

RESOLUTION NO. 20-30

A RESOLUTION TO ESTABLISH A WEEKEND 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 weekend shift, the Chief of Police seeks to implement a Weekend Shift Differential Policy; and

WHEREAS, the Weekend 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 Weekend Shift Differential Policy, attached hereto and incorporated by reference, be adopted and effective immediately.

SO RESOLVED, this 13 day of OCT, 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 Weekend Shift Differential Pay Policy

Definition:

Weekend shift differential pay refers to the additional pay to a non-exempt police officer for hours worked from 6 a.m. on Saturday through 6 a.m. on Monday. This policy is only applicable to Public Safety employees.

Policy Standards:

It is the responsibility of the Chief of Police to define jobs that are eligible for weekend shift differential and to communicate the rates of pay that are offered to his/her employees.

It is also the Chief's responsibility to communicate how weekend shift differential pay is calculated and what schedules are eligible for the weekend shift differential. Additionally, the Chief is required to maintain payroll records that identify and track schedules and hours for employees who are eligible for weekend shift differential.

1. Police officers who work any hours between the hours of 6 a.m. on Saturday through 6 a.m. on Monday, will earn an additional \$1.00 per hour for weekend 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 weekend 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 weekend shift differential pay.
4. Any increases in pay shall not be based on the weekend shift differential rate, but on the employee's base rate of pay as referenced in the step and grade table.
5. Overtime calculations shall be based on base rate of pay, and not on the weekend shift differential rate of pay.