

# DUHS Supplemental Premiums

Effective: 4/1/2025  
Last Revised: 3/28/2025

- **All DUHS Supplemental Premiums have been reviewed and approved by the VP Patient Care and CNE DUHS, CHRO DUHS, and Executive VP, DUHS.**
- **The DUHS Supplemental Premiums are standardized across DUHS and are based on market prevailing premium practices.**
- **Only the work units and/or classifications indicated are approved to use the premiums outlined in this document.**
- **All supplemental premiums should be paid via API unless otherwise noted.**
- **Supplemental premiums can be revised or discontinued at any time.**
- **The premiums in this document do not apply to Duke Health Lake Norman Hospital.**

DUHS Non-exempt Supplemental Premiums

Plan	Business Process	Explanation of Premium	Eligible Staff	Amounts
<p><b>Specialty Standby (On Call)</b></p> <p>The standard on-call rate is \$2 per hour. This is a special on call rate that is higher than the standard \$2 on call amount.</p> <p>This specialty on call rate may only be used in eligible areas and/or classifications identified in this document.</p> <p>Paid for all standby/on call hours</p> <p>If an employee is covering multiple pagers, services, etc, they only are eligible for a single on call rate at a time. The employee will not receive multiple on call rates.</p> <p>The on call rate begins when the employee badges out and leaves the building.</p> <p>If called in, the employee will continue to receive their specialty on call rate in addition to base pay and applicable differentials (shift premiums, overtime) for all hours worked.</p>	<p>Unless otherwise noted, use API to record eligible time and pay the specialty on-call.</p> <p>Exceptions:</p> <ul style="list-style-type: none"> <li>- For DRH CT/OR, the OR on-call of \$3/hr (\$2 standard + \$1 specialty) will be paid via API. The additional \$2/hr will be paid via the Biweekly Supplemental Card. The total on-call amount is \$5/hr.</li> <li>- For Hospice General Inpatient Program, the standard on call (\$2/hr) will be paid via API. The specialty on-call (additional \$3/hr) will be paid via Biweekly Supplemental Card. The total on call amount is \$5/hr.</li> </ul> <p><u>The entity HR leader must sign the Biweekly Supplemental Card before it is sent to Corporate Payroll.</u></p>	<p>Eligibility based on any of the following criteria:</p> <ul style="list-style-type: none"> <li>•Market driven practice</li> <li>•Specialty skills are required so that staff cannot be called from other departments (closed unit)</li> </ul>	<p><b>CT OR (DUH)*</b></p> <ul style="list-style-type: none"> <li>• Clinical Nurse ladder</li> <li>• Clinical Nurse AD/DIP ladder</li> <li>• Clinical Nurse IV Leader</li> <li>• OR Service Line Coordinator</li> <li>• Surgical Technologist ladder</li> <li>• Cardiovascular Invasive Spec I, II, III</li> <li>• RN First Assistant</li> </ul> <p><i>Note: This premium does <u>not</u> include staff who work in the pre and post-operative areas.</i></p> <p><b>Cardiac Cath/EP (DUH, DRH, DRAH)*</b></p> <ul style="list-style-type: none"> <li>• Clinical Nurse Ladder</li> <li>• Clinical Nurse AD/DIP ladder</li> <li>• Clinical Nurse IV Leader</li> <li>• Cardiovascular Invasive Specialist</li> </ul> <p><b>Endo/Bronch Unit (DUH, DRH, DRAH)</b></p> <ul style="list-style-type: none"> <li>• Clinical Nurse ladder</li> <li>• Clinical Nurse AD/DIP ladder</li> <li>• Clinical Nurse IV Leader</li> <li>• Surgical Technologist ladder</li> <li>• LPN</li> <li>• Medical Assistant Certified</li> </ul> <p><b>Apheresis (DUH)</b></p> <ul style="list-style-type: none"> <li>• Clinical Nurse ladder</li> <li>• Clinical Nurse AD/DIP ladder</li> <li>• Clinical Nurse IV Leader</li> </ul> <p><i>See Excessive Call and Short-Term Call sections for additional on-call amounts</i></p>	<p>\$5.00 per hour total (\$2.00 standard + \$3.00 specialty supplemental)</p>

