

CITY OF HAMPTON
STATE OF GEORGIA

RESOLUTION NO. 20-14

A RESOLUTION TO ESTABLISH A NIGHT SHIFT DIFFERENTIAL POLICY FOR THE EMPLOYEES OF THE HAMPTON POLICE DEPARTMENT; TO PROVIDE FOR REPEAL OF CONFLICTING RESOLUTIONS; TO PROVIDE AN EFFECTIVE DATE; AND TO PROVIDE FOR OTHER LAWFUL PURPOSES.

WHEREAS, the duly elected governing authority of the City of Hampton, Georgia is the Mayor and Council thereof; and

WHEREAS, the City employs a police department to carry out law enforcement operations of the City on a 24-hour basis; and

WHEREAS, to provide consideration to those police officers that work the night shift, the Chief of Police seeks to implement a Night Shift Differential Policy; and

WHEREAS, the Night Shift Differential Policy, attached hereto at **Exhibit "A"** and incorporated by reference, shall be adopted and may be revised by a majority vote of the Mayor and Council.

BE IT AND IT IS HEREBY RESOLVED by the Mayor and Council of the City of Hampton, Georgia, that the Night Shift Differential Policy, attached hereto and incorporated by reference, be adopted and effective immediately.

SO RESOLVED, this 12 day of May, 2020.

CITY OF HAMPTON, GEORGIA


STEVE HUTCHISON, Mayor

ATTEST:


MELISSA BROOKS, City Clerk

APPROVED AS TO FORM:


L'ERIN BARNES WIGGINS, City Attorney

EXHIBIT "A"

Police Shift Differential Pay Policy

Night shift differential pay refers to the additional pay to a non-exempt police officer for hours worked outside the hours of 6 a.m. to 6 p.m. on a routine basis.

Weekend hours worked between 6 a.m. and 6 p.m. are not eligible for night shift differential pay.

It is the responsibility of the Chief of Police to define jobs that are eligible for night shift differential and the rates to be paid. It is also the Chief's responsibility to communicate to affected employees how night shift differential pay is calculated and what schedules are eligible for the differential. Additionally, the Chief is required to maintain payroll records that identify and track schedules and hours for employees who are eligible for night shift differential.

1. Police officers who work the hours of 6:00 p.m. to 6 a.m., will earn an additional \$1.00 per hour for night shift differential pay.
2. Assignment to a shift shall not vest a police officer with a vested right to work a particular shift or to receive night shift differential pay, if reassigned to a different shift. This section may be modified or deleted at any time by the City Council.
3. Vacation leave, sick leave, and holiday leave are not considered time worked for the purpose of calculating night shift differential pay.
4. Any increases in pay shall not be based on the shift differential rate, but on the results of the employee's performance evaluation.