

**17.19 Shift Differential** (Revised ~~09/14~~04/19)

(a) Status and probationary employees not covered by a labor agreement and in a pay grade prefixed by 'C', and who are regularly assigned to second and third shifts shall be paid an additional ~~thirty-five (35)~~ forty-five (45) cents per hour.

(b) Status and probationary employees not covered by a labor agreement and in a pay grade prefixed by 'A', and who are regularly assigned to second and third shifts shall be paid an additional ~~forty (40)~~ forty-five (45) cents per hour.

~~(c) Status and probationary employees not covered by a labor agreement and who are regularly assigned to second and third shifts and who work at Corrections and Mental Health Crisis Center shall be paid an additional forty-five (45) cents per hour.~~

~~(d)~~(c) Status and probationary employees not covered by a labor agreement and in a pay grade prefixed by 'Y', and who are regularly assigned to second and third shifts shall be paid an additional forty-five (45) cents per hour.

~~(e)~~(d) The differential pay per hour shall be included as an addition to their current hourly rate. For purposes of shift differential pay, the following conditions shall apply:

(1) To be entitled to shift differential pay, an employee must work a majority of his regularly scheduled hours between 5:00 p.m. and 9:00 a.m. This shall not apply to temporary assignments for shift hours between 5:00 p.m. and 9:00 a.m.

(2) For purposes of computing any shift differential pay, "current hourly rate" shall mean the hourly rate of pay which is applicable to the employee's regularly assigned class.

(3) An employee whose regularly scheduled shift entitles him to shift differential pay shall receive the shift differential pay as a part of his current hourly rate for leaves of absence including vacation, sick leave, holiday pay and funeral leave.

(4) For purpose of computing overtime pay, an employee shall receive his current hourly rate in addition to the ~~thirty-five (35) cents, forty (40) cents, or~~ forty-five (45) cents per hour shift differential.