

TOWN OF YAMPA WORKSHOP AGENDA
FEBRUARY 17, 2021
7:00 P.M.

DUE TO COVID-19 PANDEMIC THE BOARD OF TRUSTEES WILL BE ATTENDING VIRTUALLY VIA GOTOMEETING. THE PUBLIC IS ABLE TO ATTEND VIA GOTOMEETING OR YOU CAN CALL IN TO THE NUMBER LISTED BELOW.

Town of Yampa Workshop Board Meeting
Wed, Feb 17, 2021 6:30 PM - 11:30 PM (MST)

Please join my meeting from your computer, tablet or smartphone.
<https://global.gotomeeting.com/join/556283949>

You can also dial in using your phone.
United States (Toll Free): 1 866 899 4679
United States: +1 (571) 317-3116

Access Code: 556-283-949

On-Call hours discussion

- What is the response time for on-call employees?
- Different pay structure discussion
 - Oak Creek
 - Steamboat
 - Routt County
 - Trinidad
 - Frederick
 - Hudson
 - Calhan
 - Cokedale
- What hours will be considered on-call?
 - After Public works leave for week day shift until they come back in the next morning (4p-7a) 15 hours a day
 - 24 hours a day on the weekend
 - Greg does 4p-7p weekdays (15 hours a week) and 7a-7p for weekends (24 hours for weekends)
 - Per Colorado Law on-call hours are set per the control and direction of the employer.
- Comp time instead of paid time for on-call as an employee choice?
 - When does it have to be used by?
 - We pay for the entire month – so we would need to know if they are taking comp time or would like to be paid the on-call pay.

Other matters that the Clerk may have time to prepare for Town Board discussion

[Back To Top](#) ▲

On-call time

Colorado law does not specifically address on-call time. An employer is typically not required to pay employees for on-call time when the employee is free to leave the employer's premises and is generally free to use the time for their own purposes. Under Colorado law, employers are required to pay employees for waiting time or standby time, which are periods the employee is not able to use the time for their own purposes and remains under the control and direction of their employer. CO Reg. 7 CCR 1103-1(2).

On-Call information

2020 paid 1687.25 hours on-call which is \$8436.25
Greg typically charges 4p-7p on week days and 7a-7p on weekends

52 weeks a year/365 days a year per 2021 budget
Monday – Friday 15 hours a day 4p-7a daily (75 hours a week)
Saturday- Sunday 24 hours a day (48 hours a week)
Total hours per week – 123 hours per week
Total hours per year – 6396 hours per year

Town of Yampa

Pays \$5.00 per hour for on-call
Total per year is \$31,980 calculating the 6396 hours per year
2020 paid 1687.25 hours on-call at \$8436.25 per hours clocked by PW.
The same would be for 2021 if we went with PW hours clocked in 2020 as on-call.

City of Trinidad

They pay \$175 per week to the employee on-call or comp time by dividing the \$175 on-call pay by the employee's hourly rate of pay. That amount is the comp hours earned for that employee.
They have a response time of 30 minutes
Total per year is \$9,100.00.
2020: Going with Trinidad's pay on-call we would have paid \$663.75 more than the hours clocked by PW in 2020.
2021 would pay \$31,980 if we go with the 6396 hours per year at \$5.00 an hour.
Going with Trinidad's pay on-call we would save \$22,880 per year.
2021 per PW hours clocked as on-call in 2020 we would pay per year \$8,436.25.
Going with Trinidad's pay on-call we would pay \$663.75 more per year.

City of Frederick

They pay 1 day off for each week they are on-call, which must be used prior to their next on-call assignment – this is for Public Works
They pay their Police Department \$2.00 per hour for every hour they are on-call.
Total per year is \$12,792.
2020: Going with Frederick's pay on-call we would have paid \$4,355.75 more per the hours clocked by PW in 2020.
2021 would pay \$31,980 if we go with the 6396 hours per year at \$5.00 an hour.
Going with Frederick's pay on-call we would save \$19,188 per year.
2021 per PW hours clocked as on-call in 2020 we would pay per year \$8,436.25.
Going with Frederick's pay on-call we would pay \$4,355.75 more per year.

