

Attachment D

Rule 315 Night Differential Pay: A ~~non-exempt~~ employee assigned to work between the hours of 6:00 p.m. and 6:00 a.m. shall be paid for those hours worked between such times, in addition to all other compensation for which he/she is otherwise eligible, premium or "night differential" pay at the rate of ten percent (10%) of the basic rate of pay computed on an hourly basis, subject to the following exceptions:

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- (a) Night differential shall not be paid for standby as defined in Rule 314 except as a part of call-out pay.
- (b) Exempt employees shall not be paid night differential.
- (c) Night differential shall not be paid to a ~~non-exempt~~ employee regularly assigned to night work when he/she is absent from his/her regularly assigned shift because of a holiday, annual leave, sick leave, or in the event of any other authorized or unauthorized absence from duty.
- (d) Night differential shall not be paid to an employee in travel status.
- (e) Night differential shall not be paid to the firefighter job family, including Fire Cadets.

HISTORY: APPROVED 7/4/71; AMENDED 9/18/78;
AMENDED 9/4/90; AMENDED 12/20/16; ~~AMENDED 7/7/~~

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