

Rule 313 Call-Out Pay: Only non-exempt employees shall be eligible for call-out pay. An eligible employee who receives notice after the end of his/her regularly scheduled shift or approved overtime that he/she is required to report to work at a time prior to the commencement of the employee's next regularly scheduled shift, and who actually reports to work as required, shall be considered to have been "called out." Each quarter (1/4) hour, or part thereof, worked after reporting to work on call-out shall be subject to call-out pay pursuant to this Rule, except that no time worked during any regular shift shall be subject to this Rule. An eligible employee who is called out shall be compensated for time worked on call-out as provided in this Rule.

~~a)~~ b) If the employee's regular shift begins less than four (4) hours after reporting to work on call-out, the employee shall receive compensation at the premium rate of pay from the time the employee reports to work on call-out until the time the employee's regular shift commences. The employee may be required to perform regular duties during any period following the completion of the work for which he/she was called out and the commencement of his/her regular shift.

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~~a) b)~~ If the employee works four (4) or more hours during any call-out period, the employee shall receive compensation at the ~~overtime-premium~~ rate of pay for the eligible time worked.

~~b) If the employee's regular shift begins less than four (4) hours after reporting to work on call-out, the employee shall receive compensation at the overtime rate of pay from the time the employee reports to work on call out until the time the employee's regular shift commences. The employee may be required to perform regular duties during any period following the completion of the work for which he/she was called out and the commencement of his/her regular shift.~~

~~c.) Except as provided in subsection a above, If~~ the employee works less than four (4) hours during any call-out period, eligible for call-out pay, the employee shall receive compensation at the ~~overtime-premium~~ rate of pay for four (4) hours.

~~e) i)~~ If an employee receives notice that he/she is required to report to work again prior to the expiration of the initial four (4) hours call out period, and the eligible time worked extends past the initial four (4) hours following commencement of a the call-out period, then the additional work period eligible time worked shall be considered to be a continuation of the initial call-out period and shall be compensated at the premium rate of pay.

~~d) If the employee is called out a second~~ subsequent time after the expiration of initial four (4) hour call out period, this would it will be treated as a new call out period and subject to the criteria listed above.

| ~~de~~) If an eligible employee who is not on standby is called-out on a County holiday, the employee shall receive call-out pay as specified in this Rule and, in addition, shall receive:

1. Holiday pay that would have otherwise been paid for on the holiday which the call-out occurred; and
2. Paid administrative leave to be used within ninety (90) days after accrual, at a time determined or approved by the Department Director, consistent with the work needs of the County, in the amount of either:
 - i. The employee's regular holiday allocation if the hours worked are equal to or exceed one-half (1/2) of the employee's regular holiday allocation, or
 - ii. One-half (1/2) the employee's regular holiday allocation if the hours worked are less than one-half (1/2) of the employee's regular holiday allocation.

| ~~ef~~) In the case where a non-exempt Information Management employee is required to perform work duties but does not actually report to his/her assigned work location and is able to perform the work from a remote location; he/she will be paid at a minimum two (2) hours of ~~overtime premium rate of~~ pay or for actual hours worked as defined above.