

ON-CALL COMPENSATION/EMERGENCY CALLBACK SUMMARY OF REVISIONS

2-1-87	New policy.
8-1-87	Example added.
12-1-93	Added provision for on-call compensation for employees in criminal justice positions, which provide electronic house arrest immediate response services.
6-1-04	<ol style="list-style-type: none">1) Combine the On-Call Compensation and Emergency Callback Policies.2) Provide that both the classes eligible and the rates shall be based on documented survey data of prevailing practices in the applicable labor market.3) Retain a minimum of 2 hours for emergency callback, with a provision that exceptions may be made if justified by labor market data.
7-1-04	Advisory Note added to incorporate the revised compensation rates for On-Call Pay outlined in our memo dated July 12, 2004.
1-1-07	Revised to clarify that compensatory time is paid at the on-call rate applicable to the position.
10-1-08	Clarified that FLSA exempt employees are normally not eligible for on-call pay and emergency callback. Compensatory time may be utilized or the agency may work with the Office of State Personnel to determine if the labor market would justify either for an FLSA exempt position.
4-1-09	Adds a note under the "Definitions" paragraph to clarify that leave time and on-call time cannot overlap. However, an employee may be on vacation during the 8-hour workday and still be on-call for the remaining 16 hours in the day.