DUHS Non-exempt Supplemental Premiums

Plan	Business Process	Explanation of Premium	Eligible Staff	Amounts
<p><b>Specialty Standby (On Call)</b> (cont.)</p> <p>The standard on-call rate is \$2 per hour. This is a special on call rate that is higher than the standard \$2 on call amount.</p> <p>This specialty on call rate may only be used in eligible areas and/or classifications identified in this document.</p> <p>Paid for all standby/on call hours</p> <p>If an employee is covering multiple pagers, services, etc, they only are eligible for a single on call rate at a time. The employee will not receive multiple on call rates.</p> <p>The on call rate begins when the employee badges out and leaves the building.</p> <p>If called in, the employee will continue to receive their specialty on call rate in addition to base pay and applicable differentials (shift premiums, overtime) for all hours worked.</p>	<p>Unless otherwise noted, use API to record eligible time and pay the specialty on-call.</p> <p>Exceptions:</p> <ul style="list-style-type: none"> <li>- For DRAH SDS (Saturday only), the standard on call (\$2/hr) will be paid via API. The specialty on-call (additional \$1/hr) will be paid via Biweekly Supplemental Card. The total on call amount is \$3/hr.</li> </ul> <p><u>The entity HR leader must sign the Biweekly Supplemental Card before it is sent to Corporate Payroll.</u></p>	<p>Eligibility based on any of the following criteria:</p> <ul style="list-style-type: none"> <li>•Market driven practice</li> <li>•Specialty skills are required so that staff cannot be called from other departments (closed unit)</li> </ul>	<p><b>OR (DUH, DRH, DRAH)</b></p> <ul style="list-style-type: none"> <li>• Clinical Nurse ladder</li> <li>• Clinical Nurse AD/DIP ladder</li> <li>• Clinical Nurse IV Leader</li> <li>• OR Service Line Coordinator</li> <li>• Surgical Technologist ladder</li> <li>• RN First Assistant</li> </ul> <p><i>Note: This premium does <u>not</u> include staff who work in the pre and post-operative areas.</i></p> <p><b>Labor and Delivery (DUH, DRH)</b></p> <ul style="list-style-type: none"> <li>• Clinical Nurse ladder</li> <li>• Clinical Nurse AD/DIP ladder</li> <li>• Clinical Nurse IV Leader</li> </ul> <p><b>SDS (Only Saturday) and PACU (DRAH)</b></p> <ul style="list-style-type: none"> <li>• Clinical Nurse ladder</li> <li>• Clinical Nurse AD/DIP ladder</li> <li>• Clinical Nurse IV Leader</li> </ul> <p><b>Neurodiagnostic (DUH, DRH, DRAH)</b></p> <ul style="list-style-type: none"> <li>• Neurodiagnostic Tech</li> <li>• Intraoperative Neuromonitoring Tech</li> </ul> <p><i>See Excessive Call and Short-Term Call sections for additional on-call amounts</i></p>	<p>\$3.00 per hour total (\$2.00 standard + \$1.00 specialty supplemental)</p>