City of Steamboat Springs

They pay 1 hour per day at one and one-half time of their regular rate if employee is on-call.

If Yampa did this – Total per year would be \$13,778.75. $365 \times \$37.75$

2020: Going with Steamboat Springs pay on-call we would have paid \$5,342.50 more per the hours clocked by PW in 2020.

2021 would pay \$31,980 if we go with the 6396 hours per year at \$5.00 an hour.

Going with Steamboat Spring's pay on-call we would save \$18,201.25 per year.

2021 per PW hours clocked as on-call in 2020 we would pay per year \$8,436.25.

Going with Steamboat Spring's pay on-call we would pay \$5,342.50 more per year.

Town of Oak Creek

They pay \$150 for every seven days they are on-call.

Total per year is \$7,800

2020: Going with Oak Creek's pay on-call we would have saved \$636.25 per the hours clocked by PW in 2020.

2021 would pay \$31,980 if we go with the 6396 hours per year at \$5.00 an hour.

Going with Oak Creek's pay on-call we would save \$24,180 per year.

2021 per PW hours clocked in 2020 as on-call we would pay per year \$8,436.25.

Going with Oak Creek's pay on-call we would save \$636.25 more per year.

Routt County

They pay an hourly rate of \$3.00 per hour.

Total per year is \$19,188.

2020: Going with Routt County's pay on-call we would have paid \$10,751.75 more per the hours clocked by PW in 2020.

2021 would pay \$31,980 if we go with the 6396 hours per year at \$5.00 an hour.

Going with Routt County's pay on-call we would save \$12,792 per year.

2021 per PW hours clocked as on-call in 2020 we would pay per year \$8,436.25.

Going with Routt County's pay on-call we would pay \$10,751.75 more per year.

Town of Calhan

They pay \$75 for each week an employee is on-call

Total per year is \$3,900.

2020: Going with Calhan's pay on-call we would have saved \$4,536.25 per the hours clocked by PW in 2020.

2021 would pay \$31,980 if we go with the 6396 hours per year at \$5.00 an hour.

Going with Calhan's pay on-call we would save \$28,080 per year.

2021 per PW hours clocked as on-call in 2020 we would pay per year \$8,436.25.

Going with Calhan's pay on-call we would save \$4536.25 per year.

Town of Cokedale

They are salary and compensate for OT and on-call with comp time.

Town of Hudson

Comp time – must be used before accrued vacation or personal time off

On-call – they do not specify an amount

Re: [HRLIST] Policy for On-call

1 message

Dona Valencich <0000002edc962390-dmarc-request@list.cml.org>
Reply-To: CML Municipal HR Listserv <HRLIST@list.cml.org>
To: HRLIST@list.cml.org

Mon, Jan 25, 2021 at 8:37 AM

Sheila,

I have attached both the Union information and the handbook information. Basically the same...language varies slightly. The on-call person has the "pager" Friday through Thursday.

SECTION 3. ON-CALL POLICY:

An on-call program may be put into effect using a rotating on-call list of regular, full-time employees who may be assigned to on-call duty for periods of time before or after their normal work shifts. The employee who is the designated on-call person for his/her department will receive for the week of on-call duty the sum of one hundred seventy-five dollars (\$175.00) for that week. The employee will be allowed a response time of one-half (1/2) hour. A delay in response time is subject to disciplinary action, in accordance with Article IV. There will be only one person per department per week in the following six (6) departments who will receive the on-call duty pay: Gas, Water, Power & Light, Public Works, Fleet Maintenance, Parks & Recreation. In the event that the on-call person being unavailable due to circumstances which were unanticipated or by approved and scheduled vacation, the replacement on-call person shall be the most senior employee who volunteers to replace the on-call person, or if there being no volunteer, the least senior employee. Succeeding overtime assignments shall exhaust the list of qualified personnel affording each qualified employee the opportunity for assigned overtime. Employees who carry the pagers will be afforded the option of receiving the monetary compensation of \$175.00 or comp time computed by dividing the \$175.00 pager pay by the employee's hourly rate of pay. That number will be the amount of hours earned for that employee. The amount of hours will vary from employee to employee but the value will remain constant at \$175.00.

