

Current Wording

Shift Premiums

Employees on second and third shift will receive shift premiums as follows. In the case of custodial/maintenance employees, second shift is from 2:00 p.m. to 10:00 p.m. and third shift is from 10:00 p.m. to 6:00 a.m. for all time worked.

For DPW employees, this provision will not apply to overtime pay, unless the overtime is on Saturday or Sunday. All work performed between 12:00 a.m. and 7:00 a.m. will be paid for at the third shift premium rate only for hours worked during the above time unless 4 or more hours are worked on this shift, then the employee will receive the third shift premium for all hours worked. Second shift will be defined as 3:00 p.m. to 12:00 a.m. Any employee whose straight time hours overlap two shifts will receive the premium for the shift for the majority of the hours worked. If 4 hours are worked on one shift and 4 hours on another shift, the higher premium will be paid.

Shift	Cemetery/Parks/Bridges	WWTF	DPW	PD Lieutenants
Second	\$.20	\$.30	\$.25	\$30/month
Third	\$.25	\$.35	\$.35	\$40/month

Revised Wording

Shift Premiums

Employees whose regular assigned work hours are between 5 a.m. and 5 p.m. will be considered first shift employees and will not be paid shift premiums for their regular assigned work hours. Building and Grounds City Hall custodian working from 3 p.m. to 11 p.m. is considered second shift. Bridge Tenders from 4:30 a.m. to 1:30 p.m. will be considered first shift and 1:30 p.m. to 10:30 p.m. second shift. First shift employees who work beyond their regular assigned hours will receive a shift premium for the hours worked outside of their regular assigned times as follows. Employees who are assigned to second and third shift will receive shift premiums as follows.

Shift	DPW/Cemetery/Parks/Bridges	WWTF	PD Lieutenants
Second	\$.25	\$.30	\$30/month
Third	\$.35	\$.35	\$40/month