

#### A.9.17 *Educational Stipend – X Unit (Deleted)*

~~Any permanent X Unit member who has earned a college degree (Bachelor's or higher) from an accredited institution will receive additional compensation at 2% of the base hourly wage. This stipend became effective January 1, 2008, based upon X Unit hourly wages only. Employees who are not permanently assigned to an X Unit classification (acting, "working out of class", seasonal, Limited Term, etc.) are not eligible for this stipend.~~

~~Employees are awarded the 2% Educational Stipend one of two ways:~~

- ~~(1) Permanent and new hire X Unit employees possessing Bachelor's degrees or higher must provide a copy of the degree (or other suitable documentation) that will be maintained in the official employee file; or~~
- ~~(2) Post probationary, X Unit employees who do not hold a degree may also qualify for this stipend by meeting 70% of the X Unit Threshold Competencies, as described below.~~

~~Notwithstanding the provisions below, this stipend is retroactive to January 1, 2008, or to date of hire whichever is later, for those X Unit employees in the qualifying position as of July 1, 2008 if they possess the Bachelor's degree or 70% competency prior to July 1, 2008. Otherwise, eligibility date for this stipend will be determined as described below.~~

#### ~~New Employees~~

~~Upon hire, the employee should be notified of the eligibility criteria for this stipend. New employees or those newly promoted into the X Unit, are eligible for this stipend immediately if they possess a Bachelor's degree or higher. For these employees, the Personnel Action Form must include a statement authorizing the stipend. New hire or newly promoted employees without degrees become eligible only upon successful completion of the probationary period. For these employees the new hire Personnel Action Form must include a statement declining the stipend. Threshold Competencies will be evaluated at the successful completion of the probationary period. Should a rating of 70% or better be achieved, the 2% educational stipend will be awarded retroactive to the employee's X Unit start date.~~

#### ~~X Unit Employees Without Degrees~~

~~Beginning July 1, 2008, post probationary, permanent X Unit employees without degrees must be evaluated by their managers in advance of their step-eligible date, using the X Unit Threshold Competencies Evaluation Form (TCEF). Managers will then file the original TCEF in the employee's official file and submit a copy to Central HR. Should a rating of less than 70% be obtained, the manager must submit a Personnel Action Form, with a copy of the Evaluation Form, to the Payroll Department in order to "turn off" payment of the Educational Stipend. An employee~~

~~whose initial rating is less than 70% may be reevaluated at no less than a 6-month interval.~~

#### ~~Appeals to Threshold Competencies Rating~~

~~An employee whose Threshold Competencies Rating is less than 70% may file a written appeal with the Department Head within a period of seven (7) calendar days after notification of the evaluation results. The appeal must state the basis of the appeal and contain specific justifications/examples supporting a higher rating. Within fourteen (14) days of receipt of the appeal, the Department Head shall respond to the appellant in writing.~~

~~The employee may appeal the Department Head's decision by filing a written statement with the Assistant County Administrative Officer HR (ACAO HR) within seven (7) calendar days of receipt of Department Head response. The ACAO HR shall respond to the appellant in writing within fourteen (14) days of appeal receipt. The decision of the ACAO HR is final.~~

~~Once the employee has met 70% of the Threshold Competencies criteria, or has obtained a four-year degree, the stipend will be payable until such time as this policy is discontinued or modified.~~

~~The stipend will be effective with the step-eligible pay period, or later (depending upon the date of submission to payroll). It will not be retroactive.~~

*Amended 7/27/10; 10-234*

*Deleted 9/28/21; xx-xxx*