

5.3 ON CALL PAY (STANDBY PAY)

The City requires ~~some~~ **Public Works** employees to be “on-call” when needed to protect the health, safety and property of the City and its residents. To meet the needs of the City’s utilities, **qualified public works** employees ~~with Water Plant Operator I and Wastewater Treatment Plant Operator I certifications~~ will be required to be “on call” on rotating weekends and holidays ~~with other employees with these certifications~~. **The Public Works Director shall determine which employees are qualified to be on call.**

“On Call” requires that the employee will be available for all emergencies by an effective means, to be determined by each employee (telephone, cell phone, pager, radio, etc.). The employee must be able to respond to a call within 30 minutes and shall not be impaired at any time while on call. If the scheduled employee cannot fulfill their standby obligation, it is their responsibility to find an employee to take their place.

As compensation for “on call” week-end coverage, “on call” pay will be paid to these employees as a part of their normal salary. Pay will be according to the Salary ~~Key~~ **Schedule** approved by City Council annually. It will be the responsibility of the ~~Department Head~~ **Field Supervisor** to ensure that the stand-by days are equally shared among the ~~responsible~~ **qualified** personnel.