

TENTATIVE AGREEMENT - STANDBY & CALLOUT

ARTICLE VIII – HOURS OF WORK, OVERTIME, PREMIUM PAY

Sec. 7 Standby Pay, Call-Out Pay.

- a) Standby Compensation. Employees performing standby duty shall be compensated at the daily rates established below:

On a Regular Workday for the Unit (14 to 16-hours of Standby) <i>CSB</i>	\$70
On a Regular Day Off for the Unit (e.g., Weekends and Holidays)(24-hours of Standby) <i>CSB</i>	\$100

Monday through Friday \$70

Saturday, Sunday, Holidays \$100

In the event of a declared City emergency, this section applies to standby assigned in accordance with applicable department policy.

- b) Minimum Call-Out Pay. Employees who are called out to work after leaving the worksite for the day not otherwise excluded from receiving overtime pay who are called out to perform work shall be compensated for at least two hours' pay from the time of the call-out for each occurrence at the appropriate overtime rate. Employees who work more than two (2) hours after being called out shall be compensated for all hours worked outside of their normal shift at the overtime rate. Employees will receive two (2) hours of pay for each callout. However, they will not receive callout pay when they are already in paid status (e.g., when a second call comes in within two (2) hours after the initial callout), except as provided in (c) below.
- e) Effective the first full pay period following the later of January 1, 2025 or City Council approval of the MOU. The two-hour minimum does not shall apply to employees called out to work while earning pay for being in a standby status unless

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