

TA RAD 4/21/2022

City Counterproposal

April 21, 2022

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## ARTICLE 8 -OVERTIME AND STANDBY TIME/ON CALL.

Section 8.1 Full-Time Employee. As used in this Agreement, for full time employees overtime shall mean that time an employee is authorized and directed to work:

- (a) In excess of their regularly scheduled hours for the day; or
- (b) In excess of a mutually agreed upon daily flexible schedule; or
- (c) On any regularly scheduled day off; or
- (d) In addition to a scheduled forty (40) hour shiftweek.

For the purpose of determining overtime due for hours worked in excess of the regularly scheduled hours for the day, sick leave shall not be considered hours of work.

Section 8.2 Part-time Employees. Overtime for part time employees shall be that time the employee is authorized and directed to work in excess of forty (40) hours in a work week.

Section 8.3 Overtime Exempt Employees. Employees appointed to the following positions are not subject to the overtime provisions of this Article:

- ~~IT Applications Analyst I~~
- ~~Applications Analyst II~~
- IT Project Manager I (Associate)
- IT Project Manager II (Journey)
- IT Project Manager III (Advanced Journey)
- Information Systems Analyst
- Information Systems Analyst, SR
- ~~Network Administrator~~
- ~~IT Network Administrator SR~~
- ~~IT Network Administrator~~
- ~~IT GIS Analyst I~~
- ~~GIS Analyst II~~
- Analytical Chemist
- Property ~~and Lease~~ Manager
- ~~Enterprise System Administrator~~
- ~~Business Systems Analyst I~~
- ~~Business Systems Analyst II~~
- ~~Client Systems Administrator I~~
- ~~Client Systems Administrator II~~
- ~~Client Systems Administrator III~~
- ~~Data Architect~~
- ~~Data Systems Analyst I~~
- ~~Data Systems Analyst II~~
- ~~Server & Storage Administrator~~

- ~~Analytical Chemist~~
- ~~Applications Analyst I~~
- ~~Applications Analyst II~~
- ~~Business Systems Analyst I~~
- ~~Business Systems Analyst II~~
- ~~Client Systems Administrator I~~
- ~~Client Systems Administrator II~~
- ~~Client Systems Administrator III~~
- ~~Data Architect~~

[Data Systems Analyst I](#)  
[Data Systems Analyst II](#)  
[GIS Analyst I](#)  
[GIS Analyst II](#)  
[Information Systems Analyst](#)  
[Information Systems Analyst, SR](#)  
[Network Administrator](#)  
[Network Administrator SR](#)  
[Project Manager I \(Associate\)](#)  
[Project Manager II \(Journey\)](#)  
[Project Manager III \(Advanced Journey\)](#)  
[Property and Lease Manager](#)  
[Server & Storage Administrator](#)

*Bargaining Note: The first list of classifications above shows the changes made, the second list shows the same classifications, but in alphabetical order.*

Section 8.4 Rounding of Overtime. Overtime shall be computed to the nearest quarter hour.

Section 8.5 Overtime Rate. Overtime, whether taken as pay or time off, shall be compensated at the rate of time and one-half (1-1/2) the regular pay.

Section 8.6 Compensatory Time. Compensatory time may be accrued by agreement between the City and the employee. Such time off shall be granted at the rate of time and one half (1-1/2). Employees shall accurately record on their time sheet the agreed upon designation. The maximum compensatory time that an employee can accumulate is 80 hours. The City shall contribute the cash equivalent of all additional compensatory time hours in excess of the 80-hour maximum into the employee's VEBA account on a monthly basis. Employees may request pay out of compensatory time. Granting of compensatory time payout is at the discretion of the City.

Section 8.7 Overtime Assignment. Overtime shall normally be voluntary unless an insufficient number of qualified employees volunteer, whereupon, overtime work will be assigned. Consideration will be given to employees with prior commitments that would conflict with the overtime period.

Section 8.8 Call Back. An employee who is not assigned to standby time/on call under Section 7 and who is called back to work outside the assigned work shift shall be paid at the rate of time and one half (1-1/2) the employee's regular rate of pay for a minimum of two (2) hours. If the call out occurs one (1) hour or less before or after the start of the work shift the overtime worked shall be considered an extension of the work shift and be compensated as such.

Section 8.9 Standby Time/On Call. The City will, in its sole discretion, determine which employees are eligible to be assigned standby based on the employees' ability to reliably respond to the operational requirements of the City.

Standby time/on call is defined as any time an employee is required to stand by to respond if contacted by telephone or pager for duty while off duty. If called out for duty, the employee shall respond within the time limit established by the department. The employee shall be compensated at the rate of time and one-half (1-1/2) the employee's regular rate of pay for two hours for each 24-hour period of standby time plus time and one-half (1-1/2) for the actual hours worked. Multiple occurrences of "actual hours worked" that fall within the same 15-minute time period shall be considered a single 15 minute increment.

Compensation for standby time/on call on a holiday shall be time and one-half (1-1/2) the employee's regular rate of pay for four (4) hours plus time and one-half (1-1/2) for the actual hours worked.

If the employee does not respond (answer phone, pager or arrange for alternate responder) to a

standby notification or does not respond within the time limit established by the department the standby employee forfeits the two hours of standby pay typically allotted for that 24-hour period.

Standby/on call duty is a requirement for designated COBEA represented positions. Each division may require standby/on call duty and shall maintain a list of qualified personnel.

