

**Shift Differential  
Executive Branch (Excludes Regents)**

Contract	Rate	Shift	Bargaining Unit	Bargaining Status	Notes
AFSCME	\$.60/hr	2: 4 hours between 6 p.m. and midnight	001, 002, 003, 004, 006, 011	N	Eligibility begins when employee is assigned to same shift in excess of 2 weeks
AFSCME	\$.65/hr	3: 4 hours between midnight and 6 a.m.	001, 002, 003, 004, 006, 011	N	Eligibility begins when employee is assigned to same shift in excess of 2 weeks
SPOC	\$.90/hr	2: 4 hours between 6 p.m. and midnight	007*	N	Except class 05355 Conservation Officer
SPOC	\$1.00/hr	3: 1 hour between midnight and 7 a.m.	007*	N	Except the following classes: 05355 Conservation Officer, 15999 Trooper 1, 16000 Trooper 2, 16005 Trooper 3, 16010 Trooper Pilot, and 16015 Senior Trooper Pilot
SPOC	\$1.00/hr	3: 4 hours between midnight and 7 a.m.	007*	N	Only for the following classes: 15999 Trooper 1, 16000 Trooper 2, 16005 Trooper 3, 16010 Trooper Pilot, and 16015 Senior Trooper Pilot
UE/IUP Social Services	\$.50/hr	2: 4 hours between 5 p.m. and midnight	005*	N	Only for class 03054 Youth Counselor
UE/IUP Social Services	\$.55/hr	3: 4 hours between midnight and 6 a.m.	005*	N	Only for class 03054 Youth Counselor
UE/IUP Social Services	\$.60/hr	If assigned to work outside of Mon-Fri 7 a.m. to 6 p.m.	005*	N	Only for class 86419 Correctional Counselor
UE/IUP Science	n/a	n/a	009	N	
Non-contract	\$.60/hr	2: 4 hours between 6 p.m. and midnight	001, 002, 003, 004, 006, 008, 010, 011, 012	E, S, U	Eligible if work shift for 2 or more consecutive work weeks; Non-contract and exempt from FLSA job classes request for shift diff must be requested and approved in writing
Non-contract	\$.65/hr	3: 4 hours between midnight and 6 a.m.	001, 002, 003, 004, 006, 008, 010, 011, 012	E, S, U	Eligible if work shift for 2 or more consecutive work weeks; Non-contract and exempt from FLSA job classes request for shift diff must be requested and approved in writing
Non-contract Sergeant	\$.60/hr	2: 4 hours between 6 p.m. and midnight	007*	S	Only for class 16030 Sergeant
Non-contract Sergeant	\$.65/hr	3: 4 hours between midnight and 7 a.m.	007*	S	Only for class 16030 Sergeant

\*See notes

**Bargaining Status**

- E – Exempt:* A class exempted from the provisions of Chapter 20, Iowa Code, for reasons other than supervisory duties.
- N – Non-Supervisory:* A class covered by the provisions of Chapter 20, Iowa Code, and assigned by the Iowa Public Employment Relations Board (IPERB) to a collective bargaining unit.
- S – Supervisory:* A class exempted from the provisions of Chapter 20, Iowa Code, because the duties of the class are supervisory as defined by Chapter 20, Iowa Code, and designated by DAS-HRE.
- U – Unorganized:* A non-supervisory class covered by the provisions of Chapter 20, Iowa Code, but not currently covered by a collective bargaining agreement.