



*University Staff (Dade County Police Benevolent Association  
Law Enforcement Bargaining Unit (PBA))*

<b>SUBJECT (R*)</b> SPECIAL DUTY PAY (PBA)	<b>EFFECTIVE DATE (R*)</b> June 21, 2011	<b>POLICY NUMBER (O*)</b> 1740.265
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**POLICY STATEMENT (R\*)**

Law enforcement personnel are entitled to special duty pay when an employee works an event for which the Department is reimbursed at a premium rate of pay. When such event is outside the employee's regularly scheduled week, and a holiday(s) occurs or the employee uses sick leave in that workweek, such employee will receive time and half pay for working that event.

The hours for which special duty pay is received shall not be counted as hours worked for the purpose of calculating overtime for that week. An employee reporting to a special duty event shall be guaranteed two (2) hours of special pay if an event is cancelled or concluded prior to the end of the two hour period. An employee who fails to adhere to the Department's procedures for determining the status of the event prior to reporting for such duty will lose eligibility for the guaranteed two hours.

If, after the employee reports to work, the event is cancelled or concluded prior to the end of the guaranteed two (2) hours, management may assign other law enforcement duties during the guaranteed two hour period.

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

To establish guidelines to compensate law enforcement personnel for special duty pay.

**HISTORY (R\*)**

Adopted: March 7, 2007; Readopted: November 14, 2008, June 21, 2011.

<p><b>RESPONSIBLE UNIVERSITY DIVISION/DEPARTMENT (R*)</b></p> <p style="text-align: center;">Division of Human Resources Florida International University</p> <p><b>RESPONSIBLE ADMINISTRATIVE OVERSIGHT (R*)</b></p> <p style="text-align: center;">Compensation Administration Division of Human Resources 11200 S.W. Eighth Street – PC 226 Miami, Florida 33199 Telephone: (305) 348-2181</p>	<p>The University Policies and Procedures Library is updated regularly. In order to ensure a printed copy of this document is current, please access it online at <a href="http://policies.fiu.edu/">http://policies.fiu.edu/</a>.</p> <p>For any questions or comments, the “Document Details” view for this policy online provides complete contact information.</p>
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**\*R = Required \*O = Optional**