

## *City of Brisbane*

### *Staff Report*

To: City Council via City Manager

From: Maria Saguisag-Sid  
Senior Human Resources Analyst

Subject: Approval of Resolution 2010-14 To Provide Standby Pay for Public Works Hourly Staff of the City of Brisbane

Date: Meeting of May 3, 2010

**Recommendation:**

Adopt attached Resolution to provide standby pay provision for eligible public works maintenance hourly staff.

**City Council Goals**

Provide for a workplace that encourages growth of individual employees and a quality work environment.

**Background and Discussion:**

With the reduction in staff in the Maintenance area there is a need to allow our part-time employee to be on stand by for significant events like the rainstorms which happened earlier this year. We do not have any mechanism to pay a part-time employee for this. Therefore, staff would recommend creating language similar to the General Employees language. The cost of Standby Pay is \$2.63 an hour or up to \$336.64 per week.

**Fiscal Impact:**

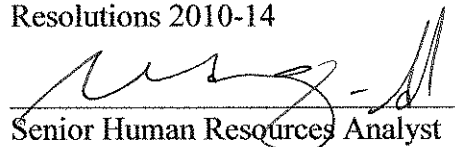
There is no additional cost to the City for allowing part-time employees to be on standby since it will not increase the number of employees on standby, just expand of the pool of employees that will be eligible.

**Measure of Success**

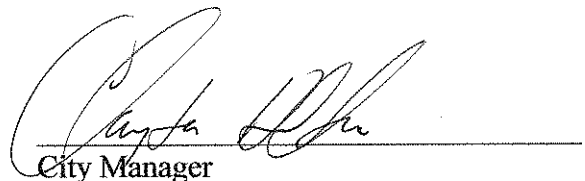
Is the city able to respond to public works emergencies with the available staff outside of normal work hours?

**Attachments:**

Resolutions 2010-14



Senior Human Resources Analyst



City Manager

## **RESOLUTION 2010-14**

### **A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BRISBANE REGARDING STANDBY PAY FOR PUBLIC WORKS HOURLY EMPLOYEES**

**WHEREAS**, on July 21, 2008, the City Council adopted Resolution No. 2008-35, wherein the City established the new pay plan for hourly employees; and

**WHEREAS**, the current staff levels of the Public Works maintenance crews have been reduced due to retirements and because of the current financial situation will go unfilled; and

**WHEREAS**, the City Manager has established a need for Public Works maintenance hourly staff members to be available on standby status to provide the ability to respond to emergency public hazards as needed; and

**WHEREAS**, the City Council now wishes to provide compensation to those employees in the manner described below:

- 1) Public Works Department maintenance worker employees shall be compensated at the rate of \$2.63 per hour when assigned to stand-by duty to respond to any unforeseen public hazards that might occur outside the employee's scheduled shift.
- 2) For an hourly employee assigned to stand-by, the call out time period shall begin upon notification. The employee shall be able to respond back to the City within 20-25 minutes of notification (excluding extraordinary traffic congestion) and shall be capable of performing all duties required. An employee assigned to stand-by duty shall receive a minimum of two hours pay when called out. Any additional call outs received during any continuous two-hour minimum time period shall not be compensated separately. Any call out received after the termination of a two-hour minimum time period shall begin a new two-hour minimum time period. If the call out is within one hour of the start of the employee's regular work shift, the employee will be compensated at normal rates.

**NOW, THEREFORE, BE IT RESOLVED** by the City Council of the City of Brisbane that an employee who works in a temporary, part time Public Works Maintenance Worker I/II job classification shall receive standby pay when assigned to be on standby status.

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W. CLARKE CONWAY  
MAYOR

I hereby certify that the foregoing Resolution No. 2010-14 was duly and regularly adopted at a regular meeting of the Brisbane City Council on May 3, 2010, by the following vote:

AYES:

NOES:

ABSENT:

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SHERI MARIE SPEDIACCI

City Clerk