

Commencing 6/23/2019 the following Police compensation will be in effect to include all salaried and hourly officers.

e. **Police Differential Pay:**

1. When an officer works a Saturday and/or a Sunday day shift, normally 0700-1700 hours, that officer will receive an additional .25 cents an hour above their regular rate of pay.
2. When an officer works any night shift, normally 1630-0230 hours, that officer will receive an additional \$1.00 an hour above their regular rate of pay.
3. When an officer works Monday-Friday day shift, normally 0700-1700 hours, it is at that officers' regular rate of pay.

f. **Police On Call Pay:**

When there is no officer on duty, normally between 0230-0700 hours, a designated officer has to be on call at their residence in order to respond to a call for service. On call hours are normally divided up by night shift, 0230-0500, day shift 0500-0700.

The on-call officer will be paid 10% of the officers' regular rate of pay, including the amount of the above differential pay. See below for examples.

1. Day shift officer only working Saturday and/or Sunday, regular rate of pay is \$20/hr, plus .25 cents differential/hr, total \$20.25/hr., therefore pay for on-call hours would be \$2.03/hr for the 2 hours on on-call (0500-700).
2. Night shift officer regular rate of pay is \$20/hr, plus \$1.00 differential/hr., total \$21/hr, therefore, pay for on-call hours would be \$2.10/hr for the 2.5 hours of on-call (0230-0500).
3. An officer on call Monday-Friday dayshift gets only 10% of regular rate of pay. \$20/hr, therefore pay for on-call hours would be \$2.00/hr for the 2 hours of on-call (0500-0700).
4. If an officer is on-call and is called out for service, the on call pay ends and the officer will receive call out pay as mentioned in **subsection d and g**.

g. **Police Call-Out Pay:**

Would be the same as **subsection d**, with the following exceptions/additions: If an officer is getting any of the above mentioned differential pay, **subsection e and f**, the overtime pay would be at that differential rate, otherwise it will be at the overtime rate of their regular pay.

If an officer who is not on duty or on call gets called out to assist another officer, that called out officer will receive OT rate that falls into above **subsections e and f** of night shift, weekend day shift, or Monday-Friday day shift.

h. **Police Holiday Pay:**

When an officer works a holiday, the rate of pay will be the same as mentioned in **subsection b i**, plus, any additional amount that falls under **subsections e, f and g**.