



Agenda Item No. 2

To: Rules, Policy and Industrial Relations Committee/Committee of the Whole
Meeting of December 15, 2006

From: Kary H. Witt, Deputy General Manager, Bridge Division
Teri W. Mantony, Deputy General Manager, Administration and Development
Celia G. Kupersmith, General Manager

Subject: **APPROVE PAYMENT OF SHIFT DIFFERENTIALS FOR SICK,
VACATION AND COMPENSATORY TIME HOURS FOR BRIDGE
LIEUTENANTS**

Recommendation

The Rules, Policy and Industrial Relations Committee recommends that the Board of Directors authorize payment of hourly shift differentials when Bridge Lieutenants use sick leave, vacation, and compensatory time.

This recommendation will be presented to the Board of Directors at its December 15, 2006, meeting for appropriate action.

Summary

In recent Coalition bargaining, a number of practices were standardized among various bargaining units. One of these standardizations was that the Bridge Sergeants and Bridge Patrol Officers receive payment of shift differential when they use accrued sick leave, vacation, or compensatory time. The hourly rate for time worked during Swing Shift (2 p.m. to 10 p.m.) differential is \$1.80 per hour. The Graveyard Shift (10 p.m. to 6 a.m.) differential is \$3.00 per hour.

Historically, the District has paid non-represented Bridge employees who work in 24/7 positions the same shift differential as represented employees. Staff is recommending that this practice be continued for the Bridge Lieutenants group relative to the payment of hourly shift differential when they use sick leave, vacation, and compensatory time.

Fiscal Impact

It is estimated that extension of shift differential pay for sick leave, vacation, and compensatory time for Bridge Lieutenants would cost less than \$3,000 annually.