

Bargaining Unit employees should review their appropriate Collective Bargaining Agreement (CBA) to determine if this policy applies to them. In case of a conflict between the applicable CBA and these policies, the provision in the CBA controls.

Policy No.: 5-30

Effective: 04/08/14

Revision No.:

Review Date: 04/08/15

CALL OUT PAY

SCOPE: This policy applies to all non-bargaining employees employed by the Board of County Commissioners who are eligible for overtime compensation.

PROVISIONS:

1. When an eligible employee is called out to work on a day s(he) is not scheduled to work, or at a time that is not contiguous to his/her regular shift, the employee shall be guaranteed three (3) hours of pay at his /her regular rate. However, if the employee who is called out works less than one-half hour, or if the time worked plus travel time equals more than three (3) hours, the employee shall be paid for the actual time worked plus travel time.
2. The three (3) hour minimum will be applied only if the employee must travel to a work location, or to the location of the problem/issue, in order to resolve it. If the employee is able to resolve the issue without having to travel to another location, the employee will be paid only for the time spent resolving the issue.

County Manager

County Attorney