4.03 On-Call Policy

When relevant to the services offered by a department, designated employees shall respond to emergency calls for assistance during non-working hours, as well as to respond to the local emergency management operations plan. If an employee is called out, that employee must be in compliance with the City of Trinidad's Drug and Alcohol Policy. Extreme discretion is therefore required of employees who can foresee a call-out situation, such as when snow is in the forecast. Employees who are not in compliance with the Drug and Alcohol Policy when called out must inform their supervisor of their condition and remain at home. Repeated inability to respond when called out can be cause for disciplinary action if the ability to respond after hours is included in the employee's job description.

A. Procedure

One cellular phone may be provided. (Loss of the phone or damage due to negligence will be at the expense of employee.) Deployment will occur via dispatch by the Trinidad Police Department Dispatch center. There will be a response time of thirty (30) minutes with dispatch logging the

call time. Department Supervisors will establish a roster of call-out rotation and employees that are on-call will have access to a City vehicle for purposes of responding to a call only.

Call-out time will be paid at two (2) times the employee's regular rate of pay and shall be documented on their time sheet, with a one-hour minimum call-out.

Exempt employees are not eligible for call-out pay.

B. Violation

The first violation of response time will be cause for a verbal reprimand. If the employee responding is subject to circumstances beyond his/her control (family emergencies, sickness) it is his/her responsibility to notify their respective Department Foreman immediately. Such exception will be reviewed by the Department Head. If it is determined to be unsubstantiated a reprimand will be placed on file.

Employees within each department may exchange on-call schedules; however, management will not be responsible for reciprocal on-call time. Personnel initiating such an exchange will be held responsible in the event the other employee does not respond. Subsequent violations may result in termination.

Dona Valencich

HR Director

City of Trinidad

135 N. Animas Street

Trinidad, CO 81082

719-846-9843 ext 110

dona.valencich@trinidad.co.gov

From: CML Municipal HR Listserv <HRLIST@LIST.CML.ORG> on behalf of Lauren Mueller <LMueller@FREDERICKCO.GOV>
Sent: Monday, January 25, 2021 8:26 AM
To: HRLIST@LIST.CML.ORG <HRLIST@LIST.CML.ORG>
Subject: Re: [HRLIST] Policy for On-call



Hi, Sheila, and welcome! Here are our on-call policies... in Frederick, they are different for PW and for Police.

Employees may be assigned on-call duty requiring that they be available for call-in during a specified time period outside of their normal working hours. Specific positions within the Public Works and Police departments, as designated by each department director, are expected to be available to answer calls for service on an on-call basis, 24 hours per day, 7 days per week. On-call employees must remain fully capable of performing the essential functions of the job, and must not be impaired or under the influence of drugs or alcohol to the slightest degree. Employees who are on-call must remain available and prepared to respond within one hour of receiving notification. Inability to respond to emergency requests while on-call may result in disciplinary action. On-call employees who respond to an emergency will be compensated a minimum of two hours at the employee's regular rate of pay.

Police Department

On-call employees in the Police Department will receive \$2.00 per hour for every hour that they are on-call.

Public Works Department

Employees in the Public Works department will typically be on-call for one week at a time, and will rotate on-call duties each week. The frequency of the on-call assignment is dependent upon the number of full-time employees in the department. On-call employees in the Public Works Department will receive a day off with pay for each week they are on-call, which must be used prior to their next on-call assignment.

Lauren Mueller, M.Ed., SPHR | Human Resources Director

Town of Frederick | 720-382-5571

LMueller@FrederickCO.gov | FrederickCO.gov



Built On What Matters



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FW: Question on On-Call policy?

1 message

Wendy Kuhlman <wkuhlman@steamboatsprings.net>
To: "clerk@townofyampa.com" <clerk@townofyampa.com>
Cc: Gary Suiter <gsuiter@steamboatsprings.net>

Tue, Jan 26, 2021 at 12:29 PM

Good afternoon! I hear you're looking for an on-call policy. Here are the City of Steamboat's. Please let me know if you need anything else!

