Caldwell County
NORTH CAROLINA
PO Box 2200 • Lenoir, NC 28645
828-757-1300 • CaldwellCountyNC.org

Date:
To: Caldwell County Emergency Services and Detention Division
From: Donald Duncan, County Manager
Subject: Differential Pay for Nighttime Employees

Employees,

Caldwell County is consistently seeking to improve our support for staff while empowering them to offer the services that the people of Caldwell County need. Through research, evaluation, and with consideration for our recent employee climate survey, it has been deemed necessary to implement differential pay for employees who work shifts during the nighttime. Therefore, the following policy is implemented, effective __/__/____:

> Non-Exempt employees who work dedicated night shifts within the County Department of Emergency Services and Sheriff's Office Detention Division will receive an additional $2.00 per hour worked.

Any questions about this policy may be directed to the County Human Resources Department.

Sincerely,

Donald E. Duncan, Jr.
County Manager, ICMA-CM