

213. Shift & Longevity Pay Differentials

Revised: 7/6/2022, 8/23/2023, 7/14/2024, 8/9/2026

.1 Shift Differential

- .11 Eligible non-exempt employees and exempt employees in pay grades 23 through 36 (or equivalent) shall receive, in addition to their regular pay, a shift differential of \$1.50 per hour for hours worked between 6 p.m. and 6 a.m. Employees covered by a Collective Bargaining Agreement will be subject to the shift differential terms contained in their contract.
- .12 Employees on regularly scheduled day shifts who are called back and work between 6 p.m. and 6 a.m. shall receive shift differential pay for the hours worked between 6 p.m. and 6 a.m.
- .13 Shift differential pay applies to approved leaves based on the employee's regular assigned shift for any time off requested between the hours of 6 p.m. and 6 a.m. Shift differential shall be used in computing the adjusted overtime rate. However, shift differential shall not apply to any payout of accrued leave at termination of employment.

.2 Longevity Pay

Revised: 12/31/23, 8/9/2026

In recognition of long-time service to the City, employees will be rewarded with longevity pay which shall begin to accrue after the employee has completed five (5) years of service.

- .21 Eligible Employees shall receive longevity pay of \$4.80 per month for each year of service from the employee's date of hire, paid on a biweekly basis. Longevity pay shall begin after the employee has completed five (5) years of service and shall increase per year through the completion of twenty (20) years of service at the following biweekly rates:

5 years = \$11.08
6 years = \$13.29
7 years = \$15.51
8 years = \$17.72
9 years = \$19.94
10 years = \$22.15
11 years = \$24.37
12 years = \$26.58
13 years = \$28.80
14 years = \$31.02
15 years = \$33.23
16 years = \$35.45
17 years = \$37.66
18 years = \$39.88
19 years = \$42.09
20+ years = \$44.31

Employees covered by a Collective Bargaining Agreement will be subject to the Longevity Pay terms contained in their contract.