

Shift Differential

A shift differential of 10% of the employee's base rate will be paid to any full-time, part-time, or temporary non-exempt employee who is assigned to work evening or night shifts on a regularly scheduled basis. A shift differential will be paid for all hours of a shift when four hours or more of the regularly assigned shift are scheduled after 3:00 p.m. and before 7:00 a.m.

Shift differential payment is included as part of compensation for calculating the regular rate of pay for determining overtime pay and is included in all types of paid leave, such as holidays, sick leave and annual leave.