

 Town of Swansboro	Personnel Policy		The Pay Plan Call Back and Stand-by Pay	
	Number: Article III; Section 14	Revisions:	Effective Date: May 1, 2022	Page of 1 1
Supersedes: Original policy dated November 20, 2012		Approved By: <i>Paula Webb</i>		

ARTICLE III. THE PAY PLAN

Section 14. Call Back and Stand-By Pay

The Town provides some continuous twenty-four hour a day, seven day a week services to its customers. Therefore, it is necessary for certain employees to respond to any reasonable request for duty at any hour of the day or night. One of the conditions of employment with the Town is the acceptance of a share of the responsibility for continuous service, in accordance with the nature of each job position. If an employee fails to respond to reasonable calls for emergency service, either special or routine, the employee shall be subject to disciplinary actions up to and including dismissal.

Call-Back/Stand-By Status. Non-exempt employees will be guaranteed a minimum compensation of two hours at their regular rate of pay for Call-Back/Stand-By Status. An example of Call-Back/Stand-By Status would be when an employee is on call for dock pump outs and/or splash pad inspections.

Call-Back/Stand-By Pay. If called back to work outside of the normal working hours, time earned will be paid at one and half times their hourly rate but will not be added to the employee's accumulative bi-weekly hours.

Updated Policy on Website and Copied to Dept Heads 4/14/2022.