



HUMAN RESOURCES DEPT.
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RESOLUTION NO. 093-2015

OF THE BOARD OF SUPERVISORS OF THE COUNTY OF EL DORADO

WHEREAS, the El Dorado County Charter Section 210(a)(6) states that the Board of Supervisors shall establish the compensation of officers and employees; and

WHEREAS, the Board of Supervisors for the County of El Dorado has previously established and amended Resolution No. 323-2001 of the Salary and Benefits Resolution for Unrepresented Employees to include subsequent amendments in order to comply with changes affecting County unrepresented employees' salaries and benefits; and

WHEREAS, Section 1407 of Resolution No. 323-2001 as amended provides for on-call and call-back compensation for extra help employees; and

WHEREAS, on May 19, 2015 the Board approved an amendment to the County's Memorandum of Understanding with El Dorado County Employee's Association, Local No. 1, revising the method of calculating on-call duty compensation for Health and Human Services Agency employees only; and

WHEREAS, the County wants to provide unrepresented non-exempt employees the same on-call and call-back compensation structure as employees covered by the County's Memorandum of Understanding with El Dorado County Employee's Association, Local No. 1,

WHEREAS, the Human Resources Department recommends that the Board approve the amendment of Section 1407 "On-Call Duty and Call-Back Pay for Extra Help Employees" to make its provisions applicable to non-exempt confidential employees and revise the method of calculating on-call compensation for Health and Human Services Agency employees that are subject to Resolution 323-2001.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Supervisors of the County of El Dorado does hereby approve the following amendment to Section 1407 as specified below and incorporate such changes in the Salary and Benefits Resolution No. 323-2001 to become effective the first full pay period following Board approval.

1407 ON-CALL AND CALL-BACK COMPENSATION

A) ON-CALL

When warranted and in the interest of the County's operations, appointing authorities or their designee may assign non-exempt Confidential and Extra Help employees to "on-call" 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 the employee can be contacted by telephone and be ready for immediate call-back to the 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. Employees working for all other agencies and departments assigned to on-call duty shall be compensated at the rate of \$1.60 per hour.
- 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 is when an 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.
- 2) Call-back compensation
 - a. 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.
 - 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.
 - 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.
 - 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 work week. In such case, an employee shall be paid at the rate of 1 ½ hours for each one (1) overtime hour worked.
 - 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.

PASSED AND ADOPTED by the Board of Supervisors of the County of El Dorado at a regular meeting of said Board, held the 16 day of June, 2015 by the following vote of said Board:

Attest:
James S. Mitrising
Clerk of the Board of Supervisors

Ayes: Mikulaco, Ranalli, Frentzen, Veerkamp, Novasel
Noes: none
Absent: none

By: (Signature) Taylor
Deputy Clerk

(Signature) Veerkamp
Chair, Board of Supervisors
Brian K. Veerkamp