

TENTATIVE AGREEMENT

COUNTY PROPOSAL #6

ARTICLE 13: COMPENSATION BENEFITS

13.20 Remote Response Phone Work Compensation

~~With the Department Head's approval, When the County requires,~~ an employee may be called upon to resolve work-related problems ~~by telephone~~remotely without having to return to the worksite. Compensation for such work between the hours of 10 pm and 6 am shall be a minimum of one (1) hour at the rate of one and one-half (1.5) times the employees' base hourly rate of pay for any hour in which ~~a telephone call is made or received~~work is performed. Between the hours of 6 am and 10 pm, ~~phone work~~remote response compensation as set forth above shall commence after the employee spends more than twelve (12) minutes resolving work-related problems ~~by telephone~~remotely. In the event a later ~~telephone call~~request is received after the prior one (1) hour of ~~telephone~~work time, and the ~~call request~~ required the employee to again resolve work-related problems ~~by telephone~~, the employee shall be paid for an additional one (1) hour at the rate of one and one-half (1.5) times the employees base hourly rate of pay for all ~~telephone calls made or received~~work performed within that next hour. ~~Phone w~~Work performed during a regularly scheduled telecommuting assignment is not eligible for payment under this Section. The County shall not pay an employee for callback pay, standby pay, and ~~phone work~~remote response pay during the same period of time.



County Signature



ESC Signature

Date: 3/13/2023