



Rowan County Human Resources

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TO: Rowan County Board of Commissioners
FROM: Aaron Church, County Manager
Darlene I. Boling, HR Director
DATE: October 31, 2016
RE: EMS Transition to 12 Hour Shifts Compensation

EMS employees currently follow “Fluctuating Workweek” pay rules under the Fair Labor Standards Act. This allows for a weekly base salary with a variable hourly rate for overtime that is generally considered to be ½ time as opposed to 1 ½ compensation rate. With the transition from 24 hour shifts to 12 hour shifts, EMS employees will no longer fit this classification and 1½ time overtime will be required. Total projected work hours will be reduced from 2950.5 to 2184.

To accommodate the transition to 12 hour shifts, employees will be moved to the standard pay grade system. EMS employees will be paid hourly and earn 1 ½ time overtime for hours worked over 40 per week. For each employee, a calculation will be performed to determine the current percentage above base pay and then applied to the suggested new pay grade. The Summary of the pay grade transition with the potential for overtime is attached. The intended goal is to preserve the “earning potential” as the employee transitions to the regular pay scale.

RECOMMENDATION

Approve the conversion of EMS pay to the standard pay grade system and retain each employee’s earning potential by the same percentage above base pay.