

## **RESOLUTION NO. 73-26**

### **A RESOLUTION ESTABLISHING NIGHT SHIFT AND WEEKEND PAY DIFFERENTIALS FOR FULL-TIME POLICE OFFICERS AND AMENDING THE CITY OF DYERSVILLE EMPLOYEE POLICY HANDBOOK**

**WHEREAS**, the City of Dyersville Employee Policy Handbook provides that the personnel rules of the City were established according to City Council action and may be amended by resolution of the City Council; and,

**WHEREAS**, the Police Department provides continuous law enforcement services to the residents of the City of Dyersville, including services during overnight hours and on weekends; and,

**WHEREAS**, the burden of overnight and weekend coverage is not distributed evenly among the City's full-time police officers, and the City's present compensation structure pays the same hourly wage for those hours as for hours worked during a weekday daytime schedule; and,

**WHEREAS**, the City Council desires to establish these differentials for a defined period, to receive a report on their cost and operation, and to determine at the close of Fiscal Year 2027 whether they should be continued; and,

**WHEREAS**, the City Council finds that establishing night-shift and weekend pay differentials for full-time police officers is in the best interests of the City and its residents.

**NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF DYERSVILLE, IOWA, AS FOLLOWS:**

#### **SECTION 1. Night Shift Differential Established.**

A night shift differential of Three Dollars (\$3.00) per hour is hereby established for hours worked between 5:00 p.m. and 4:59 a.m. the following morning on Monday, Tuesday, Wednesday, and Thursday.

#### **SECTION 2. Weekend Differential Established.**

A weekend differential of Five Dollars (\$5.00) per hour is hereby established for hours worked from 5:00 p.m. on Friday continuously through 4:59 a.m. on the following Monday.

#### **SECTION 3. Eligibility.**

The differentials established by this Resolution apply only to full-time sworn police officers who are compensated on an hourly basis and who are classified as nonexempt under the Fair Labor Standards Act.

The Chief of Police, the Assistant Chief of Police, and the Captain are salaried, exempt, and not eligible. Part-time police officers, reserve police officers, and temporary or seasonal employees are not eligible.

#### **SECTION 4. Hours Actually Worked.**

The differentials are paid only for hours worked within the applicable window. The differentials shall not be paid on vacation, sick leave, holiday leave, personal leave, compensatory time taken, or any other paid leave, notwithstanding that such leave may fall within a differential window.

**SECTION 5. No Stacking.**

An hour worked shall receive no more than one differential. Should any hour fall within both windows, only the higher differential shall apply.

**SECTION 6. Call-Back, Court Time, and Training.**

The differentials apply to call-back hours and to all other hours worked in an on-duty capacity within a differential window.

The differentials do not apply to court appearances or to scheduled training. The Chief of Police, with the approval of the City Administrator, may authorize payment of the applicable differential for mandatory training scheduled within a differential window.

**SECTION 7. Inclusion in the Regular Rate.**

Differential pay earned under this Resolution shall be included in the employee's regular rate of pay for purposes of computing overtime compensation, as required by the Fair Labor Standards Act.

**SECTION 8. Amendment of the Employee Policy Handbook.**

The City of Dyersville Employee Policy Handbook is hereby amended by adding a new Section 8.6, Shift Differential Pay — Police Officers, in the form attached to this Resolution and incorporated herein by reference.

**SECTION 9. Effective Date.**

This Resolution shall take effect at the beginning of the first full pay period following its passage and adoption.

**SECTION 10. Expiration and Council Review.**

The differentials established by this Resolution shall expire at 11:59 p.m. on June 30, 2027, and shall not be paid for any hour worked after that time unless the City Council extends, modifies, or reestablishes them by resolution.

The City Administrator shall provide the City Council, not later than the regular meeting in May 2027, a written report stating the differential hours paid, the cost of the program to date, and any effect on scheduling and staffing, so that the Council may determine whether to continue the differentials beyond June 30, 2027.

PASSED AND APPROVED this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_.

CITY OF DYERSVILLE, IOWA

\_\_\_\_\_  
Jeff Jacque, Mayor

ATTEST:

\_\_\_\_\_  
Tricia L. Maiers, City Clerk

**ITY OF DYERSVILLE EMPLOYEE POLICY HANDBOOK**  
**New Section 8.6 — Shift Differential Pay, Police Officers**

**8.6 SHIFT DIFFERENTIAL PAY — POLICE OFFICERS ONLY**

- a. Eligibility. Shift differential pay is available only to full-time sworn police officers who are paid on an hourly basis and who are classified as nonexempt under the Fair Labor Standards Act. The Chief of Police, the Assistant Chief of Police, and the Captain are salaried and exempt and do not receive shift differential pay. Part-time police officers, reserve police officers, and temporary or seasonal employees do not receive shift differential pay.
- b. Night shift differential. An eligible officer receives an additional \$3.00 per hour for hours worked between 5:00 p.m. and 4:59 a.m. the following morning on Monday, Tuesday, Wednesday, and Thursday.
- c. Weekend differential. An eligible officer receives an additional \$5.00 per hour for hours worked from 5:00 p.m. Friday continuously through 4:59 a.m. the following Monday.
- d. No stacking. No hour worked receives more than one differential. If an hour falls within both windows, only the higher differential applies.
- e. Hours actually worked. Shift differential pay is paid only for hours worked. It is not paid for vacation, sick leave, holiday leave, personal leave, compensatory time, or any other paid leave, even when that leave falls within a differential window.
- f. Call-back, court time, and training. Shift differential pay applies to call-back hours and to all other hours worked in an on-duty capacity within a differential window. It does not apply to court appearances or to scheduled training. The Chief of Police, with the approval of the City Administrator, may authorize shift differential pay for mandatory training scheduled within a differential window.
- g. Overtime. Shift differential pay is included in the officer's regular rate of pay for purposes of computing overtime, as required by the Fair Labor Standards Act.
- h. Expiration. Shift differential pay under this Section expires June 30, 2027 and is not paid for any hour worked after that date unless the City Council extends, modifies, or reestablishes it by resolution.