

MECHANIC ON-CALL AND PAY

This Memorandum of Understanding (MOU) is entered into between the City of Springfield (City) and AFSCME 1148 (Union) regarding expectations for Mechanics working 4-10s and an hourly On-Call pay rate.

1. Purpose

Establish limited on-call coverage on Fridays to support a 4-10 work schedule while maintaining necessary emergency response capability.

2. On-Call Assignment

- One (1) mechanic will be assigned on a rotating basis to carry a phone each Friday.
- Assignments will be distributed equitably among participating employees.
- On-call duty is limited to **emergency response only**, defined as issues that pose an immediate risk to safety, essential operations, or City equipment and cannot reasonably be deferred until the next regular workday.

3. On-Call Hours

- On-call coverage will be limited to the employee's **normal 10-hour shift window on Friday** (e.g., 6:30 a.m. – 5:00 p.m.). No on-call obligation exists outside of these hours.

4. On-Call Pay

- Employees assigned to on-call duty will receive **pay only for the designated on-call hours**.
- Compensation will be paid at the rate specified in **Article 14.5 (On-Call Pay)** on an hour-for-hour basis multiplied by a 1.5 premium ($1.714 / 24 = 0.0714 \times 1.5 = 0.1071$) for time spent "waiting to be engaged" to work.

5. Payroll Administration

- Employees will record assigned On-Call hours using the **OCA** earn code on the applicable Friday timecard entry.
- For example: 10 hours recorded using OCA will generate 1.071 of compensation.
- Employees electing compensatory time in lieu of cash payment will record 0.70 to the **ERC** earn code. The payroll system will apply the contractual 1.5 multiplier to the comp bank.

6. Call-Back (Article 14.6)

- If an employee is called in to perform work:
 - Compensation will be in accordance with **Call-Back**, including minimum guarantees.

7. Management Rights (Article 3)

- The Employer retains the right to assign, schedule, and modify on-call coverage based on operational needs.

8. Term and Duration

- This MOU will become effective upon signature by both parties and will remain in effect through June 30, 2027, unless extended or modified by mutual written agreement of the parties.

This MOU constitutes the entire agreement between the parties regarding this pilot program and does not modify any other provisions of the collective bargaining agreement unless expressly stated.

FOR THE EMPLOYER:

Name: Chaim Hertz
Title: Human Resources Director
Date: 5/22/2026

Name: _____
Title: _____
Date: _____

FOR THE UNION:

Name: Brian Wilson
Title: President AFSCME Local 1148
Date: 5/21/2026

Name: Monical Bielski Boris
Title: Council Rep
Date: 5/21/2026