

## ARTICLE 7 - STANDBY

A. Standby duty is defined as that circumstance which requires an employee so assigned to:

- Be ready to respond immediately to a call for service; and
- Be readily available at all hours by telephone or other agreed upon communication equipment; and
- Refrain from activities which might impair their assigned duties upon call (including, but not limited to, alcohol consumption).

B. Employees will receive fifty-five dollars (\$55.00) for each scheduled workday and seventy-five dollars (\$75.00) for each scheduled day off, ~~including observed holidays,~~ of such standby assignment. Employees assigned to standby on one of the eleven (11) designated holidays, as listed in Article 17 Section (A)(1), but excluding the two (2) floating holidays, shall receive seventy-five dollars (\$75.00).

C. A standby rotation is a defined period, generally consisting of seven (7) days or 168 hours, when a standby assignment is allocated to a single employee. The rotation begins when the employee assumes standby responsibilities and concludes when the responsibilities are transferred to another employee. Employees shall be paid for no more than seven (7) days of standby per weekly rotation.

**Example:** A standby rotation begins on Thursday at 7:00 AM and concludes on the following Thursday at 7:00 AM. Employee A, who works Monday through Friday, assumes standby responsibility (e.g., takes possession of the standby phone/vehicle) on Thursday at 7:00 AM. Employee A remains on standby for seven (7) consecutive 24-hour periods. Employee A transfers responsibility to Employee B the next Thursday at 7:00 AM.

This example constitutes one (1) rotation. Employee A would receive compensation for five (5) scheduled workdays and two (2) scheduled days off, provided no designated holidays occur during this period.

Although this assignment spans eight (8) calendar dates, it consists of seven (7) distinct 24-hour periods. Compensation is limited to seven (7) daily payments. The final morning of the rotation is considered the conclusion of the previous day's shift and does not qualify for a separate daily payment.

B.D. Employees who are assigned standby duty but are unable to fulfill duty requirements must notify their supervisor as soon as possible. Such employees will not receive standby pay.

C.E. Employees who are contacted and required to work as part of a standby assignment, as defined in Section A above, will be compensated in accordance with Article 8 – Callback.

D.F. The parties agree that employees on standby, as defined above, are waiting to be engaged.

E.G. The City and SLOCEA agree to maintain a separate document governing standby shifts at the Whale Rock Reservoir that may be revised based on the mutual agreement of the City and SLOCEA during the course of this MOU, without the need for a separate side letter. The terms and conditions outlined in the side letter dated December 6, 2024, will continue in force and effect unless amended by agreement of the Parties.