4.6 ON-CALL PAY (STAND-BY)

Any non-exempt employee whose position is designated to be on-call during off-duty hours will be granted on-call pay for each period of time, up to twenty-four (24) hours an employee is placed on-call. The employee will be awarded one (1) hour of pay at the premium rate. The premium rate is one hour paid at time-and-one-half (1 hour X 1.5), regardless of whether or not the employee is actually called in. Written approval from the supervisor must be given before an employee is given on-call status. While on-call, employees represent the City and their conduct should always be above reproach. Consumption of alcoholic beverages while on-call is strictly prohibited. The Supervisor will keep a record of what members of his/her staff are on-call on the employee's time sheet. All on-call positions are designated as on-call by the City Manager.

4.7 CALL-IN PAY

Any time a nonexempt on-call employee is called in to work, he/she will be paid at his/her regular rate until such time as the employee completes forty hours (40) within that workweek.

4.8 CALL-OUT PAY

Non-exempt employees who are not placed on-call, but who respond to emergencies during off-duty hours through contact by the Supervisor, will be awarded one (1) hour of pay at the premium rate. The premium rate is one hour paid at time-and-one-half (1 hour X 1.5). This premium rate hour is paid in addition to pay for any hours actually worked.

The only exception is that non-exempt Firefighter/EMT employees, including Captains, who respond to calls outside of their regularly scheduled work shifts, will be paid for a minimum of one hour at their regular rate, subject to FLSA overtime law. (Please see: Steamboat Springs Fire Department Standard Operating Guidelines (SOGs).

Wendy Kuhlman | Human Resources & Risk Manager



P: 970.871.8221

Need local information about COVID-19 (coronavirus) in Routt County?

Routt County COVID-19 website: www.covid19routtcounty.com



Town of Yampa Clerk <clerk@townofyampa.com>

Re: Question on On-Call policy?

1 message

David Torgler <david@townofyampa.com>
To: Town of Yampa Clerk <clerk@townofyampa.com>

Tue, Jan 26, 2021 at 1:31 PM

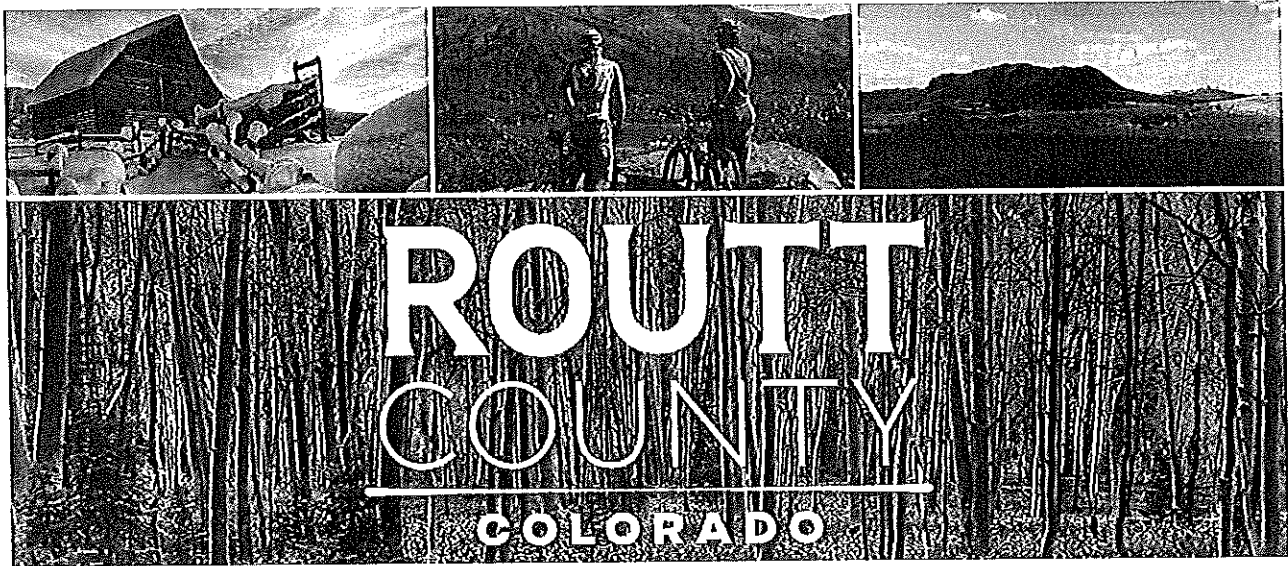
Sheila:

Below is language from the Town's personnel policies. Please call me with any questions.

