Distributed via email to ESC on 5/11/2023

June 21, 2012

**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 6:00 a.m. or later and ends by 7:00 p.m. shall not be eligible for shift differential pay.

b) An employee 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 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 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.

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County Signature Date:

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ESC Signature Date: