

ON-CALL PAY PROGRAM OUTLINE

Rev. November 2009

OVERVIEW

The City of Logan recognizes the need to respond to unforeseen, unplanned, or emergency situations. As such, the City has established an On-call program. On-Call constitutes a program whereby qualified employees volunteer to make themselves available by telephone, pager, radio, etc. for the opportunity to return to work.

PURPOSE

The purpose of the On-Call Program is to provide a cost effective way for the City of Logan to respond to unforeseen demand for essential services that may occur outside of normal working hours and/or above normal staffing levels.

GENERAL PROVISIONS

- a. All On-Call programs within the City are voluntary.
- b. Each department will address their needs with regard to emergency or unforeseen demand for services.
- c. Each department may have unique qualifications that employees must meet to be eligible to volunteer for On-call Program participation.
- d. Only employees in positions where On-call is deemed necessary may be eligible to participate in their department's On-call program.
- e. All employees requesting to participate in On-Call programs must qualify and be selected for participation.
- f. On-Call hours are independent of overtime provisions and are not considered hours worked for the calculation of overtime.
- g. Employees selected for On-Call program participation are compensated at the rate of \$1.50 per hour during the on-call shift.
- h. When an On-Call employee is called back, they are compensated for a minimum of one (1) hour at one and one-half (1½) times their regular rate of pay.
- i. Once the employee is called back, the \$1.50 On-Call compensation ends for the duration of call-back.