working in a permit-required confined space will be paid a premium of \$1.50 per hour for time actually spent working in a confined space. The University administration will determine the confined spaces that meet OSHA definition and require a permit. Employees must have completed the safety training on confined space to be eligible for this premium.*

