

EMS Shift Premium

Human Resources Policy- #320

Policy:

Full-time, EMS employees that are non-exempt and work an extra 12-hour shift will be paid a Shift Premium of \$200 per extra shift worked. Part-time, EMS employees that are non-exempt and work an extra 12-hour shift after completing their 60 quarterly hours requirement will be paid a Shift Premium of \$100 per extra shift worked.

If the employee works an extra shift the employee will receive the Shift Premium in addition to being paid for hours worked. Full-time employees will be paid after each pay period and Part-time employees will be paid quarterly.

Eligible EMS employees will forfeit the Shift Premium if they have an unscheduled absence, whether it is authorized or unauthorized, at any time during a pay period they work an extra 12-hour shift. They will be paid for the hours worked at their normal pay rate. Exceptions include but are not limited to: Bereavement Leave, Workers Compensation, Military Duty, FMLA, or Jury Duty.

The County Manager and EMS Director will determine the day(s) for which shift premiums will be available. In addition, they will determine the service level at which to implement the shift Premium.

Scope:

This policy applies to all full-time and part-time EMS employees that are non-exempt.

Document Change Record

Revision	Description
5-2-2025	Revised the policy to indicated PT staff had to complete 60 hours before being eligible
1-5-2025	New Policy and Replaces HRP-#315, EMS on Call Compensations