DUHS Non-exempt Supplemental Premiums

Plan	Business Process	Explanation of Premium	Eligible Staff	Amounts
<p><b>Specialty Standby (On Call) (cont.)</b></p> <p>The standard on-call rate is \$2 per hour. This is a special on call rate that is higher than the standard \$2 on call amount.</p> <p>This specialty on call rate may only be used in eligible areas and/or classifications identified in this document.</p> <p>Paid for all standby/on call hours</p> <p>If an employee is covering multiple pagers, services, etc, they only are eligible for a single on call rate at a time. The employee will not receive multiple on call rates.</p> <p>The on call rate begins when the employee badges out and leaves the building.</p> <p>If called in, the employee will continue to receive their specialty on call rate in addition to base pay and applicable differentials (shift premiums, overtime) for all hours worked.</p>	<p>Use API to record eligible time and pay the specialty on-call.</p>	<p>Eligibility based on any of the following criteria:</p> <ul style="list-style-type: none"> <li>•Market driven practice</li> </ul>	<p><b>DRH Maintenance, DRH Lincoln, and DRH Power Plant, DRH Grounds</b></p> <ul style="list-style-type: none"> <li>• CAD Drafter</li> <li>• Carpenter, Senior</li> <li>• Electrician, Electrician (Cert/Lic), Electrician Foreman</li> <li>• Groundskeeper DRH</li> <li>• HVAC/Boiler Tech, HVAC Mechanic Cert, HVAC Foreman</li> <li>• Painter</li> <li>• Plumber, Plumber (Cert/Lic), Plumber Foreman</li> <li>• Steam Plant Mechanic DRH, Steam Plant Coordinator</li> <li>• Supervisor Struct Trades</li> <li>• Zone Maintenance Mechanic</li> </ul> <p><i>See Excessive Call and Short-Term Call sections for additional on-call amounts</i></p>	<p>\$4.00 per hour total (\$2.00 standard + \$2.00 specialty supplemental)</p>

DUHS Non-exempt Supplemental Premiums

Plan	Business Process	Explanation of Premium	Eligible Staff	Amounts	Approval Period
<p><b>Excessive Standby (On Call)</b></p> <p>The standard on-call rate is \$2 per hour. This is a special on call rate that is higher than the standard \$2 on call amount.</p> <p>This excessive on call rate may only be used in eligible areas and/or classifications identified in this document.</p> <p>Paid for all standby/on call hours</p> <p>If an employee is covering multiple pagers, services, etc, they only are eligible for a single on call rate at a time. The employee will not receive multiple on call rates.</p> <p>The on call rate begins when the employee badges out and leaves the building.</p> <p>If called in, the employee will continue to receive their excessive on call rate in addition to base pay and applicable differentials (shift premiums, overtime) for all hours worked.</p>	<p>Unless otherwise noted, use API to record eligible time and pay the excessive on-call.</p> <p><u>Excessive call for Clinical Nurse FP will be manually processed on a biweekly supplemental card.</u></p> <p><u>The entity HR leader must sign the Biweekly Supplemental Card before it is sent to Corporate Payroll.</u></p>	<p>This premium is used to recognize and award staff who are required to be available and on-call for a specialized area. Excessive call is defined as call hours greater than 1,248 hours/year per FTE based on budgeted FTEs (average of more than 24 hours/week).</p> <p>Eligibility based on any of the following criteria:</p> <ul style="list-style-type: none"> <li>• There are no or limited available staff from other areas who can participate in on-call coverage for the department which results in a higher on-call volume for employees.</li> <li>• Eligible staff will equally participate in on-call schedules (exceptions may exist for staff competencies, orientees, new staff, agency staff, and leads).</li> <li>• Projected call hours exceed the expected number of annual hours of call (1,248/year per FTE) <u>based on the budgeted FTEs.</u></li> <li>• The staff are regularly called to return to work.</li> </ul> <p>It is expected that the department will optimize the staffing schedule and offer extended shifts as appropriate.</p>	<p>Below are the approved departments and job classifications.</p> <p><b>Peds and CVIS CT OR (DUH)</b></p> <ul style="list-style-type: none"> <li>• Clinical Nurse ladder</li> <li>• Clinical Nurse AD/DIP ladder</li> <li>• Clinical Nurse IV Leader</li> <li>• OR Service Line Coordinator</li> <li>• Surgical Technologist ladder</li> <li>• Cardiovascular Invasive Specialist I, II, III</li> <li>• RN First Assistant</li> </ul> <p><i>Note: This premium does not include staff who work in the pre and post-operative areas.</i></p> <p><b>Cardiac Cath/EP (DUH - Adult Cardiac Cath Labs, DRH-Cardiac Cath Services, DUH – Peds Cath/EP Lab)</b></p> <ul style="list-style-type: none"> <li>• Clinical Nurse Ladder</li> <li>• Clinical Nurse AD/DIP ladder</li> <li>• Clinical Nurse IV Leader</li> <li>• Cardiovascular Invasive Specialist I, II, III</li> </ul> <p><b>Hyperbaric Chamber</b></p> <ul style="list-style-type: none"> <li>• Clinical Nurse Ladder</li> <li>• Clinical Nurse AD/DIP ladder</li> <li>• Clinical Nurse IV Leader</li> <li>• Hyperbaric Chamber Specialist</li> </ul>	<p>Additional \$5/hr</p> <p><b>Peds and CVIS CT OR (DUH)</b> \$10/hr (\$2.00 standard + \$3.00 specialty + \$5 excessive)</p> <p><b>Cardiac Cath/EP (DUH - Adult Cardiac Cath Labs, DRH-Cardiac Cath Services, DUH – Peds Cath/EP Lab)</b> \$10/hr (\$2.00 standard + \$3.00 specialty + \$5 excessive)</p> <p><b>Hyperbaric Chamber (DUH)</b> \$7/hr (\$2.00 standard + \$5 excessive)</p>	<p>Typically July 1 – June 30</p> <p>Peds and CVIS CT OR teams approved through June 30, 2025</p> <p>Note: Adult CT OR team shifted to Short-Term Call and is approved through December 31, 2024</p> <p>Cardiac Cath/EP approved July 1, 2024 through June 30, 2025</p> <p>Hyperbaric Chamber approved July 1, 2024 through June 30, 2025</p>

