

SECTION 1.6.4: STANDBY.

(a) Definition of Standby Duty and Critical Standby Duty.

(1) Normal Standby Duty. Standby duty means that an employee is assigned to specific hours outside the normal workweek/period assignment, during which the employee must remain where such employee can be contacted by telephone, ready for immediate return to work to perform an essential service.

(2) Critical Standby Duty. A standby shift is “critical” where the employee must report immediately upon being called to perform a service which cannot be delayed until the next normal working day, which service is so critical as to frequently mean the difference between life and death.

(b) Standby Positions Designated. The Chief Administrative Officer must approve the designation of all standby and critical standby positions.

(c) Standby Compensation.

(1) Normal Standby Duty. Employees in eligible classes listed below shall be paid the equivalent of one (1) hour compensation for each normal standby shift, provided such shift is not longer than the employee’s normal workday. A normal workday is defined as at least eight (8) hours.

Eligible Classes:

5792 Supervising Medical Examiner Investigator, and classes designated AE, CL, CM, CR, DI, DM, FS, HS, MM, PR, PS, RN, SO, SS and SW; classes designated CE or CEM with a biweekly rate of pay which, at the top step, does not exceed \$2,144.00.

(2) Critical Standby Duty. Employees in eligible classes listed below shall be paid the equivalent of two (2) hours compensation for each “critical” standby shift, provided such shift is not longer than the employee’s normal workday. A normal workday is defined as at least eight (8) hours.

Eligible Classes:

5792 Supervising Medical Examiner Investigator,

Eligible Classes:

and classes designated AE, CL, CR, FS, HS, MM, PR, PS, RN, SO, SS and SW; classes designated CE or CEM with a biweekly rate of pay which, at the top step, does not exceed \$2,144.00.

- (3) Standby duty for eligible classes listed in (1) and (2) above shall not count as time worked, except to the extent that an employee is required to, and does, actually return to a work place and perform actual service. Employees assigned to standby shall not be entitled to call-back work compensation, unless otherwise specifically provided under the call-back provisions.

(Amended 08/01/08, Ord. No. 9946)
(Amended 06/28/13, Ord. No.10263)
(Amended 12/03/13, Ord. No. 10303)
(Amended 09/28/18, Ord. No. 10562)

(d) Standby Duty At Place Of Contact.

- (1) An eligible employee contacted through the Health & Human Services Agency during standby duty hours and required to perform services without leaving the place of contact, shall receive compensation for such time worked in the same manner such employees receive scheduled overtime compensation. To be eligible for such compensation, employees must be authorized and ordered by the Health & Human Services Agency to perform such services.

Eligible Classes: Classes designated SW.

- (2) Medical Examiner Investigators. An eligible employee who is contacted by the department during a standby shift and required to perform services without leaving his/her place of contact shall receive credit for a minimum of one (1) hour at time-and-one-half pay. This payment shall be applicable only to the first such occurrence during each standby shift. A Medical Examiner Investigator may not be assigned standby duty of more than two (2) shifts per week.

Eligible Classes:

5740	Medical Examiner Investigator II
5741	Medical Examiner Investigator I

(e) Critical Standby Duty Compensation. The eligible classes listed below

shall be designated as “critical” and, therefore, shall be compensated at the equivalent of two (2) hours compensation for each normal “critical” standby shift.

<u>Eligible Classes:</u>	
5740	Medical Examiner Investigator II
5741	Medical Examiner Investigator I
5738	Criminalist
5737	Criminalist II
5736	Criminalist III
5721	Forensic Documents Examiner
5734	Supervising Criminalist
5716	Forensic Evidence Technician
5719	Senior Forensic Evidence Technician

- (f) Application of Standby Compensation for Court Order or Subpoena. When an eligible employee is ordered through subpoena or by the District Attorney to remain available on standby for contact to report to a court to give required testimony, such employee shall be paid the equivalent of one (1) hour’s compensation for each day such standby is served.

<u>Eligible Classes:</u>	
4517	Certified Nurse Practitioner
4525	Psychiatric Nurse
4538	Staff Nurse
4548	Sheriff's Detentions Nurse
5740	Medical Examiner Investigator II
5741	Medical Examiner Investigator I

(Amended 09/25/09, Ord. No. 10008)

- (g) Hazardous Incident Response Duty - Environmental Health Specialists: Employees in eligible classes contacted by the department and required to remain available on standby for hazardous incident response work, shall be compensated at Step 5 of the rate for class 4723 - Environmental Health Specialist III for each standby hour. Employees must possess current training and certification in hazardous incident response work to be considered eligible.

<u>Eligible Classes:</u>	
4722	Environmental Health Specialist II
4723	Environmental Health Specialist III

(Repealed 01/18/08, Ord. No. 9912)
(Added 01/18/08, Ord. No. 9912)
(Amended 04/25/08, Ord. No. 9928)

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