

Agenda Item Report



Winnebago County
The Wave of the Future

DATE: 4/27/2020
FROM: Robert Doemel
RE: NIGHT PAY SHIFT PREMIUM

General Description:

Highway Department employees perform maintenance work on the state highway system and the State of Wisconsin requires that this work be completed during the night time hours when the traffic volume is lower. Performing night work involves an increased safety risk to employees as well as a disruption of their personal schedules. The current shift differential for night work is \$2.00/hour. The proposed night shift premium is \$6.00/hour. This shift differential applies to night work being completed on the state highway system only. It does not apply to winter maintenance activities or call ins for accidents. Because this is for only state highway work, the state reimburses the highway department 100%.

Action Requested:

Approval to change the shift differential for night work being performed on the state highway system, outside of the normal work hours, from \$2.00/hour to \$6.00/hour. The shift differential is not applicable to winter maintenance or call in time for accidents.

Procedural Steps:

Committee of Jurisdiction: Highway Committee	Meeting date:
Action taken: <u>Informational</u>	Vote: <u>N/A</u>
Other Committee: Personnel & Finance Committee	Meeting date: _____
Action taken: _____	Vote: _____
County Board	Meeting date: _____
Action taken: _____	Vote: _____
County Board	Meeting date: _____
Action taken: _____	Vote: _____

Background:

The State of Wisconsin requires that maintenance work performed on the state highway system be done during the night time hours. The initial resolution for a night pay shift premium was approved 6/26/2020 for \$2.00/hour.

Policy Discussion:

There is no budget impact to the county relating to this resolution, as the State of Wisconsin fully reimburses the county for this type of work. The financial impact to the State of Wisconsin will be approximately 150.00 per employee, working approximately 36-40 hours of night pay on the state highway system.

Attachments:

Pay comparison