

Section: Shift Differential

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Revision Date:

Sponsoring Unit/Department: Human Resources

Shift Differential

Non-exempt employees are eligible for pay differential for hours worked during certain time periods.

Calculation of shift differential payments:

- Second shift will be defined as starting at or after 6:00 p.m. up to 10:00 p.m.
- Second Weekend shift will be defined as starting at or after 7:00 a.m. Saturday up to 10:00 p.m. on Sunday.
- Third shift will be defined as starting at or after 10 p.m. and up to 7:00 a.m.
- An employee not covered under a., b. or c. above is considered as being on first shift.
- Employees assigned to a second shift shall receive a 75-cent per hour pay differential for hours worked. Employees assigned to the third shift shall receive a \$1.00 per hour pay differential for hours worked. For work hours that overlap into the second and/or third shifts, shift differential will be granted for the specific hour(s) worked in each shift.

Work schedules/shifts may be changed depending upon the ongoing needs of the College.