

§ 10-3.12 CALL-BACK AND STANDBY PAY.

The city provides a continuous 24 hour a day, seven day a week service to its customers. Therefore, it is necessary for certain employees to respond to any reasonable request for duty at any hour of the day or night. One of the conditions of employment with the city is the acceptance of a share of the responsibility for continuous service, in accordance with the nature of each job position. If an employee fails to respond to reasonable calls for emergency service, either special or routine, the employee shall be subject to disciplinary actions up to and including dismissal.

(A) *Call-back*. Non-exempt **full-time** employees will be guaranteed a minimum payment of two hour's wages for being called back to work outside of normal working hours. "Call-back" provisions do not apply to previously scheduled overtime work or employees who are called to work while serving in a "on call" capacity. Hours worked when responding to emergency call-back will be compensated at time and one-half.

(B) *On call*. Non-exempt **full-time** employees required to be on "on call" duty will be paid for eight hours of work for each week (approximately 128 hours, excluding work time) of on call time they serve. On call compensation for less than one full week shall be determined by the ratio of .062 hours of pay per one hour of on call time. Hours actually worked while on call are calculated beginning when the employee reports to the work site and are added to the regular total of hours worked for the week. On call time is defined as that time when an employee is required and must remain near an established telephone or within the restricted beeper range.

(Ord. passed 5-17-94; Am. Ord. passed 10- -98; Am. Ord. passed 11-16-99; Am. Ord. passed 8-29-09)