DUHS Non-exempt Supplemental Premiums

Plan	Business Process	Explanation of Premium	Eligible Staff	Amounts	Approval Period
<p><b>Short-term Standby (On Call)</b></p> <p>The standard on-call rate is \$2 per hour. This is a special supplemental on-call rate that is higher than the standard \$2 on call amount.</p> <p>This short-term on call rate may only be used in eligible areas and/or classifications identified in this document.</p> <p>Paid for all standby/on call hours</p> <p>If an employee is covering multiple pagers, services, etc, they only are eligible for a single on call rate at a time. The employee will not receive multiple on call rates.</p> <p>The on call rate begins when the employee badges out and leaves the building.</p> <p>If called in, the employee will continue to receive their short-term on call rate in addition to base pay and applicable differentials (shift premiums, overtime) for all hours worked.</p>	<p>The standard on call/call in of \$2/hr will be recorded and paid via API. Use the Biweekly Supplemental Card to pay the Short-term Standby (additional \$5/hr).</p> <p><u>The entity HR leader must sign the Biweekly Supplemental Card before it is sent to Corporate Payroll.</u></p>	<p>This premium is used to recognize and award staff who are required to be available and on-call for a specialized <u>area as a result of a high functional vacancy rate</u>. Short-term call is defined as call hours greater than 1,248 hours/year (average of more than 24 hours/week) as a result of a functional vacancy rate.</p> <p>Eligibility based on any of the following criteria:</p> <ul style="list-style-type: none"> <li>• There are no or limited available staff from other areas who can participate in on-call coverage for the department which results in a higher on-call volume for employees.</li> <li>• Eligible staff will equally participate in on-call schedules (exceptions may exist for staff competencies, orientees, new staff, agency staff, and leads). Projected call hours exceed the expected number of annual hours of call (1,248/year per FTE) <u>based on the filled FTEs</u>.</li> <li>• The staff are regularly called to return to work.</li> </ul> <p>It is expected that the department will optimize the staffing schedule and offer extended shifts as appropriate.</p>	<p>Approved list maintained by Nursing Services and Compensation</p> <p>Departments and job classifications included in the Excessive on-call are not eligible for Short-term Standby.</p>	<p>Additional \$5/hr</p>	<p>Typically 13 weeks with the possibility of 1 extension for a second 13 weeks.</p>

