

SHIFT PREMIUM PAY SUMMARY OF REVISIONS

- 9-11-58 Shift differential pay for registered nursing personnel and temporarily paying LPN's aids and orderlies until the new pay plan is approved.
- The determination of an employee's eligibility for shift premium pay shall be based on the employee's scheduled work hours.
- 10-1-72 Shift pay policy adopted for all employees. Shift pay is 15 cents per hour; Registered Nursing \$4.00/shift; Practical Nursing \$3.00/shift; Surgical Tech Supv. \$4.00/shift; Surgical Tech \$3.00/shift. The premium pay for any one shift when more than half of the scheduled hours occur between 4:00 p.m. and 8:00 a.m. shall apply to all hours worked during that shift. Eligible employee shall not receive shift premium pay for hours not actually worked. This exclusion includes such time periods as annual leave, holiday, illness, jury duty, and military leave.
- Premium pay increased to 10% of base salary.
- 10-1-79 Provided that additional compensation for non-medically related employees through salary grade 69 and for medically-related employees through salary grade 73 who are regularly scheduled to work on either an evening or night shift. An eligible employee is an employee who works more than half of the scheduled working hours between 4:00 p.m. and 8:00 a.m. on a regular recurring basis.
- 8-1-81 Provision for split shifts added.
- 10-1-86 Exception: Under authority vested it by legislation, the Advisory Budget Commission may exempt occupational areas from the application of the salary grade maximum limitation. In 1981, the State Personnel Commission requested and received approval to exempt the following occupational areas based on shortage of qualified persons and payment of shift premium by our labor market competition:
- 8-1-87 The salary grade maximum grade 73 shall not apply in the occupational areas of Nursing, Anesthetist, Physician Extenders and Pharmacists.
- The salary grade maximum of 69 shall not apply in Data Processing

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SUMMARY OF REVISIONS, Continued

9-24-88	Temporary policy changed medically related to 75 in accordance with legislation and added exception for paying only hours worked for employees working shifts greater than 8 hours.
1-1-89	Permanent rule of above adopted.
7-1-90	Added legislative provision to include Ferry Captain II in salary grade 70. Also clarified interpretation that temporary employees are not eligible.
8-1-95	Changed the terminology to “permanent, probationary, trainee appointment” rather than “permanent, probationary, trainee employment.” In addition, “time-limited” appointment has been spelled out in the appropriate policies, whereas, in the past, this type of appointment was considered to be a type of “permanent” appointment.
Transmittal No. 9	Heading corrected from "Hours Eligible - Medical" to "Hours Eligible."
11-1-04	Revised policy to incorporate recent rule changes.
1-1-09	Add Advisory Note that defines a weekend shift as a shift that begins with 3 rd shift on Friday and runs thru 3 rd shift on Sunday.
9/7/17	Policy revised to delete all reference to trainee appointments, per appointment types and career status.
