

RESOLUTION 24-14

A RESOLUTION AMENDING SECTION XII EMPLOYEE CLASSIFICATION AND COMPENSATION OF THE PERSONNEL POLICIES AND PROCEDURE MANUAL FOR HYRUM CITY CORPORATION TO AMEND ON-CALL COMPENSATION.

WHEREAS, on March 19, 1998, the Hyrum City Council adopted a personnel policy manual known as "Personnel Policies and Procedures Manual for Hyrum City Corporation"; and

WHEREAS, said manual sets forth those policies pertaining to personnel conduct, conditions of employment, employment classification, work week, benefits, payroll, and related matters; and

WHEREAS, Section XII of the manual establishes employment classifications and compensation; and

WHEREAS, Hyrum City has departments whose employees are required to be on-call for emergency call out situations; and

WHEREAS, Section XII. 10. B. sets forth the compensation rate for employees who are on-call; and

WHEREAS, the Mayor is proposing increasing the on-call compensation from \$1.50 to \$2.00 per regular on-call hour, and from \$2.00 to \$2.50 per holiday on-call hour.

NOW, THEREFORE, BE IT RESOLVED by the City Council of Hyrum, Cache County, Utah, that Section XII.10.B. On-Call Pay of the "Personnel Policies and Procedures Manual for Hyrum City Corporation" is hereby amended to read as follows:

1. Section XII.10.B. ON-CALL PAY of the Hyrum City Personnel Policies and Procedures Manual is hereby amended as follows:

10. ON-CALL PAY.

B. Compensation.

- (1) Employees On-Call are compensated at the rate of ~~\$1.50~~ \$2.00 per hour during the On-Call shift.
- (2) Employees On-Call during a holiday or holiday weekend (holiday falls on Friday, Saturday, Sunday, or Monday) are compensated at the rate of ~~\$2.00~~ \$2.50 per hour during the On-Call shift.

- (3) On-Call employees responding to an emergency as defined in Section XII.9.A.(1) and (3) will be paid one and one-half (1 ½) times their regular rate of pay from the time they are notified of the emergency until employee leaves job site/shop. Employee is not paid for drive time after leaving job site/shop.
- (4) On-Call employees working scheduled overtime will be paid as defined in Section XII.9.A.(4). Employee is paid from the time employee arrive at the site/shop until employee leaves job site/shop.
- (5) Once the employee is called back, the ~~\$1.50~~ \$2.00 or \$2.50 On-Call compensation ends for the duration of call-back. (Res. 14-15, Res. 23-05, Res. 24-14)

THIS RESOLUTION shall become effective July 1, 2024.

ADOPTED AND PASSED by the Hyrum City Council this 2nd day of May, 2024.

HYRUM CITY CORP.

BY: _____
Stephanie Miller
Mayor

ATTEST:

Stephanie Fricke
City Recorder