David

9.14 ON-CALL COMPENSATION

When non-police employees are required to carry a pager or cellphone, they will be compensated at a rate of \$150 for every seven days they carry the pager or cellphone at regular time. If an employee is called out during non-work hours, he/she is paid one and one-half times his regular rate for any hours worked in excess of 40.



Personnel Handbook

THIRD EDITION

Adopted May 12, 2015

The Mission of Routt County Is To Efficiently Deliver
A Balance of Public Services and Infrastructure
To Provide A Safe And Healthy Place
To Live For Present and Future Generations.

9.4 TIME WORKED

All time worked for FLSA Non-Exempt employees will be recorded and paid in accordance with the FLSA. Questions regarding work time and the FLSA should be addressed to the Human Resources Department. Holiday Leave, Sick Leave, Vacation Leave, Personal Leave, and Compensatory Time will not be counted as hours worked for overtime compensation purposes.

Holiday Leave shall be paid for the actual holiday day that is not worked. In the event that an employee takes Holiday Leave but is then required to work additional hours in that same week, the employee will be paid for the Holiday Leave and all hours worked. This applies even if it requires an employee to be paid the equivalent of more than 40 hours.

In the event an employee takes Sick Leave, Vacation Leave, Personal Leave or Compensatory Time but then is required to work additional hours in that same week, the number of hours of Sick Leave, Vacation Leave, Personal Leave or Compensatory Time used will be reduced so that the employee will not be paid more than 40 hours.

9.5 MEAL HOURS

Employees working an eight hour day may receive, as scheduled by the Department Head, thirty to sixty minutes for a meal. Time of day may vary based on shift schedules. Any break of thirty minutes or more duration shall not count towards time worked. Special rules concerning meal breaks are applicable to Sheriff employees and employees working in the Communications Department. These rules are set forth in Supplemental Departmental Personnel Policies of those departments.

9.6 BREAKS

At the Supervisor's discretion, employees working four consecutive hours may be granted one fifteen minute break during that period if it does not disrupt work flow. Breaks not taken may not be accumulated or used at the beginning or end of the day or in conjunction with meal hours unless the employee's Department Head gives permission for this practice. Special rules concerning breaks are applicable to Sheriff employees and employees working in the Communications Department. These rules are set forth in Supplemental Departmental Personnel Policies of those departments.

9.7 BREAKS FOR NURSING MOTHERS

Following the birth of a child, nursing mothers are to be provided with reasonable unpaid break time or permitted to use paid break time, meal time, or both each day to allow the employee to express breast milk for her nursing child for up to two years after the child's birth. Employees will be provided with a location in close proximity to their work area, other than a bathroom, where the employee can express breast milk in privacy. If an employee does not have a private location within their department, please contact the Human Resources Department for assistance in locating an appropriate place.

9.8 ON-CALL TIME

On-call time is time spent by employees, usually off the working premises, in their own pursuits during which time the employee must remain available to be called back to work on short notice if the need arises. Employees will not be placed on-call and will not be compensated for on-call time unless a department has an approved on-call policy as stipulated below and an on-call budget appropriated by the Board of County Commissioners.

Third Edition
Adopted: 5/12/2015
Section 9 Revision No.: 2
Revision Date: 11/5/2019

Employees required to be on-call will receive compensation for being on-call at an hourly rate of \$3.00 per hour. Employees required to be on-call on County approved holidays will receive compensation for being on-call at an hourly rate of \$6.00 per hour. In addition, if an FLSA non-exempt employee is required to respond to a call, the employee will be paid for the actual hours worked including up to 30 minutes of travel time pursuant to the Holiday Leave policy Section 8.2. Certain FLSA exempt employees as identified in the department's on-call policy will receive compensation for being on-call, but will not be paid for actual time worked. Department Heads and Elected Officials are not eligible for on-call pay.

