

THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS
ACTION AGENDA SUMMARY

DEPT: Chief Executive Office

BOARD AGENDA # *B-12

Urgent

Routine



AGENDA DATE March 25, 2008

CEO Concurs with Recommendation YES NO

4/5 Vote Required YES NO

(Information Attached)

SUBJECT:

Approval of On-Call Compensation for Non-Represented, Unclassified Hourly Employees

STAFF RECOMMENDATIONS:

Approve a new on-call compensation rate of \$301.00 per week or \$43.00 per day for non-represented, unclassified hourly employees.

FISCAL IMPACT:

There is no immediate financial impact based on the implementation of this new compensation rate. The need for on-call services for non-represented, unclassified hourly employees is very limited and will only apply in situations where the County is legally required to compensate employees for performing on-call duties.

BOARD ACTION AS FOLLOWS:

No. 2008-211

On motion of Supervisor Grover, Seconded by Supervisor DeMartini
and approved by the following vote,

Ayes: Supervisors: O'Brien, Grover, Monteith, DeMartini, and Chairman Mayfield

Noes: Supervisors: None

Excused or Absent: Supervisors: None

Abstaining: Supervisor: None

1) Approved as recommended

2) Denied

3) Approved as amended

4) Other:

MOTION:



ATTEST: CHRISTINE FERRARO TALLMAN, Clerk

File No.

DISCUSSION:

Many County departments are required to provide access to County services outside of standard business hours. Departments utilize rotating on-call schedules as a cost effective alternative to regularly scheduling employees to work evening and weekend shifts. Compensation for on-call services varies by bargaining unit and classification, with specific on-call rates agreed upon through labor negotiations with individual labor organizations. The County has negotiated on-call rates covering approximately 90% of the County workforce, however, the County does not have on-call rates established for non-represented employees who are not covered by existing labor agreements. This includes classifications such as Confidential Assistants and various extra-help employees.

In limited circumstances, County departments may have a need to assign on-call duties for non-represented hourly employees performing critical County services. It is recommended that on-call compensation for non-represented hourly employees be established at \$301.00 per week or prorated to \$43.00 per day as needed. The recommended rate is consistent with the on-call compensation rates currently set for a majority of represented County employees. Non-represented salaried management personnel are considered exempt from overtime, and therefore, will not be eligible to receive this on-call compensation rate when performing required on-call services.

POLICY ISSUE:

The implementation of on-call compensation for non-represented hourly employees will support the Board of Supervisors' priorities of Efficient Delivery of Public Services by ensuring employees are available to respond to business, safety, and emergency needs as they arise. The new on-call rate will also ensure the County maintains compliance with employee compensation requirements as provided in the Fair Labor Standards Act.

STAFFING IMPACT:

There is no staffing impact associated with this item.