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<p><b>Specialty Standby (Called In)</b></p> <p>Paid for hours worked when called in (returns) to work while on call.</p> <p>If the employee is called in, they will be paid for a minimum of two hours or all hours worked.</p> <p>If called in, the employee will continue to receive their on call rate in addition to this specialty call-in pay.</p>	<p>Use API to record eligible time</p> <p>The standard on call/call in (\$2/hr) will be recorded and paid via API. Use the Biweekly Supplemental Card to pay the supplemental call-in (\$3/hr supplemental call-in).</p> <p><u>The entity HR leader must sign the Biweekly Supplemental Card before it is sent to Corporate Payroll.</u></p>	<p>Eligibility based on any of the following criteria:</p> <ul style="list-style-type: none"> <li>•Specialty skills are required so that staff cannot be called from other departments</li> <li>• There has been a high frequency of callbacks</li> <li>•Department not staffed on a 24/7 basis</li> <li>•Market driven practice</li> </ul>	<p><b>Radiology</b></p> <p>Interventional Tech (DUH, DRH, DRAH)</p> <p>Nuclear Med Tech (DUH, DRH, DRAH)</p> <p>MR Tech (DUH, DRH, DRAH)</p> <p>Cardiac Sonographers – JC 4587 (DUH, DRH, DRAH)</p> <p>Radiology Nurses (DUH, DRH, DRAH)</p> <ul style="list-style-type: none"> <li>• Clinical Nurse ladder</li> <li>• Clinical Nurse AD/DIP ladder</li> <li>• Clinical Nurse IV Leader</li> </ul>	<p>\$5.00 per hour total (\$2.00 standard on call rate+ \$3.00 supplemental call-in)</p>

DUHS Non-exempt Supplemental Premiums

Plan	Business Process	Explanation of Premium	Eligible Staff	Amounts
<p><b>DUHS Staffing Flex Plan</b></p> <p>DUHS Staffing Flex Plan supports departments with short-term needs for supplemental staffing by providing staff with an incentive to work hours beyond their normal schedule.</p> <p>The leadership of any entity within Duke University Health System may implement the DUHS Staffing Flex Plan <u>with the appropriate approvals</u> and under the following conditions:</p> <ul style="list-style-type: none"> <li>- To address <u>short term</u> critical staffing shortages or;</li> <li>- When the entity senior leadership team identifies a need to increase staffing to align with an established growth plan or;</li> <li>- To address incremental unanticipated volume.</li> </ul>	<p>The following must be completed and shared with the entity CNO and CHRO:</p> <ul style="list-style-type: none"> <li>• Functional vacancy rate that is 25% or greater.</li> <li>• Create an optimal schedule based on current FTE's and daily census.</li> <li>• Evaluate staffing options from like departments across the health system.</li> <li>• Develop a recruitment plan with identified metrics.</li> <li>• Validate sufficient requisitions are open to match vacant positions.</li> </ul> <p>This plan requires approval of the entity CNO and CHRO along with the entity leader or designee. The approval is typically 13 weeks with the possibility of 1 extension for a second 13 weeks.</p> <p>Use API to record eligible shifts.</p>	<p>The plan allows staff the opportunity to select additional shifts that coincide with their work-life balance.</p>	<p><i>Currently under review</i></p>	<p><i>Currently under review</i></p>



