

SECTION 1.6.5: NIGHT SHIFT PREMIUM/SHIFT DIFFERENTIAL.

- (a) Definition. An assigned established shift of which more than one-half of the total number of hours occur between 5:00 p.m. and 8:00 a.m.
- (b) Eligibility. Only those employees designated in (c) (Compensation) below shall be eligible for night shift compensation. Night shift compensation shall not be paid for any standby duty nor to an employee receiving the premium established in Section 1.7.5 (Night Duty Compensation in Overnight Camping Parks).
- (c) Compensation. Eligible employees shall receive the following compensation in addition to the hourly rate of pay prescribed for the employee's classification. This premium shall apply to time worked and shall not apply toward paid time off, or to terminal payoff.
 - (1) Employees shall be entitled to second (night) shift differential or third (graveyard) shift differential. Such shift differential shall be eighty cents (\$.80) per hour, in addition to the hourly rate of pay prescribed for the employee's classification. Second shift differential or third shift differential shall be paid to an employee who is assigned to an established second (night) shift or third (graveyard) shift where more than half of the hours of such shifts occur between 5:00 p.m. and 8:00 a.m.

Eligible Classes: Classes designated AE, CL, CM, CR, FS, HS, MM, PR, PS, SS or SW; classes designated CE or CEM whose biweekly rate of pay at the top step is not more than \$2,144.00.

- (2) Registered Nurse Shift Differential. Employees in the classes designated below shall be entitled to second (night) shift differential or third shift (grave yard) differential. The second shift differential shall be one dollar and fifty cents (\$1.50) per hour in addition to the hourly rate of pay prescribed for the employee's classification. The second shift differential shall be paid to an employee who is assigned to an established second (night) shift where more than half the hours of the shift occur between 5:00 p.m. and 12:00 a.m. (midnight). The third shift (graveyard) shall be two dollars and fifty cents (\$2.50) for each hour worked on an established third shift where more than half the hours of the shift occur between 12:00 a.m. (midnight) and 8:00 a.m. This premium shall apply to time worked and shall not apply toward paid time off or to terminal payoff.

Eligible Classes:

004517	Certified Nurse Practitioner
004525	Psychiatric Nurse
004527	Psychiatric Clinical Nurse Specialist
004538	Staff Nurse
004544	Supervising Nurse
004548	Sheriff's Detentions Nurse

(Amended 09/25/09, Ord. No. 10008)

(Amended 06/28/22, Ord. No.10798)

- (3) Retention/Recruitment Night Shift Premium. Employees in the eligible class below shall receive one dollar and eighty cents (\$1.80) for each hour worked on an established second (night) and/or third (graveyard) shift where more than half the hours of the shift occur between 5:00 p.m. and 8:00 a.m.

Eligible Class:

005091 Residential Care Worker Supervisor

(Amended 06/28/22, Ord. No. 10798)

- (4) Compensation for employees who work a scheduled night or graveyard shift when more than half of the hours of such shifts occur between the hours of 5:00 p.m. and 8:00 a.m. Compensation for working such established shifts shall be seventy-five (\$0.75) per hour for both second (night) shift and third (graveyard) shift.

Eligible Classes: Classes designated PO and SO.

(Repealed 01/18/08, Ord. No. 9912)

(Added 01/18/08, Ord. No. 9912)

(Amended 01/16/09, Ord. No. 9963)

- (5) During an emergency event, as declared by the Board of Supervisors and/or Chief Administrative Officer, employees in the classes designated below and located at eligible locations shall be entitled to a night shift premium of one dollar and twenty-five cents (\$1.25) per hour in addition to the hourly rate of pay prescribed for the employee's classification. The night shift premium shall be paid to an employee who is assigned to an established second (night) shift where more than half of the hours of such shift occur between 5:00 p.m. and 8:00 a.m. The eligible locations will have been identified to provide emergency response services during the declared event. The premium shall apply to time worked and shall not apply toward paid time off or to terminal payoff.

Eligible Classes:

002700 Office Assistant
004565 Public Health Nurse
004615 Certified Nurse Assistant
004625 Licensed Vocational Nurse

(Added 06/28/22, Ord. No.10798)

- (6) Employees shall receive a night shift premium of 5% of all hours worked on any shift (regularly scheduled or not) where four or more hours of the shift occurs during the hours of 5:00 p.m. to 8:00 a.m.

Eligible Classes:

005746 Deputy Sheriff
005757 Deputy Sheriff – Detentions/Court Services
005767 Sheriff's Detentions Lieutenant
005780 Sheriff's Lieutenant
005781 Sheriff's Sergeant – Detentions
005790 Sheriff's Sergeant

(Added 08/30/22, Ord. No.10805)