

IFPTE Local 21, Unit 19 (Executive & Senior Management)
2022 MOU Negotiations – Solano County
Union Proposal #23
Date Presented: 8/11/22

NEW Section – Standby Pay Differential

Standby is any time other than time when the employee is actually on duty during which an employee is not required to be on County premises but stand ready to immediately report for duty and must arrange so that he/she can be reached on ten (10) minutes notice or less. Classifications may be assigned standby duty by a Department Director, with the prior approval of the Human Resources Director and the CAO.

If an employee is placed on weekday standby duty, such employee shall be compensated for the time spent on assigned standby at four dollars (\$4.00) per hour. If such standby is spent on weekends or holidays, the employee shall be compensated at five dollars (\$5.00) per hour.

For purposes of this section, a weekday is defined as from 5:00 p.m. to 8:00 a.m. (15 hours). A Saturday is defined as 5:00 p.m. Friday to 12:00 midnight Saturday (31 hours). A Sunday is defined as 12:00 midnight Saturday to 8:00 a.m. Monday (32 hours). A holiday is defined as 5:00 p.m. on the evenings preceding a fixed, recognized County holiday to 8:00 a.m. on the morning following the holiday (39 hours) except as follows. If a holiday falls on a Monday, Holiday Standby shall commence at 8:00 a.m. Monday and end at 8:00 a.m. Tuesday (24 hours). If a holiday falls on a Friday, Holiday Standby shall commence at 5:00 p.m. Thursday and end at 8:00 a.m. Saturday (39 hours).

For the Union:

For the County:

Date:

Date: