To: Police Officers on IUB, IUEA, IUKO, IUNW, and IUSE campuses  
Date: June 21, 2012  
Subject: Shift Differential Pay

In July of 2011, a wage administration program for Public Safety Staff on all campuses was implemented, including a future provision for shift differential pay. Effective with the pay period beginning July 8th 2012, Police Officers on IUB, IUEA, IUKO, IUNW, and IUSE campuses will be eligible to receive shift differential pay in accordance with the policy described below.

Shift Differential Pay Policy for Police Officers (LE salary plan)

1) Indiana University will provide shift differential pay in the form of extra pay to Police Officers who work late night or early morning hours: 6 PM to 5:59 AM.

2) The shift differential pay will be a fixed dollar amount per hour based on documented market pay practices within the relevant labor market — for police officers, this amount will be $.50.
   a. Shift differentials will be treated as “premium pay” and are separate from the base wages for the covered positions.
   b. The shift differential pay will be combined with the base hourly rate for the purpose of the calculation of overtime pay.
   c. Hours worked outside of the designated shift differential hours will be paid at the officer’s regular rate.
   d. Vacation, sick, holiday and all other forms of pay for time-off will be paid at the officer’s regular rate.

3) Police Officers with pay rates above the published wage structure are not eligible for shift differential pay. (There are no officers paid above the 2012/13 wage structure.)

At IUPUI and IU South Bend, Police Officers are currently covered by different shift differential policies. The agreements providing for those policies will continue to apply to those employees.

Police Officers should direct questions regarding the above policy to their supervisor or the campus Police Chief.