

TENTATIVE AGREEMENT

ARTICLE 13: COMPENSATION BENEFITS

This agreement is to replace the TA on "13.2 Shift Differential Premium" signed by both parties 4/7/2023

Proposal:

13.2 Shift Differential Premium


An employee who is assigned to work and actually works an evening or night shift is entitled to receive shift differential defined below. All employees entitled to receive shift premium pay as of the first pay period following the execution of this Memorandum shall be paid as follows:

a) Shift differential shall be paid only for hours worked on the defined shift. An employee whose shift starts at 7:00 a.m. or later and ends by 7:00 p.m. shall not be eligible for shift differential pay.

b) An employee ~~must actually work 50% or more of his or her~~ who works any portion of their shift hours between 2:00 p.m. and 10:00 p.m. to receive the evening shift differential premium specified in subsection 13.2(c). An employee ~~must actually work more than 50% of his or her~~ who works any portion of their shift hours between 10:00 p.m. and 8:00 a.m. to receive the night shift premium specified in subsection 13.2(d);

c) An additional 57% above the employee's base hourly rate for each hour actually worked on an evening shift. ~~Effective the first full pay period following Board of Supervisors' approval of this successor MOU, the evening shift differential shall be increased from five percent (5%) to seven percent (7%) above the employee's base hourly rate for each hour actually worked on an evening shift.~~

d) An additional 10% above the employee's base hourly rate for each hour actually worked on a night shift, or for Behavioral Health Clinician job classes, an additional 17% above the base hourly rate for each hour actually worked on a night shift.



County Signature

5/18/23
Date:



ESC Signature

5/18/23
Date: