

POLICY 521 ON CALL PAY

1. **Purpose.** To ensure an employee are available at any time to respond to emergency situations as they arise.
2. Highway Department.
 - 2.1 Eligible staff in the Highway department will assigned to be the primary on-call person will be available for emergency work evenings and weekends and for all legal holidays. One employee will be assigned to be the primary on-call person each day.
 - 2.1.1 Assignments will normally be made on a rotational basis.
 - 2.2 Employees assigned to be the primary on-call person will be paid \$40 for Friday, Saturday and Sunday.
3. Facilities Department.
 - 3.1 Facilities employees will be available for emergency work evenings and weekends and for all legal holidays. One maintenance employee will be assigned to be the primary on-call person each week, Monday through Sunday.
 - 3.1.1 Assignments will normally be made on a rotational basis.
 - 3.2 Facilities Maintenance Worker, Maintenance Tech Lead, and Facilities Supervisor assigned to be the primary on-call person each week will be compensated \$100 per week.
4. Human Services Department
 - 4.1 Eligible staff in Human Services assigned to be the primary on-call person will be available for emergency work evenings and weekends and for all legal holidays. One employee will be assigned to be the primary on-call person each day.
 - 4.1.1 Assignments will normally be made on a rotational basis.
 - 4.2 Employees assigned to be the primary on-call person will receive pay as follows:
 - o Weeknights: \$30.00 day
 - o Weekends: \$48.00 day
 - o Holidays: \$60.00 day
 - 4.2.1 When an employee is called in during his/her on-call shift he or she will receive additional pays equivalent to the employee's base rate as a stipend in 15

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Revised Date: September 2016, November 2017, January 2018

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minute increments.

5. Parks and Forest.

5.1 Coon Fork Park Ranger. On-call pay of one dollar and fifty cents (\$1.50) per hour will be paid for all hours spent while on on-call status.

5.2 Lake Altoona Park Ranger. On-call pay of one dollar and fifty cents (\$1.50) per hour for all hours during on-call status at the direction of the department head or designee using the one-foot dam gate-opening standard.

5.3 Lake Eau Claire Rangers. On-call pay of one dollar and fifty cents (\$1.50) per hour for all hours during on-call status at the direction of the department head or designee using the two-foot dam gate-opening standard.

5.4 Employees working on the dams alone will receive an additional two dollars (\$2) per hour.

6. Airport.

6.1 The Airport Maintenance Supervisor will be the primary on-call person each week, Monday through Sunday, and compensated \$100 per week for being the primary on-call person.

6.2 Airport maintenance employees will be available for emergency work evenings and weekends and for all legal holidays.

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