

## Overview of COPRA Premium Pay System

Type of Pay	COPRA Premium Pay
Overtime	2 times the basic hourly rate for work in excess of 8 hours in a day or 40 hours in a work week
Sunday pay	1.5 times the basic hourly rate (50% premium)
Holiday pay	2 times the basic hourly rate (100% premium)
Night pay/differential	1.15 or 1.2 times the basic hourly rate based on the time/shift hours worked (15-20% premium)
Commute compensation  (returning to work for an overtime work assignment)	3 times the basic hourly rate
Callback  (additional overtime paid for reporting early or returning to work for unscheduled inspections)	2 times the basic hourly rate
Foreign language proficiency award  (for proficiency and use of foreign language while performing duties)	1-5% of basic pay
Retirement annuity	Annuity includes overtime earnings up to 1/2 of statutory cap in calculating retirement pay
Cap on pay	Annual cap on overtime and premium pay under COPRA of \$35,000