

**1407. ON-CALL ~~DUTY~~ AND CALL-BACK ~~PAY FOR EXTRA HELP~~  
EMPLOYEE COMPENSATION**

A) On-Call–

When warranted and in the interest of the County's operations, ~~department heads appointing authorities~~ or their designee may assign non-exempt Confidential and Extra Help employees to "on-call" ~~status~~duty for an "on-call period" determined by the employee's department.

1) "On-call Duty" is an assigned duty outside the normal work week assignment during which an employee must remain where ~~he/she~~the employee can be contacted by telephone and ~~he/she is~~be ready for immediate call-back to his department to perform an essential service.

2) On-call Compensation

a. Employees of the Health and Human Services Agency shall be compensated at an hourly rate of 20% of the employee's base hourly rate for each hour the employee is assigned to on-call duty.

b. An ~~e~~Employees working for all other agencies and departments assigned to on-call duty shall be compensated at the rate of \$1.~~26~~0 per hour ~~for each hour of such on-call time.~~

2)3) If the County and the employee agree, an employee on an approved vacation may be placed on the on-call duty list if the employee is willing and able to return to work if called during the vacation.

B) CALL-BACK

1) Call-Back ~~duty Compensation for Extra Help Employees~~ ~~is W~~when an ~~Extra Help~~ employee returns to work because of a department request made after the employee has completed his/her normal work shift and left the work station.~~r.~~

2) Call-back compensation

a. ~~the~~An employee called back shall be credited with two (2) hours of work plus any hours of work in excess of two (2) hours in which the employee is continuously engaged in work for which he/she was called back.

~~a.~~b. This two hour minimum shall apply only when an employee is required to physically return to work (e.g., leave home or another off-duty location) in order to perform required duties.

~~b.~~c. An employee on on-call duty shall be entitled to the aforementioned two-hour minimum only once during a single on-call period or twice during a weekend on-call period.

~~e.~~d. "Call-back" time shall be paid as straight time at the base hourly rate unless the hours actually worked exceed 40 hours in that workweek. In such case, an employee shall be paid at the rate of 1 ½ hours for each one (1) overtime hour worked.

~~d.~~e. Call-back provisions, including the two-hour minimum, shall not apply if an employee is called to work within one hour of their normal starting time. If an

employee is called to work within the one hour prior to their normal starting time, they shall be compensated under overtime provisions.

There shall be no duplication or pyramiding of rates paid under this section. No employee shall be compensated for on-call duty and call-back duty simultaneously. Hours worked on call-back duty shall be deducted from the prescribed on-call duty to determine the appropriate on-call pay.