

Ancillary Pay

A pay plan is designed to incorporate factors that impact all positions, such as, cost-of-living adjustments, and market adjustments.

It does not incorporate factors that impact the pay of an individual employee, such as, shift differentials, uniform allowances, hiring incentives, stipends and bonuses. Such things are commonly referred to ancillary pay.

A Stipend is considered ancillary pay for additional voluntary duties accepted by an employee that is outside the scope of their position. As such they are paid on an individual employee basis, where a Pay Scale sets the range of pay for all positions.

Within our pay plan, ancillary pay is paid the second pay period of each month and is not included in an employee's regular rate of pay. This is an important distinction, because an employees overtime rate is calculated on the "regular rate of pay" and "hours worked".

If ancillary pay were included in an employees base wage it would increase their regular rate of pay and therefore increase the amount of over-time the Town would be obligated to pay an employee. In many cases beyond the amount of the ancillary pay by it's self. Because it's not part of the pay scale, but rather openly listed as additional pay it cannot be hidden within an employees pay.

Once an employee no longer performs the additional duties they no longer receive the pay and there is no change in their regular rate of pay.

Ancillary Pay

Stipends		
Bilingual	100.00	Per Month
Phone System Administration	100.00	Per Month
TOP Talk Production	100.00	Per Month

Approved by Council

Incentitive Pay		
Intermediant EMT	165.00	Per Month
Certif. Emerg. Paramedic CEP	325.00	Per Month
"Certified Public Manager"	5% one time increase	
"Master Municipal Clerks Certf."	5% one time increase	

Approved by Town Mg
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Police Department Shift Differential		
Shifts beginning after 2pm	50.00	Per Week
Shifts beginning after 8pm	75.00	Per Week
Split shift - Pay at the higher Rate	Higher Of The Two	

Approved by Council

Uniform Allowance		
Firefighter	75.00	Per Month
Police Officer	83.00	Per Month