

On-Call Pay Provisions for neighboring Public Entities Updated 6-13-17

From union contracts and calls to entities.

Bingen: On-call pay is \$5.00 per hour, but they rarely have an hourly employee in “on-call” status. They call the Public Works Director or water plant manager (both union employees), who then calls staff in when necessary. They only pay “on-call” pay for special events when they have to have someone ready.

North Bonneville: Gets paid on-call pay of \$2.25 per hour, based on actual hours worked that week (vs the time spent on standby status). On-call status rotated on a weekly basis through all four public works employees, including the public works director (who is union, so gets the same on-call pay as the rest of them). This equals an approximate weekly on-call pay of **\$99.00**, assuming 44 hours worked that week (40 + 2 + 2) at current top rate for Utility Worker.

Washougal: On call pay is 2 hours of normal straight-time pay per weekend day, 1 hour of normal straight time pay for weekday evening coverage, or 2.5 hours straight time pay per holiday on-call coverage. This equals a full week standby pay of **\$316** for a non-holiday week (4 hours straight time pay for weekday evening coverage plus 6 hours for the weekend, times top step of \$31.63 / hour).

PUD No. 1: One water plant employee on call at all times. Rotates on-call coverage through both water employees (water plant manager and water plant operator). For being on call they receive 4 hours of straight time pay for Saturday and 4 for Sunday. No on-call pay for weekday evening coverage. Equals approx pay of **\$308** for the week (\$38.57 for senior water plant operator times 8 hours).

Camas: Pays on-call pay of \$35 per evening during the week (\$75 for a holiday), plus \$150 per weekend. Equals a normal full week standby pay of **\$325** (5 times \$35 for 5 weekdays plus \$150 for the weekend).

White Salmon: Standby Pay is \$6.20 per hour. One person is on standby status all the time for backshift and weekend coverage. Operations Manager (exempt employee) is included in the rotation (he does not get the extra standby pay that the other employees receive). On-call pay at \$6.20 / hour for 128 hours per week equals approximately **\$793** per week of standby pay.

Stevenson: On-call pay for weekend and holiday coverage is \$6,000 per year, payable at the rate of \$2,000 per certification for the first three water and sewer plant certifications (Water Plant Operator I, Water Distribution Manager I, and Wastewater Treatment Plant Operator I). \$6,000 per year equates to **\$462** per weekend (including the holiday, when applicable) when on a 4-person rotation or **\$346** per weekend (including the holiday, when applicable) when on a 3-person rotation for vacation coverage or when we have a new field crew member.