DUHS Non-exempt Supplemental Premiums

Plan	Business Process	Explanation of Premium	Eligible Staff	Amounts
<b>OR RN Premium</b>	Added to base pay	<p>Clinical Nurses working in the intra-operative OR will receive this premium.</p> <p>If the employee transfers to another department, the premium will be taken away from their base pay.</p>	<p><b>OR (DUH, DRH, DRAH)</b>            Clinical Nurse ladder            Clinical Nurse AD/DIP ladder            Clinical Services Nurse ladder            Clinical Services Nurse AD/DIP ladder            Clinical Nurse IV Leader            RN First Assistant            OR Service Line Coordinator</p> <p>PRNs in the Nursing PRN (0017) personnel sub-area are ineligible for this premium</p> <p>Note: This premium does not include staff who work in the pre and post-operative areas.</p>	10% of base pay, not to exceed band maximum
<b>OR RN Premium – Select ORs</b>	Added to base pay	<p>Clinical Nurses working in select ORs in recognition of the acuity and complexity of the cases managed. Select ORs include OR – SL Rollup.</p>	<p><b>Select ORs (DUH)</b>            Clinical Nurse ladder            Clinical Nurse AD/DIP ladder            Clinical Services Nurse ladder            Clinical Services Nurse AD/DIP ladder            Clinical Nurse IV Leader            RN First Assistant            OR Service Line Coordinator</p> <p>PRNs in the Nursing PRN (0017) personnel sub-area are ineligible for this premium</p> <p>Note: This premium is only for select ORs at DUH.</p>	15% of base pay, not to exceed band maximum
<b>DUH CT OR RN Premium</b>	Added to base pay and paid via biweekly supplemental card	<p>Clinical Nurses working in the Cardiac Thoracic intra-operative OR will receive this premium.</p> <p>If the employee transfers to another department, the premium will be taken away from their base pay.</p> <p>The 20% supplemental premium will be paid via biweekly supplemental card.</p>	<p><b>CT OR (DUH)</b>            Clinical Nurse ladder            Clinical Nurse AD/DIP ladder            Clinical Nurse IV Leader            RN First Assistant            OR Service Line Coordinator</p> <p>PRNs in the Nursing PRN (0017) personnel sub-area are ineligible for this premium</p> <p>Note: This premium does not include staff who work in the pre and post-operative areas.</p>	10% of base pay, not to exceed band maximum plus 20% supplemental premium

DUHS Non-exempt Supplemental Premiums

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<p><b>Cardiac Cath/EP RN Premium</b></p>	<p>Added to base pay</p>	<p>Clinical Nurses working in the following Cardiac Cath/EP areas will receive the premium:</p> <ul style="list-style-type: none"> <li>- DUH Adult Cardiac Cath Lab</li> <li>- DUH Peds Cath/EP Lab</li> <li>- DUH EP Lab</li> <li>- DRAH Cardiac Cath Lab (excluding Holding)</li> <li>- DRH Regional Cardiac Cath Services</li> </ul> <p>If the employee transfers to another department, the premium will be taken away from their base pay.</p>	<p><b>Cardiac Cath/EP (DUH, DRH, DRAH)</b></p> <ul style="list-style-type: none"> <li>• Clinical Nurse ladder</li> <li>• Clinical Nurse AD/DIP ladder</li> <li>• Clinical Nurse IV Leader</li> </ul> <p>PRNs in the Nursing PRN (0017) personnel sub-area are ineligible for this premium</p>	<p>Eligible for 0%-15% of base pay, not to exceed band maximum. This is based on the years of experience compared to the Cardiac Cath/EP RN hiring rate guidelines</p>
<p><b>LPN Premium – Select ORs</b></p>	<p>Added to base pay</p>	<p>LPNs working in select ORs in recognition of the acuity and complexity of the cases managed.</p> <p>Select ORs include OR – SL Rollup, EC OR, OR-TSU, DRH OR, DRAH OR</p>	<p><b>Select ORs (DUH, DRH, DRAH)</b></p> <ul style="list-style-type: none"> <li>• LPN</li> </ul>	<p>5% of base pay, not to exceed band maximum</p>
<p><b>Surgical Tech Premium – Select ORs</b></p>	<p>Added to base pay</p>	<p>Surgical Techs working in select ORs in recognition of the acuity and complexity of the cases managed. Select ORs include OR – SL Rollup, EC OR</p>	<p><b>Select ORs (DUH)</b></p> <ul style="list-style-type: none"> <li>•Surgical Tech (levels I-II)</li> <li>•Surgical Tech Advanced (levels III-IV)</li> </ul>	<p>5% of base pay, not to exceed band maximum</p>
<p><b>DUH CT OR Surgical Tech Premium</b></p>	<p>Biweekly supplemental card</p>	<p>Surgical Techs working in the Cardiac Thoracic intra-operative OR will receive this premium.</p> <p>If the employee transfers to another department, the premium will be taken away from their base pay.</p>	<p><b>CT OR (DUH)</b></p> <ul style="list-style-type: none"> <li>•Surgical Tech (levels I-II)</li> <li>•Surgical Tech Advanced (levels III-IV)</li> </ul>	<p>20% of base rate as a supplement</p>

