Changes to Personnel Rule 3. Compensation

Summary

- Update the Personnel Rule 3 to align with the Workday implementation and several additional changes.
- Approved by the Unified Personnel Board on November 5, 2026.

Background

The policy is being updated to align with Workday capabilities and industry best practices regarding shift differential pay. This change automates the process of paying shift differential when an employee works during the designated time frames. Previously, managers were required to submit manual requests to Payroll to have the additional pay applied. The update will also remove the Market Driven Skills Supplement from the Rule previously approved at the Unified Personnel Board meeting on April 16, 2026.