Departments that require employees to be on-call will establish appropriate policies including physical restrictions placed on an employee while on-call, response time for calls for services, the uses of the on-call time by the employee, applicable disciplinary action taken if an employee fails to follow on-call policies, etc. Proposed departmental on-call policies are subject to review by the County Manager if they are applicable to departments not headed by Elected Officials and shall not be put in effect until approved. On-call policies for departments headed by Elected Officials are subject to review by the Board of County Commissioners and shall not be put in effect until approved.

The Board of County Commissioners requests that Elected Officials submit any proposed departmental on-call policies to the County Manager and Human Resources Director prior to their consideration for adoption so that they may review the proposed policies and make their recommendation to the Board of County Commissioners. The Board of County Commissioners alone controls Routt County budgets and, therefore, the Board's approval is required for any Supplemental Policies affecting the budget, including without limitation, any such policy concerning salaries, hourly wages, or benefits, is required to such policies being effective whether adopted by an Elected Official or by an Appointed Department Head.



Janet Ray <jray@townofyampa.com>

Re: [CLERKSLIST] on-call/comp time

1 message

calhanclerk@qwestoffice.net <calhanclerk@qwestoffice.net>
Reply-To: CML Municipal Clerks Listserv <CLERKSLIST@list.cml.org>
To: CLERKSLIST@list.cml.org

Thu, Feb 11, 2021 at 10:18 AM

A couple of years ago we started an on-call additional pay for Public Works. Our folks switch off weeks – each person is on call from Monday to Sunday and then the next person takes over. They have to do rounds over the weekend and if anything comes up that week, they are the on-call phone. We pay them an additional \$75.00 for each week they are on-call. The board decided they had to be accessible for that week and not able to go far, so they deserved some compensation. We do not pay overtime, just comp time. They still get comp time if they are called in to work during their on-call. The \$75.00 is paid regardless.

Cindy Tompkins, CMC

Town Clerk – Town of Calhan (pop about 900)

From: CML Municipal Clerks Listserv <CLERKSLIST@LIST.CML.ORG> **On Behalf Of** Janet Ray
Sent: Thursday, February 11, 2021 9:37 AM
To: CLERKSLIST@LIST.CML.ORG
Subject: [CLERKSLIST] on-call/comp time

Good morning all -

I have some feedback from other towns and cities on this topic. Would anyone that may have a population under 1000 have an on-call/comp time policy for their Public Works Department?

If you have anything that you can send that would be most helpful as I am trying to help our budget out here in Yampa and hoping to find some options for me to bring to my Town Board to modify our on-call policy.

Thank you in advance!

Sheila Symons

Town Clerk/Treasurer

Town of Yampa

101 Main Street/PO Box 224

Yampa, CO 80483

Re: [CLERKSLIST] on-call/comp time

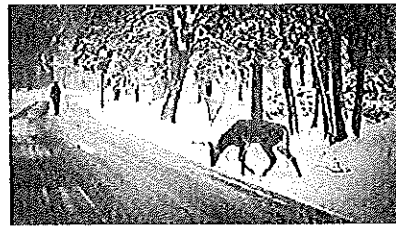
1 message

Town Clerk <townofcokedale@gmail.com>
Reply-To: CML Municipal Clerks Listserv <CLERKSLIST@list.cml.org>
To: CLERKSLIST@list.cml.org

Thu, Feb 11, 2021 at 9:46 AM

All of our employees are salary and we are compensated for OT and on call with comp time.

Start where you are
Use what you have
Do what you can
Arther Ashe



Kathy Kumm
Clerk
Town of Cokedale
719-846-7428
townofcokedale@gmail.com

On Thu, Feb 11, 2021 at 9:37 AM Janet Ray <jray@townofyampa.com> wrote:

Good morning all -

I have some feedback from other towns and cities on this topic. Would anyone that may have a population under 1000 have an on-call/comp time policy for their Public Works Department?

If you have anything that you can send that would be most helpful as I am trying to help our budget out here in Yampa and hoping to find some options for me to bring to my Town Board to modify our on-call policy.

Thank you in advance!

