

County Proposal #15 – Unit 8
August 10, 2022

[Note: except for highlighted text, new language in 8.4.B copied from Unit 5 MOU]

8.4 Call Back and Standby Pay Differential

A. Call Back

An employee who is called back to work for an emergency or other unplanned and unscheduled event, after having physically left the worksite following the termination of their normal work day, shall be paid for call back duty at ~~his/her~~ the employee's straight time hourly rate. Such compensation shall be subject to the provisions of **Section 20.2**, Overtime, and not exceed the maximum step of the working level classification, with a guaranteed payment equivalent to three (3) hours straight time pay when the call back time worked is less than three (3) hours.

Travel time to and from the work site shall not be considered time worked. An exception will be made for employees working in the classifications of Animal Care Officer and Communications Technicians (where this is a current practice), who are assigned a County vehicle to respond to a call out to a remote work site other than their regular work location. These employees will be compensated for time spent responding, beginning from the time they leave their home until they complete the assignment. If during the term of this agreement, the Union raises another classification(s) that it believes should also be included in the travel time exception above, the Union shall bring such additional classification(s) to the attention of the Human Resources Director, who shall meet with the Union in order to determine if the additional classification is similarly situated and whether the travel time exception shall be applicable to the proposed, additional classification(s). The decision of the Human Resources Director shall be final.

If an employee has physically left home and received a call canceling a call back, the three (3) hour minimum shall apply. Time spent by the employee on the phone responding to questions or issues in the workplace, will be compensated for at the applicable rate of pay, but such time is not considered call back and is not subject to the minimums provided above.

B. Standby

Standby is any time other than time when the employee is actually on duty during which an employee is not required to be on County premises but stand ready to immediately report for duty and must arrange so that ~~his/her~~ the employee's supervisor can reach him/her on ten (10) minute's notice or less.

If an employee is placed on standby duty, such employee shall be compensated for the time spent on assigned standby at three dollars (\$3.00) per hour. If such standby is spent on weekends or holidays, the employee shall be compensated at four dollars (\$4.00) per hour. No employee shall be compensated for standby duty and call back work simultaneously. Classes used as standby and call back must be approved by the County Administrator both as to authorized classes and authorized numbers.

1. Telephone Work Pay

Facilities Operations Supervisors who are assigned standby duty, must handle and respond to work telephone calls. Telephone work shall begin upon the initial telephone conversation and shall end upon the conclusion of the telephone call, follow-up calls and appropriate documentation from those calls.

2. Telephone Work Pay

Any Facilities Operations Supervisor who is on assigned Standby Duty who handles phone calls from home on Saturdays, Sundays, holidays and/or evenings shall be paid for Telephone Work at the employee's straight time hourly rate for actual time spent on the telephone call. Such compensation shall be subject to the provisions of Section 20.2, Overtime, with a guaranteed minimum of two (2) hours. The two (2) hours minimum for phone calls applies to all phone calls made and received during the two (2) hour period following the initial phone call. If the phone call minimum period of two (2) hours overlaps with call back time, phone call standby pay shall be deducted from the call back pay (See Non-Pyramiding Section 8.4(B)(3)).

3. Non-Pyramiding

- a. No employee shall be entitled to receive for the same period both (1) Callback Pay, Standby Pay, or Telephone Work Pay and (2) pay for their normal work hours and/or work day. Notwithstanding any other provisions of this Section, no period of compensated Callback work, Standby Pay or Telephone Work shall end later than the beginning of the employee's normal work hours and/or work day.
- b. No employee shall be entitled to receive more than one of the three types of compensation set forth in this Section 8.4. for the same time period.
- c. For Facilities Operations Supervisors who are assigned standby duty, the commencement of callback work ends the period of

compensation under the standby pay provisions and begins the compensation under the Callback provisions.

d. For Facilities Operations Supervisors who are on assigned standby duty, and who have commenced a period of Telephone Pay, the Commencement of Callback work ends the period of compensation under the Telephone Pay provisions and begins the period of compensation under the Callback Pay provisions.

e. For Facilities Operations Supervisors who are on assigned standby duty, the Commencement of Telephone Work ends the period of compensation under the Standby Pay provisions and begins the period of compensation under the Telephone Pay provisions.

f. For Facilities Operations Supervisors who are on assigned standby duty and who have been called back to work, all calls placed or received after the Commencement of Callback work and before the End of Callback work are part of the work performed as Callback, and do not commence a new period of Telephone Work.