



*University Staff/American Federation of State, County  
and Municipal Employees AFL-CIO (AFSCME)*

SUBJECT (R*)	EFFECTIVE DATE (R*)	POLICY NUMBER (O*)
SHIFT DIFFERENTIAL PAY (AFSCME)	June 2, 2017	1725.270

**POLICY STATEMENT (R\*)**

Employees are eligible to be paid a shift differential salary additive for the entire shift when assigned to work an evening or a night shift as follows:

Evening: A differential of 5% is paid for shifts where the majority of the hours fall after 6:00 P.M.

Night: A differential of 8% is paid for shifts where the majority of the hours fall after midnight.

The shift differential additive is included in the calculation of an employee’s regular rate of pay for purposes of computing overtime pay.

**REASON FOR POLICY (O\*)**

To set criteria for payment of premium shift differential for employees who work shifts other than the regular day shift to meet the needs of the University.

**HISTORY (R\*)**

Adopted: September 22, 2006; Readopted: November 14, 2008; August 19, 2013; June 2, 2017.

**RESPONSIBLE UNIVERSITY DIVISION/DEPARTMENT (R\*)**

Division of Human Resources  
Florida International University

**RESPONSIBLE ADMINISTRATIVE OVERSIGHT (R\*)**

Compensation Administration  
Division of Human Resources  
11200 S.W. Eighth Street, PC 226  
Miami, Florida 33199  
Telephone: (305) 348-2181

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**\*R = Required \*O = Optional**