

EMERGENCY CALL-IN PAY

Policy #1998-4-4 Amended

Emergency call-in pay is defined as premium pay for time worked in excess of scheduled work hours in a standard work week, where an employee responds to a call from his employer without prearrangement to perform extra or emergency work. Emergency Call-In Pay is applicable only to non-exempt employees.

Conditions necessitating an employee response to the County's request for emergency call-in duty shall be determined by the Department Head or Elected Official. Events in which emergency call-in duty may be necessary can include, but are not limited to, infrastructure power failures, traffic control problems, violent weather conditions, water system failures and minimum staff coverage in critical service areas.

The Emergency Call-in pay starts once the employee receives notification to report to a work area and stops once the job is completed. The employee needs to be able to report to the designated work area within one (1) hour of notification. The employee will receive a minimum of two hours of pay at the premium rate of 1 ½ times the regular hourly rate of the employee. Emergency Call-in Pay is paid regardless the number of regularly scheduled work hours as it is not related to FLSA overtime for hours over 40 worked in a work week.

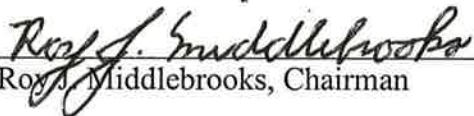
If an employee works over 40 hours in a work week, the employee would fall under the guidance of FLSA and the County's Overtime policy.

Policy Change

The County reserves the right to delete, modify, amend or terminate this policy at any time with or without prior notice.

Approved this 26th day of June, 2007

Rockdale County Board of Commissioners


Rox A. Middlebrooks, Chairman

ATTEST:


Jennifer Rutledge, County Clerk