



Shift differential shall be paid to eligible employees pursuant to K.A.R 1-5-28 for working on a regularly established shift outside the established day shifts. Established day shifts are:

- Administrative staff 6:00 am until 6:00 pm
- Direct Support and Laundry staff 7:00 am until 2:00 pm
- Admission staff, Call Center staff,  
Switchboard staff, Pharmacy Technicians,  
and Power Plant Operators 8:00 am until 4:00 pm

Employees, who begin or end a shift at times outside the established day shift(s), but on a regularly established shift, are eligible for shift differential. In such circumstances, the shift differential paid shall be only for the hours worked on the shift that begins or ends at times outside the established day shift. Shift differential shall not be paid to the employee for any time the employee is on any type of leave or holiday or when the employee works unscheduled hours before or after a normal day shift.

“Unscheduled hours before or after a normal day shift” means only the brief period of time immediately before or after an employee’s regularly scheduled day shift. Employees who work seven minutes or less immediately before or immediately after the established shift shall not be entitled to shift differential.

*Reference: K.A.R 1-5-28*