

Shift Differential/Shift Premium

Current Policy: \$.30/hour between 5:00 p.m. and 5:00 a.m.

Example:

Employee works 3:00 p.m. – 11:00 p.m.

(Monday-Thursday)

Employee on 8 hours Paid Time off (Friday)

Total Shift Differential = \$7.20

(6 hours/day x \$.30 = \$1.80 x 4 work days = \$7.20)

No Shift Differential for Paid time off

Proposed Policy: \$.50/hour for all hours while assigned to 2nd or 3rd shift
(3rd or 4th for APD)

Example:

Employee assigned to 2nd shift (3:00 p.m. – 11:00 p.m.)

Employee works Monday – Thursday and has Paid Time off on Friday

Total Shift Premium = \$20.00

(8 hours/day x \$.50 = \$4.00 x 5 days = \$20.00)

Net Gain for employees assigned to shift = \$12.80

Employees who are assigned to first shift who get the \$.30 between 5 and 5 would no longer receive the differential.

Emergency Call-In

Current Policy: 3 hours call in pay

Example: Four (4) hour emergency event

*Operator II	Paid \$25.45/hour	(Control Point)
Emergency Pay:	\$76.35	(3 hours x \$25.45)
Overtime Pay:	\$152.70	(\$25.45 x 1.5 x 4 hours)
Total:	\$229.05	

*Operator II	Paid \$30.54/hour	(Maximum)
Emergency Pay:	\$91.62	(3 hours x 30.54)
Overtime Pay:	\$183.24	(\$30.54 x 1.5 x 4 hours)
Total:	\$274.86	

Proposed Policy: Lump Sum of \$100

Example: Four (4) hour emergency event

*Operator II	Paid \$25.45/hour	(Control Point)
Emergency Pay:	\$100.00	
Overtime Pay:	\$152.70	(\$25.45 x 1.5 x 4 hours)
Total:	\$252.70	(Net Gain of \$23.65)

*Operator II	Paid \$30.54/hour	(Maximum)
Emergency Pay:	\$100.00	
Overtime Pay:	\$183.24	(\$30.54 x 1.5 x 4 hours)
Total:	\$283.24	(Net Gain of \$8.38)

Assigned Shift Change (Schedule Change) (DPW)

Current Policy:

Two (2) hours pay each day assigned outside normal shift as a result of an emergency.

Example: An employee assigned to first shift (6:00 a.m. – 2:00 p.m.) is told at 2:00 p.m. to report back at 9:00 p.m. (instead of 6:00 a.m. the following day) (normal start time) for anticipated snow event. Snow event lasts for 3 days.

Employee paid \$25.45/hour

Employee receives \$152.70 ($\$25.45/\text{hour} \times 2 \text{ hours call time/day} \times 3 \text{ days}$)

Employee paid \$30.54/hour

Employee receives \$183.24 ($\$30.54/\text{hour} \times 2 \text{ hours call time/day} \times 3 \text{ days}$)

Proposed Policy:

\$1.00/hour for assignments outside the normal shift of more than one week and more than 48 hours' notice.

*\$2.00/hour for assignments outside the normal shift of one week or less and more than 48 hours' notice.

*Shift change of less than 48 hours' notice shall receive \$50 per day for the first 48 hours then shall be compensated at the \$1.00 or \$2.00 as outlined above.

Example: An employee assigned to first shift (6:00 a.m. – 2:00 p.m.) is told at 2:00 p.m. to report back at 9:00 p.m. (instead of 6:00 a.m. the following day) (normal start time) for anticipated snow event. Snow event lasts for 3 days.

Employee would receive \$116.00 ($2 \text{ days} \times \$50/\text{day} + \$2/\text{hour} \times 8$)

Assigned Shift Change (Utilities)

Current Policy:

Employees do not receive any additional compensation for being assigned to a different shift.

Example #1: Employee told on Monday during their regular shift (1st) that they will need to work 3rd shift Tuesday instead of their normal 1st shift

Employee receives no additional compensation.

Example #2: Employee told today that next week they need to work 3rd shift to cover for an employee who is on vacation. Employee normally is assigned to 1st shift.

Employee receives no additional compensation.

Proposed Policy:

\$1.00/hour for assignments outside the normal shift of more than one week and more than 48 hours' notice.

*\$2.00/hour for assignments outside the normal shift of one week or less and more than 48 hours' notice.

*Shift change of less than 48 hours' notice shall receive \$50 per day for the first 48 hours then shall be compensated at the \$1.00 or \$2.00 as outlined above.

Example#1: Employee told on Monday during their regular shift (1st) that they will need to work 3rd shift Tuesday instead of their normal 1st shift

Employee would be paid \$50 for the shift change.

Example #2: Employee told today that next week they need to work 3rd shift to cover for an employee who is on vacation. Employee normally is assigned to 1st shift.

Employee would be paid \$80 (\$2/hour x 40 hours)

Stand-By Duty

Current Policy:

Only applies to Emergency Locators and Utility Maintenance Staff. One (1) hour per day for stand-by for each day.

Employee paid \$25.45/hour

Weekly stand-by (Christmas week) = \$178.15 ($\25.45×7 hours)

Employee paid \$30.54/hour

Weekly stand-by (Christmas week) = \$213.78 ($\30.54×7 hours)

Proposed Policy:

Applies to any employee required to be on stand-by. One (1) hour per day for stand-by for each day. Two (2) hours per day for stand-by when on holiday.

Cannot receive Call Duty-emergency response pay with stand-by

Employee paid \$25.45/hour

Weekly stand-by (Christmas week) = \$229.05 ($\25.45×5 hours + 25.45×4 hours)

Employee paid \$30.54/hour

Weekly stand-by (Christmas week) = \$274.86 ($\30.54×5 hours + 30.54×4 hours)

Call Duty – Emergency Response

Current Policy:

More than one (1) hour but less than four (4) hours = \$50 for each report

Four (4) hours or more = \$100.00 for each report

Proposed Policy:

More than one (1) hour but less than four (4) hours - \$50 for each report

Four (4) hours or more = \$200.00 for each report

Do not get if receiving stand-by pay