DUHS Non-exempt Supplemental Premiums

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<p><b>Pharmacy Tech Sterile IV Compounding</b></p>	<p>Use API to record eligible time.</p> <p>The API special code <u>must be used on the in and out swipe</u> to be paid the special sterile IV compounding premium.</p>	<p>Pharmacy Techs I, II, and III will receive the premium when performing sterile IV compounding work.</p> <ul style="list-style-type: none"> <li>- Must work a minimum of 2 hours on sterile IV compounding in order to be eligible to receive the additional compensation.</li> <li>- The additional compensation will only be paid on actual hours worked in sterile IV compounding. Majority hour rule does not apply.</li> </ul>	<p><b>Select Pharmacy Org Units (DUH, DRH, DRAH, DHCH)</b></p> <ul style="list-style-type: none"> <li>- Pharmacy Tech I, II, III</li> </ul>	<p>\$1/hr when performing sterile IV compounding work.</p>

DUHS Non-exempt Supplemental Premiums

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<b>Float Premium</b>	Use API to record eligible time	<p>Staff in eligible job classifications will receive the Float premium when floating to a non-home cost center, including assignments within and outside of their CSU/specialty area. The following criteria must also be met:</p> <ul style="list-style-type: none"> <li>- The float shift must be at least 4 hours</li> <li>- The nurse must have a direct care assignment</li> <li>- Float premium and staff incentive cannot be paid on the same hours</li> <li>- Float premium should not be used for orientation or training</li> </ul>	<p><b>Float</b></p> <ul style="list-style-type: none"> <li>•Clinical Nurse ladder</li> <li>•Clinical Nurse AD/DIP ladder</li> <li>•Clinical Nurse IV Leader</li> <li>•LPN</li> </ul>	\$3/hr when floating to a non-home cost center
<b>Float Pool Premium</b>	Added to base pay	<p>Eligible staff working in the Float Pool department will receive this premium.</p> <p>If the employee transfers to another department, the premium will be taken away from their base pay.</p>	<p><b>Nursing (DUH, DPC)</b>            Clinical Nurse, FP ladder            Clinical Nurse FP AD/DIP ladder            Clinical Nurse IV Leader FP            PRNs in the Nursing PRN (0017) personnel sub-area are ineligible for this premium</p>	\$5.00 per hour, not to exceed band maximum
			<p><b>Neurodiagnostic (DUH, DRAH)</b>            Intraoperative Neuromonitoring Tech</p>	\$3.00 per hour, not to exceed band maximum
			<p><b>Other (DUH, DPC)</b>            LPN-FP, CMA-FP, Behavioral Health Tech-FP, NCA/HUC- FP, NCAII/HUC-FP, Paramedic</p>	\$2.00 per hour, not to exceed band maximum
<b>Float Premium</b>	Biweekly Supplemental Form	Neurodiagnostic Techs will received this premium when they float to an entity other than their primary entity.	<b>Neurodiagnostic (DUH, DRH, DRAH)</b> Neurodiagnostic Tech (JC 4576)	\$3/hour, when floating to a different entity