Sheila Symons
Town Clerk/Treasurer

Town of Yampa
101 Main Street/PO Box 224
Yampa, CO 80483
Phone: 970-638-4511

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Janet Ray <jray@townofyampa.com>

Re: [CLERKSLIST] on-call/comp time

1 message

Thu, Feb 11, 2021 at 9:53 AM

Charity Campfield <clerk@hudsoncolorado.org>
Reply-To: CML Municipal Clerks Listserv <CLERKSLIST@list.cml.org>
To: CLERKSLIST@list.cml.org

Sorry, this may be more of what you were looking for.

SECTION 3.3 - OVERTIME/COMPENSATORY TIME - CALL BACK - TRAVEL

OVERTIME

For the purpose of computing overtime, only hours actually worked shall be used in the computation of overtime. Paid benefits and leaves are not part of actual hours worked and are not used in the computation of overtime. All overtime for non exempt employees must be authorized in advance by the employee's supervisor and with concurrence of the Department Supervisor. The Department Supervisor is responsible for assuring that no overtime is worked unless specifically authorized and within the guidelines established in the Personnel Manual. Overtime hours will be compensated with overtime pay at one-and-one-half (1.5) times the employee's regular pay rate, or with compensatory time as provided herein.

COMPENSATORY TIME

Compensatory time, which is earned at one and one-half (1.5) times the hours worked beyond forty (40) hours, may be substituted for overtime pay at the discretion of the Town. Compensatory time shall be taken only with the approval of the Department Supervisor and accrued compensatory time shall not exceed forty (40) hours.

If an employee is at the maximum for compensatory time, then the employee will be paid for any overtime that is earned in excess of the maximum amount allowed for compensatory time. In the event accrued compensatory time has not been taken by December 31, the balance of accrued compensatory time will be paid to the employee.

AUTHORIZATIONS FOR OVERTIME/COMPENSATORY TIME

The Department Supervisor or authorized designee will determine the need for overtime. All overtime/compensatory time must be authorized in advance by the Town Manager or authorized designee except, in an emergency situation; approval of overtime may be obtained from the Department Supervisor or authorized designee on the next working day.

Exempt employees, as defined by the FLSA, are expected to be flexible about working other than their regular work schedule and are not entitled to overtime compensation. Exempt employees may flex their comp time for time worked over a normal period but must do it within the current or immediately following pay period and with approval of the Town Manager.

Compensatory Time must be used before accrued vacation or personal time off.

Charity Campfield CMC
Town Clerk/HR/Finance Director
Town of Hudson
(303) 536-9311

-----Original Message-----

From: CML Municipal Clerks Listserv <CLERKSLIST@LIST.CML.ORG> On Behalf Of Charity Campfield
Sent: Thursday, February 11, 2021 9:49 AM
To: CLERKSLIST@LIST.CML.ORG
Subject: Re: [CLERKSLIST] on-call/comp time

Here is the portion of our personnel policy that addresses the call in duty.

CALL-IN DUTY

Call-In duty is not considered hours worked when the employee is completely relieved from duty, is not required to remain on Town of Hudson premises, and is free to engage in his/her own personal pursuits, subject only to the requirement that the employee be able to respond to the Town's premises, which requirement includes, but is not limited to, carrying a cell phone provided by the Town. Employees serving on call-in duty will be compensated by the payment of an additional monthly allowance as set by the Town in addition to their normal salary. A monthly call-in duty list shall be prepared by the Department supervisor and submitted to the Town Clerk by the first of each month. The Town Clerk shall be notified of any rescheduling of call-in duty among Department employees at least 48 hours in advance. In the event call-in duty is scheduled for periods of less than 30 days, the monthly allowance shall be prorated. In the event more restrictive conditions are placed on the employee than are allowed by this section, then the employee will be considered to be "on-call" and this time will be compensated in accordance with law.

Charity Campfield CMC
Town Clerk/HR/Finance Director
Town of Hudson
(303) 536-9311

-----Original Message-----

From: CML Municipal Clerks Listserv <CLERKSLIST@LIST.CML.ORG> On Behalf Of Janet Ray
Sent: Thursday, February 11, 2021 9:37 AM
To: CLERKSLIST@LIST.CML.ORG
Subject: [CLERKSLIST] on-call/comp time

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Thank you in advance!

Sheila Symons
Town Clerk/Treasurer

Town of Yampa
101 Main Street/PO Box 224
Yampa, CO 80483
Phone: 970-638-4511

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