

# AGENDA ITEM SUMMARY SHEET

## City of Rollingwood

Meeting Date: April 21, 2021

**Submitted By:**

Staff

**Agenda Item:**

Discussion and possible action to repeal the policy for on-call pay for public works employees approved on March 17, 2021 and to approve an On-Call and Call Back Policy for Public Works Employees

**Description:**

At the March City Council Meeting, the Council approved the Public Works On-Call Pay Policy but directed staff to return with an amended policy. The reason for approving the policy and not waiting for the amendments was to make sure that the Public Works Department was at least compensated in some way for their time spent on-call.

The proposed amended On-Call and Call-Back Policy for Public Works Employees would allow for Public Works Employees to be paid \$40 per week day on call and \$80 per weekend day on-call. On-call pay, however, will be paid based on the average number of days the employee would spend on-call during a pay-period, not actual days spent on call that pay period. The reason for this is to spread out the on-call pay evenly over all of the pay periods.

The policy has been changed so much and now includes call-back provisions and expected conduct while on-call so rather than amending the last policy we are proposing to repeal that policy and approve this proposed policy.

**Action Requested:**

To repeal the policy for on-call pay for public works employees approved on March 17, 2021 and to approve an On-Call and Call Back Policy for Public Works Employees

**Fiscal Impacts:**

The overall impact to the city would be \$18,720 plus payroll taxes of \$3,594. This will be funded for the remainder of this year by vacancy savings experienced.

**Attachments:**

1. Proposed Amended Policy for Public Works On-Call Pay