



SOUTHERN UNIVERSITY AND A&M COLLEGE SYSTEM

J.S. CLARK ADMINISTRATION BUILDING
BATON ROUGE, LOUISIANA 70813

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MEMORANDUM

SUBJECT: Premium Pay Policy for University and Non-University events

EFFECTIVE DATE: November 5, 2014

In accordance with C.S. Rule 6.16(a) the following Premium Pay policy for campus police personnel working special university/non-university events is being adopted.

AUTHORITY: Under the authority of C.S. Rule 6.16(a), Southern University is adopting the following policy as it relates to Premium Pay for campus police personnel working special university/non-university events.

IMPLEMENTATION: The premium pay may be awarded in the amount of \$5-\$20 per hour, not to exceed \$50 per hour above the time and a half rate of pay. Application of this policy is contingent upon the following conditions/criteria:

- Requests for application of this policy must be submitted in writing prior to implementation.
- Funding being available and verified by campus Vice Chancellor of Finance to the Vice President of Finance and Business Affairs and Comptroller.

DEFINITION OF UNIVERSITY AND NON-UNIVERSITY EVENTS

University events are official events sponsored by a Southern University department (i.e. athletic events, homecoming activities, etc.)

Non-University events are those events taking place on the campus of Southern University but sponsored by and funded by entities external to the University (i.e. concerts, rallies, etc.)

JOB TITLES ELIGIBLE FOR PREMIUM PAY ARE:

Police Captain
Police Lieutenant
Police Sergeant
Police Investigator
Police Officer 3-A
Police Officer 2-A
Police Officer 1-A
Guard Supervisor
Guard
Police Radio Dispatcher
Communications Officer 2

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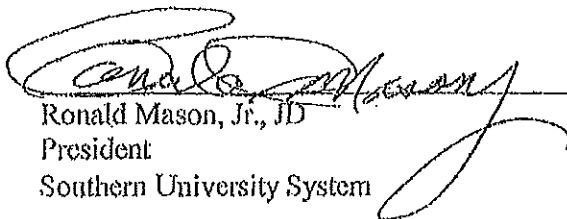
Premium Pay for *UNIVERSITY* events will be implemented at the rates below.

| TITLE | C.S. Pay Level | Maximum Premium Pay |
|--------------------------|----------------|---------------------|
| Police Captain | (PS115) | \$50 |
| Police Lieutenant | (PS113) | \$50 |
| Police Sergeant | (PS111) | \$40 |
| Police Investigator | (PS105) | \$40 |
| Police Officer 3-A | (PS109) | \$40 |
| Police Officer 2-A | (PS108) | \$40 |
| Police Officer 1-A | (PS107) | \$40 |
| Guard Supervisor | (PS105) | \$30 |
| Guard | (PS103) | \$25 |
| Police Radio Dispatcher | (WS205) | \$25 |
| Communications Officer 2 | (WS210) | \$25 |

Premium Pay for *NON-UNIVERSITY* events will be implemented at the rates below.

| TITLE | C.S. Pay Level | Maximum Premium Pay |
|--------------------------|----------------|---------------------|
| Police Captain | (PS115) | \$35 |
| Police Lieutenant | (PS113) | \$35 |
| Police Sergeant | (PS111) | \$30 |
| Police Investigator | (PS105) | \$30 |
| Police Officer 3-A | (PS109) | \$30 |
| Police Officer 2-A | (PS108) | \$30 |
| Police Officer 1-A | (PS107) | \$30 |
| Guard Supervisor | (PS105) | \$25 |
| Guard | (PS103) | \$20 |
| Police Radio Dispatcher | (WS205) | \$20 |
| Communications Officer 2 | (WS210) | \$20 |

"This policy is not intended to create any property rights. The agency may re-assess "need" and the allocation of funding resources at any time and may rescind or change the amount given at any time. Sufficient notice must be provided to the employee and notification must be sent to State Civil Service of any changes in the amount paid."


 Ronald Mason, Jr., JD
 President
 Southern University System